

Public Document Pack

Licensing Sub Committee – 2nd December 2014 –
Supplementary Information - Liberte

This page is intentionally left blank

Licensing & Leeds City Council,

I am writing today in regard to my job. I have worked at Liberte, for seven months now. I love my job, I am respected and am appreciated for the work I do. Also I am really happy working at Liberte, and most importantly I am safe.

I think it is unfair and outrageous that Liberte have been told to lower promo staff numbers because as a result of this students, mothers, fathers, and young adults like myself will lose our jobs. For who all because Liberte does well and no other club in Leeds has a team like us.

We have been through days of training to insure we only interact with the right people and always show 100% respect to the public.

Liberte is the only club in Leeds that respects there staff. Friends from next door have been hit, spat on, pushed and their employers did not

To licensing and Leeds city council

I am writing to you regarding my job. I have been working at the Liberte Gentlemens Lounge for some time now and I have received nothing but respect and friendship at my time there. This job is very important to me because I deeply depend on this job. It covers and helps me with many things including, food, bills, my health, clothing, travelling, luxury, helps with family bills and also allows to do things I couldn't do before like pay my education fees, bills. Without this job my welfare will decrease massively. As I am from a low-income family.

The liberte gentlemen lounge looks after everyone that works for them. My role at the club is a promotion worker, as a promotion worker you can work in many difficult weather conditions. They club provides rain jackets, umbrellas and hot refreshments. The club ensures that we are safe and well look after.

The club has trained us to respect the public and also respect the welfare conditions. We don't tolerate any such negativity or bad behaviour. Several staff members including myself has received abuse at another gentlemen lounge and I was deeply upset, scared, frightened. I spoke to the manager of the club. (Purpel door) he was kind and respectful he said he will solve the matter but that should not be allowed. NOT one of the liberte staff has ever caused harm or hurt others. We work here to make a living and to make sure that our future is secure.

Dear Licensing Enforcement and Council,

After being informed of the recent complaint regarding the promotion team at Liberte, I wanted to take the time to write to you in order to express why this job is very important to both me and my colleagues who promote for the club.

This job allows me to continue studying at University, wherein if I did not have it I would not have the means to support myself. Being an independent from the age of 17 I have worked extremely hard to get to where I am, studying in Leeds. During the years of moving out of the family home, while trying to secure an education, I have unfortunately also come into a number of financials problems. This job is allowing me to rectify any financial mishaps. Although, yes, students do get a loan, this however only just covers the cost of rent and utility bills. Essentially, the money I earn from this job pays for food, books for university and any debts that I pay off.

In regards to the club itself, I, along with the other people I work with, would all say we enjoy the job and feel we are treated fairly and with admiration. We often do go for work meals and get paid a fair wage, on time and daily. This in comparison to some other clubs, I know, first hand, is a huge difference. Having worked Promoting for another Gentleman's club in Leeds, wherein pay is almost half, IOU's are not an irregularity and to my experience, have not been treated with appreciation, I can say it would be a shame for us working at Liberte to have our jobs taken away.

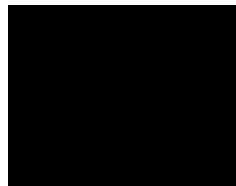
We are trained well, are advised on who to approach and not to and work in pairs. I feel our safety when working is paramount to the club. This however I feel is not at the forefront of other clubs agendas, with me seeing altercations with promoters from other clubs and the public regularly.

Again, this would be injurious for both my education and financial struggles if I were to lose this job and I hope you take all this into account.

Best,



6/9/17



To Licencing Enforcement and Leeds City Council

I am writing to you about the potential of me losing my job as a promoter at Liberte gentlemen's club. I am currently a student in Leeds and have to pay for accommodation and living expenses whilst studying full time. My student loan doesn't fully cover those costs and unfortunately my parents are not able to support me financially. This job is the only way of financing the difference between my expenses and the student loan that I get. Before I got a job at Liberte I have acquired an 800 pounds overdraft and it would have just been increasing over my second and third year at university and I would have left with an immediate debt of at least 2000 pounds on top of the student loan repayments, however when I started this job I was able to contribute towards my overdraft even before my student loan has arrived, which makes it less stressful to look at my bank account and also allows me to plan for the future and not worry that I will have to borrow money from the bank. I used to work at Wildcats and Purple Door, however I have left because at Liberte I get paid daily, and the pay has never been delayed as our management values us, which gives me extra assurance. And for the same job, as well as being treated well, our staff gets paid more than the staff at strip clubs I used to work for. Also if I am ever short of cash, I can ask for an extra shift and get the money I need straight away, without having to wait for two weeks to get paid. The hours at this job are perfect for the student lifestyle as I am able to attend all the lectures and seminars at university as well as all the extra-curricular activities that run during the day. So it would be impossible for me to have a day-time job and maintain my current lifestyle.

I enjoy working for liberty because our management really looks after us. I have worked at other clubs and also had other jobs, however I have never been treated as good as I have at Liberte and it feels like our promo team is like a family, and it would be very distressing to see someone leave. Every month we have a staff night out which is catered by the management which makes us feel respected and praised.

At Liberte we have a sensible dress code and are allowed to dress according to the weather conditions, because we never had embarrassing hoodies that we were obliged to wear to keep our job. In case of rain our management have bought umbrellas for every member of staff, that are kept at the club. If the weather conditions are too atrocious or it is too cold we can go home, so that none of us gets ill, because our managers understand that we work outside and it is depressing to work in poor weather conditions. If the night is too quiet we are allowed to go home as well, so that we don't waste our time.

We have all been taught according to the licencing requirements and we are told not to approach any families, or persons that look under the age of 25 to avoid insulting anyone's feeling and to avoid disappointment. For our safety we work in pairs which has proven to be effective as none of our staff to date have been punched or assaulted in any way.

I hope you consider this letter when making your decision, as mine and my friend's future depends on it.

Yours faithfully,



To Licensing enforcement and Leeds Council,

I am writing this letter upon the discovery that there may be a cap on the amount of promoters that Liberte is allowed to have and as a result my job may be at threat because of this

Firstly I would like to start by saying that I am a Leeds metropolitan university student studying marketing and I started in September of last year, when starting I desperately needed to find myself a job as the loan and grant I received was over £1000 less than I needed to cover my accommodation let alone pay for food, course materials and nights out etc. This significantly reduced my university experience during the first semester as I spent a lot of the time not being able to go out and enjoy myself and was relying on my parents to pay for my rent, food and course materials which were unfair on them as they struggle themselves financially. However after applying for many jobs during September-December I was unable to get one and was even contemplating leaving my accommodation and new friends behind in order to move back in with my parents and commute to university as the money problem was becoming more and more of an issue.

However when I went back for the second semester I was able to get a job as a strip club promoter, I have been working as a strip club promoter for the last seven months starting on February 14th 2014 and have been working at Liberte since the end of July. Getting this job was a massive relief and had a lot of perks, firstly it allowed to me to be financially independent and take the strain off my parents which was brilliant as everyone is much happier now as a family.

Secondly marketing at university is quite a challenging course for me and even whilst working hard at A-level I was only just able to scrape in meaning I have to work much harder than the average student in order to succeed academically. This ties in with the excellent pay structure of commission at Liberte I find myself only having to work 2-3 nights and make roughly the same amount of money that I would make working 5 days a week behind a bar or at a restaurant for example. This means that I have more time to focus on my studies and was able to succeed in passing my first year of university.

I was originally working for Red leopard until I decided to move to Liberte, the reasons I decided to change was because I was not happy with the pay and the lack of respect I was getting there and was told by a friend who also formally worked at red leopard that Liberte had a much friendly management team and a better approach to how they treat their workers. I found this to be true as when working nights the weather can be bad on a night when it is raining and cold we are all provided with umbrellas and on very bad nights when the weather is really bad are always sent home without question as obviously this could affect our health and wellbeing which is something that is taken seriously. This is probably the reason why so many promoters want to work for us as oppose to rival clubs as the respect we are shown at Liberte cannot be said the same of there.

yours sincerely,

[REDACTED]

[REDACTED]

To Licensing and Leeds city council

I really need this job because it helps me so much ~~of~~ with the payment of my bills and food. It is a safe job to do as I know what I am doing and we are also paid to work in a little team, plus if even if the weather isn't at its best we are well looked after as we are provided with umbrellas and sometimes may finish early if the night isn't going so well. Also because of these reasons the club has allowed me to live a life with employment and freedom to help others who are also struggling. Before I had this job, no other job would employ me through lack of experience. This business does not place a value on experience but shows the up most respect for its workers and for other people that are desperately looking for work. I believe that every employed worker at this club feels apart of the business and not just the service, we are a family. If you were to take this job away, me and most staff here would perish ~~and~~ in a way that living is impossible. I ~~am~~ am only 18 years of age and I am currently in £595 debt and stand day by day this is getting paid off. If I lose this current pay scheme I will no longer be able to pay my debts

and the interest attached will always rise.
Please evaluate the aspects of my debt and
price of living in today's economy. I deeply
hope that you will for fit your
decision in capping promotion staff and
allow all the good honest workers
of this business to carry out their
relationship with this ~~business~~ company.



4/9/2014

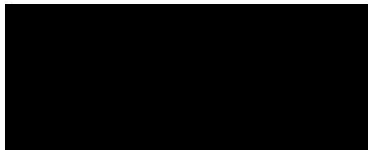
I am writing to you because it's come to my attention that the number of promotion staff may be reduced.

Before I had my job at Liberte I was finding it hard with the cost of living, I was living in a homeless shelter called Emmaus Leeds which made me feel I couldn't do anything in life that was when I met a close friend that pulled me out of the water.

Then I was told that Liberte Gentlemen's Club were recruiting so I applied for the role of promoter and was given the job straight away.

In the first month of me working, I wasn't doing too good in bringing customers to the club but however I was given the right training and improved dramatically and respected the people I work for who are like a family to me help me in everything I need.

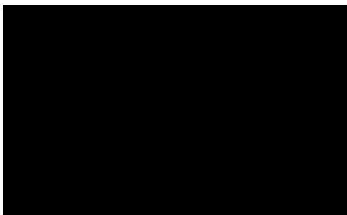
So the reason I am saying this if I was to lose my job I would find it great difficulty to find another who would with the same respect as what Liberte have shown me



Licensing enforcement and council

The reasons I have wrote this letter is because it has been noticed that licensing are capping the amount of Flyering staff for Liberte. If this action takes place, it means that numerous amounts of jobs will be lost. This letter I feel is the only way of keeping my job and others that rely on it.

I finished my first academic year at Leeds Met and I was stuck in a very difficult situation. I had no money or place to live, the only option I has was work. I do have a parent's house to accommodate me however; there was a big problem with money and cost of living. The benefits my mother is entitled to leaves her with barely any money to feed the current three mouths living there. If I was to move back into my mother's house for 6 months it would leave mine and my mothers live unbearable to cope. I looked for straight away but no one would hire me due to my lack of experience in anything. Luckily I stumbled across a friend who spoke great words of this business. In desperation I asked if I could see the manager and in no time he made feel at ease about money and cost of living. Now five months down the line I have grew a great relationship with all the staff of Liberte. I am showed the up most respect from the manager and the owner, they let us home early if we have issues to address or even when the company is not having a busy night. It's nice to know that you are apart of the business and that they are concerned for your welfare. If I would loose this job now I would seriously be in danger of my welfare. I cant borrow money from my mother so I would be left in Leeds in a house were the rent I cant afford and hungry, I would simple perish. The money I earn now is enough to just get me threw with very basics and rationed food but, I am happy. I love my job, the people who I work with are all in similar conditions and they are all amazing people. We have done nothing wrong for us to loose our jobs in fact we are the most organised and sensible business in town. I have seen other promoters fighting and getting hit or spat on however, we excuse this because we have followed a very effective training module. We all love our job please consider the effects that will happen if people were to loose work, this job keeps people alive and off benefits so why get rid of it? Please reconsider your decision and think of the welfare of British citizen's that are just trying to live under the economy of this country.



Licensing and Leeds City Council

I am writing this letter to you to explain why my job at Liberte Gentlemans Lounge is important to me.

My job is important to me as the pay rate is very reasonable and is also paid daily to us. I have been taught how to do my job and been taught not to approach couples and families. We also work in pairs for our safety after seeing members of staff from other gentlemans lounges being physically hit or spat on. I am treated with respect from management staff and door staff. My money earned helps me towards food, bills and buying things for my child who is growing fast. If it is extremely cold or raining too heavy then my boss will ask me to go home early and he cares about my health. I originally started promotional for Liberte in January, I then left around the end of February/start of March time as I was offered a job with better hours. I started my new job and felt I didn't fit in with the people and loved how I got on well with the promotional team. I then spoke to the boss and got my job back around the end of March. I came back because I missed the atmosphere of working along side the rest of the team, the laughs and jokes you can also have with management and door staff. Management arrange meals for all promotional members to say thank you to each and every one of us for the hard work and dedication we all put in for turning up to work and working at our 100 percent.

[REDACTED]

[REDACTED]

My Job at Liberte

This letter is to explain why my job is important. I have debts that I pay each month and the money I earn from the job helps me so much. I do not work through the day in a full time job so the money I earn from the club is all I have.

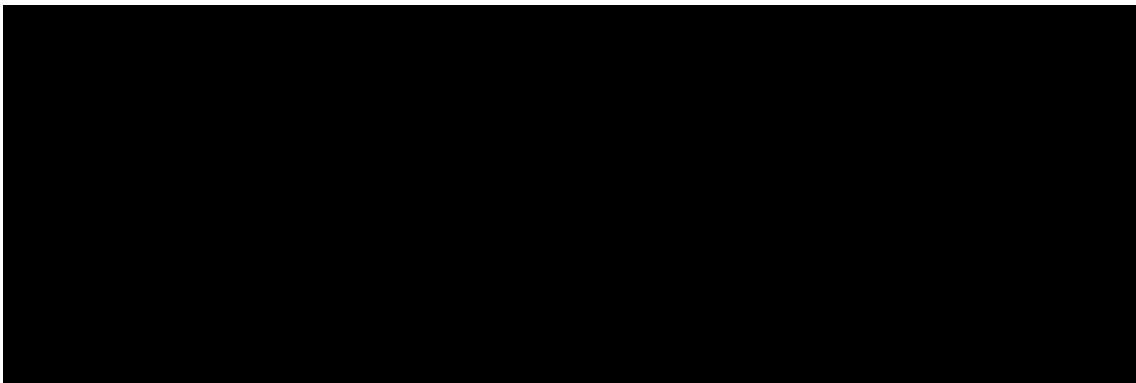
I like working at the club for many reasons. Number one is the management. They look after us in many ways. They gave us proper training when we first started the job, how to approach customers, how to take them to the club and what to do with unruly customers that potentially abuse the staff. Because of this training I have never been in any trouble or been harmed in anyway. Even if I was, I would still work for the club because I enjoy it and know what to do in these situations.

They also look after us with the aspect of weather, they warn us if it going to potentially rain and if so, they provide us with umbrellas. There is space for us to leave our bags and coats whilst we work and they are kept safe until we pick them up when we leave.

Another way the management take care of their staff is that they provide us with non-alcoholic drinks when we work and they give us an alcoholic drink when we finish if we want one. They also take us out for a meal once a month, all paid for, as a thank you for our hard work throughout the past month.

I enjoy working and I enjoy my job, not to mention the people I work with. I have made some good friends and I would hate not to work with them.

Yours Sincerely



To whom it may concern in regards of my employment at liberte gentlemen's lounge.

I'm currently at university going into second year. I worked for a large retail company for over a year which I had various employment issues. From this resulted me been on sick and failing a module due to the stress from the company.

I came back to Leeds for summer and was employed by directors gentlemen's lounge where I did promotion. However the rate of pay is under minimum wage due to the small amount of commission and hours worked. The welfare and safety of staff was not a great priority from my employer, there was only 3 promotion staff so it's not safe due to not enough staff throughout a shift to be paired up.

I now work for liberte which is a great company to work for. The safety of me and my colleagues is something that is a high priority from the liberte club. This allows me to feel safe throughout my shift due to the amount of promotion staff on a shift. Liberte make sure all

promotion staff work in pairs. The Commission is more money allowing me to pay off my overdraft quicker. All liberte promotion staff are correctly trained so that we approach suitable people and do not tout for business. I am respected as an employee and feel my work is greatly appreciated. The 1 am paid is given to me daily. ~~It~~ I do not display promotion in terms of wearing jumpers, and handing out cards unlike other club such as purple door and silks who do promote in this way.

I have experienced a situation at where promotion staff from another club have offered to personally strip (offer their services) to potential customers on the street. I would see this to be unlawful untrained promotion unlike staff who work for liberte such as myself. I have read and signed a training document as employment procedure.

On a whole I greatly appreciate the ethic of liberte and need this job to finance me throughat studying and pay at outstanding finances. I hope this information will help toward each individuals who works for liberte keeping their employment.
Kind Regards.

Licensing Enforcement & Management.

Sr/Miss,

I am writing to you to explain why my job is important to me as part of the promotions/flyering team at Liberté Gentleman's Lounge.

Within the past couple of months I have worked as a promoter for other clubs. I recently left as I felt unsafe outside at late hours working on my own - as a girl I'm sure you can understand a sense of fear if an incident occurred. I would like to add that staff on previous promo/flyering teams had in fact been hit and nothing was done.

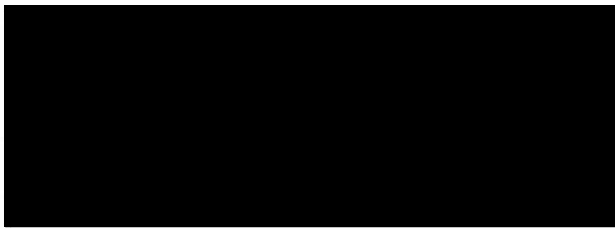
Since I joined the team at Liberté I have felt more than satisfied with the level of safety provided for staff working outside - everybody is to work in pairs which automatically provides a feeling of comfort. All staff - whether it be promotions staff or management, are all helpful and very easy to get along with - everyone works as a team, A family almost.

As well as this, wages are

always paid on time and in full. This is important to me (as well as others I'm sure) as it helps ~~me~~ pay for travel expenses / food / phone bill.

It also helps me to save money to put towards paying for courses to gain qualifications to help secure my future.

Thank you for taking the time to read this letter and I hope you understand how important my job is to me.



This page is intentionally left blank

Parties Notice of Intention

Sex Establishment Licence

Local Government (Miscellaneous Provisions) Act
1982 amended by the Policing and Crime Act 2009



Application No: SX/SEV/00013/14/01
Premises: Liberte, 10 York Place, Leeds, LS1 2DS
Date of Hearing: 2nd December 2014 at 10:00am

I am: [REDACTED]
The applicant/licence holder
An Objector

Name:	[REDACTED]
Address:	[REDACTED]

I will be attending the hearing
I will not be attending the hearing

I will be represented at the hearing by: JULIAN SKEENS (JEFFREY GREEN RUSSELL LTD) (MARY HENNESSY FROM JEFFREY GREEN RUSSELL WILL ALSO BE ATTENDING)
--

Please note if you complete this section all further correspondence will be sent to your representative

Note to objectors

If you say that you will not be attending the hearing the committee will make its decision based upon your written objection.

WITNESSES

Please set out below the name of any person you wish to appear at the Hearing (other than your representative) and give brief details of what you want the witness to tell the Committee. You will only be allowed to call the witness if the Committee gives permission.

Name	Evidence to be given
[REDACTED]	MANAGEMENT OF THE OPERATION OF THE PREMISES AND STAFF.

DOCUMENTS

Please list below and attach any documents (other than your application or written objections) that you wish the Committee to consider and indicate whether copies have already been sent to any other parties.

Document	Copy sent to whom and date
PERSONAL STATEMENTS OF LIBERTE FLYERING STAFF.	N/A. COPIES HAVE NOT BEEN SENT.

This form together with any additional information/evidence as identified must be received by Entertainment Licensing no later than 5 working days prior to the date of hearing.

**Entertainment Licensing
Leeds City Council
Civic Hall
Leeds
LS1 1UR**

Fax: 0113 224 3885
Email: entertainment.licensing@leeds.gov.uk