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To whom it may concern

My name is Glenn Nicie and I have been in the striptease business for 28 years now (23 years in Bournemouth) and operate many clubs throughout the UK.

The suggestion of dancers being victimised and feeling unsafe goes against all our operational standards and if this was true we would not have a waiting list of dancers looking for shifts to operate their business within ours.

It is greatly misunderstood that dancers work for the club, when actually they are all self-employed and they operate as an independent operator.

For a start, all dancers choose where they work, when they work and for who they work, the fact that there are over 100 clubs in the UK, (and 3 in Bournemouth) allows performers to have the freedom of choice of where they want to operate their business with in ours

The business model is a symbiotic relationship, one needs the other, but if the dancer does not like her environment, she simply picks up her dancer kit and walks/drives to another where she is happier or feels more wanted.

The club operator needs to make sure the dancer is happy and is looked after, otherwise he will lose dancers to another club.

We have a lot of dancers that naturally rotate to many clubs depending on what is happening in the area/country, eg Cheltenham racers, Rugby in Cardiff, Rugby in Twickenham, stag season in Bournemouth or Nottingham etc. Performers will move around the country to pick the best place to earn good income and then will flow back to their preferred club.

The clubs go to great expense to attract the best dancers, they spend hundreds and thousands of pounds on changing rooms, stages, performer toilets, security, cleaners, staff etc. If a dancer does not like what she sees, she will walk straight out the door.

There are not many businesses that allow a business to set up within its business with very little cost/commitment and have the ability to withdraw services without any notice at any time.

So if a dancer felt exploited or unsafe, she can just move to a better club very quickly, there is no holding of passports or money like some overseas clubs do, in the UK it is very civilised and well regulated.

I am not saying that there might be one or two clubs out there that might not offer the best standard of fit out or operation, but the dancer really does have the choice.

If the club does not support a dancer in the operation she can simply leave and find a better one, it really does work for the dancers and the club.

To sum up: In all business you will find victims of an industry, be it modelling, sport, finance or entertainment but in general our industry is very robust and the pure nature of our business means we attract strong, wilful performers that can take control of situations and turn them in to positive experiences and in most clubs they have the support of the management, staff and Door staff to support this approach, on the proviso that it is within our strict Dancer Code of Conduct, rules and licence conditions.

I do feel that some of the public responses are from people that do not understand our business and do not know how it is set up and fail to ask active positive dancers within the industry.

Here to help if I can

Regards

Glenn Nicie - Director
For Your Eyes Only
Unit 19, Mitchell Point Business Park
Ensign Way
Southampton
SO31 4RF

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To whom it may concern,

My name is Alex Ivins and I have been involved with FYEO for the past 16 years at various levels of management and now as the Brand Operator in both Bournemouth and Southampton, but very much involved on a day to day basis of running the units and as such I am very much in touch with the dancers that perform within our venues.

As a club we are very aware that the dancers are at the core of the business that we operate and because of this we are very pro-active in making sure they have the most secure, flexible, friendly and enjoyable environment to operate their business from and this comes in various forms some of which I will highlight within this letter.

Firstly it is a common mis-conception that the dancers are employed by the club that they choose to operate in. This in fact is untrue, and all dancers are self-employed within our brand and indeed the industry. This enables them firstly to choose which club they wish to work in or indeed choose to work in various clubs at any one time. They are also able to choose what shifts and how many shifts they choose to work in any particular club enabling them to juggle different aspects of their lives in terms of childcare, other employment and family commitments.

They are also able because of this to choose to work in various clubs depending on the season or events that may be taking place eg Cheltenham Races, Rugby at various cities around the UK , Boat show in Southampton, major football events all around the country and indeed seasonal fluctuations in towns and cities such as Bournemouth and Brighton. It also enables them to withdraw their services at any time without notice, which again is a massive benefit for them should emergencies arise.

Despite this being the case the clubs in most cases (and especially within our brand which is the one I have the most knowledge of) strive to provide the most safe, secure and lucrative environment for each and every one of its dancers in various ways including large amounts of investment in premises, advertising, CCTV, security staff, dancer facilities, flexible working environments and strict codes of conduct to comply with all licensing that apply to all, and are all closely monitored by an experienced management team. The reason for doing this is largely due to the freedom that the dancers have whereby if a club does not provide these the dancer will walk away and find a club that does, and as such the statements that the dancers are being exploited are completely inaccurate.

As part of this consultation I have had conversations with various dancers within both of my units, and have invited them to put forward their views on the comments that have been made should they feel strongly enough about the subject. I will forward these should I receive any.

Finally I would add that most operators within the UK choose to run their business as I have described, and whilst I am not naive enough to suggest this is 100% I would say that overall the way the business model is set up is beneficial to both the club but more so to the dancers that operate within it and offers them a way to start their own business with little set up costs.

As a brand operator I would also add we are always open to consultation and discussion and would be more than happy to be contacted at any time for further insights into how we operate, as dialogue is key especially in environments that people may be unfamiliar with.

Kind Regards

Alex Ivins
Director
Alem Nightlife T/A FYEO
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Bournemouth
BH1 1NL.

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BCP SEVL Policy review 2021

Responses from dancers to claims made that those who perform in SEVs are exploited and feel unsafe.

REDACTED

Date: 18 April 2021 at 09:28:24 BST

Subject: Working at FYEO

I can confirm I am an entertainer at FYEO Southampton and I feel that I work in a safe and secure environment and have never felt that my safety has been put at risk at any point. I choose my own shifts, and I feel it is very lucrative environment also. There are strict licensing rules which are adhered too and the removal of this would affect my ability to work in a safe and flexible club.

Many thanks,
Emma

Sent from my iPhone

Date: 15 April 2021 at 11:04:12 BST

Subject: Council letter

To whom it may concern,

I am charlotte and i am writing to you as a dancer from FYEO Southampton to give my thoughts and opinions on our job & the industry.

I have worked in fyeo for 2 years now and have enjoyed every shift I have done, the support I received from staff and co workers when I was a new dancer was impeccable. I was always interested in doing this line of work and taking the step was and still is the best decision I have made.

My confidence has grown in myself and in the industry as we are provided with a safe, clean and friendly environment to work in.

The management, staff and security to do their upmost to consider our thoughts and feelings to continue providing us a happy place to work in.

I am self employed and choose my own shifts which works really well around my lifestyle we choose to work in whatever club we would like to work in and have no ties to one specific place. I choose to work in fyeo because it's local, flexible and I get along with all staff and co workers.

Our security staff always make us feel very safe and well looked after, my taxis get booked in for me when I leave to make sure I get home safely same with all the girls. Our safety is their top priority and they show this.

I would like to continue safely in this line of work for as long as I possibly can and think if clubs were no longer available it would make it extremely unsafe for girls who choose to stay in the industry.

The best way for us to continue safely is in our clubs with constant supervision and security.

Yours sincerely

Charlotte

Date: 18 April 2021 at 13:21:19 BST

Subject: Exotic dancer

To whom it may concern,

I have been a dancer on and off for over 11 years, I have worked in many clubs all over the country. For me personally For Your Eyes only has been the most lucrative one for me, due to low and reasonable start up fees, choosing my own hours and nights to work is always optional, and friendly staff to accommodate any problems or concerns that may occur. If I was to return to the industry of exotic dancing I would most certainly consider For Your Eyes only

Carla

Sent from my iPhone

To whom it may concern

I have been a dancer for many years and have had a very good working relationship with FYEO over the last 6 years or more.

I am a dancer of my own free will and find it a good way for me to make a living.

I am self employed and work a flexible shift pattern which suits me very well.

Over the years I have worked in several different clubs, but have preferred working at FYEO as I feel it is one of the safest clubs I have work, with tight rules and safety guidelines which is extremely important to me.

Should you require any further information, please do not hesitate to ask.

Kind regards

Sasha Sent from my Huawei phone

Hi Jonathan,

Just to confirm I am self employed and enjoy choosing my own shifts due to the flexibility of the Club.

FYEO is the best dancing club in my opinion due to staff being vigilant, great security and how strict the rules are especially keeping everyone in the club safe albeit staff members or the public.

It's a great club to work in and I enjoy the environment as well as my choice to be a dancer.

Look forward to working again soon when the club reopens.

Kind regards

Linda

Sent from my iPhone

To whom this may concern

I have worked for FYEO Bournemouth for the past 13 years. Dancing is a huge part of my life and the club is like the family I never had.

Jonathon maintains a clean, safe and friendly environment. As we are able to choose our shifts, working here is very flexible and enjoyable. I have always felt safe and looked after by all the staff.

I love my job and have missed my work family very much this year, I look forward to getting back to work hopefully in June.

Kind Regards

Sophie

I love my job and my work family.

To whom it may concern ,

I am a self employed dancer and I have ultimately chosen to only work at FYEO Bournemouth due to it being the safest , most professionally run establishment with the strictest adherence to rules .

Also , I have always had complete flexibility over the shifts I have chosen to work. And the management are the nicest I have worked alongside.

Yours sincerely , Lexi

[Sent from Yahoo Mail for iPhone](#)

Date: 18 April 2021 at 11:35:03 BST

Subject: Statement

I have worked at FYEO on and off for over 13years, I enjoy working here and whole time of working here I always felt protected and safe. (Compared to other clubs in different cities) If at any point a dancer does not feel safe or uncomfortable management/security deal with it in a professional manner. Dancers get to choose their shifts as many or as little as they wish. To remove the license of the club would affect the dancers who are mothers, students and primary household earners the ability to live. For many this is their main income. I do wish the club opens and remains as it used to be as for many this club is a normal working job and personally it has saved me from crippling debt.

To whom it may concern

My name is JJ I've been given your email address from Jonathan at fyeo he was asking me to write a letter of response to the consultation, please see below

My stage name is Candy, I have worked in many clubs around the country and have worked in FYEO Bournemouth, Wiggle Bournemouth and Spearmint Rhino Bournemouth as well as many others around the country.

I have been in the business for just over 8 years and have loved what I do from the day I started, as a performer you choose which club you work in and when you want to work and who you want to perform for. I also talk to other performers that recommend other clubs as you work so you get to know where the good clubs are or where an event is happening so you can go there for that period of time and earn a lot of money..

Most clubs in the UK have invested in to their clubs, so as to attract the best dancers and have very good management and door staff to assist all performers when we operate our business with in theirs.

I have always felt safe and if a customer gets too unruly, I just step back and ask security to talk to the customer, normally they settle back down and behave, men in

the club are generally like naughty school boys and need just a little telling off some times and some are very mild mannered, actually it is the ladies that want dancers performed that are harder to handle sometimes, but once again we have back up in the form of security and management so it's always ok in the end

On the exploitation point, I am not sure where that comes from as I am able to operate my business in any club I choose and at very little cost I get to use all the facilities and earn a great income, which I could not do in any other industry and yet be very flexible, if anyone is being exploited it is either the customer or the club, but certainly not us the dancer, we choose to dance and we actually enjoy it, it is very sociable and can be great fun, some days can be a little flat but that is just like any other work environment, we all have good days and bad.

I am sure you could find a performer that has not had a great experience, but you can find them in any industry, in general I would say we as performers are not exploited and feel safe in the right club.

Kind Regards

JJ

Staff or Entertainer Questionnaire

Bournemouth Council is currently drafting its policy in relation to the regulation and licensing of sexual entertainment venues.

As part of the consultation process, it is important that your views are taken into account because you work in the industry and are directly affected by the decisions the council will make. Some responses suggested that those who perform in SEV's are exploited and feel unsafe. The council would welcome your input and views on this matter. We would also ask that you pass this request onto any friends or colleagues who work in the industry to give them an opportunity to also have a say in the policy development. You can contact the council direct but you may find this questionnaire helpful. We would be grateful if you could take a few minutes to complete this survey and return it to John Specht

The survey results will be anonymous, and will provide us with information to submit to the council to help formulate the policy and Equality Impact Assessment.

If you wish to add further information, please use a separate sheet of paper, again all information will be treated anonymously.

1.)Age

20

2.)Age started performing

18

3.)Relationship status

Single

4.)Nationality

British/greek

5.)Education and Qualifications

College animal care

6.)Other work or education commitments

None at the moment

7.)Why did you start working at a sexual entertainment venue?

For confidence

8.)How much did you perform before the Covid 19 pandemic?

a.)Length of time performed?

2

b.)Number of clubs worked in?

2

c.)How many shifts per week?

4 nights

9.)What do you think about performing?

a.)How would rate job satisfaction? 0-10 (10 being highest) 9

b.)Do you feel happy at work? 0-10 (10 being highest) 9

c.)Do you feel respected in the workplace? 0-10 (10 being the highest) 9

d.)Do you feel safe at work? 0-10 (10 being the highest) 10

10.)What are your positive feelings about work?

The communication between colleagues
The confidence and power it make me feel
And how fun it is

11.)What are your negative feelings about work?

None apart from sometimes clashing with other dancers

12.) Do you feel safe in your job?

Yes massively due to the fact everything is recorded and theres always security there when needed safer than any other job out there

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- 1.) **Age 42**
- 2.) **Age started performing 36**
- 3.) **Relationship status married**
- 4.) **Nationality British**
- 5.) **Education and Qualifications 11 GCSE's 2 Alevels qualified personal trainer and weight lifting specialist Gncq level 2 barber**
- 6.) **Other work or education commitments Barber**
- 7.) **Why did you start working at a sexual entertainment venue? Fitted around my family**
- 8.) **How much did you perform before the Covid 19 pandemic?**
 - a.) **Length of time performed? Twice weekly**
 - b.) **Number of clubs worked in? 1**
 - c.) **How many shifts per week? 2**
- 9.) **What do you think about performing?**
 - a.) **How would rate job satisfaction? 0-10 (10 being highest) 10**
 - b.) **Do you feel happy at work? 0-10 (10 being highest) 10**
 - c.) **Do you feel respected in the workplace? 0-10 (10 being the highest) 10**
 - d.) **Do you feel safe at work? 0-10 (10 being the highest) 10**
- 10.) **What are your positive feelings about work? I enjoy it and can't wait to get back to normal dancing again**
- 11.) **What are your negative feelings about work? That covid 19 may have destroyed the industry and people will be scared to come in.**
- 12.) **Do you feel safe in your job? Yes**

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- 1.) **Age** 34
- 2.) **Age started performing** 26
- 3.) **Relationship status** Single
- 4.) **Nationality** Bulgarian
- 5.) **Education and Qualifications** Qualified interpreter, currently undertaking a 4-year Counselling course
- 6.) **Other work or education commitments** Office administrator
- 7.) **Why did you start working at a sexual entertainment venue?**
I like the flexibility of the working hours
- 8.) **How much did you perform before the Covid 19 pandemic?**
 - a.) **Length of time performed?** I have danced full time for 3 years and the last 4-5 years it has been an occasional thing for me.
 - b.) **Number of clubs worked in?** 3
 - c.) **How many shifts per week?** Around 1-2
- 9.) **What do you think about performing?**
 - a.) **How would rate job satisfaction? 0-10 (10 being highest)** 10
 - b.) **Do you feel happy at work? 0-10 (10 being highest)** 10
 - c.) **Do you feel respected in the workplace? 0-10 (10 being the highest)** 10
 - d.) **Do you feel safe at work? 0-10 (10 being the highest)** 10
- 10.) **What are your positive feelings about work?** This job provides me with an extra income and the flexible hours allow me to study, look after my child and work in my full-time job. It also gives me a much-needed income.
- 11.) **What are your negative feelings about work?** I don't have any negative feelings.
- 12.) **Do you feel safe in your job?** I feel very safe.

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1.) Age

33

2.) Age started performing

30

3.) Relationship status

Married

4.) Nationality

Hungarian

5.) Education and Qualifications

Degree

6.) Other work or education commitments

None

7.) Why did you start working at a sexual entertainment venue?

I can be free, I choose when I work, I like my colleagues and the working Environment

8.) How much did you perform before the Covid 19 pandemic?

a.) Length of time performed?

5 hours / shift

b.) Number of clubs worked in?

1 club

c.) How many shifts per week?

3

9.) What do you think about performing?

a.) How would rate job satisfaction? 0-10 (10 being highest)

10

b.) Do you feel happy at work? 0-10 (10 being highest)

10

c.) Do you feel respected in the workplace? 0-10 (10 being the highest)

10

d.) Do you feel safe at work? 0-10 (10 being the highest)

10

10.) What are your positive feelings about work?

As I mentioned I like my colleagues and I like the working environment .
I also like the freedom that this job provides.

11.) What are your negative feelings about work?

I really don't have any

12.) Do you feel safe in your job?

Absolutely . I know that movies sometimes show this kind of job as in
dark shades but it is far from the truth. I am not forced to do anything and it is
really just about dancing. I heard stories from other countries but here in the
UK I never experienced anything like those. Sure we have rude customers
sometimes but you can find more rudeness working in a McDonalds than here.

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1.) Age

34

2.) Age started performing

21

3.) Relationship status

single

4.) Nationality

British

5.) Education and Qualifications

A LEVELS

6.) Other work or education commitments

MY OWN BUSINESS

7.) Why did you start working at a sexual entertainment venue?

MONEY

8.) How much did you perform before the Covid 19 pandemic?

a.) Length of time performed? 12 years

b.) Number of clubs worked in? 1 prior to covid

c.) How many shifts per week? 2

9.) What do you think about performing?

a.) How would rate job satisfaction? 0-10 (10 being highest) 8

b.) Do you feel happy at work? 0-10 (10 being highest) 9

c.) Do you feel respected in the workplace? 0-10 (10 being the highest) 10

d.) Do you feel safe at work? 0-10 (10 being the highest) 10

10.) What are your positive feelings about work? i love and miss my job very much.

11.) What are your negative feelings about work? i miss it!!!!

12.) Do you feel safe in your job? Yes.

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I am 33 years old and have performed in the industry since I was 18.

I am currently a single Caucasian female born in the UK.

I have achieved GCSE level qualifications CC-B taking Mathematics a year early, being one of the brightest children in my school and in top set for everything we studied Statistics for our last year, leaving school I gained level 1 in CLAIT – skills for IT users covering all Microsoft programs such as publisher, excel, word and such. I then self-trained and Qualified as a nail technician offering nearly all nail tech services available. I also studied and built my own dog day care business from scratch, licenced by the local council, basic disclosure certified and I trained in dog first aid for this.

I started working in the sexual entertainment venues purely following my passion for dance, I was extremely shy at the age of 18 and still very reserved now but have always liked to challenge myself... so I thought I would give it a go. It is one of the most empowering jobs I have ever done. As a female it has given me confidence, strength, enjoyment, satisfaction and an opportunity to earn a half decent wage which has in turn has helped me achieve many other great things in my life.

I was absolutely gutted when the pandemic came in and instantly my job and income was gone..... and at the bottom of the list to see reopen... it was extremely disheartening. I usually work here weekly; I have worked in 15 different clubs over the years averagely taking 3/5 shifts per week.

10/10 - I absolutely love my job

10/10 - of course I am happy at work, I am self-employed, no one forces me to go there!

10/10 - I always feel respected

10/10 - I always feel safe

I have so much job satisfaction from doing my job, it gives me a chance to express myself and share with all, I work for me and choose when I want to work.

Being in the industry for so long I seen so many times when other parties from outside of the industry try to get involved and cause problems, and quite frankly I am sick of it. This job has given me the strength as a single female to tackle many extreme hurdles I have encountered in life. I have never met a single girl who hasn't wanted to be at work or been forced to be there, we all have a choice and choose to do this for many reasons. Mine is for passion, empowerment, satisfaction and the chance to have a life. I encourage girls to join me and always will.

I have NOTHING negative to say.

I always feel safe, we are a family, this industry has been more of a home to me than any place in my life, the security are like my brothers, the dancers my sisters, the bar staff my cousins and our amazing manager is life the overseeing dad!

10

1.)Age

34

2.)Age started performing

20+

3.)Relationship status

Single

4.)Nationality

British

5.)Education and Qualifications

G.C.S.E., A Levels, Foundation Certificate in Makeup

6.)Other work or education commitments

N/A

7.)Why did you start working at a sexual entertainment venue?

I enjoy the sexual entertainment venues personally and could not have loved it more from the very beginning. Dancing is empowering and makes me extremely happy and complete as a person.

8.)How much did you perform before the Covid 19 pandemic?

Weekly.

a.)Length of time performed?

20 Hours per week

b.)Number of clubs worked in?

4

c.)How many shifts per week?

3-5

9.)What do you think about performing?

I absolutely LOVE performing. I am missing it so much. the Pandemic it has been so awful not being able to work

a.)How would rate job satisfaction? 0-10 (10 being highest)

10

b.)Do you feel happy at work? 0-10 (10 being highest)

10

c.)Do you feel respected in the workplace? 0-10 (10 being the highest)

10

d.)Do you feel safe at work? 0-10 (10 being the highest)

10

10.)What are your positive feelings about work?

I have so many positive feelings! Including work being a life-line, mentally and physically.
I adore Performing, Entertaining Customers, and LOVE dancing.

11.)What are your negative feelings about work?

No negative feelings about work whatsoever.

12.) Do you feel safe in your job?

Extremely Safe .

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To whom it may concern.

My name is Taran Singh, currently employed by Wiggle Club since 2018, I have been a venue manager at their branches in Southampton and Weymouth for the past 2 years.

In the time I have worked for Wiggle, I have thoroughly enjoyed every aspect of it. The company operates a vast array of systems to ensure that each venue operates within the parameters of its licensing obligations.

As a manager my role was not only limited to the day-to-day operations; but to ensure that these licensing obligations are upheld. Predominantly, private dances are conducted appropriately and monitored; as well as ensuring the wellbeing of all performers, staff, security and customers.

Mr Ojla has contacted me in regards to the SEV licences being reviewed due to ethical reasoning. During my employment with Wiggle, the company takes the safety and security of its performers with the utmost conscientiousness. Myself as a manager was regularly sent on training courses to ensure that the company's policies to safeguard performers are upheld. Examples include, conducting focus group sessions with performers to review how they feel within the venue and any improvements that can be made, ensuring that performers are able to return home safely, meeting with security to ensure that the venue is being monitored appropriately and that licensing obligations are not being breached.

Mr Ojla actively visits his various venues to "spot check" management, upon each spot check, a review would be conducted of the venue to ensure that not only licensing objectives, but the extending company policies are upheld. For example, Mr Ojla insists that extra security is in place at all venues to ensure the safety of performers, within the venue, as well as offering security to walk performers to their vehicle at the end of night.

The notion that Wiggle Club operates unethical practises is utter impertinence to the strict measures Mr Ojla has worked to achieve across his venues. Performers at the venues I managed would regularly comment upon the extra levels of protection and their overall well-being within Wiggle's venues.