

HOUSE RULES

Performers must be upstairs ready to work by 8.55 pm

No phones to be used whilst on duty

No bags to be used on the dance floor

No numbers, social media details are to be exchanged with customers

No contact with customers outside of work

Never leave with any customers or get in any vehicles with customers

Performers should not go through to the changing area during work hours without permission from management

Use of the pole is part of your job requirement and should be used as often as possible

Performers are not allowed to sit on customers laps

When all dancing booths are occupied you must wait upstairs with the customer until one becomes available

No glasses or bottles are to be taken downstairs

No partners are allowed on the premises

No swearing

No misuse of drugs or alcohol

Inform management or door staff of any customer that makes you feel uncomfortable

Cigarette ends must be disposed of in the bin provided

Performers are in charge of their own time whilst dancing

Be aware of fire exits, fire points, extinguishers and meeting points. Ask if you are unsure.

Signed:

Date:

Dancers Code of Conduct

- Dancers may not intentionally touch a customer during a performance
- Dancers may not permit a customer to touch them during a performance
- Dancers may not straddle the customer
- If a customer attempts to touch or speak to a dancer inappropriately, the dancer shall stop the performance and advise the customer of the rules of the Code of Conduct. If the customer persists in inappropriate behaviour, the dancer shall stop the performance and inform the Duty Manager immediately
- Dancers may not intentionally touch the genitals, anus or breasts of another dancer, nor knowingly permit another dancer to touch their genitals, anus or breasts.
- Dancers shall not solicit for gratuities or payment for sexual favours
- Dancers shall not engage in any act of prostitution
- Dancers may not perform any act which simulates masturbation, oral sex or sexual intercourse, including the insertion of any object, including their own finger, into the anus or vagina
- Dancers may not touch their own breasts, anus or genitals with their fingers, lips or tongue
- Dancers may not be in the company of a customer unless it is an area of the premises that is open to the public

- Dancers shall not perform if under the influence of alcohol or drugs
- If a customer engages in acts of masturbation or other sexual behaviour, the dancer shall cease the performance immediately and inform the Duty Manager
- Dancers shall use the dressing room facilities provided for their exclusive use to change for their performance
- Dancers shall only use the designated smoking area provided specifically for their use
- Dancers shall only use the sanitary facilities specifically provided for their use
- Dancers will be clothed when not performing
- Dancers shall not leave the premises or otherwise be visible outside the premises including for smoking breaks, unless dressed in suitable attire, e.g. outerwear consisting of coat or top and skirt or trousers so lingerie or other performance costume is not visible
- Dancers shall notify management in the event of his or her spouse, civil partner, boyfriend or girlfriend being on the premises
- All dancers shall comply with this Code of Conduct. Any failure to adhere to the Code of Conduct shall render the dancer being reported and banned from returning to the establishment.

Customers Code of Conduct

- Customers shall be seated during a performance
- There shall be no physical contact with the performers at any time during the performance
- Unacceptable and inappropriate behaviour will result in the customer being removed from the premises
- No illegal substances may be brought into, or consumed on the premises
- No weapons or items which may be used as weapons may be brought into the premises
- It is a condition of entry that customers may be searched before being permitted to enter the premises
- No photography is permitted including the use of mobile phones and other electronic devices

**DANCER
HANDBOOK 2020**



CONTENTS

Key Points

Dress Code

Floor Fee's and Commission

Codes of Conduct/**Covid Operating Regulations 18/19**

Codes of Conduct cont.

Dancer Rights and Obligations

Club Rights and Obligations

Tax & Insurance

Public Liability Insurance



KEY POINTS TO REMEMBER

DO

- . **Be punctual-** Arriving late/leaving early is not allowed unless cleared with Dance Division or Managers **BEFORE** your shift starts. (Cancellations must be cleared by dance division by 5pm the latest on the day of work and must be for a valid reason. Dancers will be fined for not fulfilling their shifts).
- . **Keep up to date-** Check www.pinkpapers.co.uk for upcoming themed events/dress codes. Or to add us on facebook, search 'Pink papers'.
- . **Bring the right clothing to work-** You will be fined for inappropriate clothing (see dress code page of handbook)
- . **Look after your appearance-** touch up your hair/makeup regularly throughout the night and look after your personal hygiene
- . **Be respectful-** to all dancers, staff and customers and keep a positive attitude at all times

DO NOT

- . **Touch other peoples belongings-** unless asked by that person, otherwise this is theft and will result in immediate dismissal
- . **Use your mobile on the floor**
- . **Get intoxicated-** this is for your own safety! If a dancer is found under the influence to the extent that it is affected them from working safely they will be escorted off the premises.
- . **Bring drugs into the club-** any drugs found will result in immediate dismissal
- . **Bring boyfriends/Spouses into the club-** If your partner does come in you must notify the door staff/management immediately.

DRESS CODE

Monday: CLOSED

8pm-12.30am: 1 piece floor length gown

12.30am-6am: TBC

Tuesday: CLOSED

8pm-12.30am: 1 piece floor length gown

12.30am-6am: TBC

Wednesday:CLOSED

8pm-12.30am: 1 piece floor length gown

8pm-6am: TBC

Thursday:CLOSED

8pm-12.30am: 1 piece floor length gown

12.30am-6am: TBC

Friday:

5pm-10.00pm: 1 piece floor length gown

12.30am-6am: TBC

Saturday:

5pm-10.00pm:1 piece floor length gown

12.30am-6am: TBC

Sunday:

5pm-10.00pm:1 piece floor length gown

12.30am-6am: TBC

Clarifications-

1 piece floor length gown

- must be below the knee

-slits in the dress are fine

-a mini dress with a 'tail' is **NOT** a floor length gown

.No g-strings/thongs may be shown unless on stage

.genitals including buttocks/nipples must be covered unless on stage

FLOOR FEE'S *

Monday: No Floor Fee
Tuesday: No Floor Fee
Wednesday: No Floor Fee
Thursday: No Floor Fee
Friday: No Floor Fee
Saturday: No Floor Fee
Sunday: No Floor Fee

Arrival time each Afternoon is 4.30pm to be on the floor for 5.00pm. If you arrive after 4.30pm you will be fined. **Please note that access to the club will be closed from 5pm.**

* All floor fee's are subject to change.

COMMISION

Club Commission: 30% on all dances

CODES OF CONDUCT

Code of Conduct - Dancer

1. **THE CLUB** will be open 30 minutes before the doors open. Dancers will be expected to be at the club at least 15 minutes prior to the start time. Dancers must be on the floor at the time agreed for the evening's performance. Dancers are requested that they sign-in on arrival and sign-out on leaving. To avoid a late cancellation fine please text Pink Papers 07925929239 or 07939076364 no later than 3pm to tell them if you cannot attend your shift.
2. **ANY QUERIES** as to appropriate clothing, hair, make-up and jewellery should be referred to the Club Manager. Or telephone 07925929239 or 07939076364
3. **DANCERS are** asked to arrive and leave the club quietly. These are terms and conditions of our licence. You need to have read and understood as part of your contract
4. **DANCERS MAY NOT give out their** telephone number or any contact information to any customer, accept any telephone number or contact information from any customer or otherwise

make any arrangements whatsoever to meet a customer off premises. A dancer may provide a customer with the days and shifts they are working at the club. Any infringement of this may result in your contract being terminated.

5. **DANCERS SHALL NOT** be intoxicated though drink or drugs on the premises at any time. Intoxicated dancers will have their contract for services terminated immediately and will be removed from the premises immediately.
6. **DANCERS ARE NOT ALLOWED** to chew gum and smoking is permitted only outside in a designated smoking area. Smoking is prohibited in all areas of the club.
7. **DANCE:**
 - i. **Stage Performances** – during any public stage performance dancers will be allowed to go naked.
 - ii. **Booth Performances** - nude booth performances are allowed. When a booth is chained off no dances may be undertaken in that booth.
 - iii. **Sit Downs** - these will also take place in booths or VIP and may involve more than one dancer.
8. **IF A CUSTOMER ATTEMPTS** to touch or speak to a dancer inappropriately during a booth performance, the dancer should cease the dance, and explain the club rules to the customer. If necessary the dancer should ask for assistance from security.
9. **SELLING OF ANY** form of sexual favours is prohibited and shall result in the immediate termination of the dancer's contract for services with the clubs.
10. **ACCEPTING A CUSTOMER'S** offer of payment in return for sexual favours, whether or not the dancer has any intention of carrying them out, will result in the immediate termination of the dancers contract for services with the clubs.
11. **LEWD AND LASCIVIOUS BEHAVIOR** is not permitted with in any of the clubs and such conduct will result in the immediate termination of the dancers' contract for services with the clubs.
12. **CLUBS** operated by Pink Papers Ltd have a zero tolerance policy regarding the illegal use and selling of drugs. Any dancer who is witnessed or is known to be under the influence of, or found to sell, or be in possession of an illegal drug will have their contract for services with Pink Papers Ltd terminated immediately. The dancer will also be escorted from the premises and/or reported to the appropriate authorities.
13. **DANCERS** are asked not to have spouses or boyfriends visit any of the clubs on the night that the dancer is performing. Refusal to do so will result in immediate termination of contract.
14. **DANCERS** are required to sign a disclaimer that they have no previous convictions for sex or drug offences.
15. **ALL DANCERS** will pay the appropriate floor fee. If the dancer arrives after 9pm, the floor fee is as negotiated by the dance division or manager.

16. **ALL CLUBS** employ extensive use of recorded CCTV, which is reviewed on a regular basis.
17. **Pink Papers Ltd.** Require proof that you have the intention of paying your own tax and national insurance. A letter from your accountants will meet this requirement and/or your agreement as specified in this contract.
18. **Pink Papers Ltd Have Explained to me the new Covid Rules & Regulations of the new Operating systems that have been put into place.**
19. **Signed:...../Name.....**

Code of Conduct - Customers

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

DANCER RIGHTS AND OBLIGATIONS

You are obliged to:

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

You have the right to:

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

You do not have the right to:

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

CLUB RIGHTS AND OBLIGATIONS

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

The Club is obliged to:

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

The Club is not obliged to:

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

The Club has the right to:

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

The Club does not have the right to:

- Control the methods you use when you provide your services to the Club providing they apply with the terms and conditions of our licences and code of conduct
- First call on your services – you are an independent worker.

TAXATION & INSURANCE

- Declaring your income.

As a self-employed worker in the UK you are responsible for your own tax and National Insurance Contributions. You will pay 20% on your earnings if you are registered as self-employed with the UK Tax Office, or 30% tax if you are not registered. You are also required by law to file an annual self-assessment tax return 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 hire your own 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 & Customs.

- Insurance

As a self-employed dancer, your belongings and personal safety are your own concern. Pink Papers Ltd. 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 surrounding ; 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:

- **FIRE SAFTEY:** On your initial arrival to the building you will be shown all evacuation routes and meeting places. Please familiarise yourself with these procedures.
- **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 managers' discretion and will not be prohibited if you are/ continue to be intoxicated or unable to perform your duty as a dancer in the club. You may be asked to leave.

Pink Papers Ltd. excludes liability if injury or grievance sustained during a stage performance; 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.

Failing to provide the required information and failure to agree with your self-employed status will prohibit you to occupy space with Pink Papers Ltd.

Dancers Personal File
NO: _____
2020



Pink Papers Ltd

PINK PAPERS Lucy Road Southend on Sea Essex SS1 2AU

PRINT NAME: _____

STAGE NAME: _____

I D Number: _____ Z _____ (2020) _

Start Date: _____

DANCER CONTRACT

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

Full Name: _____

Stage Name: _____

Address: _____

City: _____ Postcode: _____

Telephone (Home): _____ Mobile: _____

Date of Birth: _____ National Insurance Number: _____

Nationality: _____ Passport Number: _____

Dress Size: _____ Height: _____ Hair Colour: _____

Waist: _____ Hips: _____ Bust: _____

Email Address: _____

In Case of Emergency Notify:

Name: _____ Relationship to you: _____

Full Address: _____

Telephone number: _____

Mobile number: _____

Previous Dance Experience:

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

Club Name: _____ City: _____

How did you hear about Cherrywest Ltd? _____

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

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

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

If yes please give details: _____

Dancers Signature: _____ Date: _____

Print Name: _____

All Dancers must fill out their bank details in order to receive pay.

Name of Bank:

Sort Code:

Account Number:

Name of Account Holder:

Dancers Disclaimer

I hereby warrant, represent and certify the following:

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

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

I am eighteen years or older, I agree that giving false information on this application will be reason for me being unable to occupy space at the club. I understand that I will not be an agent or employee of the club and that PINK PAPERS LTD 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 PINK PAPERS LTD in respect of income tax or national insurance or similar contributions. I will provide PINK PAPERS with my accountant's details.

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

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

(PLEASE WRITE IN PRINT WHEN NECESSARY)

Dancers Name: _____ **(PRINT)**

Dancers Stage Name: _____ **(PRINT)**

Dancers Signature:.....

Managers Signature:

Date: ___/___/___

Code of Conduct – Dancers Agreement

I certify that I have read and **UNDERSTOOD** the codes of conduct pertaining to dancing that are stated in the Dancer Handbook and 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 any club operated by PINK PAPERS LTD

Acknowledged and agreed to be abided by:

(PLEASE WRITE IN PRINT WHEN NECESSARY)

Dancers Name: _____ (PRINT)

Dancers Stage Name: _____ (PRINT)

Dancers Signature:.....

Managers Signature:

Date: ___ / ___ / ___

AGREEMENT AS TO IMAGES

General Dancers/Model Release

- this agreement pertains to use of your image in regards to promotions and legal evidence in the company. You will always be asked permission previous to any usage.

See Dancer handbook for specifications on the rights of yourself and the club.

(PLEASE WRITE IN PRINT WHEN NECESSARY)

Dancers Name: _____ (PRINT)

Dancers Stage Name: _____ (PRINT)

Date: ___ / ___ / ___

Dancers Signature:.....

CONTRACT FOR SERVICES

THIS CONTRACT FOR SERVICES is made on the ___/___/___

BETWEEN: 1) ("The Club") of:

2) ("Dancer"):

DANCER

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

. For specifications on your rights and obligations and the clubs rights & obligations see dancer handbook.

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 must read and understand the dancer handbook which is referenced throughout this contract, failure to do so is at the risk of the dancer.

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

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

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

Club: (PINK PAPERS LTD)

Signed: _____ **Dated:** _____
(Manager)

Dancer:

Signed: _____ **Dated:** _____

TAXATION & INSURANCE

- See Dancer Handbook for specifications

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

Dancer's Agreement Declaration

I hereby declare.....

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

Print Name: _____

Stage Name: _____

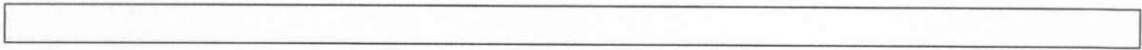
Dancer Signature:

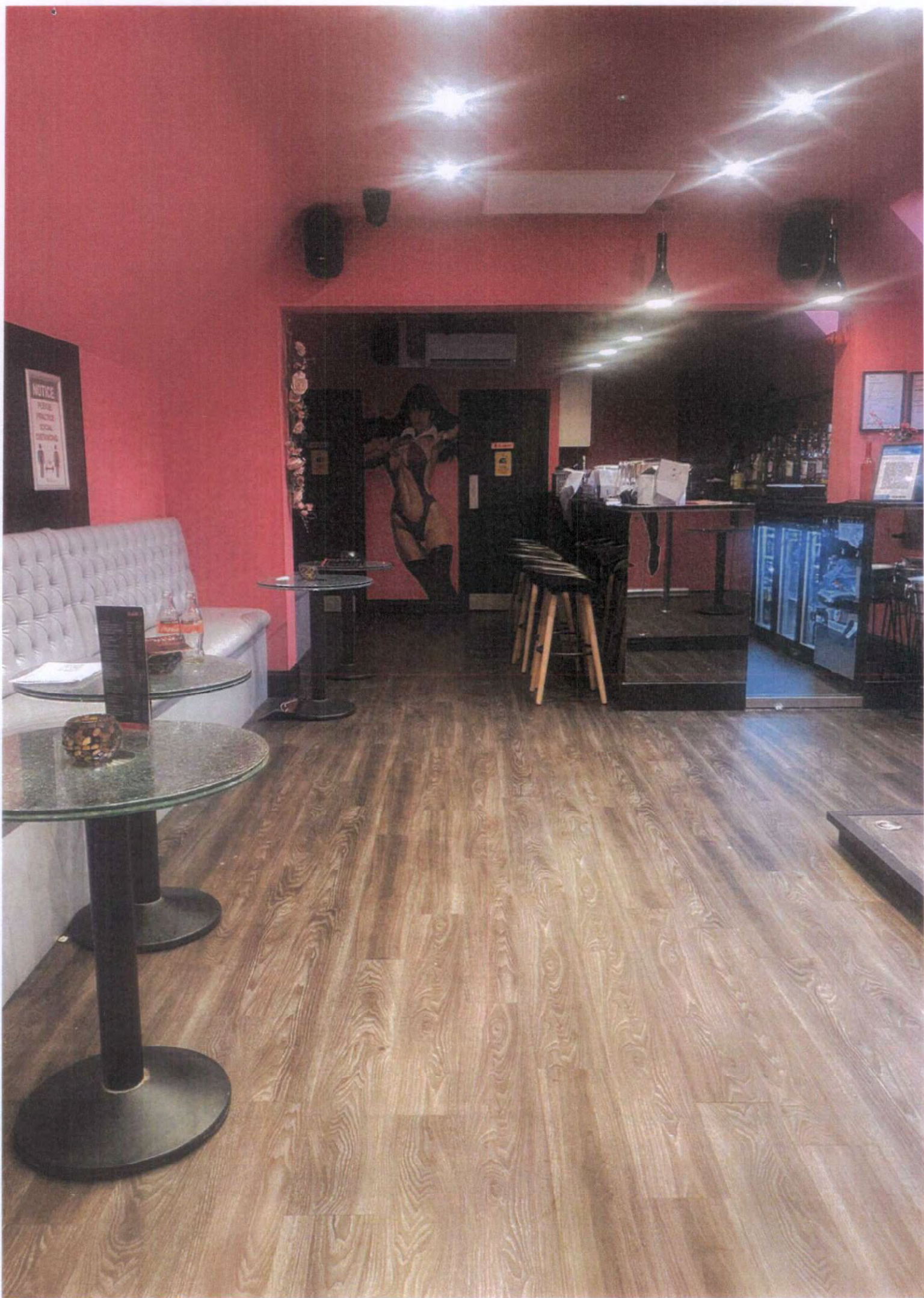
Witness

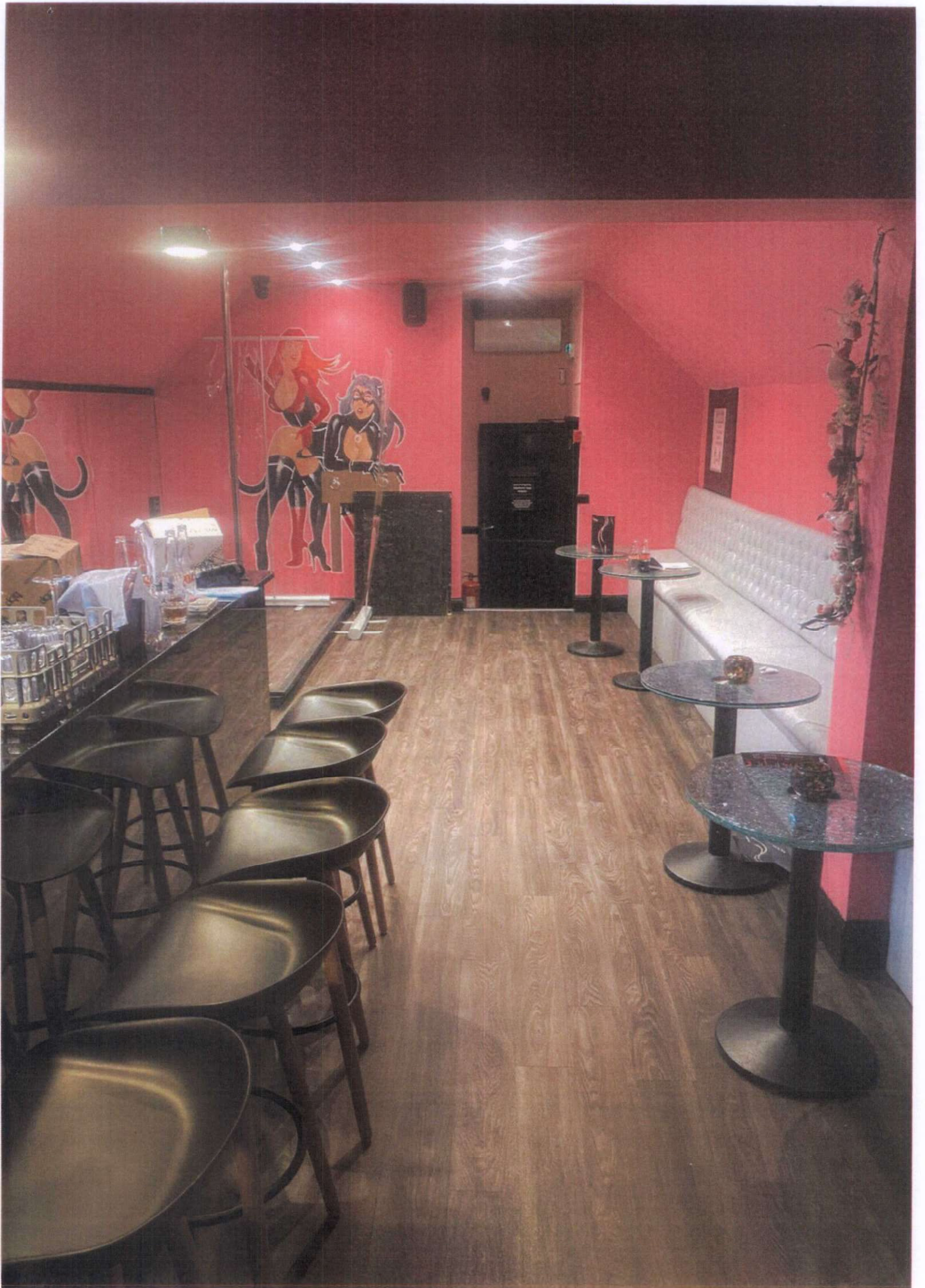
Print Name: _____ (manager)

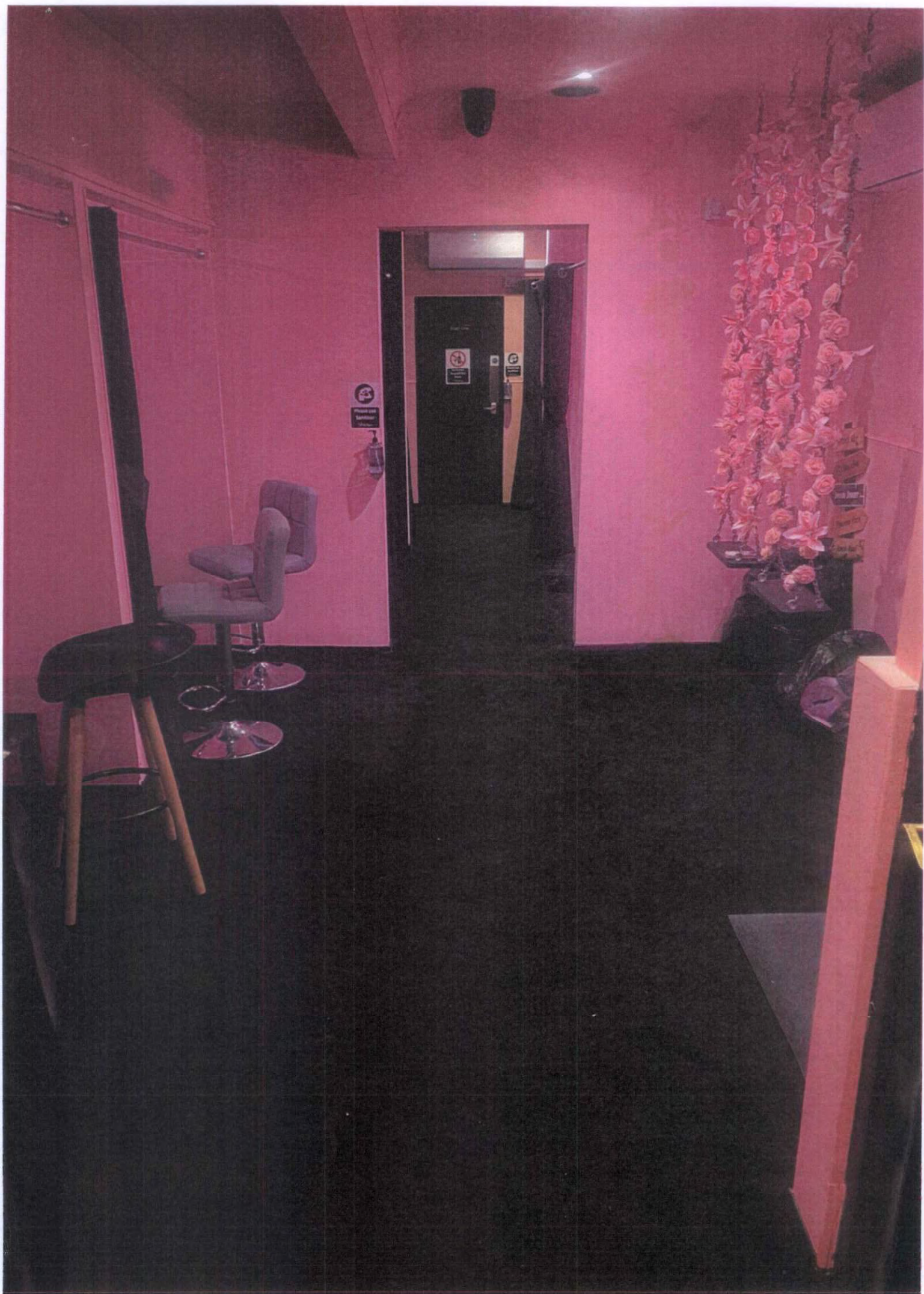
Witness Signature:

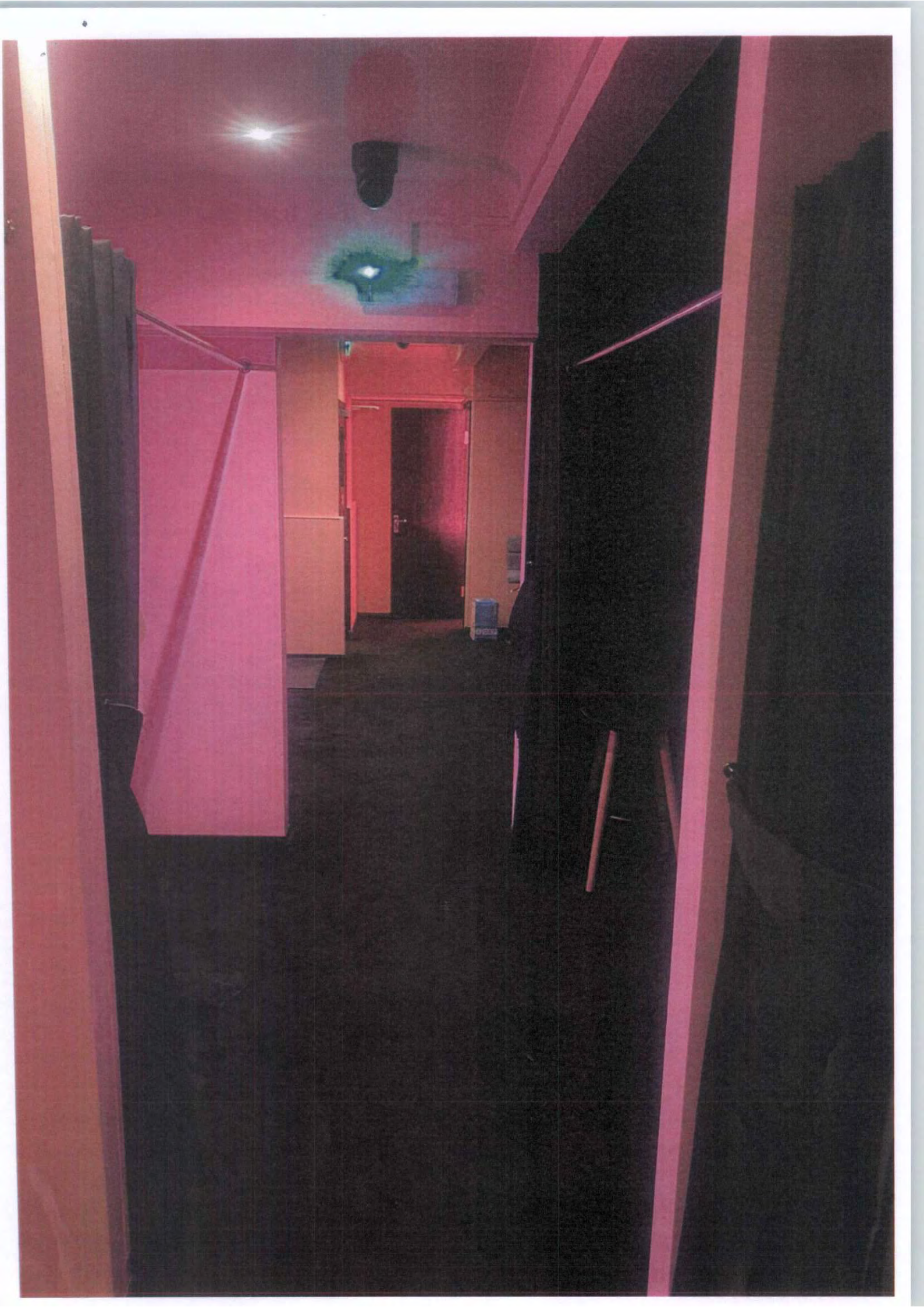
Date: / /















Off
Em
Web
Regis

SOS RAPE CRISIS



About SOS Rape Crisis

SOS Rape Crisis is a specialist service that is dedicated to supporting survivors who have experienced sexual violence, assault or abuse in our community.

Crisis

sis is a it is dedicated rivors who exual violence, ibuse in nunity.

Southend on Sea, d Rochford, Essex.

We work across Southend on Sea, Castle Point and Rochford, Essex.

SOS RAPE CRISIS

SOUTHEND • CASTLE POINT • ROCHFORD



Office: **01702 667590**

Email: **info@sosrc.org.uk**

Web: **www.sosrc.org.uk**

Registered Charity Number: 1143021



SOSRC



Office: **01702 667590**

Email: **info@sosrc.org.uk**

Web: **www.sosrc.org.uk**

Registered Charity Number: 1143021



Providing specialised support services that are dedicated to supporting individuals who have experienced any form of sexual violence, abuse, assault or exploitation in our community.



If you feel you need more information or support please contact us:

Southend WAVE: www.southendwave.org

SOS Rape Crisis: www.sosrc.org.uk

SOS Rape Crisis Telephone: 01702 667590

Or if you suspect somebody is being exploited in any way please contact:

Modern Slavery Helpline 08000 121 700 anonymously
Southend Against Modern Slavery Partnership:
www.samspartnership.org.uk

**SOUTHEND
WAVE**



SOUTHENDWAVE.ORG



RAPE CRISIS



SOSRC.ORG.UK



**SOUTHEND
AGAINST
MODERN
SLAVERY**



SAMSPARTNERSHIP.ORG.UK

