

## **The Black Diamond Club**

### **DANCER 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.

## Code of Conduct - Dancer

**1. THE CLUB** will be open 30 minutes before the doors open. Dancers will be expected to be at the club at least 15 minutes prior to the start time. Dancers must be on the floor at the time agreed for the evening's performance. Dancers are requested that they sign-in on arrival and sign-out on leaving. To avoid a late cancellation fine please text 07540553274 no later than 5pm to tell them if you cannot attend your shift.

**2. ANY QUERIES** as to appropriate clothing, hair, make-up and jewellery should be referred to the Club Manager.

**3. DANCERS** are asked to arrive and leave the club quietly. These are terms and conditions of our licence.

**4. DANCERS MAY NOT** give out their telephone number or any contact information to any customer, accepting any telephone number or contact information from any customer or otherwise make any arrangements whatsoever to meet a customer off premises. A dancer may provide a customer with the days and shifts they are working at the club.

### **5. DANCE:**

- **Stage Performances** – during any public stage performance dancers will be topless.
- **Booth Performances** - nude booth performances will be for a maximum of 4 customers and are on the basis of a number of dances. When a booth is chained off no dances may be undertaken in that booth. Dancers are not allowed to unchain and open booths.
- **Sit Downs** - these will also take place in booths but are on the basis of half an hours dancing and may involve more than one dancer.

**6. IF A CUSTOMER ATTEMPTS** to touch or speak to a dancer inappropriately during a booth performance, the dancer may cease the dance, and explain the club rules to the customer. If necessary the dancer should ask for assistance from security.

**7. SELLING OF ANY** form of sexual favours is prohibited and shall result in the immediate termination of the dancer's contract for services with BDC LEISURE LTD with immediate effect.



**8. ACCEPTING A CUSTOMER'S** offer of payment in return for sexual favours, whether or not the dancer has any intention of carrying them out, will result in the immediate termination of the dancers contract for services with BDC LEISURE LTD.

**9. LEWD AND LASCIVIOUS BEHAVIOR** is not permitted with in any of the clubs and such conduct will result in the immediate termination of the dancers contract for services with BDC LEISURE LTD

**10. ALL CLUBS** have a zero tolerance policy regarding the illegal use and selling of drugs. Any dancer who is witnessed or is known to be under the influence of, or found to sell, or be in possession of an illegal drug will have their contract for services with BDC LEISURE LTD terminated immediately. The dancer will also be escorted from the premises and/or reported to the appropriate authorities.

**11. DANCERS** are asked not to have spouses or boyfriends visit the club on the night that the dancer is performing.

**12. DANCERS** are required to sign a disclaimer that they have no previous convictions for sex or drug offences.

**13. CLUB** employ extensive use of recorded CCTV, which is reviewed on a regular basis.

**14. BDC LEISURE LTD WILL REQUIRE** proof that you have the intention of paying your own tax and national insurance. A letter from your accountants will meet this requirement.

**15. PUNCTUALITY**-every dancer has to be on the floor not later than 9:30. For every 30min late you will be fined with £10.

**16. PATIENCE**-every dancer has to stay in the club till the end of the programme. If you want to go earlier you will be fined with £20.

**17. RESPECT**-show respect to your co-workers and try to work in a team. Show respect to the customers and give their time to get a drink.

**18. LOYALTY**-if you don't stay with us when we have a hard time then you don't deserve us in our good moments. Once a dancer decides to leave she can't come back.

**19. INITIATIVE**-every dancer has to go on the pole every night. If no one has any initiative to go on the pole then someone will be asked to go. If you are refusing to go on the pole you will be fined with £20.

## **20. DANCES**

- Topless- £10
- Full nude-£20
- VIP 15 min-£60
- VIP 30 min-£120
- VIP 1hour-£240

## **21. DRINKS**

- 3 drinks will be offered to the dancers on half price
- Cocktails will be available at £7.50 (3£ for the dancers and £4.50 for the club)
- If a customer will buy a bottle of champagne the dancer will get a percent
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## **22. DRESS CODE**

- dancers will wear a dress before 12 o'clock
- dancers can change in a sexy lingerie after 12 o'clock
- Dancer's appearance will be checked every night: hair, make-up, nails, dress, shoes.

## **23. DRUGS and ALCOHOOL**

- dancers shall not be intoxicated with drinks or drugs in the club premises
- intoxicated dancers will be fined with £30 and second time the contract will be cancelled
- a bag searching can be made if any dancer will have an inappropriate behaviour
- Dancers are not allowed to bring their own alcohol you are found with alcohol you will be fined with £20.

## **24. PRIVATE DANCES**

- dancers will pay behind the bar for the private dances
- customers must be and remain seated for the duration of a dance
- no touching of the dancers at any time
- no sexual propositions
- customers must remain fully clothed during a dance
- dancers must not simulate any sexual act during the dance
- if the customer is trying to touch or to speak inappropriately during a dance, the dancer can give a warning or to ask for assistance from security or management
- dancers are not allowed to arrange any meeting with the customers outside the club
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## **25. REGULAR CUSTOMERS**

- to avoid any problems, regular customers have to ask behind the bar for the dancer is coming for
- if you have any regular customer you can present us to give him a special card for a free entry

**26. FANTASY NIGHTS-** to get more customers we will attract them with different weekly parties (secretary night, uniform night, burlesque night and many other- any other ideas are welcomed)

**27. BOOKING SHIFTS-** dancers have to book every Thursday for the week after. For cancelation we need 24 hours notice prior the booking. If u miss a pre-booked shift and fail to give enough notice to the management double floor fee will be taken for that day.

## **28. SMOKING AREA**

- dancers can smoke upstairs near the chancing room
- not more than 2 dancers in the smoking area
- dancers which are smoking have to maintain the place clean or to clean

- if any of the rules will be broken, the smoking area will be outside of the club

29. for the customers which don't want to have any dances you can offer to them to sit down and have a drink. The charges for sitting will be:

- 30 min-£60
- 1hour-£120



## **Code of Conduct - Dancers (Sign off Sheet)**

I certify that I have read and **UNDERSTOOD** the codes of conduct pertaining to Dancing when occupying space at BLACK DIAMOND  
I agree to comply with the attached code of conduct and realise that breach of the code will result in me not being able to occupy space at BDC LEISURE LTD.

<p><b>Acknowledged and agreed to be abided by:</b></p> <p><b>Dancers Name:</b> _____</p> <p><b>Dancers Signature:</b> _____</p> <p><b>Dancers Stage Name:</b> _____</p> <p><b>Witnessed By:</b></p> <p><b>Managers Signature:</b> _____</p> <p><b>Date:</b> _____</p>
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## **Code of Conduct - Customers**

- 1. GENTLEMEN MUST BE SEATED BEFORE A DANCER CAN COMMENCE A DANCE, AND MUST REMAIN SEATED DURING THE DANCE.**
- 2. THERE MUST BE NO TOUCHING OF THE DANCERS AT ANY TIME DURING THE DANCE.**
- 3. NO PROPOSITIONING THE DANCERS**
- 4. CUSTOMERS MUST NOT DANCE AT ANYTIME.**
- 5. THE CUSTOMER MUST REMAIN FULLY CLOTHED DURING A DANCE.**
- 6. ANY BREACH OF THESE RULES WILL RESULT IN THE CUSTOMER BEING EXCLUDED FROM THE CLUB.**

## **The Black Diamond Club**

### **FINES POLICY**

Fines may be issued when a dancer is in breach of the rules set out in the 'Code of Conduct – Dancer'.

Fines will increase in monetary terms with the severity of the issue. For minor issues, a verbal warning may be given.

For more serious breaches, a fine may be imposed and for the most serious offences such as those relating to drugs it could lead to instant dismissal.

Fines – as per paragraphs 15, 16, 19 and 23 of the 'Code of Conduct – Dancer' are as follows:

#### **FINES**

- For every 30 minutes a dancer is late onto the floor after her required start time - £10;
- Leaving the Club prior to the end of the programme, without good reason - £20;
- Refusal to go on the Pole - £20;
- Intoxicated dancers will be fined £30 – further occasions will lead to dismissal;
- Bringing your own alcohol into the Club - £20.

All fines are at the Management's discretion.



# **The Black Diamond Club**

## **DANCE PRICES**

Topless = £10

Full Nude = £20

VIP – 15 minutes = £60

VIP – 30 minutes = £120

VIP – 1 Hour = £240

## 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.**



# Contract

Between

**Dancer & BDC Leisure ltd**



**BDC LEISURE LTD**

**BLACK DIAMOND CLUB  
68 NEW BRIGGATE  
LS1 6 NU**

**TICK BOX APPROPRIATELY**

**PRINT NAME:** \_\_\_\_\_

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

**I D Number:** \_\_\_\_\_

**Start Date:** \_\_\_\_\_

# Personal Details

Form must be completely filled out please print  
Any omission will result in any contract for services being made void.

Full Name: \_\_\_\_\_

Stage Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ Postcode: \_\_\_\_\_

Telephone (Home): \_\_\_\_\_ Mobile: \_\_\_\_\_

Date of Birth: \_\_\_\_\_ National Insurance Number: \_\_\_\_\_

Nationality: \_\_\_\_\_ Passport Number: \_\_\_\_\_

Dress Size: \_\_\_\_\_ Height: \_\_\_\_\_ Hair Colour: \_\_\_\_\_

Waist: \_\_\_\_\_ Hips: \_\_\_\_\_ Bust: \_\_\_\_\_

Email Address: \_\_\_\_\_

## In Case of Emergency Notify:

Name: \_\_\_\_\_ Relationship to you: \_\_\_\_\_

Full Address: \_\_\_\_\_

Telephone number: \_\_\_\_\_

Mobile number: \_\_\_\_\_

## Previous Dance Experience:

Club Name:	City:	Dates From/To
_____	_____	_____
_____	_____	_____
_____	_____	_____

How did you hear about DBC Leisure? \_\_\_\_\_

Do you have a working visa Yes / No / N/A

Availability: (Please circle) Mon Tue Wed Thu Fri Sat Sun

Have you ever been convicted of a criminal offence? Yes / No

If yes please give details: \_\_\_\_\_

Dancers Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name: \_\_\_\_\_

## CONTRACT FOR SERVICES

### THIS CONTRACT FOR SERVICES

Is made on the \_\_\_\_\_ day of \_\_\_\_\_ 201

BETWEEN:

BLACK DIAMOND ("The Club") and

\_\_\_\_\_ ("Dancer")

### DANCER

By signing this contract you are confirming that whilst you are providing dancing services to the Club you are doing so as a self employed Dancer.

#### **You are obliged to:**

- Act in a professional manner and in accordance with the club's code of conduct at all times.
- Make all reasonable attempts to work to the Club's opening times.
- Observe Health and Safety regulations regarding working hours and site security.
- Be responsible for the cost of repairs for damage to property of the Club or any third party.
- Pay your own Tax and National Insurance.
- Pay a floor fee, as agreed with the club, for each session services are provided.

#### **You have the right to:**

- Leave the site without permission (although you should notify the Club for Health and Safety reasons).
- End this contract without giving notice.
- Take legal advice before signing this contract, and to have a copy of it.

#### **You do not have the right to:**

- Holiday pay or sick pay.
- Take part in the Club's employee grievance procedure.
- Hold yourself out as being an employee of the Club.

By signing this contract you are agreeing to be bound by its terms and you are agreeing that these terms will govern the working relationship between you and the Club.

You are also agreeing that the terms of this contract represent the whole contract between you and the Club with the exception of any verbal negotiation about price or location of the services.

**Club:**

The Club intends that in this working relationship you are an independent sub contractor.

**The Club is obliged to:**

- Provide all of the equipment used on their clubs either by employees or sub-contractors as the Club takes its Health and Safety responsibility seriously.

**The Club is not obliged to:**

- Offer you any work. They may offer you the opportunity to provide your services but they are not obliged to.
- Pay any substitute or help hired by you to undertake the work.

**The Club has the right to:**

- End this contract without giving notice.
- Take legal advice before signing this contract.

**The Club does not have the right to:**

- Control the methods you use when you provide your services to the Club providing they apply with the terms and conditions of our licences and code of conduct
- First call on your services – they cannot expect you to drop whatever you are doing to come and provide your services to them.

By signing this contract the Club is agreeing to be bound by its terms and you are agreeing that these terms will govern the working relationship between the Club and you.

The Club is also agreeing that the terms of this contract represent the whole contract between you and the Club with the exception of any verbal negotiation about price or location of the services.

**General**

This Contract is governed by the laws of (England, Wales, Scotland or Northern Ireland) as appropriate and is subject to the non-exclusive jurisdiction of the (English, Welsh, Scottish, and Northern Irish) Courts.

Breach of any clause or clauses in this contract will not void or annul this Contract for Services as a whole in any circumstances.

Place and date: \_\_\_\_\_

\_\_\_\_\_  
Club signature

\_\_\_\_\_  
Dancer signature

## General Dancers/Model Release

I, \_\_\_\_\_ the undersigned dancer/model, for good and valuable consideration, the receipt of which is acknowledged, give to forbidden club the company's legal representatives, successors and all persons or corporations acting with forbidden club's permission, unrestricted permission to copyright and/or use and/or publish photographic portraits or pictures of me and the negatives, transparencies, prints or digital information pertaining to them, in single, multiple, moving or video format, or in which I may be included in whole or in part, or composite, or in distorted form, or reproductions thereof, in colour or otherwise, made through any media in the company's studio or elsewhere for art, or any other lawful purposes. I hereby waive any right that I may have to inspect and approve the finished product or copy that may be used in connection with an image that the company has taken of me, or the use to which it is applied. I further release the company or others for whom they're acting from any claims for remuneration associated with any form of damage, foreseen or unforeseen, associated with the proper commercial, or artistic use of these images unless it can be shown that said production was maliciously caused, produced and published for the sole purpose of subjecting me to conspicuous ridicule, scandal, reproach, scorn and indignity. I acknowledge that the photography session was conducted in a completely proper and professional manner and this release was willingly signed at its termination. I certify I am not a minor, and am free and able to give such consent.

Dancer/Models Name: \_\_\_\_\_

Stage Name: \_\_\_\_\_

Dancer/Models address: \_\_\_\_\_  
\_\_\_\_\_

Dancer/Models Phone No: \_\_\_\_\_

Dancer/Models E-Mail address: \_\_\_\_\_





# Dancers Disclaimer

**I hereby warrant, represent and certify the following:**

I have never been arrested and/or convicted for the sale of any illegal drug. I have never been arrested and/or convicted of any charge in relation to acts of prostitution. I understand that violations of law could occur if I was to handle a customer or a customer was to handle me. I agree to refrain from handling customers or allowing them to handle me and performing in such a manner that would be considered obscene or otherwise illegal or unlawful and I agree to comply with the rules of the club which have been adopted to ensure compliance with all existing national and local laws. I understand that if these rules are broken it will result in the dancer's being escorted from the club.

I agree that I may be searched randomly and my refusal may result in immediate termination of contract for services and removal from the club.

I am eighteen years or older, I agree that giving false information on this application will be reason for me being unable to occupy space at the club. I understand that I will not be an agent or employee of the club and that Back Diamond is not responsible for unlawful acts committed by me.

I hereby declared that I have the status of a self-employed person, and shall be responsible for all income tax liabilities and national insurance or similar contributions and I hereby indemnify BDC LEISURE LTD in respect of income tax or national insurance or similar contributions. I will provide BDC LEISURE LTD with my accountant's details.

I have adequate and appropriate insurance to include a valid public liability certificate, a copy of which shall be available to the company upon request. And hereby indemnify the company in respect to any claims.

I understand that the company is unable to accept responsibility for damage or loss of personal property.

**Please print**

**Dancers Name:** \_\_\_\_\_

**Dancers Signature:** \_\_\_\_\_

**Dancers Stage Name:** \_\_\_\_\_

**Managers Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

# Dancer's Agreement Declaration

I hereby  
declare.....

- I am a self employed dancer.
- I am responsible for my own insurance in respect of any injuries sustained/ incurred whilst performing.

Signed.....

Print Name: \_\_\_\_\_

Dancer's

Stage Name: \_\_\_\_\_

Dancer's

Reg No: \_\_\_\_\_

Date: \_\_\_\_\_

Witness.....

Print Name \_\_\_\_\_

<b>Taxation Accountant</b>
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	Yes	No
1) <b>DO YOU</b> have an accountant?		
2) <b>ARE YOU</b> declaring your income?		
3) <b>IF YES TO QUESTION 1)</b> please give us details of your accountant		
Name: _____		
Address _____		
_____		
_____		
Tel: _____		

**Failing to provide this information will prohibit you to occupy space with. BLACK DIAMOND CLUB**

# **The Black Diamond Club**

## **REPORTING A CRIME**

Should you be suspicious or concerned that criminal activity is taking place this should be reported immediately to a member of the management or the door staff.

All incidents of crime need to be recorded in the incident log, it is therefore your duty to pass any relevant information relating to a crime to a member of the management team.

Should there be a conflict of interest and you can not report it to a member of the management team you can call Crimestoppers on 0800 555 111 or complete a form online at :  
<http://www.crimestoppers-uk.org/giving-information>

If the crime is more serious in nature and you are concerned for your immediate safety or those around you, the management/door staff must be informed immediately and/or the police contacted directly using 999.



# Fire Precaution and Evacuation Training Record Sheet

I have been given full training in fire precaution as well as evacuation procedures.

I am fully aware of all fire precaution and procedures.

I have been shown all exit routes and outside meeting place.

I have fully understood all these procedures.

Dancers Name: \_\_\_\_\_

Dancers Signature: \_\_\_\_\_

Dancers Stage Name: \_\_\_\_\_

Witnessed by: \_\_\_\_\_

Managers Signature: \_\_\_\_\_

Date: \_\_\_\_\_