

TRL PROMOTIONS LTD

T/A

**LIBERTE
10 YORK PLACE
LEEDS LS1 2DS**

APPLICANT'S EVIDENCE

FOR:

**LICENSING COMMITTEE
HEARING ON
27 NOVEMBER 2018**

LEEDS COUNCIL LICENSING SUB-COMMITTEE

27 NOVEMBER 2018

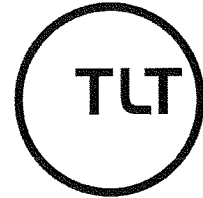
LIBERTE, 10 YORK PLACE, LEEDS

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Entertainment Licensing
Civic Hall
Leeds
LS1 1UR

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Date 9 November 2018
Email [REDACTED]

RE: LIBERTE, 10 YORK PLACE, LEEDS LS1 2DR – SEV RENEWAL 2018

Dear Sirs

In the hope that the Licensing Sub-Committee will find it useful, we should be grateful if you would kindly place this letter before them.

When we lodged the application for renewal, we included a copy of Liberte's Dancer Welcome Pack with your Policy in mind.

"The Council's Licensing Regime aims to insure that Sex Establishments in the Leeds District operate a safe, fair and discreet manner and are sensitive to the local area in which they are situated."

The pack contains the following documents in both English and Romanian (Romanian is the first or second language of many dancers):-

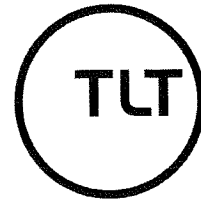
- Contract with the Club
- Code of Conduct
- Advice re: Tax and Employment Status
- Welfare Policy
- Pricing Policy
- Crime Reporting Policy
- Flyering Policy
- Trade Union details
- Challenge 25
- Customer code of conduct

48748527.1
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- DPS duties
- Drugs Policy
- House Rules
- VIP Rules
- Dispersal & Smoking Policy
- Image Rights Policy
- Copy Licence
- Price list
- Translation (Romanian) of all of the above.

The Notice of Application has attracted 7 objections. Other than as mentioned below, the objections are broadly in line with the objections that were received last year, and the year before, which appear to be more directed at the general principle of lawful lap-dancing venues operating in one of the United Kingdom's major cities.

These policy issues were carefully considered by Leeds City Council before it adopted the Local Government (Miscellaneous provisions) Act 1982 and drew up its Policy. Of course your Policy recites at paragraph 2.6 that *"The Council will monitor the effectiveness of the policy by way of regular meetings with key agencies and by regular open dialogue with the industry"*.

Should the Council wish to reconsider the principles, doubtless it will do so.

However, the Senior Liaison and Enforcement Officer of Entertainment Licensing Section raises a new point in her letter dated 24th October. We attach herewith a copy of our letter dated 7th November in response to that objection, and hereby confirm that we should be grateful if the application for renewal is amended to incorporate the two conditions suggested by the officer.

We now refer to the objection on behalf of Support after Rape and Sexual Violence Leeds (SARSVL). As with all of the other objections, SARSVL raise policy issues which are broadly in line with issues raised in previous years. Councillors will know the area well and it is respectfully suggested that there has been no substantial change to the immediate vicinity.

2

We know that the Sub-Committee were aware of the research which the objectors refer to and needless to say we do not accept the objector's interpretation. Should the Sub-Committee wish us to deal with these points we will be happy to do so at the hearing. In readiness for that we attach letters from the clubs dancers. The Women's Equality Party also refers to the effect of the Central Square development on Wellington Street which has led to a large influx of visitors to the area for both "businesses and retail reasons." The Applicant suggests that if there is any impact from the Central Square development at all, that is felt on Wellington Street and does not affect York Street, other than peripherally.

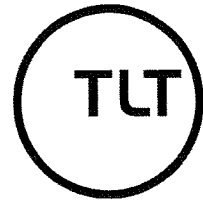
Further the mix of residential and commercial uses is unchanged other than by an increase in numbers. The Women's Equality Party says that there is an increase in the number of people who park in York Place. The Applicant suggests that there has been no change in the number of people parking on the street, as it was already full.

The objectors refer to comments by smokers outside either Liberté or Purple Door, we know not which, or whether it is both. At Liberté the Licensee keeps an incident book to record such matters but there is no record of any incidents of such abuse; either it didn't happen outside Liberté or it hasn't been reported to the venue. The Licensee believes it is the former. Such abuse is unlikely to occur outside Liberté, as the Licensee employs door supervisors who are registered by the Security Industry Authority. One of their primary tasks is to make sure that people outside the premises, whether smoking or not, do not disturb local residents. We would suggest that they are adept at this as there are no objections from any resident in the street about noise emanating from people outside the premises, let alone from the premises themselves.

We would also suggest that patrons of Liberté who go outside to smoke are easily controlled by the door supervisors as they will want to re-enter the premises and will not be allowed to if they cause disturbance. Finally in relation to the door supervisors, the Sub-Committee may feel that they provide a security presence after 10:00PM at night which benefits the street.

We now refer to the objections printed by Mr Musson dated the 22nd October 2018 (they are all dated the 22nd October) timed at 20:05PM. This objection raises the same points as above.

3



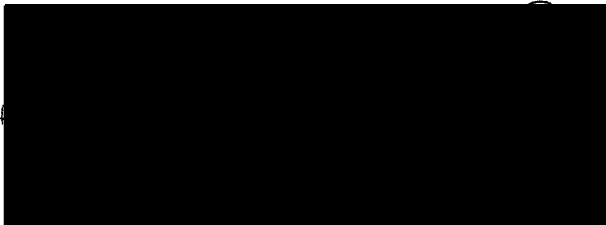
The objection dated 22nd October timed at 14:05PM printed by Mr Musson does not appear to raise any specific issue to the running of Liberte. Similarly the objection timed at 17:03PM does not appear to take matters further.

Having provided a strict regime in which Sexual Entertainment Venues can operate we suggest that it is significant that, with the exception of the Entertainment Licensing Section's objection, referred to above, that none of the agencies and not one single resident in York Place have raised objection to this application.

This Applicant has applied with the Policy and the conditions on its licence. The Policy appears to be working well. This SEV licence has been renewed each year since Leeds introduced its current SEV Policy. There has been no substantial changes to either the character of the locality or operation of the premises to justify a different approach this year.

We attach the Council's Decision Notices for the renewal applications in 2016 and 2017 which demonstrate the principal issues raised by this application were considered before.

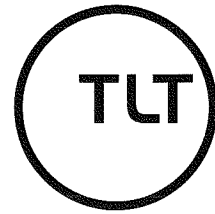
In such circumstances, we would invite the Licensing Sub-Committee to grant renewal of this license for a 12 month period.



for TLT LLP


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Your ref SX/SEV/00013/18/01

Samantha Longfellow-Peniket
Leeds City Council
Entertainment Licensing
Civic Hall
Leeds
LS1 1UR

Direct tel +44 (0)333 006 1357 Date 7 November 2018
Direct fax +44 (0)333 006 0011 Email 

Re: Liberte, 10 York Place, Leeds, LS1 2DR

Dear Ms Longfellow-Peniket

We represent Liberte, 10 York Place Leeds, LS1 2DR in the application for renewal of the Sexual Entertainment License. We have been supplied with a copy of your letter dated 24th October 2018 addressed to Entertainment Licensing at Leeds City Council to which we are instructed to reply as follows.

The Licensee has the benefit of a permit issued by Leeds City Council to distribute flyers. It has not knowingly permitted any person under the age of 18 to distribute flyers on its behalf advertising the premises as a Sexual Entertainment Venue. It already has a log book detailing each and every person who is engaged in supplying flyers and details of the photographic evidence, normally a passport, driving licence bearing a picture of the individual or certificate under the PASS and PASSES Scheme.

Not all other Licensees operate to this standard or require such proof in relation to the person distributing flyers.

The Licensee therefore welcomes your suggestion of adopting the two additional conditions as standard conditions which will therefore apply all Sexual Entertainment Venue Licenses.

The Licensee would like your conditions to be adopted as "standard conditions" in accordance with paragraph 13 LG(MP) Act 1982 and therefore will automatically become conditions on all SEV Licenses. In any event the Premises Licensee is happy for the conditions to be applied on renewal of this SEV License and hereby amends its application for renewal to accommodate your conditions.

Given this formal variation of the application to renew, we should be grateful if you would kindly confirm that your objection is withdrawn.



Partner
for TLT LLP

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I have worked at Liberte ^{for} roughly 46 months now
I love working here because its a very relaxed
atmosphere Im always payed promptly and I feel
very safe The staff are wonderful and very alert
I like ~~the~~ ~~fact~~ How flexible it is here and that
they ~~work~~ around me considering I can't tell the
time they've been very understanding and helpful
with that

Wednesday 7th November
2018

To Leeds City Council

My name is [REDACTED] I am 32 years old. Single mother for two kids.

I been dancing at other clubs I feel that in Leeds this is the safest club the security is 100% and the management is 100%. The club is safe environment place working for me, I have facility for tea, coffee and brakes.

I come to work at the matter of personal choice and not where I have been forced off or pushed to do so. I have been in night clubs where I felt unsafe where as at Liberte with all the CCTV and security, I feel 100% safe.

[REDACTED]
6.11.18

(7)

My name is [REDACTED].

I have worked in Liberty for a while
I enjoy working here.

I decide the days when I work
each week.

I feel very safe at work and
the environment I work in.

6/11/2018 [REDACTED]

my name is [REDACTED]

I have worked in liberte for a few years, I am happy working here and enjoy my work place.

I work here by choice and decide the days I work each week, I feel very safe in the club.

[REDACTED] 6/118

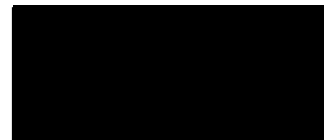
TO LEEDS CITY COUNCIL.

I am 28yr. old single mother of two kids and dancing in LEBERTE.

As I start dance in club I had feel more confidence because friendly staff and safe to work.

I ~~was~~ worked in couple different clubs before ~~but~~ till now I'm in Leberte and don't have mind to change till my circumstances change. The work environment is very safe exactly is more safe as I went some night clubs. Securely (gender) guys all the time look after.

~~and~~ I work in Leberte because I want to true personality choice and no body elses. I wish to be respected as I respect the ~~views~~ views of others,




06/11/2018

10

TO LEEDS CITY COUNCIL

I AM A DANCER AT LIBERTE CLUB FOR 4 YEARS. I'VE WORKED IN OTHER CLUBS IN LEEDS. AND I CAN SAY I'VE FOUND THE CLUB WHICH IS SAFE. I WAS SIZE 14 WHEN I START DANCING AND I WASN'T A CONFIDENT PERSON. THIS JOB HAS MADE ME CONFIDENT, LOVE MYSELF. I HAVE A 4 YEARS OLD CHILD AND LIBERTE HAS BEEN GREAT IN SUPPORTING ME AND MY CHILD. I COME TO WORK WHEN I WANT AND I TRULY ENJOY WHAT I DO. IF THE DAY COMES WHEN I DON'T ENJOY, I'LL STOP DANCING. I AM BAPPY WITH ^{what} I DO.


5th November
2018

(11)

TO LEEDS CITY COUNCIL

I'm a 41 years old dancer, I dance in different clubs in different countries but I find this one the best one I'm feel to be part of Liberté team even are not to many years working here I'm self employed which allows me to work when I want and ~~5~~ 4 hours I want to work I'm an independant lady and nobody force me to work

The club is the safe place to work, the customer's can't touch me and I can't touch them

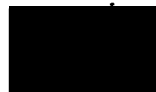
I respect the ~~other~~ views of others and I wish others to respect mine.



7 november 2018

TO LEEDS CITY COUNCIL

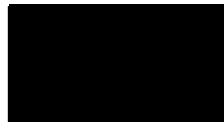
I'm a dancer to Liberte Leeds, I work as self employed. I work here from 3 years, before I worked in factory. I enjoy my work at Liberte, in the factory was long hours, hard work, lift many heavy boxes. I earn the same amount of money if not more. I enjoy the flexibility of having a break, a tea and coffee break, days off in the week and holidays when I want. I feel part of the team, I feel very safe and I would not work here if it was not safe my boyfriend and my family know what I do and they don't mind. I understand everyone have different view but respect my choice what I do.



5.11.18

TO LEEDS CITY COUNCIL

I AM A DANCER AT LIBERTY LEEDS
I HAVE DANCE AT LIBERTY LEEDS FOR
6 YEARS. BEFORE THIS I WAS A DANCER
AT OTHER CLUBS. I HAVE TO SAY I ENJOY
WORK AT LIBERTY LEEDS AND I WORK HERE
AS SELF EMPLOYED STATES BECAUSE I
WANT TO. I DEEPLY ENJOY WHAT I DO
I FEEL PART OF THE TEAM AND IN THE
ENVIROMENT I WORK IT. I ENJOY THE
FLEXIBILITY AND I HAVE A CHILD AND IF
I NEED TO GO HOME EARLY OR NOT TO COME
AT WORK I HAVE THE OPTION.



06.11.2012

Notice of Decision



of the Licensing Sub Committee

Date of Hearing:	22 November 2016
Determination Date:	22 November 2016
Notice of Decision:	19 December 2016
Members:	Cllr J Dunn (Chair) Cllr N Buckley Cllr G Hussain
Premises:	Liberté, 10 York Place, Leeds, LS1 2DS
Application:	Renewal of a Sex Establishment Licence authorising the activity of sexual entertainment
Attendees:	Mr J Skeens, Solicitor, Applicant's representative Mr L Alford, Trainee Solicitor Ms M Haruta, Director Mr S Mohmed, Manager

Members of the Council's Licensing Sub Committee (referred to in this decision notice as "the committee") met to consider an application under Section 2 and Schedule 3 of the Local Government (Miscellaneous Provisions) Act 1982 ("the Act") for the renewal of the sex establishment licence in relation to the above premises. The applicant sought renewal of the licence granted on 1st December 2015 and confirmed that the application for the licence was to authorise the activity of sexual entertainment in the form of lap dancing.

This licence was considered under the Council's Licensing of Sex Establishments Statement of Licensing Policy ("the Policy") which was approved by the Executive Board of the Council on 17 July 2013 and came into effect on 1 September 2013.

In reaching its decision the committee considered and took into account all representations made, and all documentation submitted, including:

- 1 The report from the Head of Licensing and Registration
- 2 The Local Government (Miscellaneous Provisions) Act 1982 as amended by the Policing and Crime Act 2009
- 3 The Sex Establishment Statement of Licensing Policy
- 4 All information submitted by the Applicant, including any supplemental information.
- 5 Local knowledge including local issues and cultural sensitivities (as referred to in paragraph 8.25 of the Policy).
- 6 Letter of objection from SARSVL dated 17 September 2016

Background

The Policing and Crime Act 2009 amended the Local Government (Miscellaneous Provisions) Act 1982 and Schedule 3 to the Act to introduce a new classification of sex establishment, namely sexual entertainment venues. Leeds City Council adopted the provisions of Schedule 3 of the Act on 19 January 2011.

General to this application

Planning

The committee noted that there had been no objections on planning grounds to the application. The committee followed the Policy (Paragraphs 7.29 to 7.32) and whilst noting the responsibility of the applicant to secure appropriate permissions, did not consider whether any decision to grant or refuse planning permission or building consent was lawful and correct.

Policies and codes of conduct for employees, dancers and customers

The committee noted that the applicant had in place the required policies and codes of conduct as set out in the Policy. They were eventually also given assurances that the drinks menu and price list did not breach the Standard conditions relating to advertising.

West Yorkshire Police had been informed and had not submitted any observations on the application.

Impact of the decision to grant a licence in December 2015 in relation to this application.

A licence granted under the legislation is for up to a year only so there is no guarantee of entitlement to the renewal of a licence.

The Application

In support of the application Mr J Skeens addressed the hearing outlining the renewal application. He stated that the Dancers' Welfare Pack was the same as last year, but the Code of Conduct had now also been translated into Romanian, a copy of which had been supplied. He also confirmed that had been no change to the exterior of the premises. Mr Skeens also confirmed that no objections or representations had been made by the responsible authorities and no issues had been raised during visits undertaken by the licensing authority. In relation to the objection raised by SARSVL he noted that some of the letter related to the overall objection to the licensing of Sexual Entertainment Venues and these issues had been raised before. In relation to the specific points addressed to Liberté he submitted that the use of the word "intimate" was not inappropriate, nor was the imagery on the drinks menu inappropriate.

Decision

The law

The committee noted the mandatory and discretionary grounds to refuse licences under the Local Government (Miscellaneous Provisions) Act 1982. They also noted, if they were

minded to refuse an application, the need to consider if any additional conditions would persuade them not to refuse.

Decision

Taking all the above into account the committee reached the following decision:

The committee decided that in all cases the relevant locality is the area near to the premises.

The committee **decided to grant the renewal of the licence in relation to Liberté as requested and on the same terms as the existing licence.**

The Policy states at paragraph 7.17: "Taking into consideration all the matters mentioned in this section the appropriate number of SEVs (sexual entertainment venues) in the city centre is a maximum of four providing those premises are not near properties with sensitive uses or in sensitive locations".

Reasons

The cap of four premises in the Policy meant that the applicant's premises fell within this number and the premises are not near properties with sensitive uses or in a sensitive location.

When is the decision effective from?

The committee decided to grant the renewal of the licence for 12 months from 1 October 2016 and to remain in place until midnight on 30 September 2017.

The applicant is asked to note the Standard Conditions in place under the Policy.

The applicant is reminded that there is no guarantee of entitlement to the renewal of a licence. Decisions on future renewal applications will be based on the circumstances at that time.

Notice of Decision



of the Licensing Sub Committee

Date of Hearing:	28 th November 2017
Determination Date:	28 th November 2017
Notice of Decision:	23 rd January 2018
Members:	Clr G Wilkinson (Chair) Clr M Harland Clr A Khan
Premises:	Liberté, 10 York Place, Leeds, LS1 2DS
Application:	Renewal of a Sex Establishment Licence authorising the activity of sexual entertainment
Attendees:	Mr J Skeens, Solicitor, Applicant's representative Ms M Haruta, Director Mr S Mohmed, Manager

Members of the Council's Licensing Sub Committee (referred to in this decision notice as "the committee") met to consider an application under Section 2 and Schedule 3 of the Local Government (Miscellaneous Provisions) Act 1982 ("the Act") for the renewal of the sex establishment licence in relation to the above premises. The applicant sought renewal of the licence granted on 22nd November 2016 and confirmed that the application for the licence was to authorise the activity of sexual entertainment in the form of lap dancing.

This licence was considered under the Council's Licensing of Sex Establishments Statement of Licensing Policy ("the Policy") which was approved by the Executive Board of the Council on 17 July 2013 and came into effect on 1 September 2013.

In reaching its decision the committee considered and took into account all representations made, and all documentation submitted, including:

- 1 The report from the Head of Elections, Licensing and Registration
- 2 The Local Government (Miscellaneous Provisions) Act 1982 as amended by the Policing and Crime Act 2009
- 3 The Licensing of Sex Establishments Statement of Licensing Policy
- 4 All information submitted by the Applicant, including any supplemental information.
- 5 Local knowledge including local issues and cultural sensitivities (as referred to in paragraph 8.25 of the Policy).
- 6 Letter of objection from SARSVL dated 4 October 2017

18

Background

The Policing and Crime Act 2009 amended the Local Government (Miscellaneous Provisions) Act 1982 and Schedule 3 to the Act to introduce a new classification of sex establishment, namely sexual entertainment venues. Leeds City Council adopted the provisions of Schedule 3 of the Act on 19 January 2011.

General to this application

Planning

The committee noted that there had been no objections on planning grounds to the application. The committee followed the Policy (Paragraphs 7.29 to 7.32) and whilst noting the responsibility of the applicant to secure appropriate permissions, did not consider whether any decision to grant or refuse planning permission or building consent was lawful and correct.

Policies and codes of conduct for employees, dancers and customers

The committee noted that the applicant had in place the required policies and codes of conduct as set out in the Policy. The committee also noted that the drinks menu and price list did not breach the Standard conditions relating to advertising.

West Yorkshire Police had been informed and had not submitted any observations on the application.

Impact of the decision to grant a licence in November 2016 in relation to this application.

A licence granted under the legislation is for up to a year only so there is no guarantee of entitlement to the renewal of a licence.

The Application

In support of the application Mr J Skeens addressed the hearing outlining the renewal application was identical to that made last year. He also confirmed that had been no change in the advertising materials and no change to the exterior of the premises. In relation to the objection raised by SARSVL he noted that it was much the same as the letter of objection submitted last year when the Committee granted the licence. In short, there were no material changes.

Decision

The law

The committee noted the mandatory and discretionary grounds to refuse licences under the Local Government (Miscellaneous Provisions) Act 1982. They also noted, if they were minded to refuse an application, the need to consider if any additional conditions would persuade them not to refuse.

Decision

Taking all the above into account the committee reached the following decision:

The committee decided that in all cases the relevant locality is the area near to the premises.

The committee decided to grant the renewal of the licence in relation to Liberté as requested and on the same terms as the existing licence.

The Policy states at paragraph 7.17: "Taking into consideration all the matters mentioned in this section the appropriate number of SEVs (sexual entertainment venues) in the city centre is a maximum of four providing those premises are not near properties with sensitive uses or in sensitive locations".

Reasons

The cap of four premises in the Policy meant that the applicant's premises fell within this number and the premises are not near properties with sensitive uses or in a sensitive location.

When is the decision effective from?

The committee decided to grant the renewal of the licence for 12 months from 1 October 2017 and to remain in place until midnight on 30 September 2018.

The applicant is asked to note the Standard Conditions in place under the Policy.

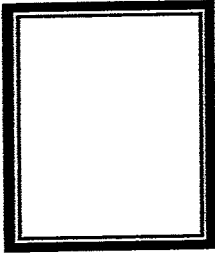
The applicant is reminded that there is no guarantee of entitlement to the renewal of a licence. Decisions on future renewal applications will be based on the circumstances at that time.

2

Liberte Gentlemen's Club Leeds

PROMOTERS FILE

ATTACH PHOTOGRAPH



FULL NAME

[REDACTED]

REFERENCE NUMBER

DATE OF COMMENCEMENT

[REDACTED] / [REDACTED] 201[REDACTED]

Liberte Gentlemen's Club Leeds

This form must be completed in full prior to a promoter being permitted to work

Full name: [REDACTED]

Home address: [REDACTED]

City: [REDACTED]

Postcode: [REDACTED]

Tel home: [REDACTED]

Tel mobile: [REDACTED]

Date of birth: [REDACTED]

National Insurance Number: [REDACTED]

Nationality Passport Number:

E-mail address:

Next of kin:

Name:

Relationship to you:

Telephone Number:

Mobile Number:

If required:

Do you have a working Visa (please circle): Yes/No

Availability: Mon/Tues/Wed/Thurs/Fri/Sat/Sun

Have you ever been convicted of a criminal offence (please circle): Yes/No




If yes please give details below:

Promoters Name: ... [REDACTED]

Promoters Signature: [REDACTED]
.....

Liberte Gentlemen's Club Leeds

CONTRACT FOR SERVICES

This contract for services is made on the  /  201

1. TRL Promotions (trading as Liberte Gentlemen's Club Leeds) ("The Club", and/or "The Company") of; 10 York Place, Leeds, LS1 2DS
2. ("Promo") of;

Promo

By signing this contract you are confirming that whilst you are providing promotional services to the club you are doing so as a self-employed promoter. You are obliged to:-

- Act in a professional manner and in accordance with the clubs code of conduct at all times.
- Make all reasonable attempts to work to the clubs opening times.
- Observe health and safety regulations regarding working hours and site security.
- Be responsible for the cost of repairs for damage to the property of the club or any third party.
- Pay your own tax and national insurance, you may need to speak to an accountant to help you with your returns.

You have the right to:-

- Leave the site with permission. Handing in the badge.
- End this contract without giving notice.
- Take legal advice before signing the contract and to have a copy of it.

CLUB

The Club intends that this is a working relationship being you are an independent sub-contractor. The club is obliged to:-

- Provide all the equipment used on the club either by employees or sub-contractors as the club takes its health and safety responsibilities serious.

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. (Basic).

The Company has the right to:-

- End this contract without giving notice.
- Take legal advice before signing the 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 - you are an independent worker.

General

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.

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

Breach of the clause or clauses in this contract will not void or annul this contract for services as the whole in any circumstances.

Club: TRL Promotions Limited (trading as Liberte Gentlemen's Club Leeds)

Signed (Director/Manager): 

Promo Name: 

Signed Promo:  _____

Liberte Gentlemen's Club Leeds

AGREEMENT AS TO CONDUCT

1. The club will be open 30 minutes before the doors are open to the public. Promo will be expected to be at the club at 9.45pm prior to the opening. If promo are to arrive later then the time agreed they will be charged according to the charges set by the company.
2. Any queries as to appropriate clothing, hair, make up and jewellery should be referred to the club manager.
3. Promoters are asked to arrive and leave the club quietly in respect of our neighbours, arrive by 9.45pm latest.
4. Promoters may not give out their telephone number or any contact information to any customer, accept any telephone number of contact information from any customer or otherwise make any arrangement whatsoever to meet a customer outside the premises. The promoters may provide a customer with the days and shifts that they are working at the club.
5. Promoters shall not be intoxicated through drink or drugs on the premises at any time.
6. Promoters should refrain from chewing gum and smoking is only permitted within the designated areas.
7. Selling of any form of sexual favours is prohibited and shall result in the immediate termination of the promoter's contract for services with the club.
8. Lewd and lascivious behaviour is not permitted within any of the club and such conduct will result in immediate termination of the promoter's contract for services within the club.
9. The club has a zero tolerance policy regarding the illegal use and selling of drugs. Any promoters who is witnessed or 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 terminated immediately. The promoters will also be escorted from the premises and/or reported to the relevant authorities.
10. Promoters are asked not to have spouses or boyfriends visit the club on any of the nights that the promoter is working.
11. Promoters are not allowed to visit the premises when they are not working.
12. Promoters are required to disclose any or current pending or previous convictions for sex or drug offences.
13. The club accepts no responsibility for the loss, theft or damage of any valuables and or personal belongings of the promoters during their shift. The club will safe keep any valuables at promoter's requests in the club safe within a signed and dated envelope. The promoters can recover the envelope containing their valuables at the end of the shift.
14. Promoters are not allowed to bring their own alcoholic drinks for consumption during their shift. If a promoter is found to have brought their own alcoholic drinks their contract will be terminated.

15. Promoters must be dressed and groomed in accordance with the clubs guidance.
16. All promoters are required to be fully aware of the notices and guidelines displayed in the club.
17. The club employ extensive use of recorded CCTV which is reviewed on a regular basis.
18. The company require proof that you have the intention of paying your own tax and national insurance. A letter from your accountant or your agreement as specified in the contract will meet this requirement.
19. Failure to comply with the code of conduct will result in the promoter's contract being terminated or being fined.

Code of conduct/promoters agreement

I certify that I have read and understood the codes of conduct pertaining to promoting and occupying space at Liberte Gentlemen's Club Leeds. 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 Liberte Gentlemen's Club Leeds. Acknowledgement and agreed to be abided by.

Promoters Name _____

Promoters Signature _____

Liberte Gentlemen's Club Leeds

Promoters **DISCLAIMER**

I hereby warrant, represent and certify the following:

I have never been arrested and/or convicted for the sale of any legal. I have never been arrested and/or convicted of any charges in relation to acts of prostitution. I understand that violation of law could occur if I were to handle a customer or a customer 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 me (the promoter) being excluded from the club.

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

I am 18 year or over/ I agree that giving false information on this application will be reason for me being unable to work at the club. I understand that I will not be an agent or an employee of the club and that the company is not responsible for unlawful acts committed by me.

I hereby declare 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 the company in respect of income tax or national insurance or similar contributions. I will provide the company with my accountant's details.

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

Promoter's name:

.....


Promoter's signature:

.....


Liberte Gentlemen's Club Leeds

TAXATION AND INSURANCE

Declaring your income

As a self employed worker in the UK you are responsible for your own tax and national insurance contributions. You are also required by law to file and declare all your earnings. Failure to do so can lead to penalties and fines. By registering yourself as self employed you are able to maximise your legal tax refund and claim back your work related expenses. Therefore you will have to calculate and pay your own tax and national insurance, and possibly you will hire your own accountant – we may be able to help you source an accountant.

The following agreement confirms you have understood the above statement and have or will be making a vested effort to comply with HM Revenue and Customs.

1. Do you have an accountant - yes/no no
2. Are you declaring your income - yes/no no
3. If yes to question 1 please give us details of your accountant.

Name:

Address:

.....

Postcode:

Telephone Number:

Insurance

As a self employed promoter your belongings and personal safety are your own concern. TRL Promotions Limited. Liberte Gentlemen's Club Leeds will not be held liable for any injury or damage caused to you/your personal belongings due to your own negligence whilst in the premises. You have a responsibility to be aware of your surroundings to prevent unnecessary damage; and comply with any safety regulations and instructions given to you by your manager whilst on our premises. Such instructions include:-

- Risk assessment/fire safety: On your initial arrival into the building you will be shown all the evacuation routes and meeting places. Please familiarise yourself with these procedures. You will also be made aware of the company's risk assessment and will be required to fill in the relevant training log for record keeping.
- Signing in: You must sign in at the beginning of each shift as this is a legal document proving your existence in the building.

- Alcohol consumption: This is at your manager's discretion and will be prohibited if you are/continue to be intoxicated or unable to perform your duty as a promoter for the club. You may ask to leave.

TRL Promotions Limited/Liberte Gentlemen's Club Leeds excludes liability if injury or grievance sustained whilst promoting for the club; whilst in the bar/open areas of the floor; changing rooms; on arriving and leaving the building. Negligence will be found contributory if you enter prohibited areas of the building and do not notify your manager of your whereabouts during the course of your shift.

Failure to provide the required information and failure to agree with your self employed status will prohibit you to occupy space within the Liberte Gentlemen's Club

Promoters Agreement Declaration

I hereby declare:-

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

Promoters Name _____

Signed (Promoter) _____

Signed (Manager) _____

Date .. _____

Liberte Gentlemen's Club Leeds

CONTRACT FOR SERVICES

PROMOTERS WELFARE POLICY

- Promoters shall be provided with toilet/hand washing facilities.
- Promoters 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 promoter will be given a full and detailed induction upon their commencement of working 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 promoters.
- Any promoters who expresses a grievance with a fellow promoter 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 promoters 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.

How to Flyer

Liberte is a premiere gentlemen's club and it is essential that we present this image to the general public at all times.

Steps:

Arrive to work on time, sign in and collect your uniform, badge, panic alarm and flyers. You should then choose the partner you wish to work with and choose your location. Ensure your manager is aware who your partner is and location you choose.

Uniform:

We must be seen and recognised as a professional company from the moment communication is made between an individual or group and you, our representative. We wear a uniform for a number of reasons, including being easily recognisable to the club management and other members of the team. It also allows officers of the public and local authority to identify which club/licenced premises we work for should any issue arise.

Badges:

Flying Consent Badges are issued by Leeds City Council and must always be worn in a prominent position when flying. This is a mandatory requirement. When working in pairs the person handing out flyers should be the person wearing the badge. The second person can escort the customers to the club.

Signing in:

This is important so the club is aware of who is working and can arrange appropriate locations, e.g- away from formal events etc. It is also important so we are able to issue appropriate clothing (Umbrellas, work jackets etc.) and ensure you get home safely.

Panic Alarms:

We do not allow any members of staff to work alone unless within our approved solo flying zones; however whether working alone or in pairs, should you feel the need to carry a panic alarm then please inform your manager who will provide this for you.

Any member of staff who is found to have instigated a fracas or arguments will have their contract terminated.

Collection of Flyers:

Please ensure you take an appropriate amount of flyers with you to your location. Any surplus flyers should be brought back to the club at the end of your shift. When in your location, should

you find a flyers belonging to Liberte, please ensure you pick these up and return them to the club also.

Location:

Your chosen location is where you will carry out your flyering duties from this should be agreed you're your manager at the start of your shift. If at any point of the night you wish to change your location or swap with another member of the team, you should inform your manager for safety purposes.

The location from where you work is extremely important. You should ensure at all times that your do not offend members of the public and be mindful not to flyer close to churches, city halls, play areas etc.

Notes on Attracting Customers:

When out flyering always ensure that you are approached and do not approach members of the public. Rather, be ready to respond to members of the public who my approach you. We refer to this as "Not touting". Once in your designated location you should hold the flyers so it can be seen by anyone approaching. Once a customer has asked questions such as "what are you promoting?" and "what's the offer?" you should hand them a flyer if appropriate. Out flyers are designed to provide answers and information on most questions the customers may have.

Once the individual or group have read the flyer and are waiting to go to the club, you should try to retrieve the flyer from them to avoid littering.

If anyone approaching is rude, appears to be under the influence of alcohol or drugs, are not dressed in the correct dress code, appears to be under 25 or have female company, please do not allow your flyers to be visible.

Once the customer has agreed to go to the club they should be walked to Liberte using the safe walk ways as set out by the club. Never use a dark or badly lit route.

If the individual or group have approached you but are not interested in our venue, please remain polite. Should someone ask you for directions, for example to the train station, you should do your best to assist.

NEVER undermine another club/venue, be rude or aggressive. Always be polite and respectful. Remember, you are not only flyering staff; you are an ambassador for Liberte.

Flyering staff training notes

Flyering staff at Liberte must read and understand these training notes.



- 1) Dress smartly
- 2) Be respectful and polite at all times
- 3) Offer Liberte flyers to appropriate persons who approach you- never tout for business. We do not need to do this as we have excellent customers and do not want to cause offence to members of the public with no interest in our operations;
- 4) Only flyer groups or individuals who appear to be over the age of 25;
- 5) Read and confirm your understanding of Challenge 25 policy;
- 6) At no point offer flyers to family groups, couples or groups with children;
- 7) At the beginning of your shift re-read and understand the training document "How to Flyer"
- 8) When representing Liberte, always wear a flyering consent badge in a prominent position so it is clearly visible. These will be provided at the beginning of your shift, along with a lanyard, and must be returned to your manager at the end of your shift;
- 9) Always sign in and report to your manager at the beginning of your shift;
- 10) Always sign out and report to your manager at the end of your shift;
- 11) Never work alone, unless within an approved flyering zone. Stay with your partner and be cautious when offering flyers. Do not flyer anyone who appears to be under the influence of drugs and alcohol.
- 12) Look out for discarded flyers in the area where you are working. Liberte is responsible for disposing of discarded flyers;
- 13) Stay away from flyering/promotional staff from other clubs. There are plenty of potential customers for all licenced clubs in Leeds;
- 14) Panic alarms are available for your use. Please see your manager before your shift to receive one and return it at the end of your shift. Your manager will demonstrate how you use it;
- 15) If you are in immediate danger, become very ill or have a major accident shout for help and dial 999 if possible. Alert your partner;
- 16) If you have any concerns and are not in immediate danger, call the club straight away on 07512659412 or walk back to the club where you can get assistance;
- 17) Retain flyers where possible to avoid littering;
- 18) Know your location. It is important to the club.




PROMOTION STAFF

Name 

Address 

Mobile Number 

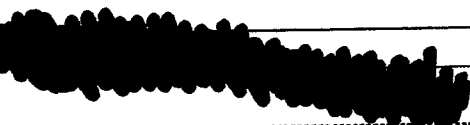
D:O:B 

Emergency contact _____

Availability **Monday** **Tuesday** **Wednesday** **Thursday** **Friday** **Saturday**
Sunday (please circle that applies)

Promo Signature 

Date 

Manager Signature 
.....

Office use only



Liberté Gentlemen's Bar & Club

10 York Place

Leeds

LS1 2DS

Dear Performer/Promoter,

As a self-employed contractor and working as a self-employed performer/promoter you are liable for your NI (National Insurance), your taxes and self-assessments.

We understand some of you have accountants and some of you are looking into getting an accountant.

If you need an accountant to help you complete your account, to enable you pay your taxes; please ask the management as we may be able to suggest an accountant/book keeper to help you.

Thanks

Lib

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PROVISIONAL
PROVISIONAL DRIVING LICENCE

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- 4b. [REDACTED]
- 5. [REDACTED]
- 6. [REDACTED]
- 7. [REDACTED]
- 8. [REDACTED]
- 9. [REDACTED]



Rzeczpospolita
Polska

POWOD
KOSZCZYN

REPUBLIQUE DE POLOGNE / REPUBLIC OF POLAND

Number of points



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NATIONAL
INSURANCE
NUMBER CARD



THIS IS NOT PROOF OF IDENTITY