

To SCC Licensing

Please find enclosed new documents to be included in the SEV license application for ISIS.

Enclosed is an up to date plan
Proposed signs to be displayed throughout the premises, on printed material
and signage.

Code of conduct for customers,

Dances fees,

Performers code of conduct (6 pages)

Performers written warning

Abbreviated performers code for display in ~~charging area~~ around the premises.

SIA Staff code of conduct displayed throughout the premises.

Dances guidance for safeguarding home,

Challenge 25 posters

Door charge poster

Dress code poster.

5th September 2013



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CODE OF CONDUCT FOR CUSTOMERS



- **Customers may not touch the dancers during a performance**
- **Customers may not make lewd or offensive comments to performers**
- **Customers must not harass or intimidate performers**
- **Customers must not ask dancers to perform any sexual favour**
- **Customers may not perform acts of masturbation or indulge in other sexual behaviours**
- **Customers must not use mobile phones or any photographic equipment in the premises**
- **Customers are not allowed on the performers stage at any time, with exception agreed with management for stage show**
- **Customers are at no time to enter upstairs performers area unless with a dancer, escorted by a member of staff**
- **Customers are prohibited to smoke on premises. When smoking outside please act respectfully**
- **Customers must leave the premises in a respectful manner, causing no nuisance or noise outside the premises**
- **Customers will be called a taxi by staff and escorted to a taxi where necessary**
- **Any customer failing to comply with this Code of Conduct will be asked to leave the premises and may face a time- limited or permanent ban from attending the premises**



DANCERS FEES



£10 TOPLESS

£20 NUDE

£60 STAGE SHOW

Dances last the duration of a song

ISIS Gentlemen's Club

DANCERS CODE OF CONDUCT

The following applies at all times & must be read subject to any variations agreed with statutory authorities attached.

A GENERAL POINTS & DANCER ATTIRE.

1. At any time, dancers arriving or departing the club must be fully dressed in non dancing attire. Dancers must endeavour always to arrive at & depart from the club quietly, particularly during the evening or early morning.
2. Dancers are to arrive within adequate time to ensure that the dancer is ready on the club floor commensurate with the dancers shift or as designated by the Club management. Additionally, if a dancer is unable to attend a shift, cover must be found. Alternatively, evidence such as a doctor's note will suffice.
3. At all times, dancers must remain fully clothed whilst in public areas, other than during a stage performance where a dancer may discard clothing to underwear, or equivalent level. Any further removal of clothing may only be done with managerial consent, or during a table dance. Dancers must dress fully at the end of each performance and before returning to or passing through the trading floor.
4. One Friend may wait behind after work, with prior management approval, to escort you home or to your next location.
5. Any business card received or taken must be handed to management at the first available opportunity. Failure to do so will be classed as solicitation & will result in instant dismissal.

B. DANCERS CONDUCT

1. Dancers may only give out any personal information, including telephone numbers, or contact details away from the club with management permission.
2. Dancers are never to use the customer toilets.
3. If a customer attempts to touch, or speak to a dancer inappropriately, the dancer must immediately stop her performance & explain the relevant rules. If necessary, ask for assistance from & cooperate with a floor supervisor, who will take appropriate action, which may include escorting the customer out of the club.
4. Dancers must never touch their genitals in a lewd manner or intentionally touch the genitals or breasts of another dancer or to knowingly permit another dancer to intentionally touch their genitals or breasts.
5. Dancers may not accept a customer's offer of payment in return for sexual favours (solicitation).
6. Dancers must not engage in communications that could be deemed as acts of prostitution or solicitation, even if the dancer has no intention of carrying out the act.
7. Dancers are NEVER to intentionally meet any customer outside of the club. This will include the exchange of phone number/E mail addresses etc.
8. Dancers must never engage in any unlawful activity.
9. Dancers may never leave the premises during a shift, except in the case of illness or emergency & then only with the express permission of the duty manager. If a dancer leaves early, for any reason, the dancer will not be re-admitted during the shift.
10. Dancers will either leave at the end of a shift in a taxi or a member of security will escort them to their car or off the premises if requested.
11. At the end of the night, dancers must not leave the premises until after the customers have departed & then must be cleared to leave by the management.

12. Any Dancer found to have been drinking heavily to a point where it affects their appearance &/or performance, will not be allowed to complete their shift & forfeit their right of earnings for that evening.
13. Any dancer known to be driving under the influence of alcohol or drugs will be reported to the authorities.
14. Dancers must never consume, possess or be under the influence of any unlawful drug or substance, unless it is personally prescribed medication by a registered GP. Management must also be informed of medication being taken.
15. Dancers MUST inform the management of physical or psychological condition that may affect the dancer, other dancers, the customers, the club or its staff.
16. Dancers may only invite or knowingly permit dancer's spouse, boyfriend or anyone else with whom dancers are romantically or physically involved with into the club with express permission of the management.
17. Dancers are required from time to time to participate in promotional activities & offers as designated by the club manager.
18. Dancers will be required to do a normal stage show on the main stage.
19. Whilst performing on stage or podium, dancers may not perform any act, which clearly simulates masturbation, including the insertion of any object, including their own finger into any genital opening.
20. For the purpose of safety & standards, the club may employ the use of closed circuit cameras & radio communications throughout the premises.
21. During a nude-dance the dancer must keep one foot on the floor at all times.
22. During a nude-dance the dancer must not open her legs further than balance requires, or expose or touch her genitals in a lewd manner.
23. During a nude-dance the dancer must not bend over away from the customer & when bending towards the customer the dancer must be conscious of her surroundings and act accordingly.
24. During a 'double-dance' the dancers may touch neutral areas (those not construed as sexual) of the other dancer. I.e. shoulder, waist, arms, etc. During a 'double dance' the dancers must not partake in a sexual act.
25. If a performer is late & the premises is already open to the public, the performer must be escorted to the DJ booth by a member of staff. When the dancing area is not in use by the public, they maybe escorted to the changing room provided upstairs.

Any dancer found to be in violation of any of these rules, without exception, will be subject to the termination Clause 6 of the Contract for Services Agreement.

Any Breach of the above rules contained within the code of conduct may result in the dancer being excluded from this club & all other ISIS GC LIMITED properties.

Any Breach may be reported to the Law Enforcement Authorities for possible prosecution.

Disiplinary Procedure

Any Dancer that is in breach of the Code of Conduct will receive a Verbal Warning, a second breach will result in a Written Warning, persistant offenders will be EXCLUDED from the Club!

The signing of this document specifies that YOU, THE DANCER have read & understood the Dancers Code of Conduct, and that you agree to comply with the code of conduct & accept the obligations under it.

This document is in no way designed to restrict your own artistic performance or freedom of expression.

(PASSPORT/DRIVERS LICENCE)

AGE; DOB; TEL; ID

.....
Dancers Signature

...../...../.....
Date Signed

.....
Dancers Printed Birth Name

.....
Dancers Printed Stage Name

Witnessed:

.....
Management Signature

...../...../.....
Date Signed

Taxation

I

who performs under the stage name of

& resides at:

.....

.....

Postcode:

Sign this document to confirm that Isis GC Limited & the trading company Isis
have no responsibility or liability to pay my Income Tax or National Insurance & I
alone am solely responsible for both my Income Tax & National Insurance.

Performers Signature:

Print Name:

Date:/...../.....

Managers Signature:

Print Name:

Date:/...../.....

BENEFITS FRAUD

I (REAL NAME)

Who while self employed with **Isis** goes by the stage name of

Hereby confirm that I am not claiming benefits (monetary or otherwise).

If I am or intend to do so, I hereby confirm that I have or will be informing the relevant authorities within seven(7) days of the below dated signature, of my income & current status at **Isis**.

Signed:

.....

Date:

Print name:

.....

Witnessed on behalf of **Isis** Management:

Signed:

.....

Date:

Print Name:

.....

Dancers Written Warning!

Date.....

Dancer.....

As per the Dancers Code of Conduct Agreement that ALL Dancers sign, **YOU** are being issued this final warning for repeatedly breaching said Agreement that you signed. Under the new Legislation, failure to adhere any further will result in a loss of shifts & possible exclusion from the Club...!

Sexual Entertainment Venues – Code of Conduct for Dancers

The Dancer's Code of Conduct shall include the following conditions as a minimum standard:

- There shall be no intentional physical contact between performers and customers during the performance unless for the purpose of restraint when such touch may only be made by the performer's hand/s on the limbs of the customer or above the customer's chest. Physical contact before or after the performance will be limited to a hug and/or kiss on the cheek on a customer entering the club and/or leading a customer by the hand to, or from, an area permitted for performances of sexual entertainment in advance of, or following, a performance and receiving payments.
- The performer may not simulate any sexual act during a performance.
- Performers must not use any inappropriate, lewd, suggestive or sexually graphic language in any public or performance areas of the premises.
- Performers must not touch the breasts or genitalia of another performer, at any time as part of a performance.
- There shall be no use of sex articles (as defined by paragraph 4(3) of Schedule 3 of the Local Government (Miscellaneous Provisions) Act 1982) at any time.
- There shall be no nudity by performers in public areas of the premises, unless the Council has agreed in writing that area may be used for performances of sexual entertainment.
- Performers must fully dress (i.e. no nudity) at the end of each performance.
- Performances of sexual entertainment may only take place in designated areas of the premises as agreed in writing by the Council.
- There shall be no photography permitted by customers on the premises.
- Customers must remain seated for the duration of a performance.
- Performers shall not arrange to meet, or have further contact with, customers outside of the premises.
- Dancers shall not perform if under the influence of alcohol or drugs.
- All dancers shall comply with this Code of Conduct. Any failure to adhere to the rules set out in Code shall result in the dancer becoming subject to the consideration of disciplinary action as set out in the Disciplinary Procedure.

ON PREMISES WALLS.

SIA STAFF CODE OF CONDUCT

- Door staff must have current valid license
- Oversee the entrance and exit of customers
- Challenge 25 – customers must provide photographic
- ID valid passport – driving licence or any other photographic recognised by recognised by authorities. Entry 18 years or over
- Refuse entry to any person who appears drunk or under the influence of drugs, or acting in a violent aggressive manner. Keep refusal records
- Oversee and make sure Code of Conduct for Customers is adhered to at all time
- Oversee and make sure Code of Conduct for Performers is adhered to at all time
- Remove anyone from the premises who is not acting appropriately and record
- Ensure the safety of performers and customers at all times
- Do regular toilet checks and record
- Report to management or police, any person using drugs on the premises, give substances to management to store for police procedure
- Escort performers at all times in booth/area allocated for dance performance and stage dance
- Random searches of customers may be made where appropriate
- Have radio use at all time. Relay any incident messages to Whiskey Wun, and heed any messages received
- Monitor the public areas to ensure no inappropriate behaviour or safety breached
- Be aware of the Fire Safety Procedure and be familiar with fire fighting equipment and where placed in the premises. Follow the fire drill as trained
- Make sure all customers leave safely and respectfully without making a nuisance outside the premises
- Call taxis for customers or escort to taxi where necessary
- Performers must be escorted from the premises safely. Ensure they have safe means and are escorted home where necessary.
- Training will be updated monthly

DANCERS

FOR YOUR SECURITY ON LEAVING THE PREMESIS

Dancers at the end of shift must inform management and security staff by what means and with whom they are getting home or to their onward destination.

A taxi will be called when necessary and the dancer will be escorted by a member of staff to the taxi or taxi rank

Your safety is paramount

CHALLENGE 25!

Persons wishing to enter these Premises MUST be able to produce valid I.D.

That proves that they are 18 years of age or over

DOOR CHARGE

Midnight – Close	£10
9pm – Midnight	£5
7pm – 9pm	£3

(Charges apply with the exception of Promotions!)

DRESS CODE!
SMART BUT CASUAL,
MANAGEMENT
RESERVE THE RIGHT
TO REFUSE ENTRY
FOR ANY REASON...!