

# Club Journal

November 2014

The magazine for all CIU members

75p

## CLUBS WILL THRIVE IF THEY'RE RUN PROPERLY

The Union's new General Secretary Ken Green has started work with a message for committees – run your clubs in a businesslike way, honestly and legally and there's no reason why you can't thrive.

The new General Secretary, who left secondary modern school to train as a plumber, is proud of the Union's education programme which has given him the skills to run a successful club near Barnsley for 25 years. But he says that you have to cut your cloth according to your means.



Ken Green at Darfield Road Club

"The model for that is my own club, Darfield Road, which is run honestly and legally. We only take about £5,000 a week at the bar where we once used to take £15,000 – but we've cut our overheads to deal with it."

Unlike previous General Secretaries Ken Green will not be in charge of the staff at Head Office but will use his experience of clubs to work in tandem with Head Office Manager Stephen Goulding. In a full length interview in this issue's

centre spread he describes himself as "a raggy-arsed plumber with strong opinions who knows a little about clubs." He goes on to give his views on a range of topics from Samuel Smith's brewery to The X-Factor. See Pages 10,11

### INSIDE...

Clubs are being urged to start making arrangements to enrol their staff in the Government's new pension scheme – which can give a return of 250 per cent on investments. See Page 7

Fundraisers in the North West have bought life-saving equipment for several clubs in memory of snooker player Les Openshaw, who had a heart attack while playing for his club. Full story – Page 13

The Union is on course for another record-breaking charity raceday at Wetherby. Racing Club – Page 19.



### Tommy builds up Tube fund

A cockney rave-up hosted by TV builder Tommy Walsh has raised more than £1,400 for a fund to complete a memorial to Britain's worst wartime civilian disaster.

Pearly kings and queens put on a singalong of favourites from the 1940s at Bethnal Green Working Men's Club, which combines being a trendy arts venue with a traditional club. The night was in aid of the Stairway to Heaven Memorial Trust, which is completing a £400,000 memorial to the 173 people who died in a crush at Bethnal Green tube station during a bombing raid in 1943.

Tommy Walsh, who went to school in Bethnal Green and appeared on Ground Force with Alan Titchmarsh and Charlie Dimmock, compered the evening, which included a 1940s show by Jessica Brett and Holly Gray, who are pictured with him.

"The evening was a great success and was reminiscent of the days when similar ad hoc concerts were held in wartime air-raid shelters," said Club Secretary Warren Dent.



### Journal Editor's final issue

This issue of *Club Journal* is the final one to be edited by Ken Roberts and also the last to be produced by Powdene Publicity in Newcastle.

From next month the magazine will be produced by Alchemy Contract Publishing (ACP). It will continue to be the mouthpiece of our Union and will remain completely independent.

The team at ACP will report into Office Manager Stephen Goulding at Head Office and the National Executive will continue to oversee magazine content. Stephen Goulding, on behalf of the CIU,

thanked outgoing publisher Powdene for their work.

Ken Roberts (pictured left) the National Executive member for the South Wales and Monmouthshire Branches, said: "I've enjoyed my three years as editor of *Club Journal* and I'm particularly proud of overseeing its switch from its old tabloid format on newsprint into the more colourful and lively format we have now."

Members' suggestions and contributions for the *Club Journal* will continue to be welcome. New contact details can be found on Page 12.



## Equity on the campaign trail

The performers' trade union Equity has launched a campaign to encourage clubs to take advantage of the change in the law to put on more live entertainment. The Live Entertainment Works! campaign aims to highlight the Live Music Act of 2012 which made it much easier to put on acts. Since 2012 live music events for which there will be 200 or fewer people in the audience do not need a licence providing the live music does not take place before 8am or after 11pm. If the music is unamplified then there is no audience size restriction. Performances of plays or of dance up to an audience of 500 are also permitted without licensing. Research carried out by the Performing Right Society in pubs showed those that do not feature music are three times more likely to close. Of those canvassed 24 per cent of publicans reported an increase of more than 25 per cent in takings and 71 per cent reported an increase of 10-25 per cent.

## Manage your money 24/7

It's good to keep an eye on the numbers

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## SEX DISCRIMINATION CAN COST YOU DEAR

By Andrew Dane  
The Business Medic

Often receive calls from clubs about gender reassignment and related issues. This article goes some way to describing the provisions of the Equality Act 2010 and some lesser known types of sexual discrimination.

Sexual discrimination occurs when someone is unfairly disadvantaged for reasons related to their gender or sexuality.

This discrimination is not only unfair on individuals it can result in clubs having significant legal costs, compensation and settlements paid to avoid defending discrimination claims. It also means the club can suffer by overlooking the skills of women and people who are lesbian, gay or transgender.

The Equality Act 2010 lists different forms of discrimination and a number of "protected characteristics." These include: gender, sexual orientation and gender reassignment (as well as race, religion or lack of it, age and being pregnant).

**Direct discrimination** applies to all protected characteristics. It is treating someone less favourably than another person because of a protected characteristic. For example, promoting a man rather than a woman because of their gender.

Indirect discrimination occurs when a provision or criterion is applied to all and:

- It places a group with protected characteristic at a disadvantage when compared to another group
- An individual is put at a disadvantage
- The club cannot show it to be a proportionate means of achieving a legitimate aim

**Associative discrimination** is treating someone less favourably because they associate with an individual who has a protected characteristic.

For example, someone is treated unfairly because their son or daughter has undergone gender reassignment.

**Perceptive discrimination** is treating someone less favourably because it is perceived that they have a protected characteristic, whether or not they do. For example, treating someone less favourably because it is perceived that they are homosexual when they are not.

**Victimisation** is when someone is treated less favourably because they have made or supported a complaint or raised a grievance under the Equality Act 2010. It also applies if it is thought that they have made a complaint. Post employment victimisation can also occur.

**Harassment** is defined as: "unwanted conduct related to a relevant protected characteristic, which has the purpose or effect of violating an individual's dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual".

There is no longer legislation making clubs liable for third party harassment, such as when a visiting workman or delivery person makes disparaging remarks. This express protection was removed last year but clubs should continue to protect staff from this sort of harassment.

**Occupational Requirement** is where it is necessary to employ a person with a particular protected characteristic. Very limited exceptions from the law are permitted – for example, certain hospital or prison work providing special care for one sex. Clubs would need to show that there is a genuine need for this.

**Positive action** clubs can take positive action by, for example, addressing under-representation or other forms of disadvantage in the club. The provisions are complex and need to be handled carefully.

### Rates for the National Minimum Wage were increased by an above inflation 3 per cent last month and are now as set out in the table below.

Category of worker	Hourly rate from 1 Oct 2013	Hourly rate from 1 Oct 2014
Aged 21 and above	£6.31	£6.50
Aged 18 to 20 inclusive	£5.03	£5.13
Aged under 18 (but above compulsory school leaving age)	£3.72	£3.79
Apprentices aged under 19	£2.68	£2.73