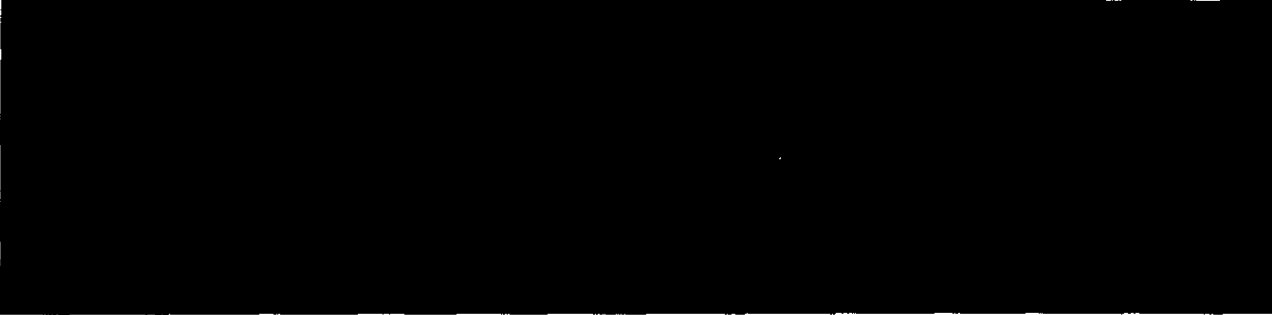




## **DANCERS WELFARE POLICY**

- 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.



# **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 licence.

### **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.



# **DANCER'S CODE OF CONDUCT - FLOOR RULES**

Starting Work - You must be ready and on the floor within 15 mins of 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.

Girls - There is no such thing as 'my' customers. All girls and customers should be given the choice regardless of past preferences.



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

Drinks - Customers must be aware that they are buying drinks for girls and know the prices. Customers 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.

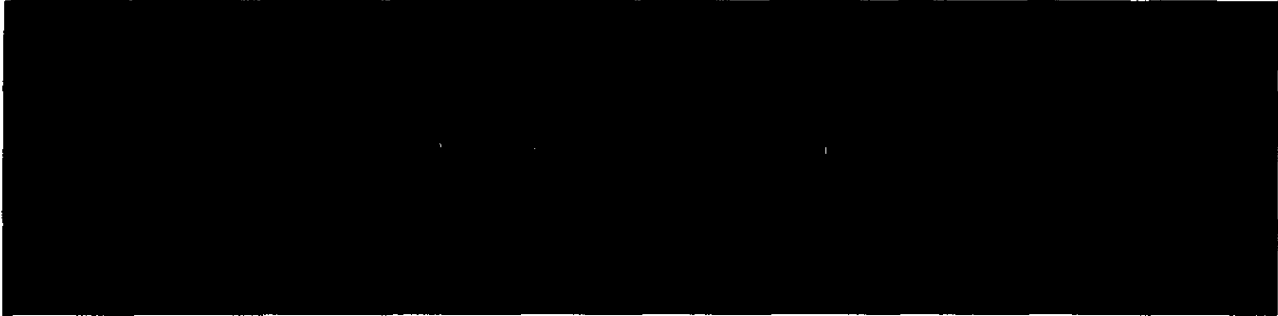
Girls - No being over affectionate with the customer i.e. kissing, cuddling etc.

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 girl should move in on a fellow girl's customer, at any time, unless invited by the other girl.

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

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



**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, and food in with them, it must, however, be eaten downstairs.

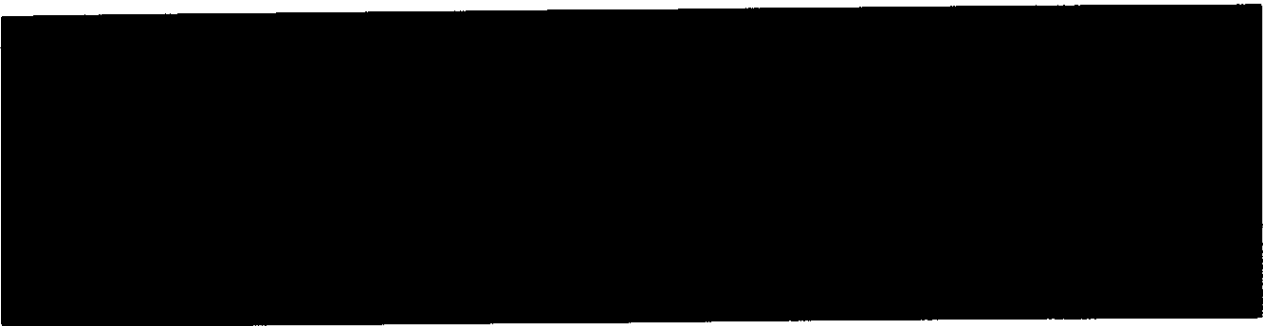
● **Cleanliness** - All girls must be clean and hygienic. Make up, nail polish and dress code must be to a high standard at all times.

**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 gowns provided, to go outside.

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

**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 if they do not take this opportunity they will then have to wait for the next available slot.



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 customers after leaving the club. It is not acceptable to let a customer walk you to taxi/bus/train. The exchange of personal information, including telephone numbers is not allowed.





## 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.

# FINES

Fine for not canceling shifts.....	£50
Fine for chewing gum.....	£20
Fine for not being on the floor on time.....	£20
Fine for mobile phone use.....	£20
Fine for not doing pole shows.....	£20
Fine for swearing and shouting around customers.....	£20
Fine for being rude to members of staff.....	£20
Fine for being too drunk.....	£20 and sent home
Fine for drug use or possession.....	Instant Dismissal

All fines are at Management's Discretion

# CHARGES AND PAYING FOR DANCES

<b>DANCE CHARGES -</b>	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 + 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 performing, it will be at the cost of another dance (£20).
- If girls are given a tip by the customer, anything less 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 a credit 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 the 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's 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 Licence, 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 deemed invalid.



### 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](http://www.gmbbranchi50.org.uk) or call 020 7697 1058. There will also be an iPhone App available coming very soon.



# DANCER'S CONTRACT

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

I agree to work in this venue as a self employed dancer and am responsible for my own tax dealings. I agree that all the Club's 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 \_\_\_\_\_



# Dancers Personal Details

NAME: \_\_\_\_\_ SURNAME: \_\_\_\_\_

STAGE NAME: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

\_\_\_\_\_

CITY: \_\_\_\_\_ POST CODE \_\_\_\_\_

MOBILE NO: \_\_\_\_\_

EMAIL ADDRESS: \_\_\_\_\_

DOB: \_\_\_\_\_ NATIONAL INSURANCE

NO: \_\_\_\_\_

NATIONALITY: \_\_\_\_\_ PASSPORT NO: \_\_\_\_\_



**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

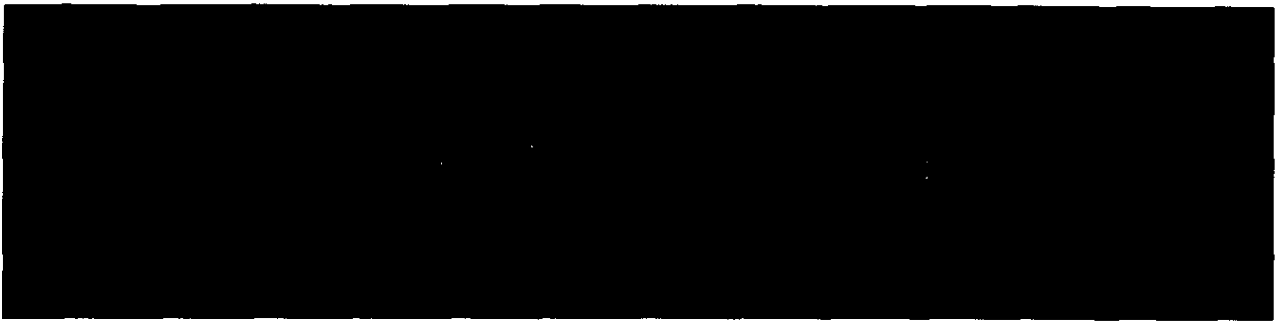
HAVE YOU PROVIDED YOUR PASSPORT FOR PROOF OF ID?

YES

NO

PRINT NAME \_\_\_\_\_





# 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 \_\_\_\_\_

# Dancers Rules and Regulations

- OPENING TIMES** - Monday, Tuesday, Wednesday - 9.00pm  
Thursday, Friday, Saturday - 8.00pm
- STARTING TIMES** - All girls must arrive within 15 mins of the time they have booked in. All girls must get ready within 15 mins and then sign in before going onto the floor.
- BOOKING SHIFTS** - Shifts must be booked in by Sunday at the latest for the week ahead.
- SATURDAY SHIFTS** - All girls must work two Saturday's of every month.
- CANCELING SHIFTS** - If you need to cancel shifts you must inform the Duty Manager before 2pm of that day. Anyone who does not for any reason will be fined (please refer to fines guide).
- FLOOR FEE CHARGES** - Mon/Tues/Sat = £20 (must be paid at the start of the night).  
Wed/Thurs/Fri = £30 (must be paid at the start of night). If you do not pay before your shift the you will have to pay £10 extra.
- FREE FLOOR FEES** - If the management deem the night to be quiet (Mon, Tues and Wed) then you may be given a free floor fee card for you to use on another night.

**SUNDAYS**

- Occasionally we will open on a Sunday night, normally in the Christmas period or for Special Events. We will need girls to work in rotation and will not charge a floor fee for this day.

PRINT \_\_\_\_\_

SIGN \_\_\_\_\_

DATE \_\_\_\_\_





## DUTY MANAGER CHECKLIST

### OPENING CHECKLIST

- Ashtrays, mats, chairs, tables, and ropes are put outside.
- Outside lights are turned on (at 10pm Only).
- All club lights are turned on including VIP lights and set at relevant level.
- Bar set up.
- Amps, mixer and computer turned on.
- Check fire escapes are clear.
- Fresh Girls signing in sheet at reception.
- Fresh VIP and Drinks sheet on bar.
- Check Cleaning cupboard is locked.
- Check disabled toilet is unlocked and clean.
- Get Ice.
- Stock up any bottles.
- Check VIP rooms are clean, heaters are on and IPod Docks are powered.

### CLOSING CHECKLIST

- Clean bar and glasses, throw fruit away and stock fridges.
- Drain glass washer and soak filters and jet arms.
- Soak coke dispenser heads.
- Check VIP lights are off and all heaters are turned off.
- Turn off Amps, Mixer and computer.
- Check Air Con and Extractor are all turned off.
- Check Girls Changing rooms for hair straighteners, hair dryers and that all heaters and lights are off.
- Full walk of club to check club is empty.
- Lights off, Alarm on, Doors Locked.

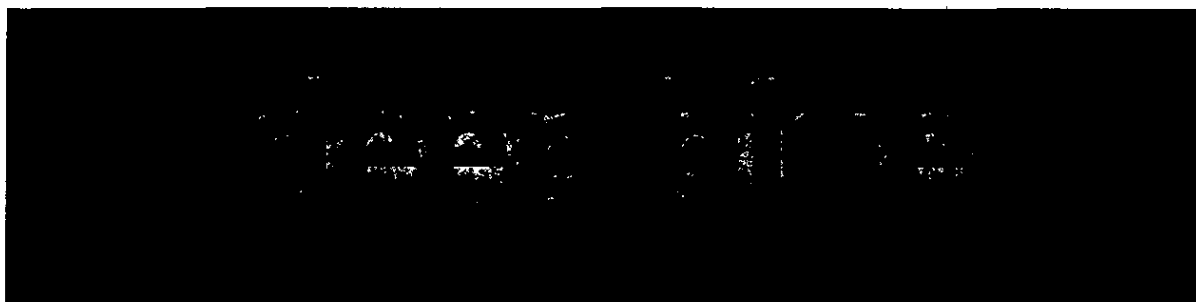


## DOORMAN OPENING CHECKLIST

- Sign in Doorman's log book.
- Unlock all fire exits and check for obstacles.
- Furniture and Ashtrays outside.
- Check medical box is stocked and handy.
- Hand out walkie talkies to relevant people.
- Log onto NightNet Radio.
- Unlock front doors and gates.
- Make sure all girls sign in and pay floor fees.
- Put out fresh promotion sheet.
- Check till is on and has a float.

## DOORMAN CLOSING CHECKLIST

- On managers request make sure all customers are exit venue through the front door.
- Check all VIP areas for customers.
- Check Toilets and Dance Booths and do a full walk of club.
- Make sure all fire exits are closed properly and lock with chains or keys.
- Furniture in from outside.
- Log out of NightNet.
- Collect all Walkie Talkies, turn off, and put on charge.
- Sign out on hours sheet.



### DEEP BLUE FLYERING POLICY

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

Name of Premises:

Deep Blue

Address of Premises:

36 Wellington Street  
Leeds  
LS1 2DE

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.
11. Advertising of promotions which condone or encourage anti-social behaviour or refer to binge drinking in any way are not permitted.
12. Responsible promotions for alcohol must also carry the drinkaware logo. A free of charge trademark licence agreement needs to be obtained from [logos@drinkaware.co.uk](mailto:logos@drinkaware.co.uk). Further details on the logo and use of this can be found at [www.drinkaware.co.uk](http://www.drinkaware.co.uk).
13. Flyers cannot be issued in city centre event spaces (Briggate, Dortmund Square, Central Square, Albion Place, Bond Court, Chancellor Court, Millennium Square and Victoria Gardens) unless an event space consent is held.
14. Staff must not obstruct, intimidate or threaten an officer whilst reasonably enforcing the scheme.

# **DRUGS POLICY**

**TAKING DRUGS,**

**BEING UNDER THE INFLUENCE OF DRUGS,**

**SELLING DRUGS,**

**HAVING DRUGS IN YOUR POSSESSION,**

**FOUND TAKING DRUGS OR GIVING DRUGS TO CUSTOMERS,**

**THESE WILL ALL LEAD TO INSTANT DISMISSAL, AND WILL NOT BE TOLERATED IN ANY SHAPE OR FORM.**

**RANDOM BAG SEARCHES WILL TAKE PLACE.**

**IF YOU SEE ANY CUSTOMERS TAKING DRUGS OR SUSPECT THEY HAVE DRUGS IN THEIR POSSESSION, PLEASE REPORT TO MANAGEMENT STRAIGHT AWAY.**

**IF ANY DRUGS ARE FOUND IN THE CLUB THEY MUST BE HANDED TO THE MANAGEMENT WHO WILL THEN DISPERSE OF THEM INTO A DRUGS SAFE.**



# **DETAILS ON HOW TO REPORT A CRIME**

In the event of a crime being committed please report to a senior member of staff, and ensure it is logged in the incident book.

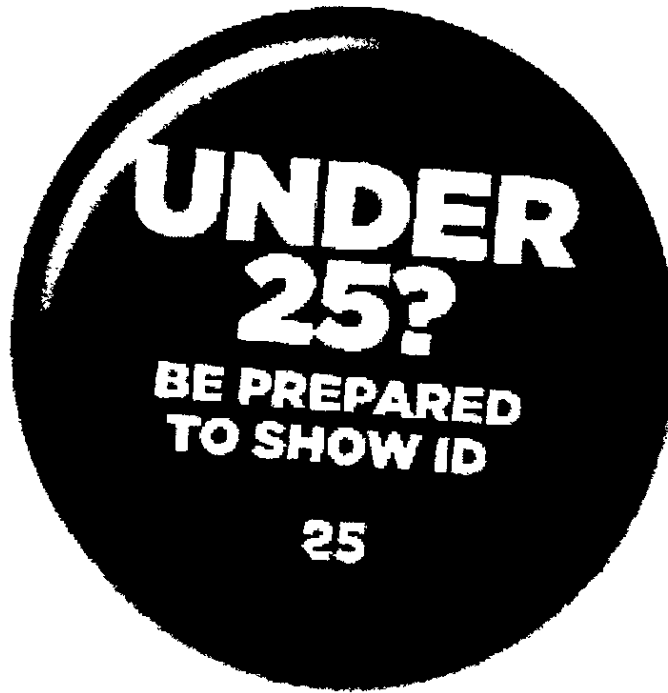
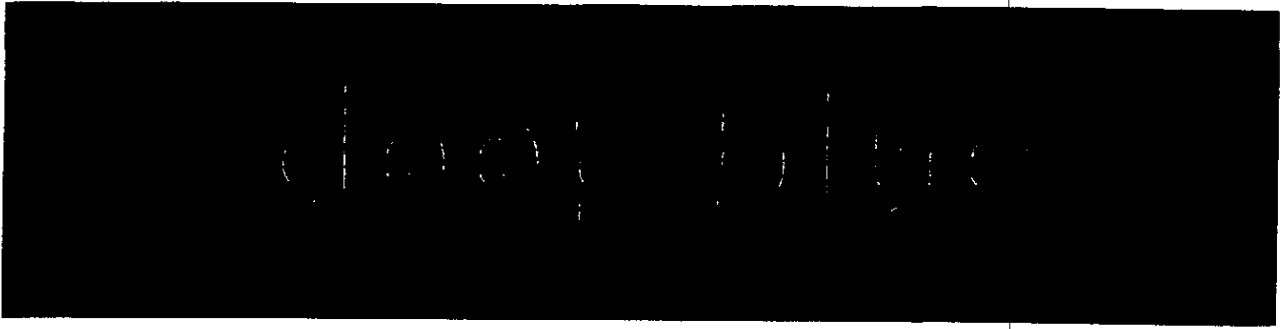
You are also advised to report any serious crime to West Yorkshire Police on  
0846 6060606

Or visit [www.westyorkshire.police.uk](http://www.westyorkshire.police.uk) and complete a form detailing what happened.



**• STRICTLY NO  
• ADMITTANCE  
TO PERSONS  
UNDER 21  
YEARS OF  
AGE.**

**These premises operates a Challenge 25 policy.  
Persons under the age of 25 will be required to show proof of age.**



**WE OPERATE A  
CHALLENGE 25 AGE  
VERIFICATION POLICY.  
PEOPLE UNDER THE AGE  
OF 25 WILL BE REQUIRED  
TO SHOW PROOF OF ID.**

## DRINKS PRICE LIST

Glass of Coke, Lemonade, Diet Coke and Fruit Juice £2.00

Bottle Water

£2.00

J20 and Red Bull

£3.00

Bottled Beer and Cider

£4.50

Spirit and Mixer (not Red Bull)

£4.50

Spirit and Baby Bottle

£5.00

Premium Spirit and Mixer (not Red Bull)

£5.50

Special Spirits eg Premium Whiskeys and Rums various prices.

Pint of Lager or Glass Of House Wine £5.00

Bottle of House Wine £18.00

Bottle of Cava £35.00

Bottle of Moet £70.00

Bottle of Moet Rose / Veuve Clicquot £95.00

Veuve Clicquot Vintage £125.00

Laurent Perrier Rose £125.00

Krug

Dom Perignon

Louis Roederer Cristal



**CUSTOMERS ARE PERMITTED TO SMOKE IN  
THE SMOKING AREA OUTSIDE THE FRONT  
ENTRANCE. PLEASE DISTINGUISH  
CIGARETTES IN THE ASHTRAYS PROVIDED**

**THANK-YOU**