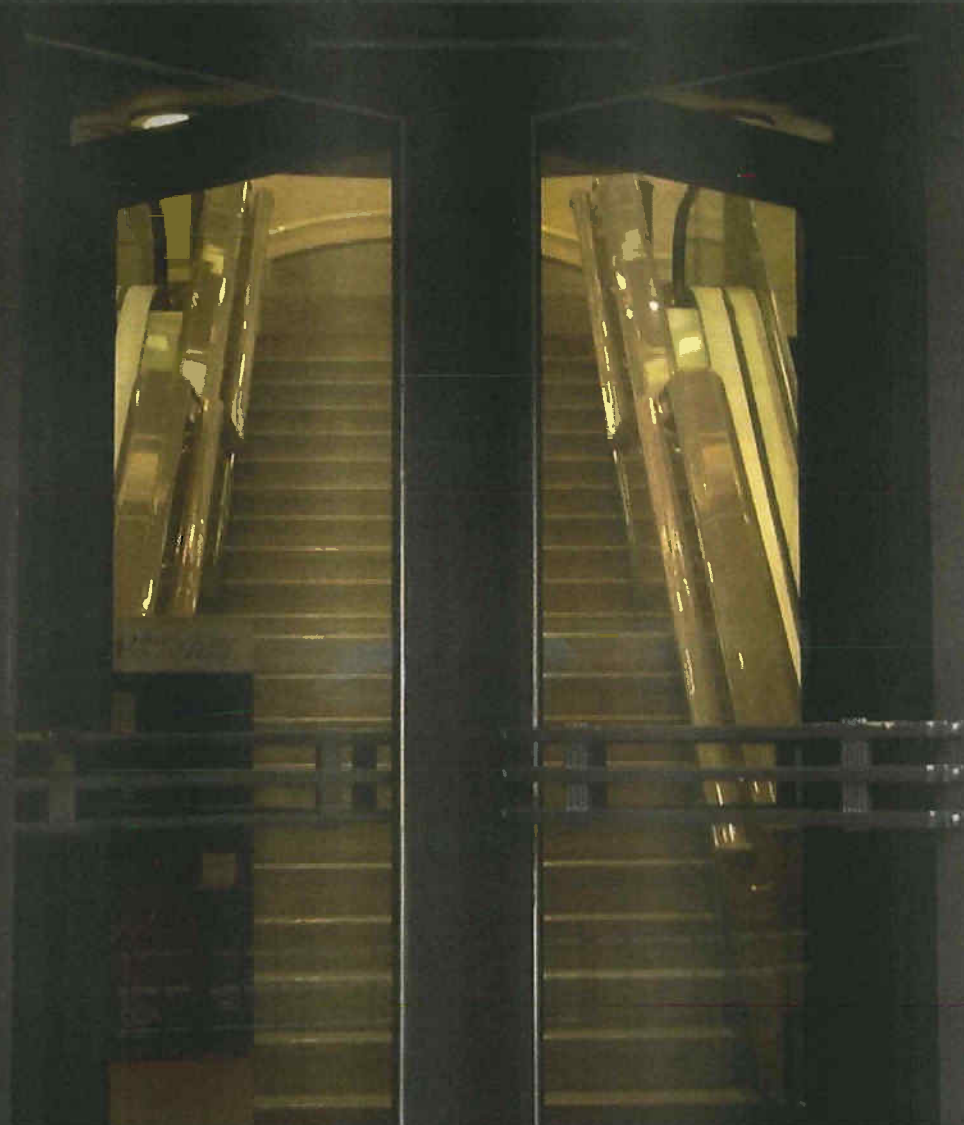


APPENDIX B

# *Tantric Blue*

M A I D S T O N E  
G E N T L E M A N ' S C L U B



GABRIELS HILL, MAIDSTONE, KENT. ME15 6HL

**TANTRIC BLUE - MAIDSTONE  
APPLICATION FOR SEV  
HEARING 30 OCTOBER 2012**

1	<p><b>Statements:</b></p> <p>Ricardo Monty Spencer Tregidgo Anne Marie Harris</p>
2	Report from Graham Murdoch
3	<p><b>CV's:</b></p> <p>Neil Culley Gaz Ejupi</p>
4	Policy - Code of Conduct for Dancers
5	Policy – Code of Conduct for Customers
6	Operational Guidelines and Procedures
7	Operational Statement
8	Dancers Welfare Policy
9	<p><b>Operational Policies:</b></p> <p>(i) Ejection (ii) Drugs (iii) Searches policy</p>
10	Photographs of premises (outside)
11	Menus
12	Brochure

**IN THE MAIDSTONE BOROUGH COUNCIL**  
**APPLICATION FOR A SEXUAL ENTERTAINMENT VENUE LICENCE**  
**9 GABRIELS HILL, MAIDSTONE, KENT ME15 6HL**

**APPLICANT;**

**Illuminati Ventures Limited**

---

**WITNESS STATEMENT**

**OF**

**RICARDO MONTY**

---

My name is Ricardo Monty. My date of birth is [REDACTED]. I reside at [REDACTED]

[REDACTED]

I am a Director of Illuminati Ventures Limited, the sexual entertainment venue licence applicant for premises known as Tantric Blue, 9 Gabriels Hill, Maidstone, Kent ME16 6HL (the Premises).

I shall divide my statement in the following way:-

1. Brief description of my own experience and background and my involvement with Tantric Blue, Maidstone.
2. Details of the operating of the club.
3. Objections

## **1. Background and Experience and Current Role**

I have worked within the leisure and security industry for the past 15 years. Although I have run and owned many different venues. The most recent venues that I have owned and help to operate are Tantric Blue Heathrow, Mantra Windsor and Hustle Ashford.

I am a Director of Alpha One Security and I am responsible for the licenced leisure department. Alpha One Security provide door supervision and license consultancy to a large range of venues, including Nightclubs, bars and table dancing clubs.

I am a director of Runcan Limited. This company operates Mantra in Windsor.

I am a director of Illumanti (GB) Limited. This company operates at Tantric Blue at Heathrow.

My role within the applicant company is dealing with the finance and ensuring that we have the right persons in place to manage and operate the premises. My co-Director Spencer Tregidgo is responsible for the marketing. We have appointed Anne Marie Harris to be responsible for the management of the premises in conjunction with Neil Culley.

## **2. Operations**

### **(A) Lease**

We have an agreement to enter into a Lease with Milford Estates, the Landlord at these premises. This Lease is dependent upon the granting of a Sexual Entertainment Venue Licence for the premises.

**(B) Investment and Works To Be Carried Out**

Illuminati Ventures Limited are investing a sum of approximately £485,000 into Tantric Blue Maidstone. There is a considerable amount of work that needs to be carried out, in order to fit the venue to the high standard necessary in order to attract a high end clientele.

We expect to take approximately 10-12 weeks to complete the build refurbishment. Assuming we are granted a lease, we would hope to commence works immediately.

**(C) The Site**

I first indentified this site in November 2011 as a potential site for a table dancing club. Currently Kent has no upscale gentleman's club. The affluent clientele that tend to frequent these clubs currently have to travel into London, should they wish to attend such a venue. The venue is set back from the main road and has a very discreet entrance making it an excellent choice for such a venue.

There are many business people that visit Kent and Maidstone that currently are not catered for. It has been reported widely that Maidstone are looking to achieve city Status, most Uk cities have such businesses.

**(E) Staff**

I anticipate that we will locally employ 35 staff both part time and full time. Ranging from cleaners to bar staff. We will employ a pool of around 80 part time and full time dancers

Anne Marie Harris and Neil Culley will deal with the day to day running of the premises.

**3. Objections**

I have read through the objections received and would make the following comments:-

Concerning the Maidstone Town Centre Management Limited; the hours sought for the operation of the Sexual Entertainment Venue under the licence have been chosen specifically for the times when the main shopping centre within the town is closed. Mr. Murdoch, in his report, covers the area at the evening time and it is my respectful submission that Tantric Blue will not detract from the centre of Maidstone. As each application must be dealt with on its own merits their comment that such applications "open the door to similar proposal for all vacant premises in our town centre" is not valid. The Town Centre Management do not set out what adverse behavioural and anti-social issues will arise and indeed from my experience a venue such as Tantric Blue does not create nuisance and disorder that one would associate with a large capacity nightclub.

Comments have been made about the family orientated nature of Maidstone and protection of children from harm. Such a venue as Tantric Blue is an adult entertainment venue and no activity that takes place within the venue will be visible outside. In addition, there is no ground floor access from the premises directly onto the main street as the main entrance will be situated along a drive from the main road. The premises along Gabriels Hill will be at first floor level.

The objection from "Players" is clearly an objection from the trade to a potential additional operator coming into the town. The points raised by Mr. Pemble are indeed addressed by Mr. Murdoch in his report. We also spent much time considering the location and for the reasons set out above, we have chosen this particular location within Maidstone.

A vast majority of the objections to the application were submitted late and can generally be divided into a number of categories looking at the location, character of the locality, potential impact on crime and anti-social behaviour, moralistic and religious arguments. Mr. Murdoch deals with a number of these matters within his report. One of the reasons the location is chosen is because it is not directly opening onto a main road but is set back from view, thus making it a good location for such a venue.

In relation to the objection from Alta Saffrey the owner of Alta Costura Bride it is difficult for me to comment upon the location of the changing rooms and the window. However, whatever operation goes into the premises the window would always be in full view of the rear area of this particular premises. Tantric Blue will only open from the late evening until the early morning and at times it is likely that Alto Costura Bride is closed. The area leading to the main entrance of the property will be controlled as to the displays that can be set out as the conditions of the licence require the approval of the local authority in relation to advertising. People will not be encouraged to loiter or linger outside of the premises, if there are persons smoking they will be monitored by the door supervisors to ensure no nuisance is caused.

I believe that the facts and matters stated in this statement are true.

*R. Monty*

.....

Ricardo Monty

Dated

*17/10/2012*

2012

IN THE MAIDSTONE BOROUGH COUNCIL  
APPLICATION FOR A SEXUAL ENTERTAINMENT VENUE LICENCE  
9 GABRIELS HILL, MAIDSTONE, KENT ME15 6HL

APPLICANT;

**Illuminati Ventures Limited**

---

WITNESS STATEMENT

OF

**SPENCER TREGIDGO**

---

My name is Spencer Tregidgo. My date of birth is [REDACTED] I reside at [REDACTED]  
[REDACTED]

I am a Director of Illuminati Ventures Limited the sexual entertainment venue licence applicant for premises known as Tantric Blue, 9 Gabriels Hill, Maidstone, Kent ME16 6HL (the Premises).

I shall divide my statement in the following way:-

1. Brief description of my own experience and background and my involvement with Tantric Blue, Maidstone.
2. Description of my role of the operation of the club

1. Background and Experience

I became involved in the hospitality industry at the age of 18, initially to help finance my studies. After several years working in the UK I travelled to Australia. I spent a year setting up a restaurant/bar in South Yarra, Melbourne, Australia and then a further 13 months on a



similar project in Queenstown New Zealand. This provided valuable experience in food, wine, bar and venue operations. On returning to the UK in 2003 I became the General Manager and licence holder for Bar 38 in Covent Garden. Bar 38 is owned by Scottish and Newcastle plc. I was there for 2 years. I undertook national staff training in connection with Licensing regulations, Health and Safety requirements and operations. Following this I was appointed by them to be the General Manager at 195 in Epping. I remained there 3 years approximately. After that I had leases on several different venues including The George in Hitchin, The Beehive in Tottenham, Bill Nicholson in Tottenham. I then moved back into the nightclub industry as a director at Hustle nightclub in Ashford and Mantra in Windsor.

I am a Director of the applicant company and I am responsible for marketing. Ricardo Monty has set out the structure. I have read through his statement and agree with the contents. I have read through the statement of Anne Marie Harris, the General Manager and agree with the contents of her statement. I attach a copy of a brochure which will help the committee have a feel with what we are trying to achieve with Tantric Blue in Maidstone. I also produce menus, again to illustrate the type of operation that is being intended for these premises.

Tantric Blue will strive to offer its clients the finest experience possible, with emphasis on customer satisfaction and product quality, that sets itself apart from its competitors. There is much work to be done but the premises will be set in comfortable and luxurious surroundings. We will be investing in staff training and care to ensure a fully focused and happy team, working towards a long standing and a professional business.

The company consists of several well motivated and experienced key managers and Directors, that between them have a wealth of relevant experience needed to achieve its goals and

ambitions, all conscientious and hardworking individuals that come together to make a strong energetic team.

The company's principles are based on service, self-pride, industry recognition and delivering a quality product. Our product is aimed at an affluent market who respect and enjoy quality.

Our aim is to provide a high end table top dancing venue for corporate parties and discerning clientele. Corporate entertainment will be high on the agenda and food readily available to provide the perfect opportunity to entertain guests and clients.

The venue's location offers ample opportunity to provide the customer with a prestigious and private setting with excellent transport and parking facilities close by.

With a set back entrance from the main walkway Tantric Blue is a self-sufficient and unobtrusive venue with an excellent smoking area that is also defined within its own boundaries.

One side of the premises is at first floor level and therefore is notobvious to passers-by.

Tantric Blue will market to businesses, local hotels and sporting clubs such as golf, rowing , tennis etc. By building relationships with these institutions we aim to achieve attracting a high per head spend rather than high numbers. This will ensure that our product remains unique.

Building harmonious relationships with local authorities and being fully committed to meeting there rigorous standards comes hand in hand with keeping Tantric Blue a well run and a strong long term business.

Much hard work on marketing will help us achieve our objectives, investing in professional

marketing companies that can attract our target clients. Working every opportunity to push the business forward through establishing a trusted working relationship with suppliers and potential business partners.

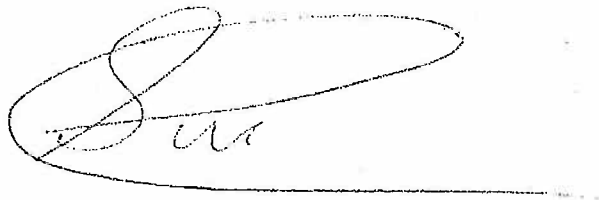
All marketing will be discreet, classy and of a high standard, distribution will be done intelligently rather than by volume. Special selected areas only will receive any marketing and much time and effort will go into viral and website areas allowing us to target specific interested markets rather than blanket coverage.

Reaching out to the affluent areas of Kent far and wide safe in the knowledge that our product will be superior to anything else within a wide radius. This benefit will attract the low numbers rather than the usual high volume of custom most similar venues require.

We remain confident of our differences by the pricing strategies we will implement, premium prices can be achieved by us offering top quality wines, champagnes, cocktails and spirit selections from quality houses.

Our standards and service will show the customer, along with the venue's facilities for example a special Cigar terrace and full restaurant menu. The attention to detail is of upmost importance to us.

I believe that the facts and matters stated in this statement are true.

A handwritten signature in black ink, appearing to read "Spencer Tregidgo", enclosed within a large, loopy oval shape. A horizontal line extends from the right side of the oval across the page.

Spencer Tregidgo

Dated 17/10/2012

**IN THE MAIDSTONE BOROUGH COUNCIL**  
**APPLICATION FOR A SEXUAL ENTERTAINMENT VENUE LICENCE**  
**9 GABRIELS HILL, MAIDSTONE, KENT ME15 6HL**

**APPLICANT;**

**Illuminati Ventures Limited**

---

**WITNESS STATEMENT**

**OF**

**ANNE MARIE HARRIS**

---

My name is Anne Marie Harris. My date of birth is [REDACTED] I reside at [REDACTED]  
[REDACTED]

I am the General Manager for premises known as Tantric Blue, 9 Gabriels Hill, Maidstone, Kent ME16 6HL (the Premises).

I shall divide my statement in the following way:-

1. Brief description of my own experience and background and my involvement with Tantric Blue, Maidstone.
2. Description of the operation of the club.

**1. Background and Experience and Current Role**

Before taking on a management role at Tantric Blue at Heathrow I worked extensively within the lap dancing industry. I started as a waitress approximately 15 years ago, I have been a dancer, bar manager and general manager at a variety of venues in London, Liverpool, Windsor and latterly Heathrow. My involvement with Heathrow and also with Maidstone is

not merely as an employee but also as an investor. It is important for me to protect my investment in the standards of our operation and in ensuring that compliance with the law.

## 2.Operation of the Club

### A) General:

The general policies and operational guidelines and procedures are set out with the application. It is intended that a member of the management team will be on the premises at all times that the premises are open and trading and again, security and staff will also be present.

### B) Staff Levels:

Sunday to Thursday, we will operate the venue with 1 barman and 2 waitresses. Friday and Saturday we will operate the venue with 2 barmen and 2 waitresses.

### C) Management Levels:

There will always be a duty manager on shift, this will either be myself or Neil Culley. Gazimund Ejupi will be the assistant manager.

### D) Security levels:

There will always be a minimum of 2 SIA registered door. However during peak times this will increase to 3.

Door supervisors will be responsible for ensuring that the incident report book is kept up to date and all incidents occurring to be recorded including refusal of admission, nuisance, any complaints received, any drug seizure or weapons.

E) CCTV:

CCTV cameras will be installed and maintained at the premises in accordance with Police recommendation. Sufficient staff will be trained in the use of the system so that a member of staff will be available to down load data from the recordable hard drive upon the request from the licensing officer or Police officer. The images shall be of evidential quality and recordings will be kept for at least 30 days. Cameras will cover all internal areas as required including all the booths and will also capture patrons entering and leaving the premises. Cameras will also cover the stairs and outside the dancers changing rooms which will have a coded lock on the door. Cameras will be located externally to cover the external courtyard.

F) Dancers:

Sunday-Thursday, there will be between 8- 10 dancers and on Friday and Saturday there will approximately 15 dancers.

Dancers seeking to work at Tantric Blue will be invited to attend for an interview. If they are considered to be appropriate for the venue they will be required to provide evidence of their identity such as a passport, proof of address and evidence of their age. Copies will be taken of these documents and retained on file. To ensure that the dancers are able to work in the United Kingdom if they are non-EU citizens they will be required to provide evidence of their entitlement to work within Great Britain. Again, such records will be retained within the dancers files. The dancers will then be invited to attend on a trial evening. If they pass their trial evening they will be invited to sign an agreement entitling them to perform at Tantric Blue at Maidstone. As part of the signing of the contract they will be informed of the Welfare Policy,

Code of Conduct both for dancers and customers. The disciplinary procedure will also be explained.

Dancers will be required to sign that they have received a copy of the Code of Conduct and that they understand it.

The Dancers Code of Conduct is displayed within the changing/dressing rooms for dancers and all staff within the premises are briefed in relation to the Code of Conduct both on induction and also refresher training at regular intervals. Staff are also trained in relation to the Customer Code of Conduct. A copy of the Customer Code of Conduct is displayed around the premises and will be available on menus on every table. Again, this will be the subject of training for staff both on induction and at refresher training on a regular basis.

#### G) Disciplinary Procedure:

If a dancer breaks a rule in the dancer code of conduct, depending on the level of the breach, they can be fined from £10-£50; they may be asked to leave the floor and sent home; suspended for a week or have their contract terminated. The procedure is explained to each dancer before they sign the contract.

#### H) Typical Operation:

Generally the premises will open at around 8pm. Staff will be expected to arrive an hour in advance and door supervisors 15 minutes before they start their shift. Performers will be at the premises 30 minutes before the patrons attend. As set out in the Admissions Policy the premises will operate a Challenge 25 Policy that any who appears to be under the age of 25 will be required to produce form of identification before they are permitted to enter the premises. Only acceptable forms of



photographic identification such as photo driving licence or passport will be accepted. On entering the premises the Code of Conduct for Customers will be relayed to customers orally by the door supervisor. They will go to reception where they will pay an entrance fee between £15-£20. Behind reception there will be a cloakroom and all coats, hats and bags will need to be deposited in the cloakroom.

A waitress will then direct the customers to a table, where their drinks orders will be taken. There will be no service at the bar, all patrons will be seated. Dancers will approach customer's tables and will sell their time. A private dance lasts 1 song, which lasts approximately 3 minutes and costs £20. The dance takes place in one of the private booths. Dancers may also charge £200 for half an hour and £400 for an hour in the VIP rooms. Here they can have unlimited dances and they can sit, drink and talk in private.

#### I) Smoking:

Customers wishing to smoke will be directed to the front courtyard area.

Dancers will have their own private smoking area out the back of the venue. The area is a completely private courtyard. The dancers smoking in that area will be suitably clothed.

#### J) Complaints:

As previously mentioned any complaint will be recorded within the Incident Book. It will be the responsibility of the manager to ensure that a complaint is brought to their attention as soon as it is made so that appropriate action may be taken. A note will be made against the entry to confirm what action has been taken in relation to that particular complaint.

K) Dispersal Policy:

In relation to dancers, before leaving they will inform a manager whether they require to be escorted to a taxi or waiting vehicle on the main road. In relation to patrons as they are looking to pay their bill or making arrangements to leave they will be asked if they require a vehicle for their onward journey. If they do require a vehicle, arrangements will be made with the preferred supplier for a vehicle to attend. Patrons will be asked to remain inside the premises until their vehicle arrives. Upon arrival at the premises the driver will send a text to the customer informing them that their vehicle is ready and available.

I believe that the facts and matters stated in this statement are true.

.....

Anne Marie Harris

Dated 17. Oct. 2012

TANTRIC BLUE, MAIDSTONE.

APPLICATION FOR SEX ENTERTAINMENT VENUE LICENCE.

POLICY CONSIDERATIONS ON LOCATION REPORT.

Prepared by:

Graham Murdoch. BSc(Hons), MRTPI.

Murdoch Associates.

Chartered Town Planners.

## CONTENTS.

1. Introduction.
2. Qualifications and experience.
3. The site and the surrounding area.
4. The use.
5. A summary of the observation results.
6. Council Policy
7. The objections.
8. Analysis of the objections.
9. Conclusions.

## 1. INTRODUCTION.

- 1.1 I am instructed by Tantric Blue to assess the objections made to their application for the grant of a Sexual Entertainment Licence at premises known as 9 Gabriel's Hill, Maidstone ME15 6HL and report on the amenity implications of them for the surrounding area.
- 1.2 In order to do so, I visited the site on Friday 5<sup>th</sup> October 2012 between the hours of 4.00pm and 10.00pm. This enabled me to view the premises and the surrounding area during the times when the premises will be both shut (including during daylight hours) and open. I was also able to observe the activity associated with the Players Gentleman's Club in Bank Street which opened at 8.30pm.
- 1.3 For most of the visit the weather was wet, since it started raining about 6.00pm.

## 2. QUALIFICATIONS AND EXPERIENCE.

- 2.1 I am a Bachelor of Science (Honours) in Town and Country Planning from Heriot-Watt University and a member of the Royal Town Planning Institute.
- 2.2 I have over 38 years experience in Town Planning. I was employed in the local government service for over 13 years between 1974 and 1988, working for just over a year with South Yorkshire County Council and then for over 12 years at Harlow District Council. During most of my time at Harlow I was the Planning Officer responsible for all the Council's Development Control functions.
- 2.3 I entered private practice in January 1988 with Fibbens Fox Associates and was a director of the company from its incorporation in 1991 until its closure in May 2007. Since then I have been practising as Murdoch Associates.
- 2.4 I regularly handle work which involves an assessment of amenity issues and the relationship of a proposal to the character of an area, such as are involved here.

## 3. THE SITE AND THE SURROUNDING AREA.

- 3.1 Gabriel's Hill is a short street leading down from the junction of High Street and King Street towards Lower Stone Street within Maidstone town centre. It contains a mixture of predominantly retail but with some other uses, such as betting shop, restaurants and take-aways, at ground level.
- 3.2 The premises, known as 9 Gabriel's Hill comprise an existing club building, having last been occupied by Ethos. However the postal address is somewhat misleading since on the Gabriels Hill frontage they are situated at first and second floor level above a Paddy Power betting shop which occupies the ground floor.
- 3.3 As a result there is no entrance to the premises from Gabriels Hill. The entrance to the club is from Kings Street in a location adjoining one of the pedestrian entrances to the Chequers

Shopping Centre which opens until 5.30pm daily (4.30pm on Sundays). This is a gated entrance leading on to a paved forecourt and the entrance to the club is off this forecourt. The area around this entrance is largely in retail use although there are offices on the upper floors of the opposite side of the road.

- 3.4 The town centre contains an extensive range of shops, with in addition to the adjoining Chequers Shopping Centre the Fremlin Walk centre to the north of the club.
  - 3.5 While there are various restaurants, public houses and entertainment facilities dotted around the town centre, the main concentration appears to be in Earl Street, close to the Fremlin Walk shopping centre. A number of restaurants, pubs and the Garrick Theatre are located here and this appears to be the main centre of evening activity. The only such activity close to the site is a Pizza Hut in a King Street unit on the opposite side of the entrance to the shopping centre. An adult only Gala bingo club is located down Lower stone Street.
  - 3.6 There is also an extensive range of public transport in the town centre with numerous bus services, taxi ranks and railway stations at either end.
  - 3.7 There is one existing sex entertainment venue in the town centre. This is the Players Gentlemans Club at 57 High Street. Unlike the application site, this is situated at the back of the footpath. It has windows facing on to the street which are in darkened glass. During opening times there are security staff stationed outside the door (as is the case with a number of the pubs and restaurants in the town centre). In comparison to this site, 9 Gabriel's Hill with its set back entrance is a much more discreet location.
  - 3.8 There is a further location where a licence is currently being sought. The site is 87-88 Bank Street. It adjoins the Post Office and lies across a narrow pedestrianised street from the Town Hall with its entrance at the back of the footpath. It is close to the end of Bank Street where it joins Jubilee Square, an attractive paved square with seats for public use. In comparison to this site 9 Gabriel's Hill with its set back entrance is also a much more discreet location.
  - 3.9 The site lies on the boundary of a Conservation Area. The building and Gabriel's Hill is in it but the King Street entrance is not. There are a number of Listed Buildings dotted around the town centre including a group at the junction of King Street and Gabriel's Hill.
4. THE USE.
    - 4.1 It is necessary to consider how the use of the club building by Tantric Blue building is visible in, and therefore how it relates to, the character of the area
    - 4.2 As identified above, although the building has a Gabriel's Hill postal address and a first and second floor presence on the street, its entrance is from King Street. This is set back from the pavement within a forecourt area accessed via a set of gates onto King Street. This is a very discrete entrance.

- 4.3 It is proposed to open the club daily from 8.00pm until 6.00am on Thursdays to Saturdays and 8.00pm until 5.00am on Sundays to Wednesdays.
- 4.4 The proposed club will not generate high numbers of visitors with between 40 and 50 patrons on Thursdays to Saturdays and 20 to 30 on other nights, all spread across the opening hours.
- 4.5 Security staff will be employed and stationed outside the entrance doors.
- 4.6 Any advertisements that the club proposed will have to be referred to the Council and where necessary an application for consent to display them will be made.

## 5. A SUMMARY OF THE OBSERVATION RESULTS.

- 5.1 In addition to the conclusions set out above it is also useful to look at what was happening in the town centre and also specifically in the streets (King Street and Gabriel's Hill) during the hours of my observations, which I shall do on an hourly basis.
- 5.2 Four o'clock – the shops were all open in the town centre and there were many pedestrians using the streets.
- 5.3 Five o'clock – very similar to four o'clock in that the shops were all open, but with more pedestrians in the street, particularly school-children many of whom appeared to be waiting for buses. This was the only time when they were present in the town centre.
- 5.4 Six o'clock – By now the majority of the shops were closed. This had started at 5.30pm and only a few stayed open beyond 6.00pm. There was much less pedestrian activity on the streets and few schoolchildren in the town centre, possibly a reflection of the weather as it had started to rain and continued to do so throughout the observation. The area around the entrance to the club in King Street was very quiet.
- 5.5 Seven o'clock – the town centre was quiet with relatively few pedestrians most of whom appeared to be bound for a destination. There was activity in the pubs and restaurants. There were a number of people outside both of these smoking. The area around the entrance to the club in King Street was still very quiet.
- 5.6 Eight o'clock – the town centre was starting to become busier with more pedestrian activity although the area around the club's King Street entrance remained quiet. By now there was more activity outside the pubs with loud music coming from some. A number of them had security staff outside and by now a police presence was appearing on the streets. This then remained throughout the rest of the period I was there.
- 5.7 Nine o'clock – by now there was a lot more activity in the town centre although the area around the club's King Street entrance still remained quiet. Pedestrian activity largely comprised younger adults. There was a lot of noise coming from some pubs. The Muggleton Arms was particularly noisy and had a queue outside. The Players Gentlemen Club had

opened by now with two security staff stationed outside its entrance. There were also some smokers outside as was the case with pubs and restaurants, but this was a low key activity compared to some of the pubs.

5.8 Ten o'clock – the situation was similar to nine. There was pedestrian activity on the streets, still many younger adults and noise, activity and people outside some of the pubs. The level of activity outside the Players Gentlemans Club remained low-key and the area around the club's King Street entrance still remained quiet.

5.9 It is possible to draw a number of conclusions on the existing situation from this:-

- There were varying and different levels of pedestrian activity throughout the period of observation, starting with shoppers, then with schoolchildren, followed by people going to an entertainment venue in the early part of the evening restaurants but more going to the pubs later on.

- While the restaurant clientele appeared to be a mixture of ages, the pubs appeared to have one which had more younger adults.

- The level of noise generated by some of the pubs was the most discordant feature of the entertainment scene in the town centre.

- The area around the entrance to the club in King Street was very quiet once the shops closed. It is in a relatively quiet part of the town centre.

- Although it is located at the back of the footpath, the Players Gentlemans Club has a far less intrusive presence in the town centre than a number of the other entertainment uses, particularly some of the pubs.

## 6. COUNCIL POLICY.

6.1 The Council's policy identifies that in licensing sex entertainment venues the Licensing Authority will consider the impact of such premises and their operation on the character of an area. This is set out in para 12.10 and would include, inter alia,:-

- The type of location (residential, commercial, industrial);

- The likely effects of increased footfall or vehicular traffic;

- Any advertising or displays of an erotic or pseudo-erotic nature;

- The cumulative impact of the venue with other licensed venues on crime and disorder and public nuisance.

6.2 A criteria relating to complaints about noise and/or disturbance caused by the premises can't apply as it does not exist at the moment.



- 6.3 In looking at these criteria and the policy as a whole it is important to remember the venue's proposed opening times and the fact that its entrance is discrete and set back from the street.
- 6.4 This is a part of the town centre that is primarily retail in character with shops that are closed before the club would open.
- 6.5 The level of custom is likely to be far less than some of the other town centre evening activities. It will be less than the night club that used to be here and will not have the sudden surge of departing customers it had. Particularly bearing in mind that this is a quiet part of the town centre, the extra pedestrians will be barely discernible.
- 6.6 There are no specific proposals for signage and advertisements at present. These would be subject to control under planning legislation. Those on the Players Gentlemans Club are discrete and there is no reason why that shouldn't be the case here, particularly as the entrance is set back from the street.
- 6.7 The venue is some distance away from the Players Gentlemans Club (the only other licensed venue in Maidstone town centre) and there will not be an accumulation.
- 6.8 In para 12.12 the policy also identifies that the Council would consider the use of other premises in the area and list a number they would look at. The list, with my comments, is:-
- *Establishments whose patrons are likely to be adversely affected by the premises.* There are none in the vicinity of the site where most establishments are shut during the times that the venue would be open.
  - *The proximity of residential premises.* There are none close to the site.
  - *The proximity of educational establishments to the premises.* There are none close to the site.
  - *The proximity of places of worship to the premises.* There are none close to the site.
  - *Access routes to and from schools, play areas, nurseries, children's centres or similar premises in proximity to the premises.* Although there was evidence of schoolchildren in the town centre in the late afternoon there was none later in the evening and the site is not on an access route to any of these facilities.
  - *The proximity to shopping centres.* Although the Chequers Shopping Centre adjoins the entrance to the venue from King Street, there is no conflict since the centre closes well before the venue would open.
  - *The proximity to community facilities* – There are none close to the site.
  - *The proximity to Conservation Areas, historic buildings and tourist attractions.* Although the

site is partly in a conservation Area and there are historic buildings nearby, the proposal does not involve any physical alterations to the building and there will not be any impact on these. There are no nearby historic attractions.

- *The proximity of other sex establishments.* – There are none close to the site with the nearest being some distance away at 57 High Street.

6.9 I would therefore conclude that the use of the existing club as a sex entertainment venue complies with the locational aspects of the Council's policy and that this is an appropriate location for it.

## 7. THE OBJECTIONS.

7.1 It is fair to say that there is a common theme to many of the objections and the locational aspects of them can be summarised as that this is an inappropriate use for the site due to:-

- the presence of shopping in the area;
- the aspiration for the town centre to be a centre for family entertainment;
- the character of Gabriel's Hill;
- and the anticipated appearance of the club.

## 8. ANALYSIS OF THE OBJECTIONS.

8.1 In order to do this I propose to look at the points set out above and to comment on them in the following sections.

- *the presence of shopping in the area;*

8.2 Although located in an area where there are shops around the site, the venue will operate at times when they are shut and will have no impact on them.

- *the aspiration for the town centre to be a centre for family entertainment;*

8.3 From my observations on a Friday evening, the town centre had a feel that did not reflect a centre for family entertainment.

8.4 The predominant uses were the pubs and restaurants. The former are not family entertainment and the way they operate would not particularly encourage families into the town centre. The majority of the latter are located well away from the club and will not be affected by its operation should they be frequented by families.

8.5 Apart from these the only other entertainment venue near the site, the Gala bingo club is also an adult entertainment facility.

8.6 The venue's discrete location in a quiet area of the town centre will not have any adverse impact on the entertainment function of the town centre.

*- the character of Gabriel's Hill;*

- 8.7 The proposed use will not impact on the character of Gabriel's Hill.
- 8.8 It will replace a previous club use at first and second floor levels of a building used as a betting shop at ground level. There will not be an entrance on to the street.
- 8.9 Indeed the only connection the site has to Gabriel's Hill is its postal address.

*- and the anticipated appearance of the club.*

- 8.10 The fears that are raised under this heading arise from the appearance of the Players Gentlemans Club in the High Street. This comprises ground floor premises with darkened "shopfront" windows which sit on the back of the pavement at ground level where they are clearly visible to passing pedestrians.
- 8.11 That would also be the case at 87-88 Bank Street, which would have darkened "shopfront" windows at ground floor level sitting on the back of the pavement, should the Council be minded to grant a license there.
- 8.12 In contrast this proposal has an entrance which is set back from the King Street frontage and is screened from street view by the general public. It will also use first and second floor accommodation in Gabriel's Hill. While it may prove necessary to obscure some of these windows, they are not at street level and so the concern experienced at the Players Gentlemans Club will not arise.
- 8.13 I therefore conclude that the club does not contravene result in any of the problems that objectors have raised.

## 9. CONCLUSIONS.

- 9.1 As a result of my visit to the site and the observations of it and the surrounding area on Friday 5<sup>th</sup> October 2012, I believe that this is a discreet location which does not contravene the locational aspects of the Council's policy on Sex Entertainment Venue Licences.
- 9.2 The entrance is set back from King Street. Fears relating to the impact of the use on Gabriel's Hill arise from its postal address since it has no ground floor presence or entrance from the street.
- 9.3 The club's opening times will be when the shops are shut. It is in a quiet part of the town centre where there is little evening activity.
- 9.4 As a result the club does not have any impact on the character of the town centre.



# Neil Culley

## PERSONAL PROFILE;

Having been in the leisure/license industry for a number of years, I have built up a considerable knowledge in a wide range of outlets, giving me good all round experience which can be implemented into a variety of positions. Learning the trade from some of the best in the business has given me a very professional approach in all aspects of my work.

## SKILLS SUMMARY;

Multi Site Experience, Design & Structure Layouts, Project Management, Openings & Club/Bar Set up, Budgeting, Account & Stock/Audit Controls, Marketing & Promotion, Table Dancing Knowledge, Licensing Laws, Personnel Skills & Man Management, Menu Design & Food Knowledge, Computer Literacy, Cellar Management

## EXPERIENCE;

July 2010 to present  
*Manager*

Spearmint Rhino Gentlemens Clubs

December 2009 to July 2010  
*Manager*

Platinum Lace Gentlemens Clubs

March 2007 to November 2009  
*General Manager & Operations*

Pizza Express Restaurants

September 2005 to September 2006  
*General Manager*

Spearmint Rhino Gentleman's Clubs

March 2005 to August 2005  
*Manager*

Richings Park Golf Club, Iver, Bucks

Short term role, helping out a friend.

Responsibility for bringing the clubhouse offering up to a higher standard, gaining an increase in turnover on previous year of over 50%, through marketing, promotion and re-evaluating the costs and overheads of the business as well as the implementation of stock controls and par levels.

July 2004 to February 2005  
*Consultant & Project Manager*

Red Cabaret Club

Role to design and establish a new concept in the heart of London's West End. Having to take it from conception through planning and opening for the present owners.

June 2003 to June 2004  
*Operations Manager*

Urban Tiger Gentleman's Club

Head hunted to help design and open the first table dancing club in Northampton, a twelve month contract taking the club from paper and turning it into reality. Making the most of local press and media attention. With marketing strategies targeting the wide variety of businesses in the area. All staff/dancer training packs and contracts through to bar stocking policy/controls, profit & loss and budget accounts and other procedures had to be implemented prior to the opening.

January 2000 to April 2003

RKW Ltd to Spearmint Rhino Gentlemens Clubs

*General and Area Manager*

Took Business from conception as Goldeneyes in 2000 to completion of transition to Spearmint Rhino. Increased turnover year on year and made it one of the most profitable units in the company. Moved into operations to aid in the construction of the company by designing training packs, opening schedules, profit & loss accounts, stock controls and numerous programmes designed to aid managers in their own units. Controlling all 8 venues, helping the managers to get the most from their units and maintaining the company standards.

July 1997 to December 1999

Slurping Toad, Bishopsgate, London

*General Manager*

Being the first of the brand, I had to make the 'Toad' a respected venue in a very competitive market, helping progress not only the bar but the brand as well. Constructing food menus, drink promotions, while implementing high standards and controlling the opening of new venues to ensure stability in their own location, as well as aiding those sites that were falling behind their respective targets.

January 1995 to July 1997

Richardsons Inns – 5<sup>th</sup> Avenue Café Bar & Rest.

*Deputy & General Manager*

Minster Pavement, For Your Eyes Only Working in three of their outlets learning the necessary skills required from an established and well respected company. Helped them achieve an 'Investor In People' award through staff training and incentives.

August 1993 to December 1994 Working Holiday - Australia

*Bar & Restaurant Positions*

June 1993 to August 1993

Great Hadham Golf Club, Much Hadham, Herts

*F & B Consultant*

Small contract to set up account procedures for the food and beverage department, covering all aspects including stock control, wage costs & payroll, menu costing and designing.

July 1990 to June 1993

Hanbury Manor Golf & Country Club, Ware, Herts

*Management Trainee/F&B Controller*

Spent two years working around the F&B departments, from Room Service to the fine dining atmosphere of the Zodiac Restaurant. This led to an opportunity in the accounts department as F&B Controller responsible for daily auditing of accounts, stock takes, wage control, menu costing and expense monitoring. Also spent three months as night auditor, processing all revenue produced in the hotel.

#### EDUCATION;

1982 to 1988

Alec Hunter High School, Braintree, Essex

English Literature

Geography

Economics

English

Biology

Mathematics

Chemistry

History & Moral Studies

French

#### PROFESSIONAL QUALIFICATIONS & TRAINING;

1988 to 1990

Braintree College of Further Education

City & Guilds;

General Catering Certificate – 705

Cert. for Cooking in the Catering Industry – 706 parts 1&2

Food & Beverage Service Certificate – 707 parts 1&2

Communication Skills 361

Royal Society of Hygiene Certificate – RSH

Beverage Sales & Service March 1995

Whitbread Beer & Cellar Management Course May 1995

P.P.I Building Effective Working Environments June 1995

P.P.I Building Effective Working Relationships Sept 1995

National Licensee's Certificate

HOBBIES;

Golf, Football, Fishing, Motorbikes & Motor Racing

References Available on request



## **PROFILE**

A focused and hard working individual passionate about the hospitality industry with the ability to work effectively within different bar environments where developing strength and confidence and transmitting enthusiasm and ideas to a Management team is priority. Possessing great organizational management skills and experience as well as an ambitious attitude with the commitment and determination to drive staff and businesses forward where presenting high service standards that are customer focused at all times is key.

## **EMPLOYMENT HISTORY**

Mar'2012-To Date [www.tanticblue.com](http://www.tanticblue.com)  
TANTRIC BLUE Colnbrook By-Pass, Colnbrook, Heathrow, S13 0EH  
ASSISTANT MANGER

- Responsible for day to day runnings of the club.
- Managing a training a team of 15 staff and 80+ Dancers
- Responsible for controlling day to day costs and overheads
- Managing suppliers
- Producing budgets and target reports for general manger
- Implementing and overseeing marketing strategies.

Feb'2008 – Jan 2012 [www.platinumlace.com](http://www.platinumlace.com)  
PLATINUM LACE 13 Coventry Street, Piccadilly Circus, London W1D, 7DH  
FLOOR MANAGER

- Hired and trained all the floor staff, set up and created epos system-Zonal
- GP and budgeting, staff pay roll and orders, Set up Marketing strategies for the Club
- Club capacity of 450, managed a team of 18+ staff members and 60 + Dancers
- Weekly Club turnover over £35k on beverage only
- Designed and organized interior and exterior of VIP lounge.
- Worked with 5 star Central London Hotels to promote the Club and improve sales & service
- Openings & Closing procedures set and followed

June 2004 – Jan 2008 [www.stringfellows.com](http://www.stringfellows.com)  
STRINGFELLOWS, Gentleman Club & Restaurant, 16-19 Upper St. Martins Lane, London WC2H 9EF  
BAR AND FLOOR MANAGER

- Managed a team of 18 + Bar & Restaurant staff members
- Club capacity of 200, with 80 + Restaurant covers
- Looked after 120+ Dancers on each evening
- Marketing, Promotions, GP, Stock orders, Stock Takes
- Staff incentives and motivation, training and recruitment
- Weekly turnover of 30k+ food & drinks
- Renegotiated Suppliers & Brand Companies deals, 40k cash support received towards Lane Bar
- Managed opening & closing procedures

May 2001 – June 2004  
ATLANTIC BAR & GRILL LTD, Bar/Restaurant, 20 Glasshouse Street, London W1B, 5DJ  
MAITRE'D (Host)

- Promoted & Hosted the Bar & Floor
- Looked after VIP guests (tables)
- Table bookings, In charge of 8+ staff members Door & Reception
- This was a start for me in night life industry & catering to understand the importance of customer service and Management skills.

## **OTHER SKILLS & OUALIFICATIONS**

- PARTICIPATED ON FIRST AID, HEALTH & SAFETY, FOOD, & HYGIENE FIRE TRAINING LONDON (2008).
- SIA BADGE LONDON (Feb' 2009)
- PERSONAL LICENSEE CERTIFICATE London W9 (July 2011).
- CENTRAL SAINT MARTINS COLLEGE OF ARTS & DESIGN, UNIVERSITY OF ARTS,  
BA (HONS) FINE ARTS-GRADUATED WITH FIRST HONORS, LONDON (2002-2005)
- ACADEMY OF ARTS-UNIVERSITY OF PRISHTINA, BA(HONS) GRAPHIC & DESIGN (1991-1994)
- GCSE EQUIVALENTS GAINED AT OPATIA COLLEGE, CROATIA (1987 TO 1991),
- WORD-2003 & 2007, MAC, EXCEL, POWER POINT, MICROSOFT OUTLOOK EXPRESS.

*CERTIFICATES AND REFERENCES CAN BE PRODUCED UPON REQUEST*



# Tantric Blue

M A I D S T O N E

## DANCER CONDUCT

1. Dancers may never give out any personal information, including telephone numbers, or contact details away from the Club. Dancers may provide a customer with the days and the shifts they or other dancers work at the club.
2. Dancers may never accept telephone numbers, address or any other contact information from any customer, except in the form of a business card. Before leaving the premises, dancers must permanently surrender such cards to a member of management (without copying any information).
3. Dancers are never to be in the company of a customer except in designated dance areas.
4. Dancers must never perform a nude table dance except in the designated dance area.  
During the performance:
  - a. Customers must be seated in an upright position against the back of the booth with their hands by their sides before a dancer can commence a table dance. Customers must remain so seated during the entire dance.
  - b. Dancers may only touch a customer above the customer's chest with only the dancer's hands.
  - c. Dancers must not sit on or straddle the customer.
  - d. Dancers must retain one shod foot on the floor at all times and not place their feet on the booth seat.
  - e. Dancers may not use language of an inappropriate, suggestive or sexually graphic nature at any time.
5. Customers are not permitted to dance at any time. Customers must remain appropriately clothed at all times. Neither customer or dancer may remove any of the customers clothing during a performance.
6. If a customer attempts to touch, or speak to a dancer inappropriately, the dancer must immediately stop the performance and explain the relevant rules. If necessary, ask for assistance from and cooperate with a floor supervisor, who will take appropriate action, which may include escorting the customer out of the Club.
7. Dancers are never to engage in an act of **prostitution** (the receiving of gratuities or payments for any form of sexual favour or offer as such).
8. Dancers may not accept a customer's offer of payment in return for sexual favours (**solicitation**).
9. 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.
10. Dancers are never to intentionally meet any customers outside of the club.
11. Dancers are never to agree to meet a customer outside the club.
12. Dancers must never engage in any unlawful activity within the club.
13. Dancers may never leave the premises during a shift, except in the case of an emergency and then only with the express permission of the duty manager. In that event, dancers must sign out before leaving the premises. If a dancer leaves early, for any reason, the dancer will not be re-admitted during that shift.

# Tantric Blue

M A I D S T O N E

## DANCER CONDUCT cont.

14. Dancers will either leave at the end of a shift in a nominated taxi, or a member of security will escort them to their car or off the premises.
15. At the end of the shift, dancers must not leave the premises until they have been cleared to leave by the manager.
16. Dancers may only consume alcohol in moderation.
17. 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.
18. Dancers are never to invite or knowingly permit dancer's spouse, boyfriend nor anyone else with whom dancers are romantically involved to enter the Club.
19. Dancers are required from time to time to participate in promotional activities and offers as designated by the Club manager.
20. Dancers are required from time to time to participate in stage and podium performances as designated by Club staff.
21. For the purposes of safety and standards, the Club may employ the use of closed circuit cameras and radio communications throughout the premises.
22. Any dancer found to be in violation of any of these rules, without exception, will be subject to the disciplinary procedure.

## GENERAL HOUSE RULES

1. For smokers you must be seen to wash your hands afterwards and freshen up. When you go out to smoke you must wear a knee length coat outside. All dancers must inform the DJ before going out to smoke.
2. You must enter and exit via the changing rooms for all stage shows.
3. Themed nights will change each month and sufficient notice will be given prior to these nights. Please read all posters in the changing room, as all dancers must take part in these events.
4. All dancers must try to work a minimum of 3 shifts per week and this will include one weekend night. You must book your shifts a week in advance. You cannot just turn up to work; if you do you will be charged a specified additional house fee on arrival. 24 hours notice needs to be given when cancelling a shift. If no notice has been given, you will be charged double the house fee when you next work.
5. All holiday must be confirmed with Management in advance before booking.
6. Dancers must sign in before entering the changing room and pay house fee on arrival. House fees will change throughout the year but sufficient notice will be given prior to the change.
7. No mobile phones on the floor, no chewing gum. If you are caught you will be fined £50.
8. All dancers must declare any money on them prior to the start of a shift to management. Any money found in a dancers possession not accounted for will be confiscated.
- 9.. Dancers must also obey at all times the additional house rules. These are subject to change at any time and posted in designated areas.

CUSTOMER CODE OF CONDUCT

1. Customers should be aware that CCTV is in force throughout the premises during operational hours. This may be reviewed by police and the local authority at any time in line with our statutory obligations.
2. Management reserves the right of admission to the venue.
3. Customers may not touch dancers during a performance.
4. Customers may not make lewd or offensive remarks to dancers.
5. Customers may not harass or intimidate dancers.
6. Customers may not ask dancers to perform any sexual favour.
7. No photography or videoing to be permitted on the premises this includes the use of mobile phones,  
this is restricted to the lobby area only.
8. Any customer failing to adhere to the above will be ejected from the premises

## Guidelines for Safe Operation

- 1) No Person under 18 shall be permitted and a Challenge 25 policy will be in force only accepting government approved photo ID.
- 2) No person under 18 will be permitted to work at the premises.
- 3) No solicitation or prostitution is permitted in the premises or its car park area.
- 4) The premises will be subject to the presence of a Duty Management including staff and door supervisors at all times during operation. This includes the regular inspections of public toilet areas.
- 5) Access will not be permitted to any other areas of the building by passing through SE licensed areas during operation.
- 6) All windows and openings will be blocked from public view from the external areas of the premises.
- 7) The duty manager will ensure that on all external access doors that closers are operational to ensure that public view in external areas is restricted.
- 8) The SE License will be clearly on display available for inspection at all times during operations.
- 9) CCTV will be installed and in operation during the hours of operations as agreed with local Police. Prominent signs will remind customers of the use of CCTV.
- 10) Performers may not stand in the lobby area nor may it be permitted for them to be visible in any way from the public highway.
- 11) The duty manager will be named on a sign for each shift.
- 12) All dancers will be subject to the code of conduct (as detail in separate section). This will include details of a disciplinary procedure to deal with breaches in the code of conduct.
- 13) All managers, staff and security staff must sign to acknowledge understanding of the 'Code of Conduct for Dancers'. Any breaches should be reported to the Duty Manager immediately.
- 14) Duty Manager will check documents regarding proof of age and eligibility to work in the UK and retain photocopies in employment files signing and dating each copy, Employment files to include full facial photograph of all dancers, proof of ID e.g. Passport or driving license, proof of residence and eligibility to work in the UK.
- 15) Employment files to be retained for 6 months after the employment ends and to be made available to Police and relevant authorities upon demand.
- 16) The Duty Manager shall not permit any dancer to perform if they are clearly under the influence of alcohol or drugs.

## Guidelines for Safe Operation

- 17) The license holder must retain a incident log at the premises to record any of the following:
  - A. Ejections from the premises
  - B. Breaches of Dancer Code of Conduct
  - C. Inappropriate customer behaviour
  - D. Incidents of Crime and Disorder
  - E. Any complaint made by public, customer or dancer
  - F. Any disciplinary action taken against dancers this log must included;  
the date, details of staff involved and operational shift when SE license is in use  
which will be displayed in the reception area to assist police or council officers inspecting the premises.
- 18) The duty manager will ensure that the premises operates in accordance with any specific conditions outlined by the SE license.
- 19) Management, security and staff will be asked to sign a declaration statement that they fully understand the dancers and customers codes of conduct and they will actively promote them by informing management of any breaches that they see.
- 20) The duty manager will ensure that the appropriate levels of SIA approved door supervisors are present (for the purpose of monitoring the premises).
- 21) The duty manager and SIA door staff will actively monitor the licensed area to ensure conditions of the SE license are upheld and the Dancer and Customer codes of conduct are complied with.
- 22) Signs in the entry area will display the customer code of conduct on entering the premises and all patrons will be informed of the code.
- 23) Any customer found to be breaching the code of conduct may be safely ejected from the premises and recorded in an incident register.
- 24) As a part of the inspection process, all dancers shall be asked to sign a code of conduct which they will be held responsible to adhere to. Any breaches of the code will result in disciplinary procedures.
- 25) The dancer's code of conduct will be displayed in the entrance area and customers arriving will be directed to review it.
- 26) The license holder will on a monthly basis inspect the incident log to ensure the quality of the record, and that any action required has been carried out.
- 27) The incident log must be available at all times for Police or the local authority to inspect.
- 28) The Duty Manager will ensure that all performers/dancers complete the register of attendance for each shift. This register must be available for inspection by the police and the local authority.
- 29) Management, Staff , Dancers and Security will be trained and made aware of all conditions set out within the SEV licence.

# Tantric Blue

M A I D S T O N E

## Operational Statement

The venue will typically open around 8pm.

Dancers will arrive early to avoid contact with customers outside the venue.

A member of management will greet the dancers and mark them on the attendance sheet.

Dancers will get changed into their work clothes.

Door supervisors will greet and judge patrons to see if they are suitable to enter the premises.

It is anticipated that the venue will not have more than approximately 40-50 patrons Thursday - Saturday and 20-30 Sunday - Wednesday.

The target clientele will be gentlemen and ladies of 25+.

Patrons will be explained the general rules of the club.

Patrons entering the venue will pay an entrance fee between £10 - £20.

Patrons will meet a waitress on entrance and will be escorted to a table.

Patrons will be discouraged from ordering drinks at the bar.

Dancers will approach patrons, drink, converse and sell private dances starting at £20 for a 3 minute dance and can go up to £300/£400 for an hour.

Dances will take place in one of the private booths, VIP suites or public dance areas.

There will be a continuous stage show throughout the night.

Dancers will take it in turns to dance on the stage.

The venue will typically shut at 5am.

Door staff will usher patrons out of the venue and into cabs.

WELFARE POLICY

- 1) When first starting all dancers will receive an induction to the club which will include:
  - A full tour of the building.
  - Awareness of fire exits and procedure.
  - Dance policy, stage and podium requirements explained.
    - Code of conduct fully explained.
    - How and when they are paid.
    - When they can take breaks.
  - Who their point of contact is, should they have any personal or work related Problems.
- 2) Member of management will always be available each shift to listen to any personal or work related problems dancers may have.
- 3) Management will take immediate action should a dancer raise concern over inappropriate behaviour by a customer.  
This could include a warning of the customer being removed from the premises.
- 4) Full dressing room facilities with lockers will be made available.
- 5) Dancers will be allowed soft drinks free of charge.
- 6) Door supervision and management ensure the customer code of conduct is adhered and the dancer's safety and welfare is paramount.
- 7) A First Aider will always be on site during trading hours.

Counselling

Should you have any work related problems you feel we can help you with, please contact a manager. However if you feel your problems are a bit more serious. Our recommended counsellors's details are below. She specialises in over 30 different areas ranging from work related stress, low self esteem right the way through to drug and alcohol problems. She is fully insured and qualified to a high standard.

Lyn Van De Velde MBACP

10 Hillside Court  
Wateringbury  
Maidstone  
Kent  
ME18 5DF  
01622 602 978

Nearest Hospital

Maidstone Hospital  
Hermitage Lane  
Maidstone Kent  
ME16 9QQ  
0845 155 1000

NHS Direct

0845 4647

A single telephone number for people in England gives access to round the-clock clinical information, confidential advice and reassurance. Our Healthcare professionals, including nurses, trained health advisors and dental advisors can deal with a wide range of health queries.

Nearest Police Station

Maidstone  
ME15 6NF  
01622 690 690



Financial Assistance

Tantric Blue's accountants will happily advise dancers and staff on any queries surrounding tax and pension schemes.  
For day to day enquiries please see a member of Tantric Blue management.

Chicksand Gordon Avis Chartered Accountants Ltd  
Tim Tosin

12 Northfields Prospect  
Putney Bridge Road  
London UK  
SW18 1PE  
020-8874-6131

[Tim.Tosin@stanchicksand.co.uk](mailto:Tim.Tosin@stanchicksand.co.uk)

Licensing Enquires

Should you ever have a licensing enquiry, in the first instance please contact a member of Tantric Blue management. If you still have further enquiries, please contact the senior licensing officer at Maidstone borough council.

Lorraine Neale  
Maidstone Borough Council.

Maidstone House  
Maidstone  
Kent  
ME15 6JQ  
01622 602 978

[lorraineneale@maidstone.gov.uk](mailto:lorraineneale@maidstone.gov.uk)

SECURITY

Alpha 1 Security Services (GB) will be providing the security  
at Tantric Blue Maidstone.

The company has extensive experience throughout the South East,  
supplying door supervisors within the licensed leisure Industry.

The company is fully insured to the sum of 10million pounds.

Currently Alpha 1 Security have an application out, to become a security  
Industry authority approved supplier and hope to achieve this accreditation  
alongside an ISO 9001 within the next 4 weeks.

Other accreditations and memberships held by Alpha 1 Security Services:  
Westminster Licensees association, Project Griffin, NOEA AND BIIAB.

Alpha 1 always work closely with the local authorities and relevant authorities.

## EJECTION POLICIES

### Cooperative Patrons

Most Non Violent ejections are due to unsuitable behaviour or intoxication. In these circumstances door supervisors will ask the patrons politely to leave the venue.

They will escort the customers without using any force to the nearest fire exit. Door supervisors will immediately record any ejections in the incident log.

### Non cooperative Patrons

If a customer refuses to leave the venue, a door supervisor may use reasonable and necessary force; this will be the last resort. 'Reasonable and necessary' equals the amount of force needed to overcome resistance according to a person's physical condition, build and perceived threat.

Approved Restraint holds may be used to eject the customer out of the nearest fire exit. The door supervisors will come back into the venue and immediately record the incident in the log book.

### Drug and Violence Policy

Tantric Blue operates a zero tolerance policy on all drugs and violence related offences.

Those committing serious drug and violent offences will receive a life time ban from the club.

A full drugs policy will be written up in accordance to the inclusive and preventative policies Kent police have in place.

### Search Policy

Random searches will be conducted on patrons entering the premises. All bags will be searched.

Random searches will be carried out on dancers and staff.

# Tantric Blue

MAIDSTONE



GABRIELS HILL, MAIDSTONE, KENT. ME15 6HL

# Tantric Blue

MAIDSTONE



GABRIELS HILL, MAIDSTONE, KENT. ME15 6HL

# *Tantric Blue*

MAIDSTONE



GABRIELS HILL, MAIDSTONE, KENT. ME15 6HL

# Tantric Blue

M A I D S T O N E

## Menu

- Chicken Caesar Salad £8.50  
Scottish Smoked Salmon with Baby Capers and a Dill Dressing £12.00  
King Prawn and Shrimp Cocktail served with Avocado and a Baby Salad £13.50  
Seared Medallion of Fillet Steak served with a baby salad and a mustard dressing £14.50  
Half a Baby Lobster £17.50

## Fish

- Deep Fried North Atlantic Cod (Fish & Chips) served with mushy peas and chips £15.50  
Pan Fried Fillet of Wild Sea Bass served with lemon butter and baby capers £19.50  
16oz Dover Sole served grilled or with mènuniere sauce £21.50

## Poultry

- Half a Roast Corn-Fed Chicken served with crispy Pancetta bacon and a herb gravy £13.50

## Meat

- Best Rack of English Lamb with red onion and mint chutney £17.50  
12oz 28 Day Dry Aged Scotch rib eye Steak\* £20.50  
12oz 28 Day Dry Aged Aberdeen Angus Chargrilled Sirloin Steak\* £21.50  
10oz Pan Fried Scotch Fillet Steak\* £25.00

\*These Steaks are served with a grilled tomato and mushrooms, and a choice of a béarnaise, green-peppercorn or red wine and mushroom sauce.

## Vegetables

- Mixed or Green Salad £5.00 Creamed Potatoes £5.00 French Fries £5.00 Sauté or Steamed New Potatoes £5.00 Vegetables of the Day £6.00

## Desserts

- An Assortment of Ice Creams £6.00 Warm Chocolate Fudge Cake £6.00  
Belgium Waffles with Ice Cream and Maple Syrup £6.00  
Exotic Peeled Fruit £8  
Selection of English and Continental Cheese and Biscuits £7.00

## Chef's Dish of the Day

Please ask your Waitress for details of today's dish £d/p

# Tantric Blue

M A I D S T O N E

## Champagnes

### Champagne Non Vintage

Moet et Chandon Brut £75

Vueve Cliquot Brut £85

Bollinger Special Cuvee £100

### Vintage Champagne

Bollinger Brut Grande Annee 2002 £145

Dom Perignon 2003 £225

Louis Roederer Cristal 2004 £325

### Champagne Rose

Laurent Perrier Rose £135

Moet et Chandon (Rose Imperial) 2003 £155

### Champagne Magnums

Moet et Chandon Brut Imperial £140

Bollinger Special Cuvee £190

Moet et Chandon (Dry Imperial) 2002 £215

## Wines

### White

Polonari Pinot Grigio House

Glass £6      Bottle £21

Ventisqueru Chardonnay Glass

Glass £8      Bottle £28

### Red

2007 Merlot Reserve St. Jacques

Glass £6.50      Bottle £25

2009 Cabernet Sauvignon, Ventisquero

Glass £8      Bottle £35

### Rose

Foionari Pinot Grigio Rose

Glass £6.50      Bottle £25



### VODKA

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Ketel One £125.00

Grey Goose £140.00

Absolut Level £145.00

Ciroc £185.00

Elit by Stolichnaya £190.00

### RUM

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Appleton Estate VX £125.00

Havana Club 7yr £135.00

Pampero Especial £135.00

Bacardi 8yr £140.00

Havana Club Special £145.00

Ron Zacapa 23 Anos £275.00

### WHISKY

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Chivas Regal 12yr £125.00

Cragganmore 12yr £140.00

Talisker 10yr £145.00

Dalwhinnie 15yr £145.00

Auchentoshan Three wood £170.00

Lagavulin 16yr £175.00

Johnnie Walker Gold £225.00

Macallan 18yr £260.00

Dalmore 40yr £5025.00

### BOURBON

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Buffalo Trace £125.00

Makers Mark £135.00

Wild Turkey £135.00

Knobs Creek £150.00

Woodford Reserve £145.00

## SCOTCH (Price per 50ml)

Costal East Highlands  
Clynelish 14yr £11.00

Costal West Highlands  
Oban "The Distillers Edition" £14.00  
Oban 14yr £12.00

Highlands  
Glenmorangie 10yr £8.50  
Glenmorangie 15yr £9.50

Islay  
Cao Ila 12yr £8.50  
Cao Ila 18yr £16.50

Lowlands  
Glenkinchie "The Distillers Ed" £11.00  
Glenkinchie 12yr £9.00

Skye  
Talisker 10 yr £11.00  
Talisker 25yr £16.00

Speyside  
Balvenie 12yr £10.00  
Balvenie 21yr £24.00

Blends  
Johnnie Walker Gold Label £8.50  
Johnnie Walker Black Label £8.59

## CIGARS

Bolivas  
Bolivar Tubos £9.00  
Bonitas £11.00  
Divinos £11.50

Cohiba  
Panetelas £13  
Siglo 1 £16  
Cohiba Club (pack of 10) £19.00

Cuaba  
Divinos £11.50  
Tradicionales £12.50  
Generosas £16

MonteCristo  
Joyitas £9.00  
No.5 £12.00  
No.4 £14.00