



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.



WILDCATS LEEDS **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 of if they have previously know them or not.**
3. **Treat the club with respect- its not your house... so please keep your feet off the furniture.**
4. **All VIP dances must be declared to the marker before the dance begins... failure to do so will result in a fine.**
5. **Booking in must be done either in person via the book or by txt to [REDACTED] Any cancelations must be done 24hrs in advance or fines will be issued. A doctors note will be accepted if you are unable to do this.**
6. **A dance is 3mins (1Song) booths must be vacated immediately after the dance has finished, failure to do so will result in fines.**
7. **Boyfriends, Girlfriends, casual partners are not allowed in the club while you are working.**
8. **Dancers are not allowed in the club when they are not working.**
9. **Flirting with the Barstaff, Dj, Doorstaff, Markers is not permitted and may result in fines.**
10. **All tips must be declared and commission paid accordingly**
11. **Dance cards must be cashed out on the day which they are received.**
12. **Girls are not permitted to bring alcohol into the club.**
13. **Excessive consumption of alcohol is not allowed while you are working.**
14. **Cameras must not be moved as they break, so fines will be issued to cover their replacement cost.**
15. **Dances are fully nude.**
16. **No physical contact is allowed between dancers and customers, or dancers and other dancers.**
17. **No More than 3 dancers are allowed in the smoking area at any one time.**

- 18. Arrivals must be no later than 8:15pm and later shift must be agreed and are at managers discretion.**
- 19. You are not allowed to practise on the stage when we have customers in...**
- 20. No drinks are allowed to be left on the DJ stand.**
- 21. Permission must be sought before getting changed to go home and going home early is at the managers discretion.**
- 22. Dancers are to arrive at the club dressed in smart civilian clothes and look presentable to the mainstream public from outside the club at all times. Arrive quietly and leave quietly, in respect of both company and private neighbours.**
- 23. Dancers shall not be intoxicated at any time on the premises. Intoxicated individuals will be sent home and repeat incidents will be grounds for dismissal . You may also be subject to a fine.**
- 24. You are not to engage in any inappropriate conversation with customers. This includes illegal activities and confidential matters of the club.**
- 25. Any dancers found to be intimidating or pushing in on other girls will be severely reprimanded.**
- 26. When you have reached your target do not hide in the changing rooms, if you are too tired to dance any further you must stay in the club and make yourself visible.**
- 27. Anybody spending more time than necessary in the changing rooms will be fined.**
- 28. If you are unable to work your shift 24 hours notice must be given . Repeated breeches of this rule will result in dismissal.**
- 29. Dancers are not allowed behind the bar , DJ stand or reception desk at any time.**
- 30. Dancers may not bring in hot or substantial food. This includes takeaways , pizzas etc. Fruit, crisps and chocolate bars are permitted but waste must be cleaned up afterwards.**
- 31. Please refrain from using bad language.**
- 32. Respect all customers at all times.**
- 33. Dancers do not have the right to put friends or guests on a guest list .they will be charged like any other customer.**
- 34. Floor fees must be paid at the beginning of the night , failure to do so will result in a 10 pounds fine.**

- 35. Dancers are required to partake in any promotional ideas the club may experiment with, this may include fancy dress events and etc...**
- 36. All dancers are required to perform at least 3 pole dances on the main stage. Any Dancers not willing to perform within the required time may be excused with a payment of £10 each time.**
- 37. During peak times , please take into consideration that booths must only be used for purpose of dancing.**
- 38. It is not permitted to sell clothes or any other goods on the premises without specific approval from the management. If granted a charge will be made.**
- 39. The curtains in the private booths must remain at least 1/3 open at all the times.**
- 40. Dancers may not bring books, magazines or anything similar to read during quiet periods.**
- 41. chewing gum is forbidden and is a finable offence , please use mint instead.**
- 42. 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 .**
- 43. Dance vouchers are only valid on the day of purchase and must be redeemed before getting changed at the end of a shift.**
- 44. Prostitution : selling any form of sexual favours is prohibited and shall result in instant dismissal.**
- 45. 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.**
- 46. 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.
47. Spouses or boyfriends are not permitted within the club during any shift in which you are working.
 48. Customers are to be seated before a dance commences and must remain seated for the duration , with their hands on their sides. Customers must remain fully clothed and may not dance at any time.
 49. There is to be no physical contact during any dance.
 50. 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.
 51. Any lost property should be handed into the management immediately.
 52. You may not leave the club early without the permission of the duty manager. Doing so will incur a fine.
 53. When the music finished at the end of the night no more dancing is permitted . if you are on the floor you must leave and get changed.
 54. Once changed you are not allowed back on to the floor.
 55. 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.
 56. No chewing gum

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

Any other offences will incur a fine at managers discretion.



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 customers' 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.



Wildcats – Leeds

Fines Policy

Fines are issued when dancers breach any house rules.

In minor circumstances, only a verbal warning will be given. For example arriving late.

In more serious circumstances dancers will face instant dismissal. For example, being possession of illegal substances.

Dancers do have the right of appeal. If they feel the fine issued is unfair or excessive they can discuss this with the member of management who issued the fine. And if they are still unhappy with the outcome they can contact the operations director.



DANCER FINES

<u>OFFENCE</u>	<u>FINE</u>
Late Arrival	£10
Contacting customers outside the venue.	£50
Being too Intoxicated to work productively.	£25
Smoking inside the premises	£25
Chewing Gum on the premises	£10
Feet on furniture	£10
Excessive use of changing room	£10
Going behind the bar	£10
Flirting with door staff	£10
Excepting customers contact details	£50
Use of bad language	£10
Not going on the pole	£10
Using mobile phone on the floor	£10
Using VIP without informing the marker	£25
Inappropriate conversation with customers	£30
Not turning up for shift	£25
Max. 3 girls smoking at any one time	£10

Note: Management reserve all rights and can enforce additional fines at their discretion.

Wildcats 

DANCES ARE

£20

FOR FULLY NUDE.

**A DANCE WILL LAST
APPROXIMATELY 3 MINS**

VIP DANCES ARE CHARGED AT;

£50 – 15 MINS

£100 – 30 MINS

£200 – 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 FOR SPECIAL EVENTS
AND PEAK TIMES**

Wildcats 

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 FOR SPECIAL EVENTS
AND PEAK TIMES**

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 [REDACTED] or see link: [REDACTED]



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 [REDACTED]

****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.**

Wildcats 

ENTRY WILL BE REFUSED TO ANY PERSON WHO IS DRUNK, THREATENING OR VIOLENT.

ENTRY MAY BE REFUSED TO ANY PERSON WHO HAS BEEN CONVICTED OF AN OFFENCE OF DRUNKENNESS, VIOLENT OR THREATENING BEHAVIOUR OR THE USE OF OR DISTRIBUTION OF ILLEGAL SUBSTANCES AT A LICENSED VENUE.

EVIDENCE MAY BE RECORDED OR IMAGING EQUIPMENT FOR CCTV AND OFFENCES WILL BE REPORTED TO THE POLICE.

Wildcats 

***WILDCATS IS A MEMBER OF BOTH
THE LOCAL AND NATIONAL
PUBWATCH SCHEME. WILDCATS
ALSO TAKE PART IN THE NITENET
RADIO SYSTEM.***

***ANYBODY FOUND TO BE
INVOLVED IN INAPPROPRIATE
CONDUCT WILL BE REPORTED TO
OTHER VENUES AND THE LOCAL
POLICE WHO WILL REFUSE
ENTRY.***

***CONSTANT OR REPEATED
OFFENDERS MAY BE SUBJECT TO
AN AREA WIDE BAN FROM ALL
LICENCED PREMISES.***

Wildcats 

***ANYBODY WHO APPEARS TO BE
UNDER THE INFLUENCE OF
ALCOHOL WILL NOT BE SERVED
ANY FURTHER ALCOHOLIC
PRODUCTS.***

***IT IS AN OFFENCE UNDER THE
LICENSING ACT 2003 TO BUY OR
ATTEMPT TO BUY ALCOHOL FOR
SOMEONE WHO IS UNDER THE
INFLUENCE OF ALCOHOL.***

***IN OUR COMMITMENT TO
RESPONSIBLE ALCOHOL
RETAILING, WATER IS
AVAILABLE FREE OF CHARGE AT
ALL BARS.***



**WILDCATS CLUBS ARE SUBJECT
TO A SMART CASUAL DRESS
CODE.**

**WILDCATS OPERATE A RANDOM
SEARCH POLICY. REFUSAL TO
PARTAKE IN THIS POLICY WILL
RESULT IN REFUSAL\REMOVAL
FROM THE PREMISES.**

**WILDCATS MANAGEMENT
RESERVE THE RIGHT TO REFUSE
ENTRY TO ANYBODY WITHOUT
EXPLANATION.**

**CCTV IS IN OPERATION IN THESE
PREMISES AND IMAGES ARE
BEING RECORDED FOR THE
PURPOSE OF CRIME PREVENTION
AND PUBLIC SAFETY.**

Wildcats 

***NO PERSON UNDER THE AGE OF
18 SHALL BE PERMITTED IN
THESE PREMISES AT ANY TIME.***

***WILDCATS OPERATES A
“CHECK 25” POLICY
PROOF OF AGE WILL BE
REQUIRED IF YOU LOOK UNDER
25.***

***IN THE INTEREST OF OUR LOCAL
NEIGHBOURS, PLEASE LEAVE
QUIETLY. PLEASE ASK A
MEMBER OF DOORSTAFF IF YOU
WOULD LIKE A TAXI.***

***DRINKS MUST NOT BE TAKEN
OUTSIDE.***

Wildcats 

Challenge

If you are
lucky enough
to look under **25**

25

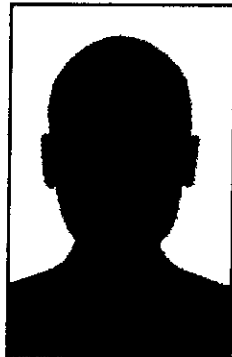
you will be asked to prove
that you are

over


18

when you buy alcohol

If you are under 18
you are committing
an offence if you
attempt to buy
alcohol



**The only acceptable forms
of proof are:**

- Photocard
Driving Licence 
- Passport
- Proof of age cards bearing
the PASS hologram

DRINKAWARE.CO.UK

Wildcats 
WWW.WILDCATSWORLD.COM

Wildcats 

***THERE IS NO CHARGE FOR
PAYING BY CARD FOR DRINKS OR
ADMISSION (SUBJECT TO A
MINIMUM SPEND OF £10.)***

***A 20% CHARGE WILL BE ADDED
TO A CUSTOMERS BILL FOR ANY
DANCES THAT ARE PAID FOR BY
CREDIT OR DEBIT CARD.***

Wildcats

Wildcats Drinks Menu

<u>Draught</u>	<u>Half</u>	<u>Pint</u>	<u>Whisky</u>	<u>25ml</u>
Carlsberg (3.8%abv)	£2.00	£3.50	Jack Daniels	£4.50
Carlsberg Expt (5.0%abv)	£2.50	£4.00	Makers Mark	£4.00
San Miguel (5.0%abv)	£2.50	£4.00	Woodford Reserve	£5.00
Holsten Vier (4.0%abv)	£2.50	£4.00	Bulleit Bourbon	£4.00
			Elijah Craig	£4.50
<u>Bottles</u>			Bells	£4.00
Budwieser (5.0%abv)		£4.50	Monkey Shoulder	£4.50
Becks (5.0%abv)		£4.50	Chivas Regal	£4.00
Corona (4.6%abv)		£4.50	Johnnie Walker Black Label	£4.50
Modelo (4.5%abv)		£4.50	Talisker	£4.50
Estrella (4.6%abv)		£4.50	Jameson	£3.50
Magners (4.5%abv)		£4.50	Crown Royal	£4.50
Smirnoff Ice Red (4.0%abv)		£4.50		
<u>Vodka</u>		<u>25ml</u>	<u>Other Spirits</u>	<u>25ml</u>
Smirnoff Red		£4.00	Archers	£3.50
Smirnoff Blue		£4.50	Martini (Bianco, Rosso, Ex Dry)	£3.50
Smirnoff Black		£4.50	Pimms	£3.50
Smirnoff Flavours		£4.00	Campari	£3.50
Grey Goose		£5.00	Galliano	£3.50
Ciroc		£4.50	Sambuca	£3.50
Zubrowka		£4.00	Tequila	£3.50
Skyy		£4.00	Jagermeister	£3.50
Skyy Flavours		£4.00	Chartreuse	£3.50
Kettle One		£4.00	Baileys	£4.00
			Tia Maria	£4.00
<u>Gin</u>		<u>25ml</u>	Cointeau	£3.50
Gordons		£4.00		
Tanqueray		£4.50	<u>Wine</u>	<u>125ml</u> <u>Bottle</u>
Hendricks		£4.50	House White	£5.00 £18.00
			House Red	£5.00 £18.00
			House Rose	£5.00 £18.00
<u>Brandy</u>		<u>25ml</u>	<u>Champagne</u>	
Hennessy V.S		£4.50	Tattinger (750ml)	£70.0,
Hennessy X.O		£9.00	Tattinger Rose (750ml)	£75.00
Hine X.O		£9.50	Laurent Perrier (750ml)	£75.00
			Laurent Perrier Rose (750ml)	£95.00
<u>Rum</u>		<u>25ml</u>	Laurent Perrier Rose (1.5L)	£195.00
Bacardi		£4.00	Dom Perignon Vintage	£200.00
Matusalem Platino		£4.00	Louis Roederer Cristal	£325.00
Matusalem Classico		£4.50	Ace of Spades	£545.00
Matusalem Gran Reserva		£5.00		
Stroh		£4.00	<u>Soft Drinks</u>	
Appleton Est VX		£4.50	Fruit juice	£2.50
Angostura 1919		£5.00	Pepsi	£2.50
Mount Gay		£4.00	Diet Pepsi	£2.50
Mount Gay Extra Old		£4.50	Lemonade	£2.50
Sagatiba		£4.00	Still Water	£2.50
Wraay & Nephew OP		£4.00	Pussy Energy	£2.50
Havana Club		£4.00	Baby Tonic	£1.50
Malibu		£4.00		

SPIRITS ARE ALSO SOLD BY THE BOTTLE WITH SELECTED COMPLIMENTARY MIXERS. PLEASE SEE TABLE MENUS.

WILDCATS FLYERING POLICY

This policy applies in relation to flyering conducted by the following premises.

Name of Premises:

Wildcats

Address of Premises:

153-155 The Headrow
Leeds
LS1 5RB

This policy and the conditions contained below apply to the premises in relation to flyering.

1. All staff engaged in the distribution of free literature shall wear an authorisation badge issued by the council bearing the number of the authorisation badge and showing the name and contact telephone number of the consent holder.
2. The authorisation badge shall be produced on demand to an authorised officer of the council or other relevant agency.
3. All staff engaged in the distribution of free literature shall wear the authorisation badge using a highly visible lanyard.
4. Staff should be aware that authorisation badges are not interchangeable between consent holders and all distributors using them must be directly employed by the consent holder.
5. Wildcats will maintain, and make available for inspection upon request, a log/database of the name and addresses of all distributors used, together with their date of birth and National Insurance numbers. The log should record where and when the distributors were operating, materials being offered and the authorisation badge being used.
6. No free printed matter shall be left unattended by staff for the general public to take at their discretion.
7. All places in which free printed matter is being distributed must be kept free of discarded printed matter.
8. If an authorised officer requests the consented staff to pick up or remove discarded printed matter, the staff member shall do so immediately.
9. The free printed matter must bear the contact details of the company or venue or event that is being promoted.
10. No free printed matter shall be placed upon, attached or affixed to parked vehicles or affixed to any persons or structure.



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.

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.