



DANCERS AND PERFORMERS 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 as set out in the company manual.
- 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 separate to any public smoking areas.

- 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.
- All private booths should be fitted by panic buttons/security alarms.

APPLICATION FOR LICENSE TO OCCUPY SPACE



All sections must be filled out using block capitals

SECTION 1 (To be completed by dancer)

Club Name & Address			
First Name		Surname	
Stage Name		Date Of Birth	
Address 1			
Address 2			
Address 3			
Address 4			
Post Code			
Telephone (Home)		Mobile	
Email		National Insurance No.	

In case of emergency, please notify

Name		Relationship to you	
Address			
Telephone		Mobile	

Do you have the right to work in the UK?

YES

NO

(Please provide visa if necessary)

Nationality	
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I have never been arrested or convicted for the possession or sale of any illegal drugs.

I have never been arrested or convicted of any charge in relation to acts of prostitution nor have I been engaged in any act of prostitution. I understand that violation of law could occur if I was to handle a customer or if a customer was to handle me. I agree to refrain from handling customers or allowing them to handle me and from performing in such a manner that would be considered obscene or otherwise illegal or unlawful.

I agree to comply with all rules of the club, which have been adopted to ensure compliance with all existing national and local laws. I understand that if these rules were broken, my contract will be terminated immediately.

I am aged eighteen or above. I agree that giving false information on this application will be reason for immediate termination of my contract. I understand I will not be an agent or employee of Wildcats, and that Wildcats is not responsible for unlawful acts committed by me.

I understand that I solely responsible for the payment of any income tax and national insurance contributions due on the income that I earn whilst performing at any Wildcats clubs and Wildcats will not be held responsible for such amounts. I further understand that Wildcats will make no such income tax or national insurance contributions from my income that I earn, and that I will not be issued any taxation forms or documents from or by Wildcats.

Dancer Signature		Date	
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SECTION 2 (To be completed by Management)

Dancers Previous Experience

Club Name	City	Dates	Reason For Leaving

Other Jobs	
Dancer Found Club Via	

Hair	Eye	Height	Waist	Cup Size	Size

Managers Comments	

Managers Name		Signature
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Management Check List

House Rules	
Health & safety / Fire	
Photo	
Proof of ID 1	
Proof of ID 2	
Proof of Address 1	
Proof of Address 2	
National Insurance Card	



How to report a crime:

Would all dancers kindly note that all crimes no matter how minor must be reported instantly and without any delay?

- Please contact member of management and head of security immediately.
- If it not possible to contact member of management or security please dial 999.

Please note it is our company policy to log all incidents in our incident book.

Would also please note that if there is any issues that you would like to discuss, please feel free to contact a member of management team or head of security.

If you still not happy with the outcome, please contact operations director.

If you are aware of any illegal activities taking place or know if any which may happen please contact operations director as soon as possible.

You may get a reward !

If you still not happy with the outcome, please contact operations director.

paul.gourlay@beanleisure.co.uk or 07725995468

All conversations are kept private and confidential.

Please be reminded that your safety is our number one priority and we will do all we can to provide a safe and a happy working environment.



HOUSE RULES

- 1. Mobile Phones must be either switched off or on silent while on the premises and under no circumstances be used at any time in any areas which the public have access.**
- 2. Under no circumstances may any dancer exchange personal contact information with any customers regardless if they have previously known them or not.**
- 3. All VIP dances must be declared to the marker before the dance begins.**
- 4. Booking in must be done either in person via the book or by txt to 07528916157. Any cancellations must be done 24hrs in advance. A doctors note will be accepted if you are unable to do this.**
- 5. A dance is 3mins (1Song) booths must be vacated immediately after the dance has finished.**
- 6. Boyfriends, Girlfriends, casual partners are not allowed in the club while you are working.**
- 7. Dancers are not allowed in the club when they are not working.**
- 8. All tips must be declared and commission paid accordingly.**
- 9. Dance cards must be cashed out on the day in which they are received.**
- 10. Girls are not permitted to bring alcohol into the club.**
- 11. Excessive consumption of alcohol is not allowed while you are working.**
- 12. No More than 2 dancers are allowed in the smoking area at any one time.**
- 13. Arrivals must be no later than 10:15pm and later shift must be agreed and are at manager's discretion.**
- 14. Permission must be sought before getting changed to go home and going home early is at the manager's discretion.**
- 15. You are not to engage in any inappropriate conversation with customers. This includes illegal activities and confidential matters of the club.**
- 16. If you are unable to work your shift 24 hours notice must be given . Repeated breeches of this rule will result in dismissal.**

- 17. Dancers are not allowed behind the bar, DJ stand or reception desk at any time.**
- 18. Please refrain from using bad language.**
- 19. Floor fees must be paid at the beginning of the night.**
- 20. Dancers are required to partake in any promotional ideas the club may experiment with, this may include fancy dress events, etc.**
- 21. Dancers will be required to perform pole shows throughout the night.**
- 22. Curtains in Dance booths must remain fully open at all times.**
- 23. Chewing gum is forbidden, please use mints instead.**
- 24. Payment for dances is at dancers own risk. It is recommended that payment be obtained before a dance begins. Customers wishing to pay by credit card are subject to a commission surcharge of 20%-dancers must inform customers of this.**
- 25. Dance vouchers are only valid on the day of purchase and must be redeemed before getting changed at the end of a shift.**
- 26. Prostitution: selling any form of sexual favours is prohibited and shall result in instant dismissal.**
- 27. If a customer attempts to touch or speak to you inappropriately during a dance , immediately cease the dance, place the customer's hands to his side and explain the rules to the customer. If necessary, ask for a security doorman or member of management immediately who may remove the customer from the premises.**
- 28. Drugs: this club maintains a zero tolerance policy regarding the illegal use of drugs and/or selling of drugs. Any dancer (or employee) who is witnessed or known to be under the influence of an illegal drug or found to sell an illegal drug or be in possession of an illegal drug, will be immediately dismissed and the club will refer the matter to local authorities for prosecution.**
- 29. Dancers may not leave the premises during their shift except with the express permission of the duty manager. Dancers may not walk through the main trading floor of the club in civilian clothing whilst the club is open.**
- 30. Any lost property should be handed into the management immediately.**
- 31. When the music finishes at the end of the night no more dancing is permitted. If you are on the floor you must leave and get changed.**

32. At the end of a shift, dancers will leave either in a nominated taxi, or will be escorted to their car by a member of security staff.

Any complaints, comments or suggestions, be these personal or professional, should be directed to the management. All comments will be dealt with discreetly.

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DANCE RULES

1. Dancers will only perform on the stage area, or in booths/areas for VIPs.
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 will not touch the breasts or genital area of entertainers. 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.

32. At the end of a shift, dancers will leave either in a nominated taxi, or will be escorted to their car by a member of security staff.

Any complaints, comments or suggestions, be these personal or professional, should be directed to the management. All comments will be dealt with discreetly.



Code of Conduct for Customers

There is to be no physical contact between customers and performers, except for the placing of tokens in a garter or in to the hands of a dancer at the beginning or end of a dance.

Customers must remain seated at all times.

Customer must treat the performers with respect. Verbally abusing or attempting to touch a dancer will result in immediate ejection from the premises.

This Club maintains a zero tolerance policy regarding illegal or controlled substances. Anybody found in possession of illegal or controlled substances will be removed from the premises and the police will be informed.

Offering payment for sexual favours (intentional or not) will result in instant removal from the premises.

It is the customer's responsibility to ensure that they have the funds available to pay for a dance prior to its commencement. Failure to pay will result in immediate ejection and possible criminal proceedings.

The club employs extensive use of recorded CCTV as well as undercover spotters posing as customers to ensure all above rules have been observed.

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Pricing Policy

**DANCES ARE
£20
FOR FULLY NUDE.**

**A DANCE WILL LAST APPROXIMATELY 3
MINS.**

**VIP DANCES ARE CHARGED AT;
£80 – 15 MINS
£160 – 30 MINS
£260 – 60 MINS**

**ANY PAYMENT OVER THIS WILL BE TAKEN
AS A TIP FOR THE DANCER.**

**A 20% SURCHARGE WILL BE ADDED IF
PAYING BY DEBIT OR CREDIT CARD.**

**MANAGEMENT RESERVE THE RIGHT TO
CHANGE THE PRICE STRUCTURE AT ANY
TIME.**



Trade Unions

Equity Trade Union

This is the Pole Dancer's Union and is looking to recruit new members.

Member Benefits:

Free Public liability Insurance; free accident cover of £120 a week; Free legal advice and support; contract advice.

Costs:

Basic Rate £100 per year.

To find out more call 0207 670 0235 or see link:

<http://www.polepassion.com/weekends/equity>

GMB Adult Entertainment Branch

The GMB trade union, one of the largest in the UK, has a Branch for dancers and those in adult entertainment.

Member benefits include:

Representation at work and advice on work-related issues by someone who knows the business and is on your side; advice on issues around self-employment and your rights at work and specialised legal advice on work-related issues; immigration and visa advice; health insurance; tax advice; performers' Third Party liability insurance; protection for you and your family regarding accidents and personal injury.

Costs:

£78 per year.

To find out more call 020 7697 1058.

****Please note this information was compiled from the internet and its authenticity should be verified prior to making any payments for membership of a union.**