

deep blue

**DANCERS
WELFARE
PACK**

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DANCERS WELFARE POLICY

- Dancers and performers shall be provided with secure and private changing facilities.
- Dancers and performers shall be provided with private toilet/hand washing facilities.
- Dancers and performers can deposit any valuables with the management by way of a sealed/signed envelope, to be kept in a safe upon their arrival at the club and returned at the end of their shift.
- Each new dancer and/performer will be given a full and detailed induction upon their commencement of employment at the club. This will include all club rules, conduct, code of conduct, unit familiarity, fire evacuation procedures and health and safety. This will be documented by way of the company dancer/performers contract.
- Any dancer or performer who expresses a grievance with a fellow dancer or performer or a member of management or staff from the company will have the matter dealt with by way of the company's grievance policy.
- At the conclusion of a shift all performers will be provided with a company nominated taxi or escorted to their own transport by a member of security staff or management.
- All entrances to private areas to which members of the public are not permitted access shall have clear signage stating that access is restricted and/or a coded digital lock.

- Any exterior smoking area for use by performers shall be kept secure and monitored by door staff, dancers must be fully clothed when using this area.
- Private booths must not be fully enclosed. There must be a clear sight line from outside the booth so that the paid performance for sexual entertainment can be directly monitored.
- There must be a minimum of one member of security staff and or management on any floor where performance of sexual entertainment is taking place.

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DANCING AND VIP RULES

THESE RULES MUST BE FOLLOWED BY EACH AND EVERY GIRLS IN EVERY DANCE THAT THEY DO. FAILURE TO COMPLY WITH THESE RULES WILL RESULT IN FINES OR DISMISSAL.

NO CONTACT

No Massaging, Dancing with the customer, Grinding, Touching or Stroking of any private parts etc.

NO EXPOSING GENITAL AREA

No bending over in front of customer, No spreading of legs. One leg must remain on the floor at all times. No masturbating.

NO LETTING CUSTOMERS TOUCH YOU

No touching or stroking breasts, or bums.
No stroking or touching private areas
No massaging or rub downs

DOUBLE DANCE

There must be no physical contact between entertainers

SEX TOYS ETC

There must be no sex toys used or taken into a dance. Spanking, Bondage, or any other requests to that effect are not permitted.

STAGE SHOWS AND DANCES

Relevant entertainment will only be performed by the entertainer. There must be no audience participation.

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Entertainers will only perform on the stage area, or in booths/areas for VIPs as identified on the plan attached to the license.

CUSTOMER MUST REMAIN SEATED

Customers must remain on sofa or bench at all times once the dance is in progress. There must be no dancing by the customer at any times.

No lying or sitting on the floor at anytime by the customer.

REMOVAL OF CLOTHES

Customer must not remove any items of clothing at anytime in dance or vip.

Customer must not touch themselves in a sexual way at all.

DANCING ON THE FURNITURE

No dancing on chairs and sofas. No standing on sofas or benches to dance for customers.

FINISHING ONE DANCE AND STARTING ANOTHER

Always tell the customer clearly that you have finished one dance and stress if they want you to carry on it will cost double.

When in a vip always ask the customer if they would like to carry on and then ask the customer to go to the bar with you to pay before carrying on.

GETTING DRESSED BEFORE LEAVING DANCE

Always put on your clothing and shoes before leaving the dance booth or VIP rooms. You do not want customers seeing you naked if they haven't paid for it. We also do not want girls walking around the club without shoes on.

PRINT _____

SIGN _____

DATE _____

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FLOOR RULES

STARTING WORK - You must be ready and on the floor within 15 mins after arriving at club

CLEAR BAGS - Clear bags must be used at all times. No cash at all to be held in bags.

Mobile Phones - Can be used discreetly when customers are NOT in the club

Pole Shows - Every 15 mins Thur/Fri/Sat. A £50 Weekly pass can be purchased to be excluded from the pole shows.

Drinks - Strictly no consumption of own alcoholic drinks

Floor and Bar - No sitting at the bar when customers are present unless sat with the customer.

Floor and Bar - No sitting with legs over chairs. You are not at home.

Girls - From now on there is No such thing as my customers . All girls and customers should be given the choice regardless of past preferences.

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Girls - No pouncing on customers, wait until they have a got their drink.

Drinks - Customer must be aware that they are buying drinks for girls and know the prices. Customer must ask for the drinks and not the girls.

Own Drinks - If you bring your own soft drinks then they must be put in glasses and not left in bottles around the club.

Girls - No being over affectionate with the customer ie kissing, cuddling etc.

Girls - No sitting with customers for too long. If the customer is not interested then move on and give the other girls a chance. The customer may feel intimidated by you and it is also important for you to work the floor.

Girls - No girls should move in on girls customers at any time unless invited by the other girl.

Girls - No chewing gum on floor - please use mints to freshen breathe

Girls - No swearing / shouting / arguing around customers. This is not acceptable and girls will be fined or dismissed.

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Girls - No talking about other girls in a derogatory way to other girls or customers. Bitchiness will not be tolerated.

Food - Girls can bring sandwiches, pack up to be eaten downstairs but if ordering takeaways these must be kept outside and ate outside. We do not want the club smelling of Kebabs and this also causes bugs.

Cleanliness - All girls must be clean and hygienic. Make up, nail polish and dress code must be to an high standard at all times.

Dress Code - Long dresses should be worn until midnight, no bums hanging out. After midnight underwear is desired. No thongs at any time. No coats or outer wear at anytime on the floor.

Cigarettes - Girls must go outside the front for a cigarette and only 2 at a time. All girls must wear dressing gown provided to go outside.

Footwear - Suitable footwear must be worn at all times. No boots at anytime.

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Cashing Out. Girls will be cashed out one by one and normally in the order they arrived. Girls do not have to cash out when it is their turn but will then have to wait for the next available slot.

I.O.U - If we have had heavy credit card use that night there might not be enough money to pay all the girls in cash. In this situation we will try and give you some cash and then write you an I.O.U card for the rest which can be used to pay future floor fees and can also be cashed in when there is enough money (cash) to do so.

Going Home - Girls must not continuously ask to go home. When booking in for a shift expect to be working from 9pm - 5am

Girls - Girls must leave the club once cashed out and changed

Leaving with customer - Girls must not arrange to meet customer after leaving the club. It is not acceptable to let a customer walk you to taxi/bus/train etc.

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These are the rules of the venue. Please sign to confirm you will abide by these rules and failure to do so will result in fines or dismissal

PRINT _____

SIGN _____

DATE _____

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Dancers Personal Details

NAME: _____ SURNAME: _____

STAGE NAME: _____

ADDRESS: _____

CITY: _____ POST CODE _____

MOBILE NO: _____

EMAIL ADDRESS: _____

DOB: _____ NATIONAL INSURANCE

NO: _____

NATIONALITY: _____ PASSPORT NO: _____

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IN CASE OF EMERGENCY NOTIFY:

NAME: _____ RELATIONSHIP TO YOU _____

ADDRESS: _____

POST CODE: _____ PHONE NO: _____

MOBILE NO: _____

PREVIOUS DANCE EXPERIENCE

CLUB: _____ CITY: _____

CLUB: _____ CITY: _____

CLUB: _____ CITY: _____

DO YOU HAVE A WORKING VISA? (PLEASE CIRCLE) / YES / NO
/

DO YOU HAVE PERMISSION TO WORK IN THE UK?

CIRCLE- YES WITH DOCUMENTS YES WITHOUT DOCUMENTS

HAVE YOU PROVIDED YOUR PASSPORT FOR PROOF OF ID?

YES

NO

PRINT NAME _____

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SIGN _____

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DANCERS CONTRACT

Club - Deep Blue Gentleman's Club
36 Wellington Street
Leeds
LS1 2DE

I agree to work in this venue as i self employed dancer and i'm responsible for my own tax dealings. I agree that all the club rules and regulations must be adhered to at all times. Non compliance of any rules will result in fines or dismissal. Please refer to the fines guide.

Date _____

Name _____

Sign _____

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DANCERS RELEASE FORM

I _____ AGREE THAT I

WILL NO LONGER WORK FOR DEEP BLUE. I HAVE
REMOVED ALL PERSONAL ITEMS FROM MY LOCKER

AND HAVE

RECEIVED ALL MONIES OWED TO ME BY THE CLUB.

SIGN _____

DATE _____

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DANCER'S CODE OF CONDUCT- DANCING RULES

THESE RULES MUST BE FOLLOWED BY EACH AND EVERY GIRL IN EVERY DANCE THAT THEY DO. FAILURE TO COMPLY WITH THESE RULES WILL RESULT IN FINES OR DISMISSAL.

NO CONTACT

No Massaging, Dancing with the customer, Grinding, Touching or Stroking of any private parts etc.

EXTENT OF DANCING

No bending over in front of customer, No spreading of legs. One leg must remain on the floor at all times. No masturbating.

NO LETTING CUSTOMERS TOUCH YOU

No touching or stroking breasts, or bums.

No stroking or touching private areas.

No massaging or rub downs.

There must be no physical contact between entertainers

SEX TOYS ETC

There must be no sex toys used or taken into a dance. Spanking, Bondage, or any other requests to that effect are not permitted.

STAGE SHOWS AND DANCES

Relevant entertainment will only be performed by the entertainer. There must be no audience participation.

Entertainers will only perform on the stage area, or in booths/areas for VIPs, as identified on the plan attached to the license.

CUSTOMER MUST REMAIN SEATED

Customers must remain on a sofa or bench at all times once the dance is in progress. There must be no dancing by the customer at any time.

No lying or sitting on the floor at anytime by the customer.

REMOVAL OF CLOTHES

Customers must not remove any items of clothing at anytime in dance or VIP.

Customer must not touch themselves in a sexual way at all.

DANCING ON THE FURNITURE

No dancing on chairs and sofas. No standing on sofas or benches to dance for customers.

FINISHING ONE DANCE AND STARTING ANOTHER

Always tell the customer clearly that you have finished one dance and stress if they want you to carry on it will cost double.

When performing a VIP dance always ask the customer if they would like to carry on and then ask the customer to go to the bar with you to pay before carrying on.

GETTING DRESSED BEFORE LEAVING DANCE

Always put on your clothing and shoes on before leaving the dance booth or VIP rooms. You do not want customers seeing you naked if they haven't paid for it. We also do not want girls walking around the club without shoes on.

DEEP BLUE ENTERTAINERS CODE OF PRACTICE.

- 1. Entertainers will only perform on the stage area, or in booths/areas for VIP's.**
- 2. Relevant entertainment will only be performed by the entertainer. There must be no audience participation.**
- 3. There must be no physical contact between entertainers.**
- 4. Customers must not touch the breasts or genital area of customers. Entertainers will not directly or indirectly touch the breasts or genital area of customers.**
- 5. Any performance will be restricted to dancing and the removal of clothes. There will not be any other form of sexual activity or stimulation which, for the avoidance of doubt, includes kissing.**
- 6. Sex toys must not be used and penetration of the genital area by any means must not take place.**
- 7. Customers will not be permitted to throw money at the entertainers.**

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CONDUCT OF CUSTOMERS

- 1) All customers are expected to pay an entry fee at reception before entering the club.
- 2) Door Staff and Management have the right of refusal if customers seem intoxicated by drink or drugs.
- 3) This club runs a smart casual dress code, we do not allow scruffy trainers, shorts, vests, or scruffy jeans.
- 4) We run a zero tolerance drugs policy in this venue. Anyone found with drugs in their possession will be ejected from the club and/or reported to the police.
- 5) No photographs are allowed to be taken in the club at anytime.
- 6) We do not tolerate customers shouting, swearing or arguing in the club. Anyone heard doing so will be asked to leave.
- 7) We operate a no touching rule. Anyone who does not abide by this rule will be asked to leave the venue.
- 8) Customers must respect the bar staff, door staff and dancers at all times.
- 9) All customers must be seated at all times during dances in booths and VIP rooms.
- 10) Customer are not permitted to throw money at the entertainers.

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CHARGES AND PAYING FOR DANCES

DANCE CHARGES -	Dance Booths -	£20 for full nude, 3 mins £60 for 15 mins
	VIP Lounges -	£100 (min)-£150 (max) 30 mins £150 (min)-£200 (max) One Hour + Free Btl Champagne

CREDIT CARD PAYMENTS - All customers must be informed by dancers before payment is made that they are required to pay a 20% surcharge on credit card or debit card payments.

SINGLE DANCERS - All girls must tell the marker how much the customer has paid so they can mark down the dances.

- Girls must go directly to the end of the bar to cash in immediately.
- Girls must make it clear during a dance that they have ended one dance and that if the customer wishes for her to carry on it will be at the cost of another dance (£20)
- If girls are given a tip by the customer anything smaller than £10 they can keep but £10 or over must be cashed in for dance cards as commission will be taken for this.

PAYING VIP - When paying for a VIP Sit Down, please negotiate a price with the customer before approaching the bar. Also please state number of dance cards (not time) you require.

GIRLS - Girls must negotiate with the customer away from the end of the bar. Once a price has been decided they must approach the bar and tell the customer clearly how much they will be paying. The bar person must repeat the amount again to the customer.

USING A CREDIT CARD - When customer is paying for dance/vip with card the girls must not touch the credit card or machine and must not enter the pin number for the customer. This is illegal.

VIP SIT DOWNS - All VIP's must be signed in at the bar before going to rooms. Girls must sign out of VIP rooms when finished. If more time is required please report to bar no sooner than the last 5 minutes of time.

VIP ROOMS - All drinks taken from the mini bar must be paid for by the customer immediately after leaving the room or this will be added to the girls tab. All girls must bring empty glasses and bottles down and leave rooms clean and tidy.

CUSTOMERS - We will not take payment from customers deemed to be intoxicated. This will be at the management discretion.

CUSTOMERS - Customers spending over £1000 on there credit card will also be asked to provide another form of ID other than the credit card. (Passport, Driving License, Official ID Card with photo and signature)

CASH DANCES - All dance cards must be cashed out at the end of every shift. Any not cashed out will be invalid.

PRINT _____

SIGN _____

DATE _____

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Information On Unions.

The GMB trades union, one of the largest in the UK, has a Branch for dancers and others who work in adult services and entertainment. This offers specialised support and benefits, as well as all the services available to all GMB members. It is easy to join and membership fees are low - currently £78 a year, payable monthly at £6.50/month.

Member benefits include:

- . representation at work and advice on work-related issues by someone who knows the business and is on your side;
 - . legal advice on any subject;
 - . advice on issues around self-employment and your rights at work and specialised legal advice on work-related issues - GMB wins over £50 million each year for members who have been injured or made ill at work;
 - . representation on criminal matters by a firm with award winning client care; advice about finding an expert witness if for any reason you are taken to court;
 - . financial support with training or further education;
 - . immigration and visa advice;
 - . health insurance;
 - . tax advice;
 - . performers' Third Party liability insurance;
 - . protection for you and your family regarding accidents and personal injury;
- and discounts on goods and services including;
- . Open University courses;
 - . accountants with expertise in supporting people paid in cash.

In addition to benefits to individual members, GMB is working to get dancers' voices heard in the workplace and in the political discussions that affect dancers. GMB has full political representation in the House of Commons and House of Lords, Scottish Parliament and Welsh Assembly. At a local level, they have more sponsored councillors than any other organisation - a good way to express GMB values to local government across the UK that can enable our members to be heard. They have campaigned against the "Nil Policy" and club closures, successfully keeping venues open when local authorities were planning to close them down. They are also involved in meeting local authority licensing officials across the country, lobbying for inclusion of dancers' concerns and welfare issues in the licensing agreements that regulate clubs - for example:

- . limits on the number of dancers per shift;
- . minimum payments and a clear, fair payment structure;
- . a good working environment (e.g., heating levels, changing facilities, secure personal storage);
- . ensuring dancers are informed about the terms of the venue license.

To find out more, go to www.gmbbranchi50.org.uk or call 020 7697 1058. There will also be an iPhone App available coming very soon.