

# Landmark reforms for victims

- major step towards new Victims' Law as consultation is launched
- scorecards published to increase transparency and hold criminal justice agencies to account
- scheme sparing rape victims the stress of testifying in court rapidly rolled out nationwide
- communities given the chance to express how a crime has impacted them to amplify victims' voices

Justice Secretary Dominic Raab set out plans for a first ever Victims' Law that would guarantee greater consultation with them during the criminal justice process to ensure their voices are properly heard, and hold Agencies such as the police, Crown Prosecution Service and courts to appropriately account for the service they provide to victims.

Under plans set out in a consultation published today, victims' views would be taken into better account at regular points during their case. Proposals include an explicit requirement for prosecutors to meet the victims of certain crimes before making a charging decision in order to understand the impact.

It also outlines plans for community impact statements, which would provide an account for the collective impact of an offence, including in cases where there is no clear victim – such as attacks on public places or anti-social behaviour. A similar system currently is used in Canada, where in 2018, a Community Impact Statement was produced for a case in which several people were on trial for viewing images of child sexual abuse. Testimony was given by the victims who featured in the abusive material to explain the impact that this offence had on them, and that the act of watching these videos was not victimless. Their statement helped lead to tougher punishments for the offenders involved.

Deputy Prime Minister, Lord Chancellor and Secretary of State for Justice, Dominic Raab said:

No victim should feel unsupported. We have a moral duty to do better for victims, but as a practical matter that support will also help bring more criminals to justice and protect the public.

Our plans will give victims a louder voice, a greater role in the criminal justice system, and make criminals pay more to help victims recover.

The consultation seeks views on new legislation designed to amplify victims' voices in the criminal justice process, bolster the level of support they receive, and strengthen the accountability of all the agencies responsible for delivering this. This includes clear expectations of the quality of

service that should be offered by the police, prosecutors and the courts. The ultimate aim of these improvements is to secure more convictions, prevent further crime and make neighbourhoods safer.

Plans to increase the Victim Surcharge have also been set out in the consultation today, to ensure that criminals contribute more towards crucial victim services. This penalty fee – which offenders are made to pay when they are sentenced for crimes – goes straight back into funding support services for victims and currently can be as low as £22 for a conditional discharge. Under the plans set out today, the minimum rate could be increased to £100, over and above the existing pledge to increase it by 20%. These changes would mean that offenders take greater responsibility for the cost of their crimes and pay back to society by contributing to services which support victims as rape support centres and the National Homicide Service.

The consultation seeks to establish clear routes of redress if victims do not receive the support they are entitled to, and whether better oversight across the system could improve performance through strengthening inspection regimes and increasing the role of Police and Crime Commissioners.

As part of a greater drive for transparency and accountability, today the government also published the first ever quarterly performance scorecards spanning the entire criminal justice system, as part of a greater drive for transparency and to hold all justice agencies appropriately to account. The publication of this data will help identify and address concerns, including key information on the volumes of cases going through the system and the time taken for investigation, charging and completion at court. It also includes data on victim engagement – with Ministers determined to increase confidence so that more victims pursue their case so that justice is served as frequently as possible. Local scorecards will be published next year setting out greater detail in each area of the country.

The scorecards also shine a light specifically on the response to rape and sexual violence – delivering on a key pledge in the government's Rape Review published earlier this year. The aim is to use this data to help drive a major increase in the number of prosecutions reaching court.

As part of this push, it was also confirmed today that victims of sexual and modern slavery offences will be spared the trauma of giving evidence in court through the national roll out of a scheme enabling pre-recorded evidence across all crown courts in England and Wales – far faster and further than initially pledged in the Rape Review. Known as section 28, the scheme allows victims to have their cross-examination pre-recorded earlier in the process and outside the courtroom, and can help to reduce stress to ensure they give their best evidence. The measure is already in place for vulnerable witnesses such as children and is currently being piloted for victims of sexual and modern slavery offences in seven crown courts. The government will now work in close partnership with the judiciary, police and Crown Prosecution Service to develop a plan which will see it available across the country as soon as possible. The judiciary will retain oversight and discretion to ensure the interests of justice are properly served. This has the potential to increase successful prosecutions and earlier guilty pleas.

Dame Vera Baird QC, The Victims' Commissioner for England & Wales said:

The criminal justice system has a key role to play in helping victims recover and rebuild their lives. Yet all too often victims are treated as an afterthought, with their needs ignored and neglected.

The government's Victims' Law represents a once in a generation opportunity to drive real culture change, requiring agencies to see, hear and help victims – if necessary, with real consequences if this does not happen. I welcome the commitments outlined today and I look forward to working with government to make this a reality.

We know that we must drastically improve how this country polices and prosecutes rape. The national rollout of section 28 will mark a huge leap in the right direction, helping to reduce unnecessary stress and trauma for victims. This work has my full support.

Emily Hunt, independent advisor to the government on victims, said:

None of us set out to be a victim of a crime and we often don't like to talk about it the impact it can have. But anyone of us – our parents, our children, our friends – could become a victim.

At the moment, victims are not told what to expect and, if their rights are ignored, nothing happens.

This legislation will set out clearly the ways in which victims of all crimes should be protected.

It will make sure that they are supported and, when they chose to seek justice, ensure that the criminal justice system takes them seriously and treats them with dignity and respect that they deserve.

Diana Fawcett, Chief Executive of the independent charity Victim Support, said:

The Victims' Bill is a real opportunity to improve victims' experiences of the criminal justice system. Our research has found time and time again that victims do not always receive their rights and entitlements, and so the government's focus on strengthening victims' rights is welcome.

There needs to be a real shift in the way victims are treated by the criminal justice process. We will work to ensure that the Victims' Bill makes a meaningful difference to victims of crime,

and we will encourage victims and survivors to make their voice heard during the consultation.

The rollout of pre-recorded evidence nationally marks a step forward against the actions set out in the government's Rape Review earlier this year. A bi-annual update on this work, also published today, reveals that while more must be done, considerable headway is being made across the justice system to drive the change needed to increase convictions and ultimately put more rapists behind bars, preventing future victims. Progress made so far includes:

- Publishing performance scorecards to hold each part of the criminal justice system to account
- Securing the funding to recruit hundreds more Independent Sexual Violence Advisors (ISVAs), who provide vital advice and support for victims, acting as the link between police, support services and criminal justice agencies.
- Rolling out a new approach to investigations that places greater emphasis on understanding a suspect's behaviour rather than placing undue focus on a victim's credibility. Five police forces are already piloting Operation Soteria with further expansion in a further 14 from the end of this year. A number of these are also piloting a scheme to return mobile phones to victims within 24 hours, or provide them with replacements.
- Training more than 100 specialist rape prosecutors, 470 extra CPS staff and 11,000 additional police officers of the pledged 20,000
- Investing a quarter of a billion pounds to support recovery within the courts – providing extra capacity through Nightingale Courts, limit-free sitting days in the Crown Courts, and two new "super courts" to deliver swifter justice for victims

Today's announcement builds on the foundations laid by the new Victims' Code which came into force in April. It sets out the level of support victims can expect from criminal justice agencies, including the information they should receive from the police, CPS, and courts. The consultation seeks views on enshrining the code in law.

The Ministry of Justice (MOJ) secured an additional £2.2 billion in funding from the recent Spending Review of which £185million will go towards supporting victims by 2024/25. This will increase the number of Independent Sexual and Domestic Violence Advisors funded by the MOJ to over 1,000 and fund other key services such as a 24/7 sexual violence helpline. Almost half a billion pounds will be spent on measures to tackle the impact of the pandemic and restore the swift justice victims deserve.

## **Notes to editors**

On Victims' Bill consultation:

- The Victims' Bill consultation will run for 8 weeks from 9 December to 3 February 2022. A response and legislation will be drawn up in due course

following its conclusion.

- The Victims' Bill will cover England and Wales.

On Scorecards:

- The full scorecards will be published on 9 December at 9.30am.
- The government is planning to publish scorecards every three months, with new localised scorecards expected to be published early in the new year.

On Section 28:

- Both the defence and prosecution lawyers will be present in court during the pre-recording as will the judge and the defendant.
- The independent judiciary will be responsible to overseeing the use of s.28 and will have a measure of discretion to ensure that the interests of justice are served.
- Pre-recording cross-examination preserves a defendant's right to a fair trial.
- Between September 2020 and August 2021 there were more than 1,500 witnesses who have used the S.28 provision.
- Vulnerable witnesses and victims are defined as all child witnesses under 18 and any witness whose quality of evidence is likely to be diminished because they are suffering from a mental disorder or physical disability or has significant impairment of intelligence and social functioning.
- Intimidated witnesses and victims for the purposes of this pilot are defined as complainants or witnesses of sexual offences and modern slavery offences.

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## [UK – US joint statement on deepening the data partnership](#)

News story

Joint statement from Digital Secretary Nadine Dorries and US Commerce Secretary Gina M. Raimondo



Today, the U.K. Secretary of State for Digital, Culture, Media & Sport Nadine Dorries and the United States Commerce Secretary Gina M. Raimondo issued the following statement on their governments' shared commitment to deepening the UK-US data partnership to realise a more peaceful and prosperous future by promoting the trustworthy use and exchange of data across borders:

The UK and the US can play a key role in shaping a global data ecosystem capable of addressing the challenges of today and tomorrow by designing and delivering tools for the 21st century.

We welcome significant progress made by our respective teams to support, stabilise and realise the benefits of bilateral data flows, and we are committed to achieving a successful and enduring partnership, including on adequacy. We also look forward to working together on the global challenges and opportunities, including with like-minded partners to build trust in the important ways our Governments access information for the purposes of public safety, national security, and law enforcement investigations.

The challenges facing cross-border data flows are increasingly global and require solutions that work across multiple jurisdictions. We recognise the negative trends that risk closing off international data flows. In response, we seek to shape a global data ecosystem in a manner that promotes and advances interoperability between different data protection frameworks, facilitating cross-border data flows while maintaining high standards of data protection and trust. We are committed to open and inclusive engagement with international partners, industry, civil society, and consumer and privacy rights groups.

Our rich and shared histories, traditions, and commitment to high privacy standards pre-dates the advent of digital technologies, continues today, and will continue and evolve through future technological innovation. We look forward to continuing to build on our partnership in early 2022.

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## Over 200 employers called out for falling short of paying staff the minimum wage

- 208 businesses named and shamed by government for failing to pay their employees the minimum wage
- employers ordered to repay workers and face penalties of nearly £2 million after breaches left around 12,000 workers out of pocket
- Business Minister Paul Scully: “We want workers to know that we’re on their side and they must be treated fairly by their employers, which is why paying the legal minimum wage should be non-negotiable for businesses.”

Over 200 employers are today (9 December 2021) being named and shamed by government for failing to pay their lowest paid staff the minimum wage.

The 208 employers were found to have failed to pay their workers £1.2 million in a clear breach of National Minimum Wage (NMW) law, leaving around 12,000 workers out of pocket.

Companies being named today range from multinational businesses and large high street names to SMEs and sole traders, in a clear message that no employer is exempt from paying their workers the statutory minimum wage.

These businesses have since had to pay back what they owe to staff and also face significant financial penalties of up to 200% of what was owed, which are paid to the government. The investigations by Her Majesty’s Revenue and Customs concluded between 2014 and 2019.

Minister for Labour Markets Paul Scully said:

We want workers to know that we’re on their side and they must be treated fairly by their employers, which is why paying the legal minimum wage should be non-negotiable for businesses.

Today’s 208 businesses, whatever their size, should know better than to short-change hard-working employees, regardless of whether it was intentional or not.

With Christmas fast approaching, it’s more important than ever that cash is not withheld from the pockets of workers. So don’t be a scrooge – pay your staff properly.

The employers named today previously underpaid workers in the following ways:

- 37% – deductions that reduce minimum wage pay, for example workers out of pocket to comply with the dress code
- 29% – unpaid working time such as mandatory training, trial shifts or travel time
- 16% – failing to pay the correct rate to apprentices
- 11% – not increasing NMW pay in line with government rises, or paying the wrong minimum wage rate, for example paying a 23 year old the 21-22 year old rate

The government is determined to make work pay, having recently announced a significant rise to the National Living Wage (NLW) from April 2022. This will lead to a pay rise for some of the lowest paid workers in the UK, with workers on the National Living Wage seeing a 6.6% increase to £9.50 an hour. This is the biggest increase to the National Living Wage since its introduction and keeps the government on track to achieve its manifesto commitment for the NLW to equal two-thirds of median earnings by 2024.

Whilst not all minimum wage underpayments are intentional, there is no excuse for underpaying workers. Clear [guidance for employers on pay](#) is available on GOV.UK, and today the government has published additional advice about breaches and the steps employers should take to make sure they pay their workers correctly:

The government has been clear that anyone entitled to be paid the minimum wage should receive it, and that robust enforcement action will be taken against employers who do not pay their staff correctly. Since 2015, the budget for minimum wage enforcement has doubled with the government having ordered employers to repay over £100 million to 1 million workers.

HMRC consider all complaints from workers, so workers are being reminded to check their pay with advice available through the [Check your pay](#) website.

Bryan Sanderson Chair of the Low Pay Commission said:

The minimum wage is a success story welcomed by employees and employers alike, but it only works if everyone without exception obeys the law. We hope this latest naming round can continue to raise awareness of the most common mistakes businesses make and help protect low-paid workers from unfair treatment.

## Notes to editors

- The minimum wage law applies to all parts of the UK.
- employers should always carry out the necessary checks – see the guidance: [Calculating the Minimum Wage](#)

## List of employers named in Round 18

This is the full list of employers being named and shamed for failing to pay the National Minimum Wage, with fuller detail provided in the attached



spreadsheet:

[List of named employers](#) (MS Excel Spreadsheet, 49.3 KB)

- The Challenge Network – Liquidation 26th May 2020, Lambeth, SE1, failed to pay £154,682.33 to 3,600 workers.
- Mr Rupert Galliers-Pratt, Northumberland, NE43, failed to pay £64,094.37 to 7 workers.
- The Feel Good Group Limited, trading as The Tanning Shop, Darlington, DL1, failed to pay £34,738.83 to 355 workers.
- Belmont Day Nursery Ltd, Redbridge, IG1, failed to pay £31,599.90 to 11 workers.
- Hanmi Gallery Limited, Camden, W1T, failed to pay £28,999.51 to 8 workers.
- J E Beale Public Limited Company – Administration 20th January 2020, Bournemouth, Christchurch and Poole, BH1, failed to pay £25,005.67 to 1,177 workers.
- Nike Group Hotels Limited, trading as Coppid Beech Hotel, Bracknell Forest, RG12, failed to pay £24,862.62 to 138 workers.
- Mere Golf & Country Club Limited, Cheshire East, WA16, failed to pay £24,337.65 to 64 workers.
- Ewart Aberdeen Properties Limited (previously Dominvs Project Company Limited), trading as Crowne Plaza & Holiday Inn Express Aberdeen Airport, Aberdeen City, AB21, failed to pay £23,868.72 to 76 workers.
- Magnum Care Limited, Leicester, LE1, failed to pay £22,711.44 to 174 workers.
- Charles Hurst Limited, Belfast, BT12, failed to pay £22,546.84 to 42 workers.
- Yarr Ltd (active proposal to strike off), trading as Maryland Chicken, Leicester, LE5, failed to pay £21,089.55 to 16 workers.
- Days Bournemouth Limited – Dissolved 13th April 2021, Bournemouth, Christchurch and Poole, BH1, failed to pay £18,473.51 to 9 workers.
- Clarenco LLP, Buckinghamshire, HP14, failed to pay £17,975.83 to 49 workers.
- Mitie Limited, Southwark, SE1, failed to pay £17,893.98 to 91 workers.
- Benla Limited, trading as The Best Fish and Chips, Lewes, BN10, failed to pay £17,159.85 to 1 worker.
- London General Transport Services Limited, trading as Go-Ahead London, Merton, SW19, failed to pay £16,316.91 to 101 workers.
- House of Fraser Limited (under new ownership), Bolsover, NG20, failed to pay £16,235.19 to 354 workers.
- The App Experts Limited, City of London, EC4N, failed to pay £15,317.92 to 65 workers.
- North West Transport Services Limited, Calderdale, HX6, failed to pay £14,633.31 to 5 workers.
- Kaye's Hotels Limited, Wakefield, WF2, failed to pay £14,494.56 to 118 workers.
- UK Auto Wash Limited, Southwark, SE15, failed to pay £13,209.92 to 6 workers.
- Evans Dakota Services Limited (name changed to Dakota Hospitality Limited 1st February 2019), trading as Dakota Hotels, Leeds, LS11,

- failed to pay £12,413.57 to 29 workers.
- Greencore Food To Go Limited, Bolsover, S43, failed to pay £12,022.24 to 602 workers.
  - Mitchell Potatoes Ltd, Rugby, CV23, failed to pay £10,682.09 to 10 workers.
  - Carol Spinks Homecare Ltd, Cornwall, PL12, failed to pay £10,436.77 to 11 workers.
  - Mr Abid Hussain, trading as B & H Car Services, Newham, E13, failed to pay £10,304.45 to 1 worker.
  - L & M(Heating)Supplies Limited, North Northamptonshire, NN10, failed to pay £9,963.60 to 7 workers.
  - B & S Healthcare Limited, Bristol, City of, BS3, failed to pay £9,866.02 to 99 workers.
  - Tangerine Confectionery Group Limited, Blackpool, FY4, failed to pay £9,401.85 to 154 workers.
  - Goldie Hotels (3) Limited, trading as Hallmark Hotels, Derby, DE1, failed to pay £9,335.76 to 59 workers.
  - Sibford School, Cherwell, OX15, failed to pay £9,282.19 to 5 workers.
  - Nourish Training Ltd, trading as CSP Recruitment, Leicester, LE1, failed to pay £9,262.27 to 81 workers.
  - Blue Chilli Thai 2012 Ltd, Mansfield, NG18, failed to pay £9,103.22 to 1 worker.
  - Hays Specialist Recruitment Limited, Kingston upon Thames, KT3, failed to pay £8,987.62 to 450 workers.
  - Dilli Haat Limited, trading as Caraway, Redbridge, IG2, failed to pay £8,948.21 to 47 workers.
  - Waterstones Booksellers Limited, Westminster, W1J, failed to pay £8,689.54 to 58 workers.
  - Mr Daniel Jupe, trading as Ryde Tyres, Isle of Wight, PO33, failed to pay £8,569.92 to 1 worker.
  - Mr Roy Anderson, trading as Andersons of Oldham, Oldham, OL4, failed to pay £8,449.30 to 3 workers.
  - Decidebloom Limited, trading as Stoneacre Motor Group, Doncaster, DN8, failed to pay £7,882.37 to 73 workers.
  - Mr M Dugdale, trading as Merevale Estate, North Warwickshire, CV9, failed to pay £7,684.02 to 43 workers.
  - Ayesha Community School Limited, Barnet, NW4, failed to pay £7,678.93 to 13 workers.
  - Du Beau Styling Limited, West Lothian, EH54, failed to pay £7,578.94 to 3 workers.
  - Care UK Limited, Colchester, CO4, failed to pay £7,540.30 to 784 workers.
  - Mrs Claire Traxon, trading as Early Adventures, Three Rivers, WD5, failed to pay £7,478.66 to 7 workers.
  - Quad Joinery Contractors Limited, Gedling, NG4, failed to pay £7,223.25 to 1 worker.
  - Mohammad Awais Arshad, trading as Tiny Steps Nursery, Manchester, M13, failed to pay £7,211.63 to 9 workers.
  - Dental Decontamination Ltd, Fylde, FY8, failed to pay £7,158.70 to 3 workers.
  - Mr Martyn Fowdrey and Mrs Catherine Fowdrey, trading as Equestrian

- Physiotherapy, Wealden, BN26, failed to pay £7,104.67 to 2 workers.
- ADL PLC, Leeds, LS7, failed to pay £7,051.92 to 29 workers.
  - Site Electrics (Leeds) Limited, Leeds, LS10, failed to pay £7,025.81 to 2 workers.
  - Inverhome Limited, trading as Morton Grange Nursery, North East Derbyshire, DE55, failed to pay £6,970.95 to 35 workers.
  - Quadrate Catering Limited, trading as Marco Pierre White Steakhouse Bar & Grill, Birmingham, B1, failed to pay £6,824.85 to 78 workers.
  - Julius Rutherford & Co. Ltd., Wandsworth, SW8, failed to pay £6,631.73 to 451 workers.
  - Hand Car Wash Centre Ltd (under new ownership), Boston, PE21, failed to pay £6,622.38 to 4 workers.
  - C T Services Group Limited, Bromley, SE26, failed to pay £6,568.93 to 52 workers.
  - Chedgold Limited, Oldham, OL2, failed to pay £6,393.93 to 27 workers.
  - Rad Limited, East Ayrshire, KA18, failed to pay £6,174.23 to 129 workers.
  - Intalekt Holdings Limited, Pendle, BB9, failed to pay £5,819.25 to 23 workers.
  - VVG Healthcare Limited – Dissolved 31st December 2019, trading as Valley Veterinary Group, West Berkshire, RG7, failed to pay £5,818.10 to 2 workers.
  - Mr Charles Edward Bateman, trading as The Hunters Moon Inn, Monmouthshire, NP7, failed to pay £4,874.19 to 4 workers.
  - Mr Robin Swain & Mrs Andrea Swain, trading as Seacroft Mobility, East Lindsey, PE24, failed to pay £4,843.56 to 13 workers.
  - Centre Circle Event Management Ltd, Gravesham, ME3, failed to pay £4,825.55 to 126 workers.
  - Dana Hand Carwash Plus Ltd – Dissolved 5th March 2019, Lancaster, LA1, failed to pay £4,823.28 to 4 workers.
  - C. & J. Clark International Limited (Voluntary Arrangement), trading as Clarks, Mendip, BA16, failed to pay £4,811.38 to 106 workers.
  - H RETAIL REALISATIONS LIMITED – In Administration, trading as (PREVIOUSLY HMV RETAIL LIMITED), City of London, EC4V, failed to pay £4,810.13 to 15 workers.
  - Miss Susana Roderigues Brazao, trading as Fry Days Fish Bar, Wiltshire, BA14, failed to pay £4,797.39 to 1 worker.
  - The Hayling College, Havant, P011, failed to pay £4,595.13 to 1 worker.
  - Liberty Child Care (Elgin) Limited, trading as Liberty Kids, Moray, IV30, failed to pay £4,543.49 to 1 worker.
  - Elysium Leisure Limited, Colchester, C01, failed to pay £4,406.59 to 64 workers.
  - Prime Appointments Limited, Braintree, CM8, failed to pay £4,375.76 to 57 workers.
  - Blood, Sweat & Beers Limited, trading as The Milestone, Sheffield, S3, failed to pay £4,278.10 to 3 workers.
  - TCR (London) Limited, trading as Town Centre Restaurants, Enfield, EN3, failed to pay £4,227.26 to 53 workers.
  - Broadway Travel Service (Wimbledon) Limited, Newcastle upon Tyne, NE6, failed to pay £4,200.89 to 6 workers.
  - Mr Steve Ratcliffe and Mr Ronnie Bale, trading as Manchester Pets &

- Aquatics, Manchester, M12, failed to pay £4,058.37 to 6 workers.
- Careerlink Limited, Walsall, WS1, failed to pay £4,000.30 to 237 workers.
  - SSGC Ltd, Swindon, SN3, failed to pay £3,884.89 to 102 workers.
  - Joro Restaurant Limited, Sheffield, S3, failed to pay £3,865.72 to 4 workers.
  - VDI Solutions Ltd., Lambeth, SE21, failed to pay £3,859.25 to 3 workers.
  - Clive Jones Motors Ltd (under new ownership), Cardiff, CF24, failed to pay £3,816.75 to 1 worker.
  - Xenon Bulbs Ltd, Bradford, BD7, failed to pay £3,747.98 to 1 worker.
  - Guy Bacon Electrical Limited – Dissolved 13th October 2020, Charnwood, LE7, failed to pay £3,673.92 to 1 worker.
  - Crerar Hotel Group Limited, City of Edinburgh, EH6, failed to pay £3,670.71 to 44 workers.
  - Shabani Ltd – Dissolved 2nd February 2021, Blackburn with Darwen, BB3, failed to pay £3,606.19 to 3 workers.
  - Fusion Funkymen Limited – Dissolved, Brent, HA9, failed to pay £3,492.86 to 1 worker.
  - Al Hashim Academy, Kirklees, WF17, failed to pay £3,414.14 to 1 worker.
  - Dust In Time (N.E.) Limited, Sunderland, SR5, failed to pay £3,362.46 to 6 workers.
  - Muzzy Foods Ltd (active proposal to strike off), trading as Maryland Chicken, Leicester, LE1, failed to pay £3,243.71 to 6 workers.
  - Mr Edward Johnson, trading as The Kings Arms Hotel, South Lakeland, LA22, failed to pay £3,237.18 to 5 workers.
  - KBM Training & Recruitment Ltd, Ealing, W3, failed to pay £3,159.79 to 1 worker.
  - Muciqi HCW Ltd ACTIVE (active proposal to strike off), trading as Muciqi Hand Car Wash, Newark and Sherwood, NG24, failed to pay £3,104.64 to 17 workers.
  - Crusty Cottage Ltd, Sandwell, B68, failed to pay £3,037.81 to 2 workers.
  - Mr Awat Osman, trading as Birchills House Hand Car Wash, Walsall, WS2, failed to pay £2,985.84 to 2 workers.
  - Blagreaves Hand Car Wash Limited, Derby, DE23, failed to pay £2,824.95 to 3 workers.
  - Pennypot Dental Practice Ltd, Folkestone and Hythe, CT4, failed to pay £2,793.68 to 15 workers.
  - SHCW Ltd – Dissolved, trading as Shiny Hand Car Wash, Preston, PR2, failed to pay £2,739.65 to 3 workers.
  - Furniture Clinic Limited, County Durham, NE16, failed to pay £2,736.71 to 19 workers.
  - Freshly Roasted Limited, trading as Madeleine, Birmingham, B1, failed to pay £2,684.94 to 44 workers.
  - Apparel Trading Ltd, Leicester, LE5, failed to pay £2,671.01 to 51 workers.
  - A S Green Limited, Herefordshire, County of, WR13, failed to pay £2,632.48 to 44 workers.
  - Accor UK Business & Leisure Hotels Limited, Hammersmith and Fulham, W6, failed to pay £2,560.41 to 22 workers.
  - Portland Vets East Grinstead Limited, Mid Sussex, RH19, failed to pay

£2,470.32 to 6 workers.

- Assured Group Limited, Warwick, CV34, failed to pay £2,402.92 to 4 workers.
- Contemplation Home Care Limited, Havant, P07, failed to pay £2,367.87 to 18 workers.
- Bonne Bouche Catering Limited, Ealing, UB6, failed to pay £2,345 to 23 workers.
- Lancashire County Cricket Club Limited, Trafford, M16, failed to pay £2,329.16 to 10 workers.
- The Bridal Room Wedding Services Limited, trading as The Bridal Room, Reigate and Banstead, RH2, failed to pay £2,314.79 to 8 workers.
- Homsb Limited, trading as Subway, Gosport, P013, failed to pay £2,243.25 to 15 workers.
- Mr Yogesh Rishi, trading as Eston Fish Bar, Redcar and Cleveland, TS6, failed to pay £2,236.77 to 2 workers.
- Fortuna Focus Ltd, Worthing, BN11, failed to pay £2,206.93 to 4 workers.
- Yorkshire Dairy Goats, East Riding of Yorkshire, YO42, failed to pay £2,151.22 to 4 workers.
- London Care Limited, Westminster, W1U, failed to pay £2,148.87 to 8 workers.
- Mrs Chloe Cullen, trading as First Steps Nursery, Dumfries and Galloway, DG1, failed to pay £2,116.05 to 4 workers.
- Fiji Beauty Limited, Birmingham, B23, failed to pay £2,106.06 to 5 workers.
- Mr David Peter Reynolds, trading as Spixworth MOT Bay, Broadland, NR10, failed to pay £2,098.34 to 4 workers.
- Bell Decorating Group Limited, North Lanarkshire, ML6, failed to pay £2,095.20 to 6 workers.
- The Horstead Centre, Broadland, NR12, failed to pay £2,071.67 to 4 workers.
- Calor Gas Limited, Warwick, CV34, failed to pay £2,065.83 to 8 workers.
- Yourholidays.com Ltd (under new ownership), Luton, LU2, failed to pay £2,059.81 to 2 workers.
- B & S Decorators Limited, North Northamptonshire, NN14, failed to pay £2,055 to 1 worker.
- Duadata Limited, trading as Mooboo, Barnet, NW9, failed to pay £2,048.26 to 20 workers.
- Bambini Childcare Ltd, Nuneaton and Bedworth, CV12, failed to pay £2,046.24 to 11 workers.
- KKS Cards Ltd -Dissolved 10th November 2020, trading as Special Greetings, Stirling, FK8, failed to pay £2,001.22 to 2 workers.
- Leicester Motors Limited, Leicester, LE5, failed to pay £1,981.21 to 2 workers.
- The Corner Coffee Ltd, Haringey, N8, failed to pay £1,975.05 to 5 workers.
- Mr Aingaran Somasuntharam, trading as Londis, Tameside, OL7, failed to pay £1,951.98 to 14 workers.
- Small Wonders Day Nurseries Ltd, Chelmsford, CM3, failed to pay £1,931.33 to 2 workers.
- The Hair Revolution LK Limited – Dissolved 10th December 2019, Barnsley, S75, failed to pay £1,887.24 to 2 workers.

- Mr Martyn Young, trading as Martyn Young Heating & Plumbing, Amber Valley, DE56, failed to pay £1,868.12 to 1 worker.
- Prosalt Limited (previously Harry Ramsden's Limited) – Liquidation, City of London, WC2A, failed to pay £1,866.08 to 159 workers.
- Mr Mahmood Raja, trading as Premier Stores, Tameside, OL6, failed to pay £1,847.89 to 1 worker.
- M&R Childcare Services Ltd – Dissolved 22nd August 2020, trading as First Steps Nursery, Angus, DD10, failed to pay £1,806.63 to 20 workers.
- New Best HCW Limited, Liverpool, L13, failed to pay £1,794.64 to 4 workers.
- Mackin Childcare Limited, Glasgow City, G13, failed to pay £1,733.51 to 14 workers.
- Boubou Limited, trading as Bobo Express, Sheffield, S1, failed to pay £1,731.52 to 1 worker.
- Mr David Collinson, trading as The Rose and Crown Hotel, Richmondshire, DL8, failed to pay £1,651.70 to 4 workers.
- Matalan Retail Ltd., Knowsley, L33, failed to pay £1,634.48 to 16 workers.
- Tutors and Exams Limited, Coventry, CV1, failed to pay £1,626.47 to 1 worker.
- Maple House Day Nursery Limited, trading as Rupert's Day Nursery, Manchester, M23, failed to pay £1,575.60 to 6 workers.
- Sarah Hair and Beauty Limited – Dissolved 10th December 2019, Glasgow City, G43, failed to pay £1,571.32 to 2 workers.
- Hampshire County Council, Winchester, SO23, failed to pay £1,543.13 to 24 workers.
- Adams Leisure Limited, Colchester, CO1, failed to pay £1,513.51 to 15 workers.
- D D Exhibitions Limited, Bury, BL9, failed to pay £1,460.16 to 1 worker.
- Mr Mark Alan Hilder, trading as Coffee Junction, Hackney, N1, failed to pay £1,458.29 to 6 workers.
- Integrated Water Services Limited, Walsall, WS2, failed to pay £1,438.50 to 5 workers.
- Widley Hand Car Wash Ltd – Dissolved 13th October 2020, Havant, PO7, failed to pay £1,418.32 to 4 workers.
- Hollywood Nails 104 Ltd, Bassetlaw, S80, failed to pay £1,365.45 to 3 workers.
- Aurora Bars and Restaurants Limited, Ipswich, IP3, failed to pay £1,333.53 to 10 workers.
- Allicare Limited – Liquidation, South Norfolk, NR14, failed to pay £1,247.83 to 17 workers.
- Benny Distribution UK Limited, Bury, BL2, failed to pay £1,236.97 to 1 worker.
- Juventa 4 Care Ltd, Sheffield, S2, failed to pay £1,226.27 to 20 workers.
- Golden Sands Holiday Camp (Rhyl) Limited, trading as Golden Sands Holiday Park, Conwy, LL18, failed to pay £1,207.50 to 5 workers.
- Affinity Salons Limited, trading as Affinity Beauty Salon, Gosport, PO12, failed to pay £1,192.03 to 7 workers.
- Newton Abbot Indian Cuisine – Liquidation, trading as Naz Indian Cuisine, Teignbridge, TQ12, failed to pay £1,170 to 1 worker.

- Namara Foods Ltd, trading as Maryland Chicken, Leicester, LE4, failed to pay £1,135.35 to 6 workers.
- Pink Hippo Day Nursery & Pre-School Limited, East Devon, EX12, failed to pay £1,130.48 to 2 workers.
- Taylors Service Garages (Boston) Limited, Boston, PE21, failed to pay £1,110.74 to 3 workers.
- Mr Edward Mawdsley, trading as 3T's Cleaning Services, Sefton, PR9, failed to pay £1,105.11 to 1 worker.
- Car Spa Glasgow Ltd, Glasgow City, G51, failed to pay £1,080.74 to 4 workers.
- King Street Chapel, Mid Devon, EX16, failed to pay £1,078.51 to 1 worker.
- Mr Osman Ali Mohammed, trading as York Hand Car Wash, York, YO31, failed to pay £1,064.88 to 2 workers.
- Little Polar Bear Ltd – Dissolved 24th September 2019, Colchester, CO2, failed to pay £1,062.48 to 4 workers.
- Assured Rest Hotels Ltd, trading as Glenridding Hotel, Eden, CA11, failed to pay £1,045.49 to 10 workers.
- Westland Nurseries (Offenham) Limited, trading as Westlands, Wychavon, WR11, failed to pay £1,039.38 to 23 workers.
- Border Heating Spares Limited, Newcastle upon Tyne, NE3, failed to pay £1,023.86 to 1 worker.
- Lincolnshire Quality Care Services Ltd, North East Lincolnshire, DN31, failed to pay £1,006.72 to 54 workers.
- Nursery Rhymes LLP, Bradford, LS29, failed to pay £989.72 to 12 workers.
- Café No 8 Bistro Ltd – in Liquidation, York, YO31, failed to pay £987.09 to 5 workers.
- Tennyson Catering Ltd – Dissolved 16th April 2019, Salford, M44, failed to pay £972.20 to 3 workers.
- Woods Hair Limited, trading as Chapters Hair Design, West Oxfordshire, OX28, failed to pay £901.56 to 2 workers.
- Mad Mobiles Limited -Dissolved 25th February 2020, trading as Go Mobile, Bristol, City of, BS3, failed to pay £884.17 to 1 worker.
- Mr Said Sellam, trading as Richmond Barbers, City of Edinburgh, EH8, failed to pay £865.05 to 3 workers.
- Mr Michael Davey & Ms Laura Samantha Kelly, trading as The Hair Lounge, Tameside, SK15, failed to pay £853.90 to 1 worker.
- Mr James Bushell, trading as James Bushell Hair & Beauty, Birmingham, B15, failed to pay £840.91 to 3 workers.
- Ideal Med Limited, Cheshire West and Chester, CH66, failed to pay £834.02 to 1 worker.
- Hope House School Limited, Newark and Sherwood, NG24, failed to pay £829.49 to 1 worker.
- Hellcat Ltd, trading as Hellcat Graphics, North Lanarkshire, ML6, failed to pay £824.32 to 1 worker.
- Schuh Limited, West Lothian, EH54, failed to pay £807.38 to 39 workers.
- Sparkley Hand Car Wash Ltd, Sandwell, B70, failed to pay £798.02 to 5 workers.
- Premier Forest Products Limited, Newport, NP20, failed to pay £797.70 to 2 workers.
- Rayan Car Wash Ltd, Leeds, LS12, failed to pay £785.67 to 4 workers.

- Pendragon PLC, Ashfield, NG15, failed to pay £779.11 to 1 worker.
- Wyeside Day Nursery & Out of School Care Ltd, Herefordshire, County of, HR1, failed to pay £773.68 to 6 workers.
- Bury (T2) Hairdressing Limited – Dissolved, trading as Tony & Guy, Bury, BL9, failed to pay £766.44 to 4 workers.
- Same Day 2 Go Limited – Liquidation, North Northamptonshire, NN8, failed to pay £742.14 to 2 workers.
- The Beauty Space Ltd, trading as Mrs Feelgood Beauty Salon, Southwark, SE22, failed to pay £697.47 to 2 workers.
- IMD Refrigeration Limited, Wyre, PR3, failed to pay £666.92 to 1 worker.
- Castle Car Wash Ltd, Tamworth, B77, failed to pay £661.38 to 2 workers.
- Mr Noble Patterson, trading as Pattersons Quality Car Specialists, Mid Ulster, BT70, failed to pay £652.08 to 1 worker.
- Mumbles Day Nursery Limited, Stafford, ST15, failed to pay £650.71 to 7 workers.
- Somercotes Stars Pre-school, East Lindsey, LN11, failed to pay £632.88 to 1 worker.
- Little Dessert Shop (ST) Ltd, Stafford, ST16, failed to pay £614.23 to 18 workers.
- Energy Care (UK) Limited, Bedford, MK45, failed to pay £611.18 to 1 worker.
- Mr Glen Ewing & Mr Michael Ranfey, trading as Greenaway Auto Electrical, Belfast, BT5, failed to pay £606.94 to 2 workers.
- C.P. Garage Services (Dundee) Limited, Dundee City, DD4, failed to pay £592.62 to 1 worker.
- Mr David Patrick, trading as D C Patrick Newsagents, Suffolk, IP19, failed to pay £565.48 to 10 workers.
- C & C Inns Limited, trading as The Chequers Inn, South Kesteven, NG32, failed to pay £562.55 to 1 worker.
- Merchants Manor Limited, Cornwall, TR11, failed to pay £552.92 to 87 workers.
- Contemplation Care Limited, Havant, P07, failed to pay £539.62 to 5 workers.
- Mr Eamonn Boyle, trading as Ayrshire Towbar Centre, East Ayrshire, KA2, failed to pay £539.47 to 1 worker.
- OSR Recruitment Services Limited, Norwich, NR2, failed to pay £534.87 to 43 workers.
- Unique Employment Limited – Dissolved 16th July 2019, trading as Unique Hair, Bromley, BR1, failed to pay £532.17 to 1 worker.
- Nethercote House Limited, (previously trading as CAPULET SPA LIMITED), Derby, DE22, failed to pay £529.88 to 1 worker.
- Happy Days Out Of School Care Ltd., North Lanarkshire, G71, failed to pay £517.25 to 1 worker.
- Mrs Paula Ann Simper, trading as P and J Pets / Paulways Pet Resort, Ashford, TN27, failed to pay £516.78 to 1 worker.
- Blu Buddha Company Ltd, trading as Blu BBQ & Blu Buddha Thai, Ards and North Down, BT20, failed to pay £515.14 to 2 workers.
- Miss Zoe Linton, trading as The Green Room, Dundee City, DD1, failed to pay £507.09 to 3 workers.
- DMJ Ventures Limited, Darlington, DL1, failed to pay £506.60 to 1 worker.



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## Health Secretary's oral statement to Parliament on COVID-19

Mr Speaker, with permission, I'd like to update the House on the COVID-19 pandemic.

We're working night and day to understand more about the Omicron variant.

There's a lot still to learn, but some important data has emerged very recently and I'd like to update the House on the latest developments.

Mr Speaker, there are three reasons why the Omicron variant is a threat.

The first is that it's far more transmissible than the Delta variant.

The Delta variant was much more transmissible than the Alpha variant and we're confident that Omicron is significantly more transmissible than Delta.

We can see this most starkly when looking at how many days it takes for the number of infections to double for each variant.

For Delta, this was around every seven days but for Omicron, based on the latest data from here and around the world, our latest analysis is that it's around between two and a half and three days.

Mr Speaker, this has made the virus an even more formidable foe.

The rate of growth in S-gene drop out cases in England is similar to that observed in South Africa.

Although there are only 568 confirmed Omicron cases in the UK, we know that the actual number of infections will be significantly higher.

The UK Health Security Agency estimates that the number of infections will be around 20 times higher than the number of confirmed cases and so the number of infections is closer to 10,000.

UKHSA estimate that at the current observed doubling rate of between two and a half and three days by the end of this month infections could exceed a million.

Second, severity.

We don't yet have comprehensive data on the severity of this virus but rising rates of hospitalisation in South Africa show that it certainly has the potential to cause harm, and this is a country where the average age is 13 years lower than in the UK, where they have a high level of antibodies from natural infection, and where it's currently the middle of their summer.

Even if severity is lower or the same as Delta, high transmissibility means the Omicron variant can still have a severe impact with the threat of more hospitalisations and unsustainable pressure on the NHS.

This wouldn't just mean an impact on Covid treatment but the non-Covid care that we all rely on such as emergency care if somebody was sadly involved in a serious accident.

When we set out Plan B, we said we'd act if the NHS was likely to come under unsustainable pressure and would stop being able to provide the care and treatment that people need.

The Omicron variant has given us cause for concern.

Third, we've been looking closely at what the Omicron variant means for our vaccination programme.

New laboratory data which has emerged in the last 24 hours suggests that there is lower immunity against Omicron from vaccination, when compared to the Delta variant so that two doses of a vaccine is less effective at reducing transmission in the community.

Early research published today by Pfizer suggests that a third dose of the Pfizer vaccine neutralised the Omicron variant to levels that are similar to the impact of two doses against the original strain of the virus.

So it's more important that we get our boosters than ever, available for all those eligible, and keep strengthening the defences that we've built.

Today we've opened booster bookings to seven million more people in England.

So people aged 40 and over – and those in high-risk groups – will be able to get their booster jab from three months after their second dose.

Another defence is new treatments which have a huge part to play in protecting the most vulnerable from Covid-19, especially for those who are immunosuppressed and so vaccines may be less effective.

Today, we've announced plans for thousands of people across the UK to be among the first in the world to access life-saving antivirals through a new national study.

People who are at highest risk from the virus for example, those who are immunocompromised or cancer patients, will also be able to access treatments outside this study from next Thursday if they have a positive PCR test.

Mr Speaker, we have built some powerful defences.

We've put more boosters in arms than any country in Europe.

We've built a huge nationwide infrastructure for testing.

And we're leading the world in the deployment of new treatments.

Thanks to these defences and our decision to open in the summer rather than the winter, we're much better protected than we were this time last year and we need this protection now more than ever.

Because although Omicron is becoming more and more prevalent over the next few days and weeks, we'll be seeing Delta and Omicron variants circulating together.

Facing these twin threats without these pharmaceutical defences would have been hard enough but even with them in place, we still face a perilous winter and so unfortunately, we need to take steps against the threat of this new variant.

When we were moving down our road to recovery, we looked at four tests to see whether we should proceed to the next stage.

That the vaccine deployment programme continues successfully.

That the evidence shows vaccines are sufficiently effective in reducing hospitalisations and deaths in those that are vaccinated.

That infection rates don't risk a surge in hospitalisations which would put unsustainable pressure on the NHS.

And that our assessment of the risks is not fundamentally changed by new Variants of Concern.

Unfortunately, the situation is markedly different now to how it was in the summer, when we were able to open up and so we must take proportionate steps to meet this emerging threat.

Mr Speaker, these are not measures that any of us want to take.

But it's these measures that give us the best chance of saving lives and protecting our freedom over the next few weeks and it's precisely because we don't want a lockdown that we're putting these proportionate steps in place now.

As we've seen before, if we act early, firmly and decisively, and come down hard on this new Omicron variant now then we can avert tougher action later.

I know that the news of further measures will be disappointing for many people and that every measure comes with a cost.

I can assure the House that as we've made these decisions, we've taken a wide-ranging view.

Looking not just at the impact on the NHS – both in terms of Covid and non-Covid care but also the impact on the nation's education, economy, life chances and mental health. Mr Speaker, I'd like to update the House on the measures we will now take to enact Plan B.

First, guidance on working from home.

We will be reintroducing this guidance.

It will be updated to say that only people who cannot work from home should continue to go into their workplace.

We know that this has an important play in slowing transmission, both at workplaces and on public transport. Second, certification.

We will be introducing mandatory certification, based on vaccines or tests, in nightclubs and large events.

This will reduce the number of unvaccinated, infectious people in venues which could limit overall transmission.

Third, face coverings.

We'll be extending the legal requirement for shops and public transport to all indoor public settings including attractions and recreation although hospitality will be exempt and we'll be exempting specific activities where it is not possible or practical to wear a face covering, for example singing and exercise.

We'll be laying these regulations tomorrow, to come into force the following day.

Fourth, as Omicron spreads in the community, we will also introduce daily tests for contacts instead of isolation so we keep people safe while minimising the disruption to daily life.

Fifth, communications.

We'll be urging caution in all our communications on Covid-19 and keep urging people to get their booster doses and to follow the little steps that can help get this virus under control.

These regulations will be reviewed on the 5th of January, when we will also update the House and they will sunset on the 26th of January.

Finally, Mr Speaker, we'll also be taking further measures to protect and support social care and we'll be updating the House on a package of measures later this week.

Mr Speaker, it's better to stay a step ahead of the virus rather than reacting to what it brings.

Taking control of our response now rather than waiting for what comes next.

Waiting a few weeks would make it easier to explain the need for these measures but then it might well be too late.

So we need to act now and take these balanced and proportionate steps.

Mr Speaker, we take these steps with a heavy heart.

But we do so confident that we're doing everything in our power to keep our nation safe this winter.

We've come so far over the course of this year – thanks to the defences we've built against this deadly virus.

Now, as we face this new threat, we must draw on the same spirit that's got us here, strengthen our defences and think about what we can do to get this virus under control.

I commend this statement to the House.

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## [DCMS Secretary of State speech at the Summit For Democracy](#)

Hello everyone,

First, can I just say that I'm delighted to be representing the UK at this important summit.

It's important because – as President Biden has said – democracy isn't a given. Every generation has to fight for it.

As one of the world's oldest democracies, the UK has a real dog in this fight, as the Americans like to say.

And in 2021, in what is officially the "Digital Age" of mankind, much of that battle is now waged online.

So I want to take this opportunity to talk a little about democracy and technology.

About the huge benefits that tech has brought to free nations all over the world.

But also ultimately, what we're doing in the UK – and with countries around the world – to ensure the tech revolution is a democratic one.

Only last week, I welcomed government officials from around the world to London, for the Future Tech Forum.

And while we were there, we had some really honest and frank conversations about the challenges we're currently facing.

I think it's important, as always, to remind ourselves that tech has done so much to improve our lives...

...to make us more prosperous and more productive, to connect us with friends and family all over the world.

But given the vast power of tech today, there's also, unfortunately, vast potential for it to be used to cause harm.

Algorithms can send dangerous misinformation and poisonous abuse all over the world in seconds.

Authoritarian governments can use tech to track, to intimidate, and to repress.

It's on all of us to mitigate those risks, and make sure that tech reflects our liberal, democratic values.

Until now, governments around the world have been a little on the back foot with all of this.

The pace of change in tech is so fast, we're often playing catch-up.

But from what I saw at the Future Tech Forum, there's now real political will – and real momentum – across the globe to set some solid ground rules: ones that will define the next chapter of tech.

And the UK is helping to write those rules.

A few months ago, we published our draft Online Safety Bill.

This is a truly groundbreaking piece of legislation.

It's one of the most comprehensive attempts to regulate big tech companies, like Facebook and Twitter and TikTok for the very first time.

And we'll be going further than any other country to hold them accountable for what's on their platforms and to enshrine protections for freedom of expression.

But like a lot of countries, including the U.S., we're also looking at how our democratic values can be baked in from the start – which brings me to the theme of this event.

Of all the democracy-affirming technologies, we're particularly interested in ones that can help us use personal or sensitive data responsibly.

And so the UK government is actively exploring the role of privacy-enhancing technologies, or PETs, to support confidential data sharing, access and use.

The US and UK have both been doing cutting edge work in this area.

But we felt we needed to go further.

And so today I am very pleased to announce that together, the US and UK are launching a joint prize challenge next year on privacy-enhancing technologies.

These technologies can help democracies unleash the power of data and AI to tackle big societal challenges – from financial crime to the race to Net Zero – while respecting fundamental rights like privacy.

We're both very hopeful that this new prize challenge will give the R&D of these particular technologies a big boost – and we're looking forward to updating you all on our progress at next year's Summit.

By working together on projects like this, democracies can make sure that tech serves citizens, rather than seeking to control them.

Tech is global by its nature. It doesn't recognise borders – and neither should we.

By teaming up, we can ensure our version of the tech revolution – one that is open and democratic – prevails.

Which is why, as I said at the start, summits like this are so important.

And with that, I'll hand back to the moderator for the panel session.