

REPORT OF CORPORATE DIRECTOR CITY DEVELOPMENT

APPLICATION FOR VARIATION OF ENTERTAINMENTS LICENCE & CONSENT TO
STRUCTURAL ALTERATIONS
ISIS/SENORITA'S, REDFIELD WAY, LENTON, NOTTINGHAM

1.0 SUMMARY

1.1 This is an application to vary the entertainments licence in respect of condition 25 of the standard conditions as granted by Nottingham Magistrate's Court on appeal also for consent to structural alterations, to increase the occupancy and to revise the wording of the special conditions.

2.0 RECOMMENDATIONS

2.1 **IT IS RECOMMENDED THAT the Committee determine the application having regard to the revised operating guidelines for Seniorita's, the comments of the Chief Fire Officer, final inspections by building control and Environmental Health Officer and to the City Council's Entertainment Licensing Policy No 1;**

- **'Matters have been identified that ensure the health and safety of the public, performers and staff including the provision of suitable, sufficient and adequate facilities, amenities and services,' and;**
- **'that they have taken steps to ensure good order inside and outside the premises,' and;**
- **they can (or have put) in place such effective measures as given above to the satisfaction of the Council and Police'.**

3.0 BACKGROUND

3.1 A previous licence holder was granted an entertainments licence by Nottingham Magistrates (on appeal) to provide music and table dancing on the first floor and music and dancing on the ground floor subject to works being completed to plans submitted, amendments to conditions 24 & 25 and to special conditions. No work was carried out and the licence was transferred to Mr James Eftekhari in December 2003 who has now applied to vary the licence.

4.0 PROPOSALS

4.1 The variation application has four parts as follows:-

- a) to revise the maximum occupancy figures for the ground floor and first floor when operating together as a nightclub; and for the first floor only (including the first floor bar) when operating independently as a table dancing venue;
- b) consent to structural alterations by way of revised plans as follows:-
 - Ground floor - drawing no 001
 - First floor - drawing no 002
- c) revised operational guidelines for table dancing venue on first floor to be known as 'Senioritas';
- d) revised wording of the special conditions to reflect the above.

- 4.2 It is proposed to provide music and dancing on the ground floor and music on the first floor with dancing by performers of pole and table dancing. A copy of the current licence is attached at Appendix 1.
- 4.3 The Environmental Health Officer and the Building Control Officer require a final inspection.
- 4.4 The Chief Fire Officer has agreed increased occupancy as follows:-
- Ground floor remains the same - 1000 persons
 - First floor when used as a nightclub in conjunction with the ground floor - 900 persons
 - First floor when operating as Senoritas (table dancing club) - 600 persons

and has no objection to the application subject to the retention and maintenance of existing fire precautions.

- 4.3 Ward Councillors, planning and noise pollution have been consulted and have no objections
- 4.4 Police comments will be reported at the meeting
- 4.5 The operational guidelines are attached at Appendix 2.
- 4.6 The applicant has been invited to attend and a map showing the location of the premises is attached.

5.0 LEGAL IMPLICATIONS

Legal implications will be reported at the meeting.

6.0 EQUAL OPPORTUNITIES IMPLICATIONS

None

7.0 List of background papers other than published works or those disclosing confidential or exempt information

- Application form dated 2 March 2004
- Letter from Clayton Mott Solicitors dated 4 March 2004
- Email from building control dated 9 March 2004
- Memo from planning dated 19 March 2004
- Copy letters to Environmental Health Officer from Clayton Mott Solicitors dated 17 & 24 March 2004
- Letters from Chief Fire Officer dated 11 March & 14 April 2004
- Letter from Nottinghamshire Police dated 30 April 2004

8.0 CRIME & DISORDER IMPLICATIONS

Licensing for public entertainments is an opportunity for the City Council to work in partnership with the Police to reduce the risk of crime and disorder occurring both within and immediately outside licensed premises, having regard to the effect of the proposals on both customers and residents.

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Barry Horne
CORPORATE DIRECTOR
CITY DEVELOPMENT

Lawrence House, Talbot Street, Nottingham NG1 5NT

Contact Officer: Janet Swain
Telephone number: 0115 9156776
email: janet.swain@nottinghamcity.gov.uk

Date 28 April 2004

LOCAL GOVERNMENT (MISCELLANEOUS PROVISIONS) ACT 1982
ENTERTAINMENTS LICENCE

By virtue of the powers conferred in it by the Local Government (Miscellaneous Provisions) Act 1982 and the Sunday Entertainments Act 1932 (the Acts), NOTTINGHAM CITY COUNCIL hereby grant to **Mr James Eftekhar-Khonssari & Mr Sashah Eftekhar-Khonssari** Of Bentinck Hotel, Station Street, Nottingham, NG2 3AJ

this licence to keep or use the premises known as **Isis (Ground Floor) & Senorita's(First Floor), Redfield Way, Lenton, Nottingham NG7 2UW** for the purpose of **Music and Dancing on Ground Floor**

Music, and Dancing by performers only on the First Floor

This licence shall continue in force from **12 December 2003** until **5 April 2004** or until sooner revoked, and is granted subject to the provisions of the Acts, and any special conditions set out below and to the standard conditions imposed by the City Council, a copy of which is attached to this licence.

The premises shall not be used for the above purposes except between the hours of

Signed

Dated 12 December 2003

Licensing Officer

SPECIAL CONDITIONS:

1. Maximum occupancy (excluding staff) :-

Ground Floor	-	1000 persons
First Floor Bar	-	200 persons
Senorita's	-	400 persons

2. Hours of operation for Isis:-

Monday to Wednesdays	-	Noon to 2 am
Thursdays	-	Noon to 3 am
Fridays & Saturdays	-	Noon to 4 am
Sundays	-	Noon to 2 am
Sundays preceding bank holidays (except Easter)	-	Noon to 6 am

Hours of Operation for Senorita's:-

Mondays to Fridays	-	Noon to 2 am
Saturdays	-	7 pm – 2 am

3. On Sundays this licence will not be utilised beyond the permitted hours for the sale of alcohol.
4. Both music and dancing are permitted on the ground floor. There shall however, be no public dancing on the first floor though music and dancing by performers/entertainers only are permitted.
5. (a) The Instructions and Guidance contained in the operating manual provided for use with the gas extraction system installed in the building shall always be complied with. No amendments shall be made to the contents of the manual without the written consent of the City Council.

(b) A copy of the operating manual shall be kept on the premises at all times and shall be readily available for reference by staff.

(c) A log book shall be provided and maintained on the premises and the following information recorded:-
 - (i) Details of the daily and weekly checks following the closure of the premises for 48 hours or more, including details of the results of the checks and any renewal action taken.
 - (ii) Details of the 3 monthly and 6 monthly checks maintenance and servicing checks required to be carried out by a specialist contractor, indicating faults found and remedial action taken. Alternatively the Contractor may provide service sheets which shall include the above information and these service sheets shall be kept with the log book.
(d) The log book and any service sheets referred to above shall be kept at the premises at all times and shall be available for inspection by an authorised officer of the City Council
6. A CCTV system must be installed and maintained to the satisfaction of the police. All video tapes/recorded images must be retained for a minimum period of 31 days and made available for inspection by the police or authorised officers of the City Council on request.

For the areas outlined in blue on plan number 859.06C and known as The Crocodile Club (**Note : name changed to Seniorita's in December 2003**) the special conditions listed below apply. Reference to the "operational guidelines" is to those guidelines submitted to Nottingham Magistrates Court on 26 June 2003 or such further amended guidelines as may have been approved by the City Council in accordance with condition 9 below :-

7. Whilst General Condition 24 shall apply the provision of tableside dancing shall not be regarded as a breach of that condition provided that the licensee adheres to the operational guidelines for the time being in force.
8. General Condition 25 shall be amended to read as follows:-

"Lap dancing, pole dancing, and all forms of entertainment , dancing or displays that include nudity or sexual performances of any kind are prohibited with the exception of tableside dancing and dancing on the stage carried out in accordance with the operational guidelines for the time being in force."
9. There shall be compliance with the operational guidelines at all times in respect of all matters contained therein and no alterations shall be made to the operational guidelines (except with regard to the drugs policy) without the written consent of the City Council.
10. There shall be annual meetings with the police in relation to revision of the clubs drugs policy and the licensee shall lodge any amendments to this policy with the Council. The drug policy shall relate not only to customers but also to all staff, security and performers employed at the club.
11. The premises shall be constructed and maintained in accordance with plan 859.06C and no alteration shall be made to the premises without the agreement in writing of the council.

12. No person under the age of 18 shall be admitted to this area.
13. The dancing permitted by this licence shall only be given by paid performers/ entertainers engaged for the purpose and the performance will be restricted to dancing and the removal of clothes. There shall be no audience participation during the performance and physical contact with the audience save for the receipt of payment in the hand or garter is prohibited.
14. Dancers shall re-clothe immediately at the conclusion of their dance/performance. Dancers/entertainers who are not performing/dancing shall not appear in any public area wearing less than a G string for males, and G string/bikini bottom and top for females.
15. No performer /entertainer shall be less than 18 years old.
16. No Photographs or other images indicating the type of entertainment which takes place in the club shall be displayed outside the premises.
17. There shall be notices displayed at the entrance to the premises in a prominent position so that they can be easily read by persons entering the premises signs in the following terms:-

"No person under 18 years of age will be admitted"
18. Performers shall at no time during the entertainment display their anus and, (if female,) their genitalia and shall not perform any actual or simulated sexual acts.
19. This licence on Sundays will not be utilised beyond the permitted hours for the sale of alcohol.
20. (a) The Instructions and guidance contained in the operating manual provided for use with the gas extraction system installed in the building shall always be complied with. No amendments shall be made to the contents of the manual without the written consent of the City Council.

(b) A copy of the operating manual shall be kept on the premises at all times and shall be readily available for reference by staff.

(c) A log book shall be provided and maintained on the premises and the following information recorded:-

 - (i) Details of the daily and weekly checks and checks following the closure of the premises for 48 hours or more, including details of the results of the checks and any renewal action taken.
 - (ii) Details of the 3 monthly and six monthly checks maintenance and servicing checks required to be carried out by a specialist contractor, indicating faults found and remedial action taken. Alternatively the contractor may provide service sheets which shall include the above information and these service sheets shall be kept with the log book.

(d) The log book and any service sheets referred to above shall be kept on the premises at all times and shall be available for inspection by an authorised officer of the City Council.

*Amerced
(See food officer memo
30/3/04).*

OPERATIONAL GUIDELINES

SENORITAS

**REDFIELD WAY
LENTON
NOTTINGHAM
NG7 2UW
TEL: 0115 986 3211
FAX: 0115 986 0145**

TABLE SIDE DANCING CLUB

MR JAMES EFTEKHARI
**PROPRIETOR
THIRD LEISURE
FRIDAY 27 FEBRUARY 2004.**

CC Notts Police 1/4/04

INDEX

1. Introduction
2. Management Duties and Responsibilities
3. Recruitment and Personnel Information
 - Interview and Selection
 - Reference Request
 - Dancer Disclaimer
 - Dancer Compliance Form
 - Dancer Disciplinary Action
 - Unit Induction
 - Signing in /Out Procedure
 - Record Keeping
 - Disciplinary Procedure
4. Admission Control
5. Customer Service and Code of Conduct
6. Dancers Good Practice Guide
 - Code of Conduct for Dancers
7. Drugs Policy
8. Marketing Policy
9. Operating Policy
10. Appendix:
 - a. Dancer Disclaimer Form
 - b. Dancer Disclaimer Disclosure Form
 - c. Dancer Compliance Form
 - d. Dancer Disciplinary Record Sheet
 - e. Code of Conduct for Customers
 - f. Code of Conduct for Dancers
 - g. Pre-Opening / Closing checklist
 - h. Door Supervisor / Security Staff signing in Book
 - i. CCTV Daily Log.

1. INTRODUCTION

- The aim of this venue is to provide a Table Dancing facility with high operating standard targeting the local and business community both local and transitional. A high standard of personal appearance will be expected from our clients, who, in turn will receive excellent customer service.
- With a discreet location on the outskirts of the city, Isis has no local residents and its own car park. It is proposed the venue would operate either as a normal nightclub using ground or ground and first floors together, or to operate as an independent table dancing venue on the first floor only. The nightclub and table dancing venue not to operate simultaneously at any time. The entrance to the entire venue will be as existing on the west face.
- These guidelines are designed to ensure that the venue operates in a safe, organised and professional manner.
- Compliance with these guidelines, which will be reviewed regularly, will contribute to the environment in which we operate being both safe and lawful for customers and employees alike.

2. MANAGEMENT DUTIES AND RESPONSIBILITIES

- During trading hours at least one member of management known as the Duty Manager will be in the trading area at all times.
- A Duty Manager will have successfully passed the level of competence as required by the British Institute of Innkeepers in relation to matters appertaining to licensing and Public Entertainment Licences or be in the process of doing so.
- It is the responsibility of the Duty Manager to implement the policies and guidelines of the company set out in this document and to ensure all legal requirements are met.
- The Duty Manager will make the final decision on entry into, or exclusion from the premises.
- All security staff must be trained and licensed according to the requirements of the city council and public entertainment licence. At the commencement of their shift all security staff are to sign in the Door Supervisor signing in book and their badge numbers are to be logged. At the end of the shift they are to sign out. It is the responsibility of the duty Manager to ensure that all security staff are registered and their registration badges are displayed at all times. Levels of security staff will be mainly dependant on trading levels, however, PEL requirements will be met at all times with at least one member of security on duty at the entrance and two internally.
- The Fire Book is to be checked by the Duty Manager prior to opening the premises to ensure that all checks are up to date. The "Pre-opening Checklist" must be completed prior to opening. At the close of business the "Closing Checklist" must be completed. These documents are attached as appendix G.
- Upon commencement of their shift all dancers are to log onto the Computer system. This system identifies each dancer by name and photographic image. The Duty Manager must ensure that only dancers logged onto the system are working.

- If there is a breach of club rules or these guidelines the person responsible shall be immediately escorted from the premises by the Duty Manager and a member of Security Staff with a view to returning for an investigative interview.
- It is the responsibility of the Duty Manager to ensure that all CCTV equipment is fully operational during every session and to report any defect to the General Manager. A log to confirm this is to be kept and all recordings will be retained for a period of thirty days.
- The Duty Manager will have a radio link to security staff at all times.
- The City Link Radio will be monitored and retained by the Duty Manager.
- It is the responsibility of the Duty Manager to ensure that all incidents are recorded in an Incident Book.
- When in the public part of the club all dancers must be visible to a member of management or security at all times.
- Dancers and Security Staff will be randomly searched for illegal substances and / or weapons (dancers only by female security staff or management).
- No alcohol is to be consumed by the Duty Manager prior to the commencement of, or during shifts under any circumstances.
- Smoking is only permitted in designated staff areas.
- Failure to comply with any of the above may result in disciplinary action and ultimately dismissal.

3. RECRUITMENT AND PERSONNEL INFORMATION

INTERVIEW AND SELECTION

- As part of the recruitment process all candidates will attend an interview. As part of this process all applicants will be expected to prove they are legally allowed to work, are over 18 years of age and have no criminal convictions relating to sex or drugs. Failure to provide such evidence may result in an offer of employment or a contract of services being withdrawn. These conditions are not exhaustive.

REFERENCE REQUEST

- No prospective employee or self employed person shall commence work until references have been applied for and satisfactory replies received.

DANCER DISCLAIMER (Appendix A.)

- All dancers will be required to sign A “Dancer Disclaimer Form” prior to commencing work. This requests any information relating to convictions for sex or drug offences and will form part of their induction pack retained in their personnel file. Prior to commencement of every shift dancers will be required to sign a disclosure form (Appendix B.) to confirm that the details contained in their application form and “Dancer Disclaimer Form” have not changed.

DANCER COMPLIANCE FORM (Appendix C.)

- Dancers will be required to sign a “Dancer Compliance Form” confirming that they fully understand the “Code of Conduct for Dancers” and agree to comply with it.

DANCERS DISCIPLINARY ACTION

- A dancer will be disciplined for infringement / breach of any of the rules contained in the “Code of Conduct For Dancers” (Appendix F.)
- The level of disciplinary action will depend upon the nature of the incident and /or severity of the incident. Repeated infringement / breach will also be a consideration.

- Recourse for discipline will be in line with employment law; however, the dancer may be required to pay contract damages that may range from £25 to the full house fee. The management reserves the right to suspend any dancer at any time pending an investigative interview.
- Any disciplinary action will be recorded on the dancer disciplinary records sheet (see appendix D).
- The General Managers decision is final.

UNIT INDUCTION

- Prior to commencing work all workers will take part in the unit induction process. This will consist of:
 - Unit Familiarisation
 - Introduction to and explanation of all Codes of Conduct
 - Licensing and Legal responsibilities
 - Health and Safety in the workplace
 - Drugs Policy and Procedures.

SIGNING IN AND OUT PROCEDURE

- At the commencement of each shift employees will sign in via the clock/time swipe card machine. In the case of dancers they will also be required to log onto the Computer system which will allow the Duty Manager to confirm the individual's identity by photographic image.

RECORD KEEPING

- Every employee and self employed person, including dancers, will have a personnel file. This will contain all details appertaining to their employment including application forms, right to work documentation, induction packs, training records, disciplinary notes and any contracts of employment or contracts of services. Should a person leave their file will be retained. The application form for any applicant will be retained.

DISCIPLINARY PROCEDURE

- In all cases this will be in line with employment law.

4. ADMISSION CONTROL

- Notices explaining conditions of entry will be posted at the entrance.
- No person may be refused admission on grounds of disability, colour, race or ethnic origin.
- Persons will be refused if:-
 - They are under the influence of alcohol (or appear to be)
 - They are under the influence of drugs (or appear to be)
 - They do not comply with dress requirements
 - They are unable to pay the admission charge
 - They are, or associate with, a known trouble maker or person deemed by the management to be unsuitable
 - Are under the minimum entry age.
- Admission must always be refused politely.
- Any incident relating to refusal of admission should be entered into the unit incident book.
- On entry to the premises the customer will receive a leaflet explaining the rules of the club concerning their conduct on the premises.

DRESS CODE

- There will be a strict dress code operated at all times as follows:-
- Smart Dress. Smart jeans are acceptable, although, not encouraged. Sportswear of any kind (including training shoes) will not be allowed. Headwear and outdoor coats and jackets should be deposited in the cloakroom at reception.

5. CUSTOMER SERVICE AND CODE OF CONDUCT

- On entering the venue the customer will be greeted on reception where they will be required to pay an admission fee. They will be given a copy of the "Code of Conduct for Customers" (Appendix E).
- As they enter the main area they will be welcomed by a host / hostess who will ask them if they would prefer a table or would like to use one of the bars.
- If a customer requests a table they will be seated and introduced to their waiter / waitress, who will take their drinks / food order.
- If they go to the bar area they will be free to order their own drinks / food and mingle with other customers and dancers who are not dancing. They may at this point ask a dancer for a dance. They will then be taken to a table in a suitable area for the dance to take place.

CODE OF CONDUCT FOR CUSTOMERS (Appendix E.)

1. You must be seated before a dancer can commence a dance and you must remain seated throughout the dance.
 2. You must not touch any dancer at any time during the dance except when making payment into the dancers hand or garter.
 3. You must remain fully clothed during the dance.
 4. You must not dance at any time with the dancers.
 5. You must not proposition any of the dancers for inappropriate or illegal conduct, or, meet the dancers off the premises.
 6. You must be over 18 years of age. Where there is any doubt the only proof of age accepted is either a valid driving licence (new type with photo) or a passport.
 7. The club will not accept drunken or unruly behaviour at any time. Any person who is deemed to be intoxicated or unruly will be asked to leave the premises. Failure to comply with a reasonable request or continuation with such behaviour will result in your exclusion from the premises.
- Please note CCTV is used extensively within these premises in order to provide a safe environment for customers to enjoy their visit to the club.

6. DANCERS GOOD PRACTICE GUIDE:

- The dancers good practice guide is designed to ensure that the venue is operated in a respectable and professional manner at all times. The consequences of breaches of this guide, its restrictions and its code of conduct can have severe consequences both morally and legally. Any breach will have a detrimental effect on the good standing of the premises and may represent a breach in law or / and local authority requirements. As such, any such breach will be treated as gross misconduct.

CODE OF CONDUCT FOR DANCERS (Appendix F.)

1. When arriving at, and going from work your attire should be respectable to the area in which we operate. You must be smart and look respectful to the general public from outside the venue at all times. You should arrive quietly so as not to bring yourselves or the venue into disrepute.
2. Dancers are to arrive half an hour prior to commencement of their shift.
3. Dancers should sign in the staff signing in book, sign the “Dancers Disclosure Form” and log into the Computer System before the commencement of their shift.
4. When entering the floor area you should be appropriately dressed. Shoes must be worn at all times except when in the dancer’s dressing room.
5. Hair, any make-up and any jewellery should be of good quality and reflect the standing of the establishment. It is imperative that this is maintained throughout your shift.
6. You may not give your telephone number, address or any contact information to any customer. Nor should you accept any telephone number, address or any contact information from any customer or make arrangements to meet a customer off the premises.
7. Dancers shall not be intoxicated at any time on the premises. Intoxicated individuals will be sent home and repeat incidents will be grounds for dismissal.
8. Chewing gum is not permitted at any time. Smoking is permitted only in designated areas when seated with a customer who also smokes. Eating is only allowed during breaks and in designated areas.
9. **STAGE PERFORMANCES/POLE DANCING.**
Two stages each with two dance poles will be provided to allow for two topless dancers to perform simultaneously on each of the

stages. The pole dancing may also be filmed and shown on the projector screen and television monitors provided inside the premises. Occasional stage performances will take place during the course of each shift. On such an occasion no more than two dancers may use the stage at any one time.

There is to be no interaction between the dancers during these performances. Dancers for stage performances are to be topless only.

10. TABLE SIDE DANCE PERFORMANCES.

Topless tableside dancers may be performed for a charge of £10 per dance (approx. 3 minutes). These may be performed in the main floor area or designated booths. Nude tableside dancers may be performed for a charge of £20 per dance (approx. 3 minutes). These may be performed in designated booths only.

11. Dancers will not perform in such a way as to purposely show the customer their genitalia.
12. If a customer attempts to touch you or speak to you inappropriately during a stage or tableside performance immediately cease the performance and remind them of the rules of the club that were issued to them on entry. If the customer again breaches the club rules they will be spoken to by club security that may require them to leave the premises.
13. **PROSTITUTION.** Selling any form of sexual favours is prohibited. This will be deemed as gross misconduct and may lead to dismissal.
14. **SOLICITATION.** Accepting a customer offer of payment in return for sexual favours, whether or not you actually have any intention to commit the act, will be deemed as gross misconduct and may lead to dismissal.
15. **DRUGS.** The clubs policy in relation to drugs is clearly outlined in the Company Drugs Policy.
16. Spouses or Partners are not permitted in the club during any shift in which you are working. Furthermore, if you see a customer enter the club whom you know outside the working environment you must inform the Duty Manager immediately.
17. Dancers will either leave at the end of their shift in a nominated taxi, or a member of security will escort them to their car and off the premises.
18. A dancer may not leave the premises during a shift, except in an emergency and only with the express permission of the Duty Manager. In all cases the Dancer must sign out and log off the

computer system.

19. A dancer that has left early will not be re-admitted to the shift that they left or the proceeding shift unless this is at the request of the Duty Manager.
20. All dancers will be required to sign a "Dancer Disclaimer Form" prior to commencing work. This requests any information relating to convictions for sex or drug offences. Prior to commencement of every shift dancers will be required to sign a "Dancer Disclosure Form" to confirm that all the details contained in their application form and "Dancer Disclaimer Form" have not changed.
21. All dancers will be required to sign a "Dancer Compliance Form" confirming that they fully understand the "Code of Conduct for Dancers" and agree to comply with it.
22. The company employs extensive use of recorded CCTV. Regular compliance checks of performances will be made. Mystery shoppers will also be employed to pose as customers. The results of these checks will be forwarded to the Proprietor of the Company and may be used in any disciplinary action against you. Dancers must acknowledge and agree to the use of CCTV as part of their terms of employment.
 - The company maintains a zero tolerance policy regarding breaches of the above rules.

7. DRUGS POLICY:

PHILOSOPHY

The company disapproves of drug misuse and its associated culture. We make no concession that will encourage staff or customers who want to use our premises for such purposes. Whilst we offer care and assistance to any member of staff or customer in difficulty, it is the policy of the company that anyone found in possession, trying to sell or buying any illegal substance would be reported to and arrested by the Police.

THE COMPANY POLICY AS IT APPLIES TO STAFF MEMBERS:

1. The company will not employ anyone who is known as an illegal drug user.
2. The possession or distribution of drugs for non-medical reasons when on company business either on or off the premises is strictly forbidden.
3. If you are prescribed drugs that may affect your performance at work you must inform your Duty Manager at the earliest opportunity.
4. The company reserves the right to search any employee or employee's property brought onto company property by the employee if there are reasonable grounds to suspect that the employee is in breach of the company drugs policy. Refusing to comply will normally be treated as gross misconduct and may result in disciplinary action being taken.
5. Any employee arrested for a drug-related offence, even out of work, will be considered to be in breach of the company's Drug Policy. The company will take disciplinary action under such circumstances.
6. Any employee who suspects another of drug abuse should report this to the Duty Manager.
7. If the company suspects an employee of misuse of drugs, the company reserves the right, at its expense, to request the employee to undergo a medical examination to confirm / refute this. Refusing to comply will normally be treated as gross misconduct and may result in disciplinary action being taken.
8. As part of its staff development the company will endeavour to educate and inform employees about the consequences of drug abuse.

This Policy will be reviewed annually.

8. MARKETING POLICY

Aim:

The aims of all marketing activity will be as follows:-

- To create an image of excellence and exclusivity
- To make people aware of the venue and the standards expected in relation to customer profile
- Always to portray a positive image and not to degrade the venue, its customers or its staff in anyway
- To respect the privacy of clients at all times

Target Market:

The venue will be targeted mainly to the business sector in the following ways:-

- By pre-arranged visits to businesses to discuss opportunities with senior management
- By building relationships with hotels that target a business client base
- By advertising in local and national media publications that target a transitional business market

It is anticipated that the local market will provide a cross section of potential clients with differing reasons for visiting the venue. No local marketing will take place that will portray that the venue as anything but a reputable venue providing alternative entertainment in a "High Class" environment.

9. OPERATING POLICY

DAY	OPENING TIMES	ADMISSION CHARGES	DANCE PRICE
MONDAY AM	MIDDAY-6PM	£5	£10 / £20
MONDAY PM	6PM-2AM	£6	£10 / £20
TUESDAY AM	MIDDAY-6PM	£5	£10 / £20
TUESDAY PM	6PM-2AM	£6	£10 / £20
WEDNESDAY AM	MIDDAY-6PM	£5	£10 / £20
WEDNESDAY PM	6PM-2AM	£6	£10 / £20
THURSDAY AM	MIDDAY-6PM	£5	£10 / £20
THURSDAY PM	6PM-2AM	£7	£10 / £20
FRIDAY AM	MIDDAY-6PM	£5	£10 / £20
FRIDAY PM	6PM-2AM	£8	£10 / £20
SATURDAY AM	MIDDAY-6PM	£5	£10 / £20
SATURDAY PM	6PM-2AM	£10	£10 / £20

Payment Policy

All payments for admissions are to be made at reception. Customers may purchase dance tokens at reception with which to pay for their dances.

Payment for food or drink will be made in the usual way at the bars or through a waiter / waitress.

Music

Music will be provided via a mixture of CD, DJ and Presenters.

Music type will vary through the day, however, in the main this will be as follows:-

AM Session Classic Chart, Soft Rock and Dance Anthems
PM Session Dance Anthems, Up To Date Chart, Rock Anthems

Gender Guidelines

From time to time the club may operate Ladies Nights. On such nights only male dancers will perform. It is not the intention of the club to operate mixed sessions where both male and female dancers appear.

APPENDIX

- A. DANCER DISCLAIMER FROM
- B. DANCER DISCLAIMER DISCLOSURE FORM
- C. DANCER COMPLIANCE FORM
- D. DANCER DISCIPLINARY RECORD SHEET
- E. CODE OF CONDUCT FOR CUSTOMERS
- F. CODE OF CONDUCT FOR DANCERS
- G. PRE-OPENING / CLOSING CHECKLIST
- H. DOOR SUPERVISOR / SECURITY STAFF SIGNING IN BOOK
- I. CCTV DAILY LOG

A. DANCER DISCLAIMER FORM

I _____ certify that I have no criminal convictions or pending prosecutions for sex or drug related offences.

Furthermore, I hereby authorise Third Leisure, to carry out an external background check on me should they require so to do. I also agree to my image being recorded on CCTV for reasons of compliance and security in line with the Data Protection Act.

The following details are required in order to carry out checks to establish suitability for the role you have applied for. Failure to provide the correct information may result in any offer of employment being withdrawn.

Birth Details (as supplied on your birth certificate)

- First Name _____
- Surname _____
- Other Name _____
- Place of Birth _____

Current Name if different from above (as on current passport or driving licence)

- Full Name _____
- Surname _____
- Other Name _____
- Stage Name _____
- Signed _____ Dated _____

E. CODE OF CONDUCT FOR CUSTOMERS

1. You must be seated before a dancer can commence a dance and must remain seated throughout the dance.
2. You must not touch any dancer at any time during the dance except when placing your payment into the dancers hand or garter.
3. You must remain fully clothed during the dance.
4. You must not dance at any time with the dancers.
5. You must not proposition any of the dancers for inappropriate or illegal conduct, or, meet the dancers off the premises.
6. You must be over 18 years of age. Where there is any doubt the only proof of age accepted is either a valid driving licence (new type with photo) or a passport.
7. The club will not accept drunken or unruly behaviour at any time. Any person who is deemed to be intoxicated or unruly will be asked to leave the premises. Failure to comply with a reasonable request or continuation with such behaviour will result in your exclusion from the premises.

Please note that CCTV is used extensively within these premises in order to provide a safe environment for customers to enjoy their visit to the club.

F. CODE OF CONDUCT FOR DANCERS

1. When arriving at, and going from work your attire should be respectable to the area in which we operate. You must be smart and look respectful to the general public from outside the venue at all times. You should arrive quietly so as not to bring yourselves or the venue into disrepute.
2. Dancers are to arrive half an hour prior to commencement of their shift.
3. Dancers should sign in the staff signing in book, sign the "Dancers Disclosure Form" and log into the Computer System before the commencement of their shift.
4. When entering the floor area you should be appropriately dressed. Shoes must be worn at all times except when in the dancer's dressing room.
5. Hair, any make-up and any jewellery should be of good quality and reflect the standing of the establishment. It is imperative that this is maintained throughout your shift.
6. You may not give your telephone number, address or any contact information to any customer. Nor should you accept any telephone number, address or any contact information from any customer or make arrangements to meet a customer off premises.
7. Dancers shall not be intoxicated at any time on the premises. Intoxicated individuals will be sent home and repeat incidents will be grounds for dismissal.
8. Chewing gum is not permitted at any time. Smoking is permitted only in designated areas when seated with a customer who also smokes. Eating is only allowed during breaks and in designated areas.
9. **STAGE PERFORMANCES.** Occasional stage performances will take place during the course of each shift. On such an occasion no more than two dancers may use the stage at any one time. There is to be no interaction between the dancers during these performances. Dancers for stage performances are to be topless only.
10. **TABLE SIDE DANCE PERFORMANCES.**
Topless tableside dances may be performed for a charge of £10 per dance (approx. 3 minutes). These may be performed in the main floor area or designated booths. Nude tableside dances may be performed for a charge of £20 per dance (approx. 3 minutes). These may be performed in designated booths only.

11. Dancers will not perform in such a way as to purposely show the customer their genitalia.
12. If a customer attempts to touch you or speak to you inappropriately during a stage or tableside performance immediately cease the performance and remind them of the rules of the club that were issued to them on entry. If the customer again breaches the club rules they will be spoken to by club security that may require them to leave the premises.
13. PROSTITUTION. Selling any form of sexual favours is prohibited. This will be deemed as gross misconduct and may lead to dismissal.
14. SOLICITATION. Accepting a customer offer of payment in return for sexual favours, whether or not you actually have any intention to commit the act, will be deemed as gross misconduct and may lead to dismissal.
15. DRUGS. The clubs policy in relation to drugs is clearly outlined in the Company Drugs Policy.
16. Spouses or Partners are not permitted in the club during any shift in which you are working. Furthermore, if you see a customer enter the club whom you know outside the working environment you must inform the Duty Manager immediately.
17. Dancers will either leave at the end of their shift in a nominated taxi, or a member of security will escort them to their car and off the premises.
18. A dancer may not leave the premises during a shift, except in an emergency and only with the express permission of the Duty Manager. In all cases the Dancer must sign out and log of the computer system.
19. A dancer that has left early will not be re-admitted to the shift that they left or the proceeding shift unless this is at the request of the Duty Manager.
20. All dancers will be required to sign a "Dancer Disclaimer Form" prior to commencing work. This requests any information relating to convictions for sex or drug offences. Prior to commencement of every shift dancers will be required to sign a "Dancer Disclosure Form" to confirm that all the details contained in their application form and "Dancer Disclaimer Form" have not changed.
21. All dancers will be required to sign a "Dancer Compliance Form" confirming that they fully understand the "Code of Conduct for Dancers" and agree to comply with it.
22. The company employs extensive use of recorded CCTV. Regular compliance checks of performances will be made. Mystery

shoppers will also be employed to pose as customers. The results of these checks will be forwarded to the Proprietor of the Company and may be used in any disciplinary action against you. Dancers must acknowledge and agree to the use of CCTV as part of their terms of employment.

- The company maintains a zero tolerance policy regarding breaches of the above rules.
- I confirm that I fully understand the above conditions relating to the “Code of Conduct for Dancers” and agree to abide by them.

- First Name _____
- Surname _____
- Other Name _____
- Stage Name _____
- Signed _____
- Dated _____

G. PRE OPENING / CLOSING CHECKLIST

PRECAUTIONS TO BE TAKEN BEFORE OPENING

DAILY CHECKS

Check that;

- All exit doors are unlocked and readily available for use
- All removable fastenings are removed from exit doors and hung in their storage position
- All emergency fastenings are working effectively
- All exit routes and exit doors, both internal and external, are free from obstruction (including cars)
- Fire doors are not wedged or propped open.
- There are no obvious fire hazards such as large quantities of waste material.
- The appropriate number of staff are present.
- Fire detection and alarm systems
 - The control panel indicates normal operation and any faults logged and action(s) taken
 - Any fault recorded the previous day has received attention
- Emergency and escape lighting
 - All lamps on the maintained system are lit

Inspection of all items above has been made

Date	Inspected By	Variance Found	Remedial Action Taken

PRECAUTIONS TO BE TAKEN AT CLOSE OF BUSINESS

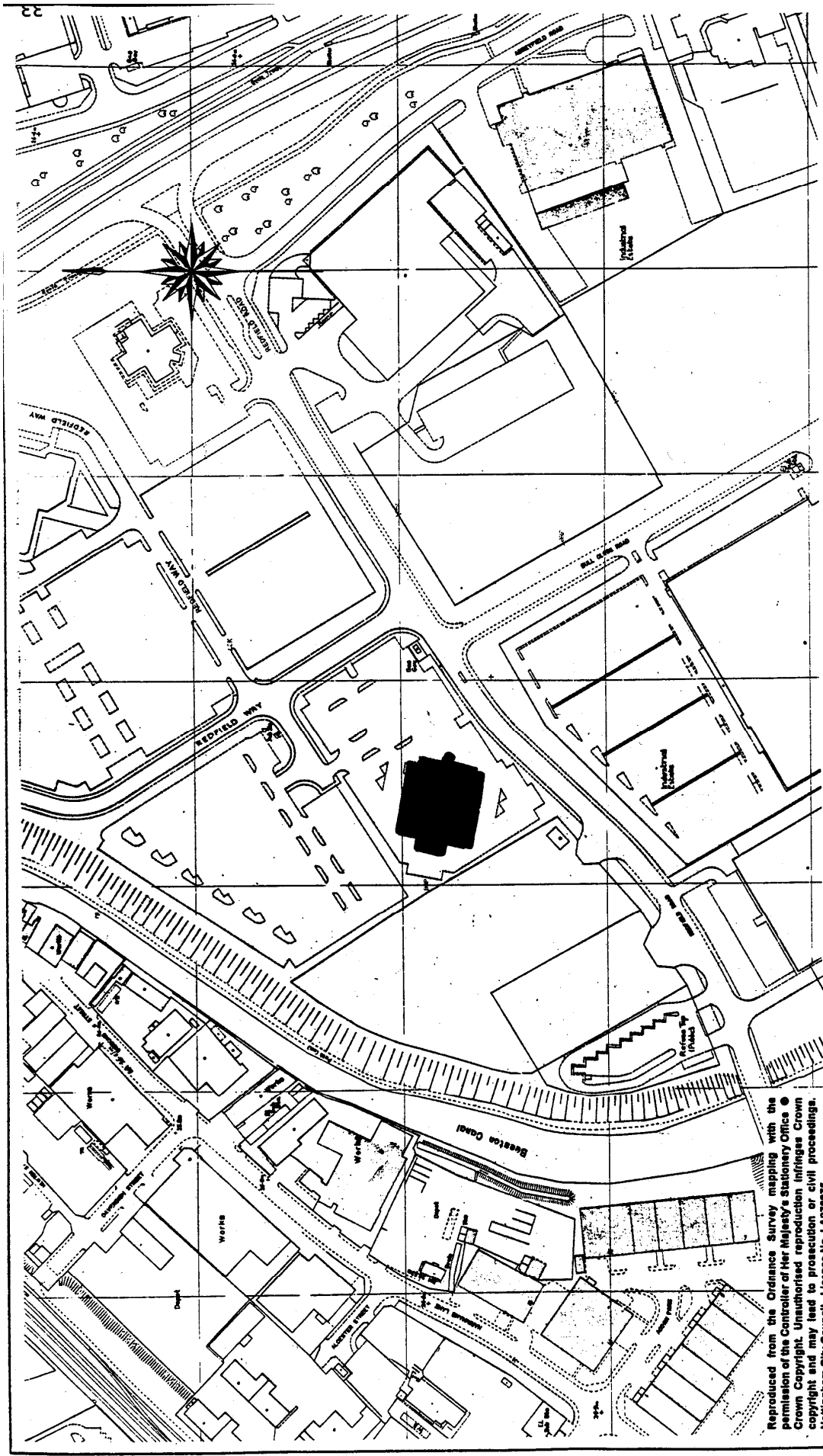
DAILY CHECKS

Check that;

- All ashtrays have been emptied into a metal container having a metal lid. The container is to be used for this purpose only and the contents disposed of safely
- All seating, as far as is practicable, has no lighted smoking materials present
- All upholstered seating has no damage to covers and exposure of the filling material
- Any combustible waste or rubbish has been removed from the premises and stored in a safe place
- All areas in use that day, particularly low circulation areas, have no materials present which could start a fire or cause a fire to spread
- All windows and doors are closed
- Any electrical equipment not in use is switched off and unplugged where appropriate

Inspection of all items above has been made

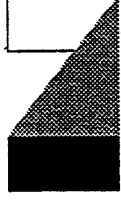
Date	Inspected By	Variance Found	Remedial Action Taken



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11515
REDFIELD WAY

Scale	Date
1:2500	JULY 97
Initial	Tracing No
PG	8


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