



Shield Associates

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4th May 2023

To whom it may concern

Shield Associates is a company formed by former senior Metropolitan police officers on 2013. The three Directors all served a minimum of 30 years and were at different times responsible for policing, liaison, partnership working and compliance in relation to licensed premises in the Boroughs of Westminster, Southwark, Sutton, and Kingston-upon-Thames, as well as being involved in the planning and coordination of licensing initiatives and compliance strategies across the Metropolitan Police area.

As a company our aim is to provide independent regulatory support to the Licensing trade, offer problem solving and compliance guidance and support the key objectives of the Licensing Act in reviewing working practices, policies, and procedures to ensure:

- The security and safety of those visiting a venue
- The prevention of crime and disorder
- The prevention of public nuisance
- The protection of young and vulnerable people from harm

We have undertaken comprehensive reviews and audits of licensed premises to ensure compliance and promote responsible management in support of the licensing objectives. As a company, we undertake independent reviews of premises when instructed to do so. We recognise that our duty is to provide an independent, objective report to the licensing committee, bearing in mind the potential impact of the premises and its hours on the licensing objectives.

All issues identified in our reports are true to the best of our knowledge and experience. They were either witnessed or experienced by us or told to us in good faith. The opinions expressed in our reports are honestly held and correct to the best of our judgement. The fee for our reports is not conditional on the outcome of the case in anyway whatsoever.

On Friday 11th February we were instructed by Mr Parviz Mensah to undertake an independent licensing review of the premises, its policies and training packages to ensure they were supporting the licensing objectives. We visited the venue and spoke to Mr Parvis and members of his team at the premises. We were unable to observe the venue operating as at that time it had been closed due to a review of its licence. We reviewed the policies and helped develop an action plan for the venue with the owner. We created a detailed report for Mr Mensah, setting out our observations and recommendations.

Shield Associates attended the subsequent licensing appeal hearing to provide evidence of our report should it be required. At the hearing Mr Mensah was granted his licence back to re-open the venue with new licensing conditions.

Since the venue re-opened, we have been retained by Mr Mensah to provide ongoing support to the venue should it be required. On 3rd September 2022 we attended the premises following a full refurbishment and re-branding to undertake a further licensing review. The bar was renamed 'Bar Chic' and we completed a report for Mr Mensah setting out our findings. We also undertook training with Mr Mensah and his team at the venue. The training included i) the importance of understanding the licensing objectives, ii) policies in place to support the objectives, iii) tactics to identify and deal with intoxicated patrons and spiking, iv) the law relating to licensed premises and v) general personal safety advice. The premises re-opened and has, as far as we are aware, been operating effectively.

We are still in contact with Mr Mensah and have provided advice occasionally in relation to the ID checks and security protocols. We continue to provide ongoing licensing support to Mr Mensah and his team at Bar Chic.

Yours faithfully

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Director – Shield Associates