

# Licensing Action Plan



Working together for a safer London

Venue Name	<b>Sal's Bar</b>	Start Date	<b>25/01/2017</b>
Venue Address	<b>249 Neasden Lane</b>	End Date	<b>25/05/2017</b>
	<b>Neasden</b>	Borough	<b>Brent</b>
Postcode	<b>London</b>	Officer Completing	<b>PC 782QK Whitcomb</b>
	<b>NW10 1QG</b>	DPS/License Holder	<b>Sharon Mullarkey (DPS) &amp; Mr. Tim Sheahan (Licence Holder)</b>

## Actions to be implemented:

**Drunkenness:** During an incident which took place on 17th December 2016, a customer who was apparently drunk was ejected from the pub by customers after he became aggressive. Once outside and on the opposite side of the road one person was stabbed by the ejected person. Police suggest that all managers and staff are given training in relation to basic licensing legislation. This can be delivered either 'in house' or through an external licensing training company. Staff must be aware of sales to those who are already intoxicated. It is an offence to serve anyone who is drunk under s. 141 Licensing Act 2003 and the person serving the alcohol can be issued an on the spot penalty notice if witnessed by a police officer. This would also likely trigger a review of the premises licence.

**1. Any staff directly involved in selling/supplying alcohol for retail to consumers and managers will undergo training of basic Licensing Act 2003 legislation. This will be documented and signed for by the DPS and the member of staff receiving the training. This training log shall be kept on the premises and made available for inspection by police and relevant authorities upon request.**

**CCTV:** Police requested CCTV footage of the incident from the 17th December 2016. However, as the CCTV system only retains footage for 14 days, the required footage had already been overwritten and was lost. Condition two of your premises licence states that CCTV MUST be retained for 31 days and supplied to the police upon request. Please ensure that the system is upgraded to comply with condition two which states:

**2. All CCTV recordings shall be kept for 31 days and shall be made available to police and licensing officers if requested. (This is already a condition of your premises licence)**

**Daytime Supervision:** During the incident on 17th December 2016, customers ejected a drunk male from the premises which ultimately may have lead to a serious incident taking place outside the pub. During the meeting that I had with DPS, Sharon, I expressed my concerns with customers ejecting other customers. If necessary, this should be only be conducted by the licensee/DPS or a duty manager in my opinion. After an initial risk assessment, if the licensee/DPS or a duty manager feels that an ejection may result in issues than consideration to calling the police for assistance should be seriously considered. There are licensing training companies which undertake 'conflict management' courses in relation to the licensed trade. A course of this nature could be considered for your staff and may be of benefit. I spoke to Sharon about these issues and she agreed with me that customers should not be getting involved. The issue is that DPS Sharon only works evening shifts and there is no duty manager/bar supervisor on duty in the daytime. Given that Sals can sometimes be just as busy in the day as it is on a weekend evening, I would suggest the following:

**3. A bar supervisor or duty manager who has passed a personal licence test and/or a conflict management course applicable to licensed premises, shall be on duty from open until 1800 hours daily.**

**Important:** The period of this voluntary action plan will last for the next four (4) months. This action plan is NOT legally binding and you are under NO legal obligation to follow it. However, the primary aim of the action plan is to assist you in upholding the licensing objectives and to help prevent a review of your premises licence in the future.

**End Date: 25th May 2017**

Signed		
	<b>PC 782QK Whitcomb Brent Police Licensing Unit</b>	<b>DPS/License Holder</b>