

# Stroud Application for a premises licence Licensing Act 2003

For help contact

licensing@stroud.gov.uk

Telephone: 01453 754440

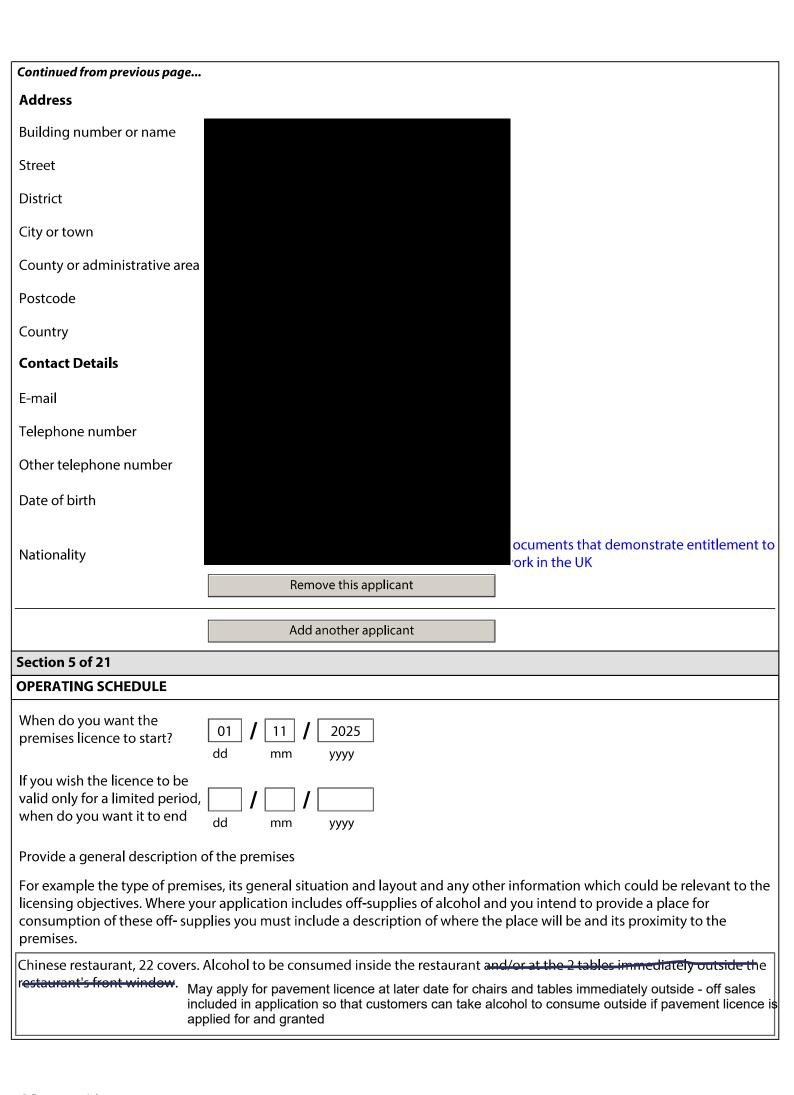
\* required information

Section 1 of 21		
You can save the form at any t	ime and resume it later. You do not need to be	logged in when you resume.
System reference	Not Currently In Use	This is the unique reference for this application generated by the system.
Your reference		You can put what you want here to help you track applications if you make lots of them. It is passed to the authority.
Are you an agent acting on be	half of the applicant?	Put "no" if you are applying on your own
○ Yes	No	behalf or on behalf of a business you own or work for.
Applicant Details		
* First name	Alexander	
* Family name	Russell	
* E-mail		
Main telephone number		Include country code.
Other telephone number		
☐ Indicate here if you wou	lld prefer not to be contacted by telephone	
Are you:		
<ul><li>Applying as a business of Applying as an individual</li></ul>	or organisation, including as a sole trader al	A sole trader is a business owned by one person without any special legal structure. Applying as an individual means you are applying so you can be employed, or for some other personal reason, such as following a hobby.
Applicant Business		,
Is your business registered in the UK with Companies House?	○ Yes	Note: completing the Applicant Business section is optional in this form.
Is your business registered outside the UK?		
Business name	Bamboo Tiger	If your business is registered, use its registered name.
VAT number -		Put "none" if you are not registered for VAT.
Legal status	Partnership	

Continued from previous page			
Your position in the business	Partner		
Home country	United Kingdom	The country where the headquarters of your business is located.	
Business Address		If you have one, this should be your official	
Building number or name	Bamboo Tiger	address - that is an address required of you by law for receiving communications.	
Street	27 High Street		
District			
City or town	Stroud		
County or administrative area			
Postcode	GL5 1AJ		
Country	United Kingdom		
Section 2 of 21			
PREMISES DETAILS			
	ply for a premises licence under section 17 of the premises) and I/we are making this applicat of the Licensing Act 2003.		
Premises Address			
Are you able to provide a post	al address, OS map reference or description of t	the premises?	
<ul><li>Address</li><li>OS ma</li></ul>	p reference O Description		
Postal Address Of Premises			
Building number or name	Bamboo Tiger		
Street	27 High Street		
District			
City or town	Stroud		
County or administrative area			
Postcode	GL5 1AJ		
Country	United Kingdom		
Further Details			
Telephone number			
Non-domestic rateable value of premises (£)			

Secti	n 3 of 21		
APPL	CATION DETAILS		
In wh	t capacity are you applying for the premises licence?		
	An individual or individuals		
	A limited company / limited liability partnership		
$\boxtimes$	A partnership (other than limited liability)		
	An unincorporated association		
	Other (for example a statutory corporation)		
	A recognised club		
	A charity		
	he proprietor of an educational establishment		
	health service body		
	person who is registered under part 2 of the Care Standards Act		
Ш	2000 (c14) in respect of an independent hospital in Wales		
	A person who is registered under Chapter 2 of Part 1 of the Health and Social Care Act 2008 in respect of the carrying on of a regulated activity (within the meaning of that Part) in an independent hospital in England		
	he chief officer of police of a police force in England and Wales		
Conf	m The Following		
$\boxtimes$	am carrying on or proposing to carry on a business which involves he use of the premises for licensable activities		
	☐ I am making the application pursuant to a statutory function		
	am making the application pursuant to a function discharged by rirtue of His Majesty's prerogative		
Secti	n 4 of 21		
NON	NDIVIDUAL APPLICANTS		
	e name and registered address of applicant in full. Where appropriate give any registered number. In the case of a rship or other joint venture (other than a body corporate), give the name and address of each party concerned.		
Non	ndividual Applicant's Name		
Nam	Alexander Russell		
Deta	s		
Regis appli	ered number (where able)		
Desc	ption of applicant (for example partnership, company, unincorporated association etc)		

Continued from previous page		
Address		
Building number or name		
Street		
District		
City or town		
County or administrative area		
Postcode		
Country		
Contact Details		
E-mail		
Telephone number		
Other telephone number		
* Date of birth		
* Nationality		Documents that demonstrate entitlement to work in the UK
Non Individual Applicant's N	lame	
Name	Guying Zhuang	
Details		
Registered number (where applicable)		
Description of applicant (for e	xample partnership, company, unincorporated	association etc)
Partnership		



Continued from previous page	
If 5,000 or more people are	
expected to attend the premises at any one time,	
state the number expected to	
attend	
Section 6 of 21	
PROVISION OF PLAYS	
See guidance on regulated en	tertainment
Will you be providing plays?	
	<ul><li>No</li></ul>
Section 7 of 21	
PROVISION OF FILMS	
See guidance on regulated en	tertainment
Will you be providing films?	
○ Yes	<ul><li>No</li></ul>
Section 8 of 21	
PROVISION OF INDOOR SPO	RTING EVENTS
See guidance on regulated en	tertainment
Will you be providing indoor s	porting events?
○ Yes	<ul><li>No</li></ul>
Section 9 of 21	
PROVISION OF BOXING OR W	RESTLING ENTERTAINMENTS
See guidance on regulated en	tertainment
Will you be providing boxing	or wrestling entertainments?
○ Yes	No
Section 10 of 21	
PROVISION OF LIVE MUSIC	
See guidance on regulated en	tertainment
Will you be providing live mus	ic?
○ Yes	<ul><li>No</li></ul>
Section 11 of 21	
PROVISION OF RECORDED M	USIC
See guidance on regulated en	tertainment
Will you be providing recorde	d music?
○ Yes	<ul><li>No</li></ul>
Section 12 of 21	
PROVISION OF PERFORMAN	CES OF DANCE
See guidance on regulated en	tertainment
Will you be providing perform	ances of dance?

Continued from previous	page			
Section 13 of 21				
PROVISION OF ANYTH DANCE	ING OF A SIMILAR DES	CRIPTION TO LIVE	MUSIC, RECO	ORDED MUSIC OR PERFORMANCES OF
See guidance on regula				
Will you be providing a performances of dance	nything similar to live m ?	usic, recorded mus	sic or	
○ Yes	<ul><li>No</li></ul>			
Section 14 of 21				
LATE NIGHT REFRESH	MENT			
Will you be providing la	ite night refreshment?			
○ Yes	<ul><li>No</li></ul>			
Section 15 of 21				
SUPPLY OF ALCOHOL				
Will you be selling or su	pplying alcohol?			
Yes	○ No			
Standard Days And Ti	mings			
MONDAY			,	Give timings in 24 hour clock.
	Start	End		e.g., 16:00) and only give details for the days
	Start	End	1	of the week when you intend the premises to be used for the activity.
TUESDAY				<b>,</b>
	Start	End		
	Start	End		
WEDNESDAY				
	Start 12:00	End	14:30	
	Start 17.00	End	20:30	
THURSDAY				
Monson	Start 12:00	End	14:30	
	Start 17.00		20:30	
	Start 17.00	Enu	20.30	
FRIDAY				
	Start 12:00	End	14:30	
	Start 17:00	End	20:30	
SATURDAY				
	Start 12:00	End	<del>14:30</del>	
	Start <del>17:00 </del>	End	20:30	

Continued from previous page		
SUNDAY		
Start	12:00 End 14:3	0
Start	End	
Will the sale of alcohol be for o	onsumption:	If the sale of alcohol is for consumption on
On the premises	Off the premises YES Both	the premises select on, if the sale of alcohol is for consumption away from the premises select off. If the sale of alcohol is for consumption on the premises and away from the premises select both.
State any seasonal variations		
For example (but not exclusive	ely) where the activity will occur on addition	onal days during the summer months.
Non-standard timings. Where column on the left, list below	the premises will be used for the supply o	f alcohol at different times from those listed in the
	ely), where you wish the activity to go on le	onger on a particular day e.g. Christmas Eve.
State the name and details of licence as premises supervisor	the individual whom you wish to specify o	n the
Name		
First name	Alexander	
Family name	Russell	
Date of birth		

Continued from previous page				
Enter the contact's address				
Building number or name				
Street				
District				
City or town				
County or administrative ar				
Postcode				
Country				
Personal Licence number (if known)				
Issuing licensing authority (if known)				
PROPOSED DESIGNATED PRI	EMISES SUPE	ERVISOR CONSENT		
How will the consent form of be supplied to the authority?	the proposed	designated premises	supervisor	
• Electronically, by the pro	posed desig	nated premises supervi	sor	
<ul> <li>As an attachment to this</li> </ul>	application			
Reference number for consen form (if known)	t			If the consent form is already submitted, ask the proposed designated premises supervisor for its 'system reference' or 'your reference'.
Section 16 of 21				references
ADULT ENTERTAINMENT				
Highlight any adult entertain premises that may give rise to			entertainme	nt or matters ancillary to the use of the
	hildren, regar	dless of whether you in	ntend childre	y to the use of the premises which may give en to have access to the premises, for example gambling machines etc.
S-4: 17-621				
Section 17 of 21 HOURS PREMISES ARE OPEN	TO THE DIE	21.10		
Standard Days And Timings		/LIC		
MONDAY				Give timings in 24 hour clock
Start		End		Give timings in 24 hour clock.  (e.g., 16:00) and only give details for the days
Start		End		of the week when you intend the premises to be used for the activity.

Continued from previous p	age		
TUESDAY			
	Start	End	
	Start	End	
WEDNESDAY			
	Start 12:00	End	14.30
	Start <del>17.00.</del>	End	20.50
THURSDAY			
	Start 12:00	End	14.30
	Start 17:00	End	20:30
FRIDAY			
	Start 12:00	End	14:30
	Start 17.00	End	20:30
SATURDAY			
	Start 12:00	End	14.30
	Start 17:00	End	
	Start 17.00	LIIG	20.30
SUNDAY			
	Start 12:00	End	14:30
	Start	End	
State any seasonal variat	ions		
For example (but not exc	lusively) where the	activity will occur on	additional days during the summer months.
Non standard timings. W those listed in the colum			oe open to the members and guests at different times from
			go on longer on a particular day e.g. Christmas Eve.
For example (but not exc		wish the activity to g	go off foliger off a particular day e.g. chilistifias eve.
<u> </u>			
Section 18 of 21 LICENSING OBJECTIVES			
Describe the steps you in		mote the four licensir	ng objectives:
			J ,
a) General – all four licen	any objectives (b,c,	u,e)	

List here steps you will take to promote all four licensing objectives together.

Personal Licence holder on the premises at all times, Designated Premises Supervisor nominated; sufficient number of staff on the premises to cover longer hours & busy times when entertainment is provided

# b) The prevention of crime and disorder

Regular glass collections; request photographic identification to control underage drinking; CCTV in place

# c) Public safety

ring main electrical check (once every 5 years); PAT testing (portable electrical appliance testing); up to date health & safety policy & risk assessments; employers & public liability insurance in place; sufficient lighting internally & externally; regular fire checks & servicing of fire detection & extinguishing equipment; emergency procedures in place; no smoking throughout building

# d) The prevention of public nuisance

no loud music to be played, guests will be drinking with their meal, opening hours mean that there will be no late nights or early mornings

# e) The protection of children from harm

children to only be allowed with responsible adults, id checks when alcohol is served and only under the current legislation with a meal

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# NOTES ON DEMONSTRATING ENTITLEMENT TO WORK IN THE UK

# Entitlement to work/immigration status for individual applicants and applications from partnerships which are not limited liability partnerships:

A licence may not be held by an individual or an individual in a partnership who is resident in the UK who:

- does not have the right to live and work in the UK; or
- is subject to a condition preventing him or her from doing work relating to the carrying on of a licensable activity.

Any premises licence issued in respect of an application made on or after 6 April 2017 will become invalid if the holder ceases to be entitled to work in the UK.

Applicants must demonstrate that they have an entitlement to work in the UK and are not subject to a condition preventing them from doing work relating to the carrying on of a licensable activity. They do this in one of two ways: 1) by providing with this application copies or scanned copies of the documents listed below (which do not need to be certified), or 2) by providing their 'share code' to enable the licensing authority to carry out a check using the Home Office online right to work checking service (see below).

#### Documents which demonstrate entitlement to work in the UK

- An expired or current passport showing the holder, or a person named in the passport as the child of the holder, is A British citizen or a citizen of the UK and Colonies having the right of abode in the UK [please see note below about which sections of the passport to copy].
- An expired or current passport or national identity card showing the holder, or a person named in the passport as the child of the holder, is a national of a European Economic Area country or Switzerland.
- A Registration Certificate or document certifying permanent residence issued by the Home Office to a national of a European Economic Area country or Switzerland.
- A Permanent Residence Card issued by the Home Office to the family member of a national of a European Economic Area country or Switzerland.
- A current Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the
  holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their
  stay in the UK.
- A current passport endorsed to show that the holder is exempt from immigration control, is allowed to stay
  indefinitely in the UK, has the right of abode in the UK, or has no time limit on their stay in the UK.
- A **current** Immigration Status Document issued by the Home Office to the holder with an endorsement indicating that the named person is allowed to stay indefinitely in the UK or has no time limit on their stay in the UK, **when produced in combination with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- A birth or adoption certificate issued in the UK, when produced in combination with an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- A birth or adoption certificate issued in the Channel Islands, the Isle of Man or Ireland when produced in
  combination with an official document giving the person's permanent National Insurance number and their
  name issued by a Government agency or a previous employer.
- A certificate of registration or naturalisation as a British citizen, when produced in combination with an
  official document giving the person's permanent National Insurance number and their name issued by a
  Government agency or a previous employer.

- A **current** passport endorsed to show that the holder is allowed to stay in the UK and is currently allowed to work and is not subject to a condition preventing the holder from doing work relating to the carrying on of a licensable activity.
- A **current** Biometric Immigration Document (Biometric Residence Permit) issued by the Home Office to the holder which indicates that the named person can currently stay in the UK and is allowed to work relation to the carrying on of a licensable activity.
- A **current** Residence Card issued by the Home Office to a person who is not a national of a European Economic Area state or Switzerland but who is a family member of such a national or who has derivative rights or residence.
- A **current** Immigration Status Document containing a photograph issued by the Home Office to the holder with an endorsement indicating that the named person may stay in the UK, and is allowed to work and is not subject to a condition preventing the holder from doing work relating to the carrying on of a licensable activity **when produced in combination with** an official document giving the person's permanent National Insurance number and their name issued by a Government agency or a previous employer.
- A Certificate of Application, **less than 6 months old**, issued by the Home Office under regulation 18(3) or 20(2) of the Immigration (European Economic Area) Regulations 2016, to a person who is not a national of a European Economic Area state or Switzerland but who is a family member of such a national or who has derivative rights of residence.
- Reasonable evidence that the person has an outstanding application to vary their permission to be in the UK
  with the Home Office such as the Home Office acknowledgement letter or proof of postage evidence, or
  reasonable evidence that the person has an appeal or administrative review pending on an immigration
  decision, such as an appeal or administrative review reference number.
- Reasonable evidence that a person who is not a national of a European Economic Area state or Switzerland but who is a family member of such a national or who has derivative rights of residence in exercising treaty rights in the UK including:-
  - evidence of the applicant's own identity such as a passport,
  - evidence of their relationship with the European Economic Area family member e.g. a marriage certificate, civil partnership certificate or birth certificate, and
  - evidence that the European Economic Area national has a right of permanent residence in the UK or is one of the following if they have been in the UK for more than 3 months:
    - (i) working e.g. employment contract, wage slips, letter from the employer,
    - (ii) self-employed e.g. contracts, invoices, or audited accounts with a bank,
    - (iii) studying e.g. letter from the school, college or university and evidence of sufficient funds; or
    - (iv) self-sufficient e.g. bank statements.

Family members of European Economic Area nationals who are studying or financially independent must also provide evidence that the European Economic Area national and any family members hold comprehensive sickness insurance in the UK. This can include a private medical insurance policy, an EHIC card or an S1, S2 or S3 form.

**Original documents must not be sent to licensing authorities.** If the document copied is a passport, a copy of the following pages should be provided:-

- (i) any page containing the holder's personal details including nationality;
- (ii) any page containing the holder's photograph;
- (iii) any page containing the holder's signature;
- (iv) any page containing the date of expiry; and
- (v) any page containing information indicating the holder has permission to enter or remain in the UK and is permitted to work.

If the document is not a passport, a copy of the whole document should be provided.

Your right to work will be checked as part of your licensing application and this could involve us checking your immigration status with the Home Office. We may otherwise share information with the Home Office. Your licence application will not be determined until you have complied with this guidance.

# Home Office online right to work checking service

As an alternative to providing a copy of the documents listed above, applicants may demonstrate their right to work by allowing the licensing authority to carry out a check with the Home Office online right to work checking service.

To demonstrate their right to work via the Home Office online right to work checking service, applicants should include in this application their 9-digit share code (provided to them upon accessing the service at <a href="https://www.gov.uk/prove-right-to-work">https://www.gov.uk/prove-right-to-work</a>) which, along with the applicant's date of birth (provided within this application), will allow the licensing authority to carry out the check.

In order to establish the applicant's right to work, the check will need to indicate that the applicant is allowed to work in the United Kingdom and is not subject to a condition preventing them from doing work relating to the carrying on of a licensable activity.

An online check will not be possible in all circumstances because not all applicants will have an immigration status that can be checked online. The Home Office online right to work checking service sets out what information and/or documentation applicants will need in order to access the service. Applicants who are unable to obtain a share code from the service should submit copy documents as set out above.

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**NOTES ON REGULATED ENTERTAINMENT** 

In terms of specific **regulated entertainments** please note that:

- Plays: no licence is required for performances between 08:00 and 23.00 on any day, provided that the audience does not exceed 500.
- Films: no licence is required for 'not-for-profit' film exhibition held in community premises between 08.00 and 23.00 on any day provided that the audience does not exceed 500 and the organiser (a) gets consent to the screening from a person who is responsible for the premises; and (b) ensures that each such screening abides by age classification ratings.
- Indoor sporting events: no licence is required for performances between 08.00 and 23.00 on any day, provided that the audience does not exceed 1000.
- Boxing or Wrestling Entertainment: no licence is required for a contest, exhibition or display of Greco-Roman wrestling, or freestyle wrestling between 08.00 and 23.00 on any day, provided that the audience does not exceed 1000. Combined fighting sports defined as a contest, exhibition or display which combines boxing or wrestling with one or more martial arts are licensable as a boxing or wrestling entertainment rather than an indoor sporting event.
- Live music: no licence permission is required for:
  - o a performance of unamplified live music between 08.00 and 23.00 on any day, on any premises.
  - o a performance of amplified live music between 08.00 and 23.00 on any day on premises authorised to sell alcohol for consumption on those premises, provided that the audience does not exceed 500.
  - o a performance of amplified live music between 08.00 and 23.00 on any day, in a workplace that is not licensed to sell alcohol on those premises, provided that the audience does not exceed 500.
  - o a performance of amplified live music between 08.00 and 23.00 on any day, in a church hall, village hall, community hall, or other similar community premises, that is not licensed by a premises licence to sell alcohol, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance from a person who is responsible for the premises.
  - o a performance of amplified live music between 08.00 and 23.00 on any day, at the non-residential premises of (i) a local authority, or (ii) a school, or (iii) a hospital, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance on the relevant premises from: (i) the local authority concerned, or (ii) the school or (iii) the health care provider for the hospital.
- Recorded Music: no licence permission is required for:
  - o any playing of recorded music between 08.00 and 23.00 on any day on premises authorised to sell alcohol for consumption on those premises, provided that the audience does not exceed 500.
  - o any playing of recorded music between 08.00 and 23.00 on any day, in a church hall, village hall, community hall, or other similar community premises, that is not licensed by a premises licence to sell alcohol, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance from a person who is responsible for the premises.
  - o any playing of recorded music between 08.00 and 23.00 on any day, at the non-residential premises of (i) a local authority, or (ii) a school, or (iii) a hospital, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance on the relevant premises from: (i) the local authority concerned, or (ii) the school proprietor or (iii) the health care provider for the hospital.

- Dance: no licence is required for performances between 08.00 and 23.00 on any day, provided that the audience does not exceed 500. However, a performance which amounts to adult entertainment remains licensable.
- Cross activity exemptions: no licence is required between 08.00 and 23.00 on any day, with no limit on audience size for:
  - o any entertainment taking place on the premises of the local authority where the entertainment is provided by or on behalf of the local authority;
  - o any entertainment taking place on the hospital premises of the health care provider where the entertainment is provided by or on behalf of the health care provider;
  - o any entertainment taking place on the premises of the school where the entertainment is provided by or on behalf of the school proprietor; and
  - o any entertainment (excluding films and a boxing or wrestling entertainment) taking place at a travelling circus, provided that (a) it takes place within a moveable structure that accommodates the audience, and (b) that the travelling circus has not been located on the same site for more than 28 consecutive days.

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#### **PAYMENT DETAILS**

This fee must be paid to the authority. If you complete the application online, you must pay it by debit or credit card.

Premises Licence Fees are determined by the non domestic rateable value of the premises.

To find out a premises non domestic rateable value go to the Valuation Office Agency site at http://www.voa.gov.uk/business\_rates/index.htm

Band A - No RV to £4300 £100.00

Band B - £4301 to £33000 £190.00

Band C - £33001 to £8700 £315.00

Band D - £87001 to £12500 £450.00\*

Band E - £125001 and over £635.00\*

\*If the premises rateable value is in Bands D or E and the premises is primarily used for the consumption of alcohol on the premises then your are required to pay a higher fee

Band D - £87001 to £12500 £900.00

Band E - £125001 and over £1,905.00

There is an exemption from the payment of fees in relation to the provision of regulated entertainment at church halls, chapel halls or premises of a similar nature, village halls, parish or community halls, or other premises of a similar nature. The costs associated with these licences will be met by central Government. If, however, the licence also authorises the use of the premises for the supply of alcohol or the provision of late night refreshment, a fee will be required.

Schools and sixth form colleges are exempt from the fees associated with the authorisation of regulated entertainment where the entertainment is provided by and at the school or college and for the purposes of the school or college.

If you operate a large event you are subject to ADDITIONAL fees based upon the number in attendance at any one time

Capacity 5000-9999 £1,000.00

Capacity 10000 -14999 £2,000.00

Capacity 15000-19999 £4,000.00 Capacity 20000-29999 £8,000.00

Capacity 30000-39000 £16,000.00

Capacity 40000-49999 £24,000.00

Capacity 50000-59999 £32,000.00

Capacity 60000-69999 £40,000.00

Capacity 70000-79999 £48,000.00

Capacity 80000-89999 £56,000.00

Capacity 90000 and over £64,000.00

\* Fee amount (£)

190.00

# **ATTACHMENTS**

#### **AUTHORITY POSTAL ADDRESS**

Continued from previous page	
Address	
Building number or name	
Street	
District	
City or town	
County or administrative area	
Postcode	
Country	United Kingdom
DECLARATION	
licensing act 2003, to make a	ce, liable on conviction to a fine up to level 5 on the standard scale, under section 158 of the false statement in or in connection with this application.
<ul> <li>understand I am not entitled am subject to a condition pre</li> </ul>	icants only, including those in a partnership which is not a limited liability partnership] I to be issued with a licence if I do not have the entitlement to live and work in the UK (or if I venting me from doing work relating to the carrying on of a licensable activity) and that my I cease to be entitled to live and work in the UK (please read guidance note 15).
	ation form is entitled to work in the UK (and is not subject to conditions preventing him or to a licensable activity) and I have seen a copy of his or her proof of entitlement to work, if 15)
$\Box$ Ticking this box indicate	es you have read and understood the above declaration
This section should be complet behalf of the applicant?"	ed by the applicant, unless you answered "Yes" to the question "Are you an agent acting on
* Full name	
* Capacity	
Date (dd/mm/yyyy)	
* Full name	
* Capacity	
Date (dd/mm/yyyy)	
	Remove this signatory
	Add another signatory
your application.	<del>-</del>

IT IS AN OFFENCE LIABLE TO SUMMARY CONVICTION TO A FINE OF ANY AMOUNT UNDER SECTION 158 OF THE LICENSING ACT 2003, TO MAKE A FALSE STATEMENT IN OR IN CONNECTION WITH THIS APPLICATION

IT IS AN OFFENCE UNDER SECTION 24B OF THE IMMIGRATION ACT 1971 FOR A PERSON TO WORK WHEN THEY KNOW, OR HAVE REASONABLE CAUSE TO BELIEVE, THAT THEY ARE DISQUALIFIED FROM DOING SO BY REASON OF THEIR IMMIGRATION STATUS. THOSE WHO EMPLOY AN ADULT WITHOUT LEAVE OR WHO IS SUBJECT TO CONDITIONS AS TO EMPLOYMENT WILL BE LIABLE TO A CIVIL PENALTY UNDER SECTION 15 OF THE IMMIGRATION, ASYLUM AND NATIONALITY ACT 2006 AND PURSUANT TO SECTION 21 OF THE SAME ACT, WILL BE COMMITTING AN OFFENCE WHERE THEY DO SO IN THE KNOWLEDGE, OR WITH REASONABLE CAUSE TO BELIEVE, THAT THE EMPLOYEE IS DISQUALIFIED