

C.I.U

70p

FEBRUARY 2011

CLUB JOURNAL

THE PAPER FOR ALL C.I.U. MEMBERS

COALITION BOTTLE DRINKS PRICING

(Picture: Southern Evening Echo)



Hair-raising

HAMPSHIRE club members Joe and Pam Turnbull have supported their daughter's fight against cancer by shaving off their own hair.

The couple, who are members of Eastleigh WMC, raised more than £600 for Cancer Research UK with the headshave after their daughter Gay Howarth from Durham was diagnosed with breast cancer. Gay has lost her hair after undergoing chemotherapy.

Pam said: "It feels really cold but it's for a cause dear to our hearts so every hair that comes off is worth it."

Ban backlash gathers weight

CLUB secretaries are being asked to ballot their members about amending the smoking ban.

Several newspapers have reported that the Union has teamed up with the Save Our Pubs and Clubs campaign for separate smoking rooms and their Director Simon Clark is writing to all club secretaries with the aim of building on this. The Union is keen to emphasise to MPs that clubs are private places and that as long as staff are not inconvenienced, this should be a matter solely for members. Mr Clark will also be a guest of the Union when he addresses this year's conference at Blackpool on April 9. **Full story – Page 6.**

THE Coalition Government have missed the chance to tackle the biggest issue affecting clubs – the flood of cheap booze being sold at a loss by supermarkets.

Instead of banning the sale of alcohol below cost the Government are instead banning the sale of alcohol at below excise duty and VAT which is just 47p a pint. This will have virtually no impact on binge drinkers paying rock-bottom prices of beer in supermarkets while sociable and responsible drinkers continue to pay a premium.

Professor Ian Gilmore, a former President of the Royal College of Physicians, told BBC Radio 4's Today programme: "It's a step in the right direction but, I have to say, an extremely small step. It will have no impact whatsoever on the vast majority of cheap drinks sold in supermarkets."

MANIFESTO

General Secretary Mick McGlashan said: "We have been campaigning for a ban on below cost sales of alcohol, which was a clear manifesto commitment of both the Conservatives and the Liberal Democrats.

"This decision means clubs will continue to close as they are undercut by supermarkets selling canned beers at rock bottom prices. This will have a negligible impact as supermarkets sell only a tiny proportion of beer at below these levels.

"The Government keep talking about the Big Society and saying they want to encourage community organisations like our social clubs but they continue to impose higher costs and regulations on us and turn a blind eye to the irresponsible attitude of the supermarkets."

One clubman has been so annoyed he has started a group on Facebook to look at ways to save the clubs.

Shaun Whitaker, who is Concert Secretary and a Trustee at Intake Social Club in Doncaster, said: "I've been a member for 25 years now and I'm deeply concerned at the decline

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INSIDE



We are the champions

HARROWGATE Club in Darlington includes both world champion golfer Darren Grey and British bantamweight champion Stuart Hall among its members.

See Pages 10, 11.

DENNIS Smith from Rodbourne Cheney WMC in Swindon has regained our National Darts title, adding to a remarkable run of success for the club in this competition. **Full story – Page 20.**



Holiday on the House

FOUR lucky club members have won a free three-day break at the Union's Holiday and Convalescent Centre, Saltburn House on the north Yorkshire coast. Find out which club the winners are from on **Page 7.**

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CONGRATULATIONS



DERBYSHIRE Branch President Norman Barnett visited Hasland WMC and presented the 25-year Long Service Award and silver badge to Club Vice-President Peter Moules. He also presented flowers to Peter's wife Georgina.



BOB Slater, who has been a Trustee and Committee member at Ewood Park WMC in Blackburn for more than 30 years, received a commemorative plaque at a special function to honour his 80th birthday from President Mick Burke (left) and other Committee members.



TWO Long Service Awards were presented at Usworth & Washington Gardeners Club in Durham Branch to Vice-Chairman Pat Merrigan and Treasurer Gordon Wallace. Pictured (left to right) are: Club Chairman Tony Middlemiss, Pat Merrigan, Gordon Wallace and Club Secretary David Makepeace.

HAYES WORKING MEN'S CLUB LATE NIGHT CABARET

- SATURDAY 26th FEBRUARY -
 AMERICAN FOUR TOPS SHOW
 GEORGE BENSON TRIBUTE
 HORIZON (5 PIECE BAND)

- SATURDAY 26th MARCH -
 JACKSON LIVE (MICHAEL JACKSON TRIBUTE)
 ERROL BROWN TRIBUTE
 TAKE COVER (5 PIECE BAND)

- SATURDAY APRIL 30th -
 RATS IN THE KITCHEN (UB40 TRIBUTE)

ALL SHOWS COMPERED BY TERRI GAUCI

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WALLSEND Coronation Social Club Committee member Ian Renwick is pictured with National Executive member Sid Hicks and Northumberland Branch Secretary Dave Richardson after receiving his Certificate of Merit.



SUNDERLAND National Reserve Club Treasurer Ron Coulthard receives his Certificate of Merit from Durham Branch President Colin Armstrong, watched by Branch Secretary Brian Young.

February The Club & Institute Journal

TYNEMOUTH Social Club's Peter Devlin has become one of the first clubmen in the North East to receive the Union's special certificate for 50 years' service.

Peter (83) served on the Committee for 20 years and has just retired after 30 years as Club Secretary. Northumberland Branch Executive member Arnie Milne presented him with one of the new 50-year certificates and also presented a Certificate of Merit to Committee member Paul Renton.

Peter's father Frank and brother Vincent both served as chairmen of the Club.

Peter, who was a seaman, joined the club in 1951 and then served on the Entertainment Committee before becoming Secretary. "I didn't want to join at first because I thought it was full of old men but I guess it was in my blood."

PETER CLOCKS UP HIS HALF CENTURY

Real ale

He used to be in the club every night but these days he only comes down for about four nights a week for a half of lager and a few whiskies. He also comes into the office occasionally to help out new Secretary George Emmerson.

Peter recalls that Tynemouth Social was so busy it employed 23 full and part-time staff, compared with just three now. It is one of the few clubs in the North East to serve real ale, which has proved very popular though the fact it takes longer to serve is a problem at busy times.

The club's history is well documented in its own archive. It was opened in a cottage in the village in 1918. A year later the Committee bought an old Co-op on the main street for £2,500 and the club is still there. One of the Committee's next purchases was a piano, followed by a clown

slot machine, which paid out a jackpot of five shillings to anyone who could catch a penny in the clown's hat.

Like many clubs of the time the club had a news and reading room and a library was also open to members, with books being passed on to the workhouse. The club also used to stage lectures on a variety of subjects including history, drama and politics.

In the depression years of the 1920s, club member Henry Clark lent the club a radio, which people paid to use and the proceeds

from that were used to provide Christmas dinners for unemployed members. There was

silence in the club when important announcements were made like the outbreak of war in 1939.

During the war the club abolished the position of treasurer as an economy measure and the jobless were allowed to play billiards for free during the day. The wartime beer shortage in 1942 meant no visitors were allowed in the club but the club made up for it on V-E day by giving members 10 free pints each to celebrate.

Peter also recalls how men and women were segregated but during his time as Secretary the club elected several women to the Committee. "Some old timers were horrified but they were a great success and harder workers than men."

"Clubs are very social places and everybody knew everybody else, and you could enjoy a chat with anybody. Tynemouth is still a lovely club."



Peter Devlin is surrounded by history at Tynemouth Social Club.

(Picture: Newcastle Chronicle & Journal)



MEMBERS of 5th Regiment Royal Artillery visited the Paradise WMC in Burnley when the club handed over a £1,000 cheque for Help for Heroes.

charge. Their performance was top class and enjoyed by everyone present.

Club President David McGlynn presented the cheque to H4H

Gunners in Paradise

The money was raised by a charity concert featuring artists Nigel Myers, Larry White and Kevin Anthony, who performed free of

area representative Arthur Roe and they are pictured with the soldiers and other members of the Committee.

Club Lotteries

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Introducing the brand new 'Pay As You Go' lottery machine from Thomas and Anca Club Supplies - with the added bonus of a change machine. This exciting concept enables your club to simply pay for each ticket you dispensed - meaning no upfront charges of boxes of tickets.

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Apple a day keeps Doctor away for 100 years



Jack is pictured with friends Kim and Paul Parrin, who organised the birthday party, in front of a print showing drawings of him through the years. Below: he presents the Jack Harvey Pairs Trophy to the successful team.



FORMER Club President Jack Harvey has celebrated his 100th birthday at the club he served with so much distinction. Jack was Chairman and then President of Meopham Country Club in Kent for nearly 50 years.

A talented cricketer and snooker player Jack was a member of the Gravesend Snooker League committee for 40 years and continued to captain the club's A team till he was 90. He was still good enough to win his final League Seniors competition at the age of 82 and was also instrumental in creating the league's six snooker teams plus two men's and one ladies dart teams.

As part of the celebrations the league staged a special doubles tournament and Jack presented the Jack Harvey Doubles Trophy to the winning pair. The competition raised £200 for his chosen charity, Leukae-

Durasco Products. He joined the club in 1946 and was Chairman for 25 years then President for another 23. The club itself celebrated its centenary last year and was fully refurbished with the majority of the money funded by the National Lottery's "Big Lottery Fund."

Over the last two years the club's quiz nights have also raised more than £1,000 for charity. Jack also captained Meopham Cricket Club and was officially recognised in the club's record book as their finest post-war captain before becoming President. A widower, Jack still lives on his own and is proof that an apple a day keeps the doctor away as he stores apples from his own tree through the winter and eats one every day. He also puts his longevity down to being a non-smoker, only drinking shandy and keeping a sense of humour.



Jack walks into the club to celebrate his 100th birthday.

own tree through the winter and eats one every day. He also puts his longevity down to being a non-smoker, only drinking shandy and keeping a sense of humour.

JACK'S THE LAD

mia and Lymphoma Research, and it's hoped the competition will continue to be held every year.

Jack moved to Meopham in 1943 and became Works manager at

"When you get to be 100 there are three things that start to fail you. First you begin to lose your memory . . . and I can't remember what the other two are."

Award for Denise



COMMITTEE member Denise White received the Certificate of Merit from Northumberland Branch Secretary Dave Richardson at Ashington & Ellington Social Club.

Pictured with her are (left to right): Dave Richardson, Branch Executive member Dennis Wheadon and Chairman Tom Porterhouse.

Your good 'elf



COMMITTEE members at Eltham Hill WMC in Kent Branch dressed up as elves when they visited Willowdene Special Needs School for their Christ-

mas celebrations and later at the club at their annual Christmas party for all the members' children.

Heineken UK



Commitment brings its just rewards



LIKE CLOCKWORK: Heineken UK Regional Manager Dave Willis visits the club on a regular basis to keep the Committee up to speed with market trends and discuss any issues affecting the business

Dedication and commitment both from suppliers and individuals have made Weston-super-Mare Working Men's Club the successful business it is today.

The Somerset club boasts more than 1,600 loyal members, many of whom were present recently to toast three of their friends and colleagues when they received CIU Long Service Awards for 25 years' involvement in the club's management and running.

Chairman Michael Palfrey and Committee members David Penfold and Colin Collard have worked tirelessly to improve standards at the club, organizing varied activities and entertainment for members and ensuring the business gets the best deal, service and support from outside suppliers.

According to Secretary Eric Perks, the Committee and staff at the club

have built a close working relationship with Heineken UK over the years and together they believe they have established a winning formula for the club.

"Like Michael, David and Colin, Heineken UK and our Regional Manager Dave Willis have spent many years advising and supporting us in every aspect of running a club - whether it is on pricing, margins, staffing levels, product quality or running successful events and activities like horse racing trips for our members.

"Of course, we are capable of organizing and staging regular entertainment and other activities at the club, but you can bet your life Dave Willis has been there to offer any additional support available through Heineken UK to ensure whatever we do is well-attended and a success.

"We have been happy to test new



JUST REWARDS: Heineken UK Regional Manager Dave Willis (back row centre) toasts 25 years of dedication from (L-R): Chairman Michael Palfrey and Committee members Colin Collard and David Penfold

brands such as Bulmers Red Apple and the Jacques fruit cider range when Dave has suggested they could be popular with our members and his knowledge of product quality and presentation has been helpful in making sure our members get the best possible beverage every time - whether it is one of the new brands or our top sellers Foster's and John Smith's.

"Unlike many clubs, our turnover has increased year on year and we believe it is down to things like our popular Wednesday afternoon 'Over-50s Club' when we have entertainment, raffles and bingo. This has snowballed by word of mouth into a huge midweek event for our members.

"Thanks to this strong 'customer-supplier' relationship, we are in a position to encourage people away from their television sets by offering them a range of well-supported activities and good value for money quality beers in a friendly environment and ours is a rare position to be in these days!

Heineken UK's service and support is second to none and we would happily recommend them to other CIU clubs out there."

Chairman Michael Palfrey echoes Eric's sentiments: "Heineken UK and Dave Willis in particular offer full-on support to our club with twice-weekly visits, professional advice when we need it, information on

market trends and availability over the phone 24/7.

"The company has rightfully gained a reputation for its high standard of service and support as well as its quality brands and we are delighted to be working with them in these difficult trading times."



ON HAND: Heineken UK is committed to helping club's succeed with tailored support and business-building expertise

Dave Willis, Heineken UK Regional Manager, says: "I have worked closely with the club for the past 10 years and assisted in all areas of increasing and maintaining sales, specifically with advice on improving cashflow and margins. Between us we have developed a mix of products which satisfy all club members - both young and old - and my regular technical checks and updates along with full branded glassware have ensured product quality is first class at all times.

"I look forward to helping maintain these standards in the years ahead and watching the club prosper even further from their dedication and hard work."

● If you would like to find out more about the benefits your club could enjoy by trading with Heineken UK or to arrange a meeting, please contact Heineken UK

Buying Group Director
PETER USHER on
07831 840330.



QUALITY ASSURED: John Smith's and Foster's are the club's top sellers



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A BALLOT ON THE BAN



Antony Worrall Thompson and friends at the launch of SOPAC. Simon Clark is behind him with MPs Greg Knight and Dave Clelland and Euro MP Nigel Farage.

CLUB Secretaries are being asked to ballot their members to assess support for an amendment to the smoking ban.

Simon Clark, director of Save Our Pubs and Clubs (SOPAC), which has joined forces with the Union to lobby the

Government to allow separate smoking rooms in clubs and pubs, said: "We need to find out what members think about the option of separate smoking rooms.

"If club secretaries can organise a ballot of their members it could be a vital campaigning tool. The results will interest not only the Union and SOPAC, but local newspapers will be interested too. It could give clubs some useful publicity."

It's vital that MPs understand that clubs are private places and that it should be up to members whether smoking is allowed. When the smoking ban was passed MPs were persuaded by the TUC that staff members' health was at risk – despite there being no evidence of this, or that anyone has ever died of "passive smoking." The EU, no less, has refused to accept that non-smoking lung cancer sufferers should receive compensation for working in smoke-filled offices. In addition, most clubs had already banned

smoking at the bar and the Union is, of course, campaigning only for separate smoking rooms that would be cleaned and run by smokers.

The campaign to amend the smoking ban has already led to a debate on BBC Radio Five Live and the announcement, in last month's *Club Journal*, that the Union was teaming

It's your business and no one else's

up with SOPAC has been reported in several newspapers.

Mr Clark added: "The smoking ban polarises opinion but this campaign is not just about the ban. It's about Big Government telling people how to live their lives. It's also about the importance of clubs and pubs in the local community.

"Do we sit back and do nothing while more and more clubs suffer or go out of business, or do we do everything we can to make them as welcoming as possible for smokers and non-smokers alike?"

Meanwhile TV chef and publican Antony Worrall Thompson has re-stated his support for the Save Our Pubs and Clubs campaign.

"I know how important it is to offer people a comfortable place where they can eat, drink and, dare I say it, smoke.

"The smoking ban has been a disaster for many clubs and pubs and you can understand why. They used to be places where adults could meet and chat over a pint without the health police looking over their shoulders.

"It may be unfashionable to say so, but clubs need smokers and we must do as much as we can to accommodate them.

"If you share my view that the legislation is excessive please support the campaign."

If you want to get involved in the campaign, club secretaries are invited to contact SOPAC by phone on (01223) 370156, by email on info@amendthesmokingban.com or by writing to Save Our Pubs and Clubs, Sheraton House, Castle Park, Cambridge CB3 0AX.

● Save Our Pubs & Clubs: AmendTheSmokingBan.com is a coalition of groups and individuals who believe that the public smoking ban introduced in Scotland in 2006 and the rest of the United Kingdom in 2007 is excessive and should be amended to allow, for example, separate smoking rooms.

The campaign is also supported by the consumer rights' organisation Forest, the classical liberal think tank Progressive Vision, the Adam Smith Institute, which champions the free market, and the Manifesto Club which campaigns for "freedom in everyday life".



Clubman starts up Internet campaign

PAGE 1

of the working men's clubs, pubs and the entertainment industry.

"I've started a group on Facebook because of the latest development on minimum alcohol price levels. This isn't going to make one iota to our clubs or the entertainment industry.

"I will strive and with the help of club members keep this group up to date with the closures of pub and clubs around the UK. This is having a severe

detrimental effect on the community and the lives of the people in the entertainment business.

"The links on this group, when I feel we've got enough to start shouting, will be posted to breweries, local MPs, radio

stations and wherever else I get the opportunity.

Shaun also feels there is also a problem with the image of clubs, typified by the term working men's clubs. Although the Union's full title includes the words "Working Men's", we generally prefer to use the phrase "social clubs."

"There is also I feel a need to change the old name of Working Men's Clubs because of the stigma the younger ones think comes with it.

"They tend to think of old folk saying 'that's my chair, I sit there,' and of bingo all night.

"We need to show them we are community centres that have entertainment and sell alcohol. We need to get rid of the Working Men's Club name otherwise we're not going to attract the younger generations and they are our future."

● Shaun's Facebook group is called Save the Working Men's Clubs and the Entertainment Industry. He has also produced a video which can be found on YouTube at:

http://www.youtube.com/watch?v=CF_5afGBd0Y



Custard pie time

AN Internet site recalling tales by touring bands recalls the occasion a big fight broke out in a club.

"We saw several humdingers in our time including one involving pretty much every able bodied person in the club. Our keyboard player couldn't resist playing a piano accompaniment of the type you would hear in a Buster Keaton-style custard pie fight."

● You can see how one club is faring in the age of Twitter and the blog by connecting to: <http://workingmensclub.tumblr.com>

The blog covers life at the avant garde Bethnal Green WMC in London's East End which combines being a traditional club on one floor with being a trendy arts venue on another.

Vote out smoking

Dear Sir,

IN the January issue of *Club Journal* the headline on Page 1 said the Union would fight for a smoking review.

We live in a democracy, so the powers-that-be tell us, so let all club members have a vote on yes for smoking and no for non-smoking.

It's wonderful to go for a drink and not go home stinking of smoke. Let's keep the air fresh and smoke-free in the clubs.

R W Barnett
Rushden Town Band Club,
Northants

● As a non-smoker I agree it's wonderful not to smell of smoke but it hardly justifies making fellow club members go outside and stand in the cold.

The Union is campaigning for a separate smoking room so most of the club would remain fresh and smoke-free, something that's not difficult with modern ventilation systems.

Editor



Former National President Terry Watson (right) and his brother Tony enjoy a drink and (below) fellow guests enjoy the New Year festivities at Saltburn House.



MORE BREAKS AT THE HOUSE

SALTBURN House is following up last year's successful racing breaks with some new offers for 2011. As ever each three-day break includes a stay at the centre with half board, a video race night and free transport to race meetings at two local courses.

The July golf break, held in the week before the Open, has been an unqualified success and is already fully booked. Everyone who booked up for the golf week last year is returning this year – along with a few more, thanks to some clever arrangement of the accommodation.

The week coincides with an initiative launched by two local councils and gives visitors the chance to stay at Saltburn House and play at five local courses.

Our other successful breaks at the end of the year are also being repeated. We have two chances to celebrate Christmas early with our Turkey & Tinsel breaks and we will again be holding another New Year break, which as you can see from these pictures proved very popular.

Winners!

TWO pairs of members are the first winners of our new Saltburn House competition.

We held a lucky draw among all our clubs and picked out two winning clubs. A pair of members from each of the two clubs wins a **FREE** three-night stay at Saltburn House half board.

SALTBURN HOUSE AND EDUCATION

Valda Edmunds

The winning clubs are: Lewes Working Men's Club, South East Met Branch; Rosyth Ex-Serviceman's Club, Scottish Branch.

The competition is for two club members, who will need to cover their own travelling expenses. To book their stay they need to speak to Maxine Howes direct on (01287) 622 008.

LECTURE TIME

February 20. Briton Ferry WMC, South Wales Branch.
Mick McGlasham: Brewery Agreements/Open Forum.

Spring course

THE Union plans to hold a combined Club Law and Club Accountancy weekend course towards the end of March, possibly from March 18-20. This course will benefit CMD students revising for the CMD examinations.

THE latest CHAD draw took place at Head Office on December 1 and was witnessed by National Executive members Ken Roberts and Brian Young.

Winning tickets were as follows:
First Prize: Ticket No: **7134**

Fourth Prize: Ticket No: **35726** £1,000; Mr R Miller, Ammanford Social Club, South Wales.

Other winning tickets:
6933 £100 Frimley Green WMC, Surrey; **8024** £100 Maltravers Social Club, West Sussex;

CHAD DRAW RESULTS

£5,000; Lightwater Club, Surrey.
Second Prize: Ticket No: **15209** £2,000; Crowtrees WM & Social Club, Co Durham.
Third Prize: Ticket No: **54638** £1,500; Mr Taylor, Barnsley.

15245 £100 Croxdale & Hett WMC, Co Durham; **15351** £100 Deneside WMC, Co Durham; **33076** £100 Nethererton Social, Northumberland; **33838** £100 Chirton Social Club, Tyne & Wear.



CIU SALTBURN CENTRE

2011 PRICES AND THEMED BREAKS

To book please ring **01287 622 008**

FEBRUARY PRICES

Non-members B&B = £30
Non-member half board = £36
Club member half board = £25
Convalescent stay = £21

MARCH-DECEMBER

Non-member B&B = £36
Non-member half board = £42
Club member half board = £32
Convalescent stay = £29

Club parties over 15 people: £25 per person with one room free.

Club parties over 35 people: £25 per person with two rooms free.

RACING BREAKS

Monday 13th-Wednesday 15th June, (Thirsk and Ripon) £160.

Monday 22nd-Wednesday 24th August, (Sedgefield and Catterick) £160.

Thursday 25th-Saturday 27th August, (Thirsk and Redcar). £160.

Three and six-day racing breaks available. Price for both August racing breaks £300.

GOLFING BREAK

Sunday 3rd July-Saturday 9th July. Wilton, Hunley Hall, Saltburn, Hartlepool and Seaton Carew. £245 full week. 4-day golfing £170.

TURKEY AND TINSEL

Monday 28th November-Friday 2nd December. £155.
Friday 9th December-Tuesday 13th December. £155.
New Year Party £155.

All prices include VAT

NATIONAL

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LICENCE TO BILL?

WE were recently asked by a CIU club about the licences that clubs have to obtain from their respective local authorities.

It seems that these are based on the new rateable values which came into effect last April. These rateable values can be challenged by making a rating appeal which we, as the approved supplier to the CIU, will be more than pleased to do.

The accumulated benefit of this is that this may bring the club into a lower banding for the licences, reduce

the cost of Sky, as outlined in my article in the August issue, and lower the amount of business rates the club have to pay over the next five years.

We have gained an assurance from one local council that they will refund any over-payment of licence fees going back two years but circumstances may differ for other local authorities.

For further advice, please contact myself at our Newcastle office on (0191) 2725551 or Jonathan Emery at our Leeds office on (0113) 245507.

RATES



Cathrine Moore
of
Bissett Kenning & Newiss

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St George's Day

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PROFESSOR BACKS NEW LINE CLEANING SYSTEM

NATIONAL Account Company CellarBright has had its revolutionary beer line cleaning system endorsed by a professor of brewing.

Dr David Quain from Heriot-Watt University in Edinburgh, a well-respected figure who has written many papers on beer line hygiene, carried out tests on CellarBright's system at two CIU clubs and concluded that bacteria in the lines had been reduced by an average of more than 70 per cent. Samples were taken under laboratory conditions on three ales, two lagers, a stout and a mild.

Cellarbright line cleaning technology was comparable with other published reports for the standard, manual cleaning of beer dispense lines."

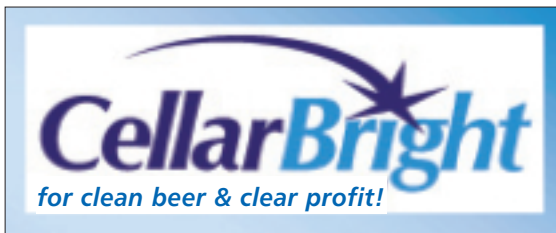
CellarBright Managing Director Hance McGhie, commissioned the tests after being repeatedly told that beer lines cannot be cleaned in seven minutes and hearing suggestions that automated systems are a waste of time. "The report shows once and for all that it does work and works extremely well," he said.

"The main point of the test was to ensure that our system cleaned the lines and during the testing process

beer lines but saves you money too. Don't bury your head in the sand thinking it is going to go away it is not, the sooner you act the sooner you save." Hance added that the key to success is the steward. He or she needs to

your club. All we ask you is to make that call so we can discuss how we can help, even if you decided not to go ahead previously.

Congratulations to all the clubs that have had the faith to install the



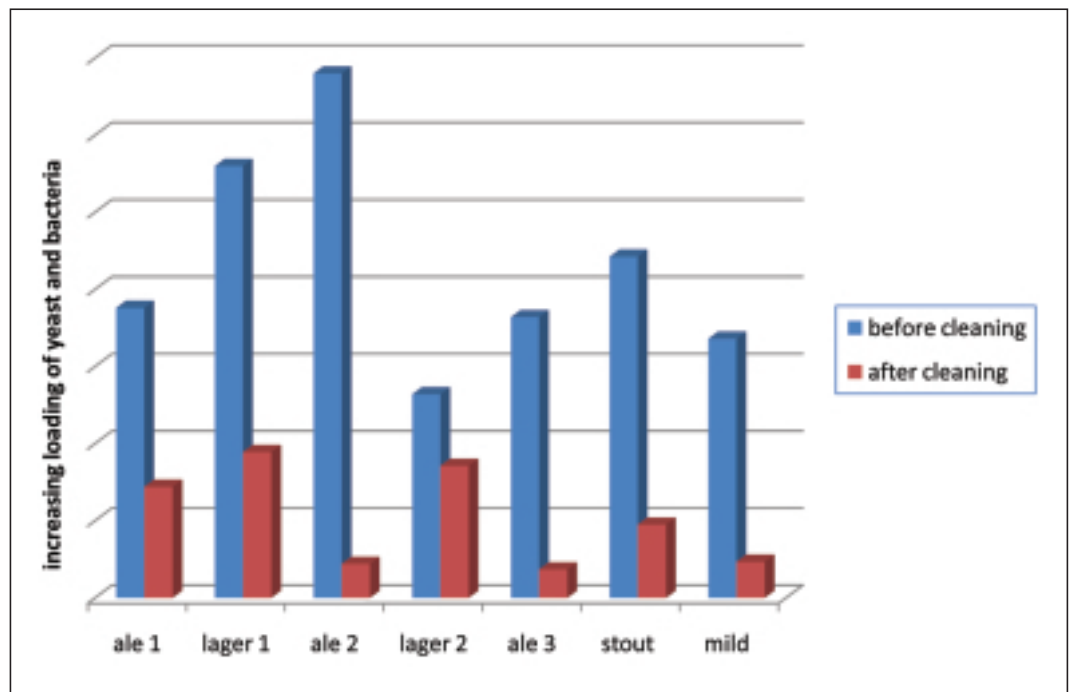
Dr Quain's report concluded: "Time, inconvenience and beer losses are frequently cited as obstacles to regular and effective beer line cleaning. The CellarBright line cleaning technology addresses these concerns and, beneficially, also circulates cleaning solution to achieve a better clean.

"For the two accounts and seven beers, the microbiological loading was reduced by CellarBright line cleaning technology by an average of 75 per cent. In this study the effectiveness of the

Dr Quain remarked on its functionality, its speed, how easy it is to use and the operational function of the pulsing effect. He had not seen anything like this before and said that the CellarBright system was unique.

"The results are so good that he has asked to publish them in his own journal within the brewing industry, bearing in mind that to do this takes 12 months."

"We have proved that we have a system that not only cleans your



embrace the system because they want to make sure the club is a success. The company also has many ways of working with clubs to make the system affordable including a lease purchase option which has been approved by the Union.

"We are here to help you and

CellarBright system and are seeing huge benefits. We would like to thank you, especially Bolton-on-Dearne and Wilmslow RBL, for allowing us to complete the testing.

To all of you who have not called us I look forward to meeting you soon."

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Fill in this form to obtain a year's supply of *Club Journal* for £7.00. This means that not only will we send you your copy post-free to your home if you wish, but two of the 12 editions will be yours for FREE.

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- ✓ Do you want to serve consistently high quality beer and retain your regulars?
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www.cellarbright.co.uk



Above: the club's imposing exterior.

Left: Steward Sandra Jackson and her husband John.

Below: members enjoy a game of bingo in the concert room.



A CLUB FULL

THE founders of Harrowgate Club made a giant step 100 years ago by creating a purpose-built club in what was then a field.

A century on and the village of Harrowgate Hill is now part of Darlington while the club has not only embraced women, half of its Committee members are women.

The club was started by a group of men in 1907, who wanted somewhere to drink apart from the local pub. They opened in a back lane, then bought some land and borrowed £2,150 to build what is one of the Union's most striking clubs. The new premises were opened in 1914 by Councillor George Zissler with a ceremonial gold key, which sadly has been lost.

Soon after, at the outbreak of the First World War in 1914, the Army requisitioned the club and they must have liked it, because they did the same for the Second World War in 1939. The men from the club who gave their lives in those two conflicts are commemorated in a magnificent roll of honour in the club's foyer.

After the war the club was in the safe hands of long-serving Club Secretary Bob Batey, who served on the Committee from 1922 to 1977 and included 21 years' service to the Durham Branch Executive. When he received his Gold Medal from the Branch the local paper commented that he was the only clubman in Durham to receive the award, making him one in 200,000. Among the artefacts in the club's possession is his invitation to the Royal Garden Party at Buckingham Palace, which has been framed and hangs in the main bar, which also celebrates long-serving President Len Parkin.

These days the Club Secretary is 35-year-old Stephen Cartwright, one of the

youngest in the Union. An accountant, he has set up an accounts system which means he and his father, Treasurer Dave Cartwright, can keep a close eye on all the club's income and outgoings. "It means you can monitor how things are," he says. "And pinpoint straight away which parts of the business are making money and which aren't."

One of the keys to the club's more recent success is that they have paid off all their brewery loans and are now in a position to negotiate with several breweries to make sure their members get the best deal on a pint. It wasn't always like that; the club's first extension in 1966, for instance, was opened by

Colonel I. S. Alderson, a director of Sunderland's Vaux Breweries, who were then the club's main suppliers.

The extension created a larger bar which now includes a games

room on a different level with three tournament-sized snooker tables while another section includes a pool table and a table football machine. Racing fans are well served with a bookmaker's in the grounds of the club and as well as its snooker, pool, and football teams – the lifeblood of the club during the quiet midweek nights – the club has two other sporting champions. Boxer Stuart Hall is the British Bantamweight Champion and is one win away from retaining a Lonsdale Belt, while Darren Grey is the world champion one-armed golfer after winning the title in Scotland last June. He had to beat 47 other competitors to qualify then defeated players from England, Sweden, Scotland and Ireland to win the matchplay title. In September Darren also helped Europe to win the Fightmaster Cup, a one-armed version of the Ryder Cup.

**Club Journal's featured
Club of the Month:
HARROWGATE
CLUB & INSTITUTE**

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HARROWGATE CLUB

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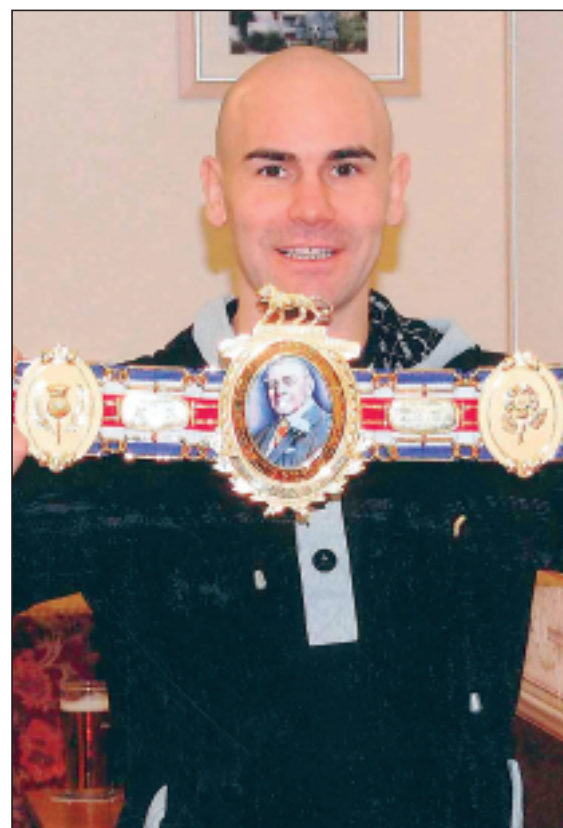
L OF CHAMPIONS



The current Committee and (left) long serving Secretary and National Executive member Bob Batey, who was on the Committee for 55 years.

Back row, left to right: Sam McDonald and her husband Lee McDonald, Tracy Wood, Entertainment Secretary Chris Giggins, Secretary Stephen Cartwright, President Martin Duell, Vice-President Paul Cartwright and his brother Treasurer Dave Cartwright. Front row: Denise Robinson, Elizabeth Kemp and Assistant Secretary June Sowerby.

Below left: the Roll of Honour commemorates those who made the ultimate sacrifice in the two World Wars.



Another corner of the bar in the style of a pub snug, officially known as the Gentlemen's lounge gained the nickname The House of Lords as it was home to 10 retired Committee men but proved less popular as they started finding their friends were all dying off.

A second £190,000 extension was opened in 1980 and other improvements the club has made include turning what was at one time a quoits pitch into their extensive car park and, more recently, spending £32,000 to build a lift up to the concert room on the first floor. "It's made a huge difference to the disabled members we have in the club," says Dave.

In 2006, the year before the smoking ban, the club had created its own smoking area. Because they expected to suffer when the smoking ban was introduced it was decided to give women full equality for the first time in the club's 100-year history. The result is that the club now has between 200 and 300 women members, as well as a woman Assistant Secretary in June Sowerby and five women Committee members.

Steward Sandra Jackson runs the bar side with the help of husband John.

"I have to say that they work very hard and do a really good job," says Dave. "They really look after the upstairs part of the club."

Appropriately for the home of the first passenger railway, the magnificent concert room was designed in the style of a train carriage and can seat 320.

The club is particularly proud of the toilets and even the passageway leading to them is smartly decorated. The room is well used with live music from mostly duos and trios on Saturday nights, bingo on Sundays and organ recitals on a Wednesday.

Former club organist John Fryett was a popular draw and the club has featured on Radio 2's "The Organist Entertains." In contrast, Friday night features heavy rock bands for what Dave calls "Headbangers' Night."

It's all a far cry from 1907. No one knows what the founders would make of it all but they would be delighted to see the club is still going strong. ●

The club's sporting champions: world one-armed golf champion Darren Grey and British Bantamweight Champion Stuart Hall.

Above: the club's three tournament-sized snooker tables.

**Harrowgate Club
in Salters Road,
Darlington DL1 3DT
is part of the
Durham Branch.
Beers: Carlsberg,
Coors, Heineken,
Marston's**

Heineken
UK
ARE PLEASED TO SUPPLY
HARROWGATE CLUB



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FIRST POINT
0845 878 7071

LETTERS . . .

LETTERS to the Editor should be sent to: The Editor, Club Journal, CIU, 253 Upper Street, London N1 1RY or preferably emailed to: info@wmciu.org or cj@powdene.com

Why we're proud to help the heroes

OUR December issue featured an article about Yardley Wood Social Club in Birmingham, who raised £5,000 for Help for Heroes in a variety of ways. Club Secretary Chris Wood was surprised to receive the following letter from Mr J. C Seddon of Leicester. His reply is printed below.

CROSSWORD SOLUTION

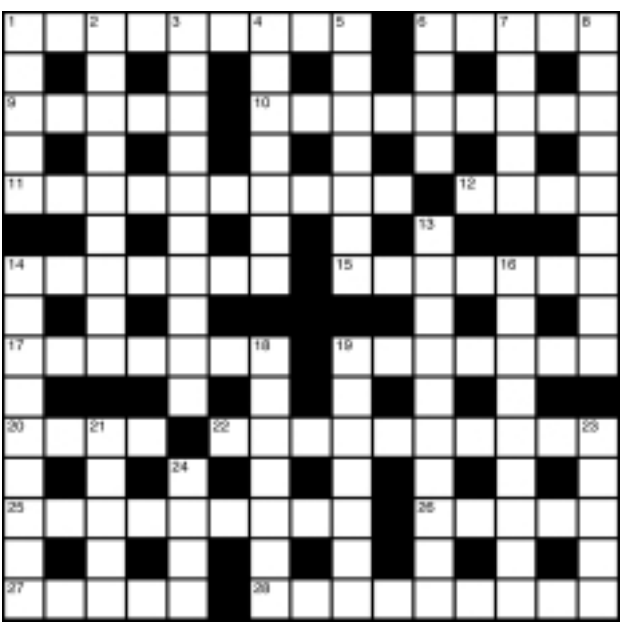
Congratulations to the five winners of our £10 prize Crossword:
 Mr A Norris of Ashington RAOB, Northumberland; Mrs H Meakin of Greasebrough WMC, Rotherham; Mr R A Bineham of Plumstead Radical Club, London; G M Williams of Seaside Social, Port Talbot; and Matt Conlan of Church St WMC, Burnley.



PRIZE CROSSWORD

EVERY month we give five £10 prizes to a lucky five correct entrants.

- ACROSS**
- 1 Pale plant – GM treatment makes one appealing. (9)
 - 6 The little professor has nothing to show for evidence. (5)
 - 9 Some taco licking will give baby wind. (5)
 - 10 Archer yet to be reformed of betrayal. (9)
 - 11 Cannot be blamed? – cue pinball wizardry. (10)
 - 12 Bloodline said to be conceited. (4)
 - 14 Naughty little Deborah T, unlikely to be paid. (3,4)
 - 15 Arrogant use of glue? (5-2)
 - 17 Can be read as ingredient of boilable giblets. (7)
 - 19 Quiet Marx, above ropey spear. (7)
 - 20 Bachelor's inner pain. (4)
 - 22 Long time for the bug that never was! (10)
 - 25 Ignorant of United Nations leader in the present. (9)
 - 26 Midi-omnibus, in a manner of speaking. (5)
 - 27 Fun and frolics – from psychological snippets. (5)
 - 28 Genuinely yours in post. (9)



- DOWN**
- 1 CIA is confounded by old computer files. (5)
 - 2 One of the canines showing the law's got bite? (6,3)
 - 3 It's a close match – for both sides. (5,5)
 - 4 A piece of land, say, to draw in. (7)
 - 5 Tries clumsily, in parallel lines, to construct lattice-work. (7)
 - 6 Choose to be somewhat

Name

Address

Club

- spick-and-span. (4)
- 7 Mothers-to-be seen to be somewhat overweight. (5)
- 8 Site left for the fire when things get worse. (6-3)
- 13 Sprinted into antique artefact when in isolation. (10)
- 14 Blue to agree, however attached, to pester. (9)
- 16 Oil intake damaged by mineral. (9)
- 18 Enlightens – makes into a little Edward? (7)
- 19 Fluorine e.g. – in a headlamp bulb? (7)
- 21 Alright, it's what bees do about nonsense. (5)
- 23 Maternal state for an ancient Egyptian? (5)
- 24 Ministry of Defence's old rocker fighters. (4)

Send your entry to Crossword, Powdene Publicity, Unit 17, St Peter's Wharf, Newcastle upon Tyne NE6 1TZ, to reach us by February 28.

DEAR Club Secretary, Committee and club members.
 May I say how delighted I was to read the third article on page four of the December 2010 edition of *Club Journal* with its headline of "Clubs back the Heroes" in which you state that you are really proud to organise the event for our wounded service men and women, for which I sincerely congratulate all.
 It is so good to know that you and your club membership are willing to dig so deep into your prosperous

pockets to sponsor our administration of the Ministry of Defence who are the employees of our wounded service men and women, especially in the days of recession.
 I agree with you that it is far better to collect money for the administration of one of our Government departments than it is to have a benevolent fund to help your failing brother clubs to survive, so keep up the good work.
 Yours faithfully,
 Mr J. C. Seddon

Dear Mr Seddon,
 FIRST and foremost may I point out that they are not just my service men and women, they are fighting to protect our country and I for one thank them for that. I suppose you would like the British Legion to stop selling poppies as well?

- Have you informed the Government of what effect the smoking ban is having on our clubs?
- Have you informed the Government what the effect cheap drinks from supermarkets are having on our clubs?



Christopher Wood (right) with Matthew Croucher GC.

May I suggest that instead of patronising people who care about our service men and women you vent your anger at the Government, they are the ones who are to blame for the demise of our great British clubs.

- Have you informed the Government to what the effect of the VAT increase is going to be on our clubs? Do you get my point Mr J. C Seddon?

I am not going to explain to you what my members do to keep our club going because it is none of your business but what I will tell you is that I am proud to have organised another Help For Heroes fundraiser for next year.

Regards,
 Christopher Wood

Might I enquire what you have done about the situation clubs find themselves in?

A very proud Secretary for supporting our troops and always will be.
 A copy of the letter I have quoted is available on request for verification.

- Have you organised a trip to London to lobby the Government?
- Have you organised any petitions to tell the Government what problems they are causing clubs?

Join the campaign

Dear Sir,
 HEARTY congratulations should be given to Mick McGlasham and the Executive Committee for joining the Save Our Pubs And Clubs (SOPAC) campaign to get the smoking ban amended.

keeping us informed over the last 18 months through his articles in *Club Journal*.



The weight of the entire CIU organisation will give added substance to the campaign launched in June 2009 with a most notable CIU supporter, the Rt. Hon. Greg Knight MP. We should not forget the invaluable contribution by Phil Johnson of Freedom2Choose in

This joining of forces should not be seen as discarding one organisation for another but should strengthen our determination to get this draconian intrusion into our private clubs amended. Our clubs are private places; we should run our clubs, not the government of the day.

Sean Spillane
 AMENDTHESMOKINGBAN.COM
 Luton

CLUB OUTINGS . . . CLUB OUTINGS

BLACKPOOL & LANCASHIRE

BLACKPOOL No. 1 WORKING MEN'S CLUB & INSTITUTE
Bloomfield Road, Blackpool
FY1 6JY. Tel: (01253) 343 508
(next to Blackpool FC Football ground).

Extends a warm welcome to all CIU associates and bona-fide guests.

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7 nights throughout the summer season (weekends winter).
Change of artists nightly.
Coach parties welcome.

CONTACT THE SECRETARY IN WRITING

BLACKPOOL ROYAL BRITISH LEGION CLUB
33-38 King Street, Blackpool FY1 3EJ.

Enjoy your visit with us at the club. Good all-round entertainment. Bookings for coach parties accepted. Room available for hire.

Sec: Mr K Teasdale or Treasurer Mrs R Thomas
Club: (01253) 626 308; Office: (01253) 290 322
www.blackpoolrbl.co.uk
email: blackpoolbritishlegion@gmail.com

BLOOMFIELD CLUB & INSTITUTE
128 Bloomfield Road, Blackpool, FY1 6JW.
Bloomfield CIU welcome all Associate members and guests to enjoy top artists in warm, friendly surroundings along with your favourite games – Bingo – Tote – Raffle seven nights a week. The club is on one level with disabled toilet facilities. Coach parties welcome. **Contact Secretary on (01253) 344 583. Fax: (01253) 349 402.**

Visiting Blackpool?

Try **BRUN GROVE WMC**
Brun Grove, Blackpool. Tel: (01253) 762 186
No admission charge to concert room.
No beer price increases for visitors.
BINGO – TOTE – RAFFLE
All associate members welcome.
Parties welcome.

BRUNSWICK WMC
BETHESDA ROAD, BLACKPOOL.
Telephone: (01253) 624 208

Coach parties welcome, also parking available. Entertainment 7 nights, comedians at weekends throughout the summer season. 2 large TV screens, cold food available. All branded doubles on offer. Smoking area at rear in beer garden. Wheelchair friendly. No beer increases for visitors. **Contact Billy Hill, Club Secretary.**

KNOTT END WORKING MEN'S CLUB
Offers a great welcome to CIU members and parties.
Why not try
● a visit to the seaside ● a ferry ride to Fleetwood
● a bowling green competition
or just our good food and entertainment.
SALISBURY AVENUE,
KNOTT END-ON-SEA, LANCS.
Office telephone (01253) 810362
Tel: Secretary Mr R Cummins for dates and details
(01253) 812 226

The famous **LAYTON INSTITUTE**
Westcliffe Drive, Blackpool FY3 7HG.
Entertainment every weekend.
Summer show Tues-Sat, August 19-October 25.
Parties welcome. Ring in advance.
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Contact Secretary on
(01253) 391 774 / 393 801
website: www.layton-institute.co.uk/

ROSEGROVE UNITY Working Men's Club
Holme Lodge, Rossendale Road, Burnley,
Lancs, BB11 5DL.
Sited 2 minutes from Junction 9 on M65.
Large car parking space available.
Entertainment Friday, Saturday and Sunday.
Bookings must give 14 days' notice.
Contact Secretary on (01282) 453 203 or
e-mail info@rosegroveunity.co.uk

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Lewes Road and Elm Grove
www.btlc.ciu.org.uk

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Brighton Races, city and beach nearby.
Main bus route right outside the door.
Coaches welcome (please call first).
Tel/fax: Secretary (01273) 601 101
Email: admin@btlc.ciu.org.uk

Eastbourne & District Trade Union Club & Institute Ltd.
Clapham House, 48 Seaside, Eastbourne,
East Sussex BN22 7QL.

A warm welcome is guaranteed to all CIU associates and guests. A good selection of reasonably priced beers and spirits available. Temporary membership can be arranged at the door for all holiday makers. Large groups or coach parties are welcome with prior arrangements. Situated 5 minutes walk from the beach.
Please contact secretary on (01323) 727703.

EASTBOURNE WORKING MEN'S CLUB
102/104 Firlie Road, Eastbourne BN22 8ET.
Tel: (01323) 723322
Email: eastbournewmc@googlemail.com

Visit the one and only workers' club in our lovely South Coast town. We have live music, raffles, bingo, darts, snooker and pool. See our Facebook page for coming events. A warm welcome to CIU members all year round.

LANCING & SOMPTING RBL CLUB
6 Colver Road, Lancing, West Sussex
BN15 9AX. Tel: (01903) 764 815

A warm welcome awaits all visitors. Facilities include Snooker, Pool, Darts, Crib and Sky TV. Catering for private parties can be arranged (14 days' notice please). Live entertainment every Saturday. Coach parties welcome for prior notice please contact the Secretary. Tel: Lancing & Dist. (01903) 753 127.

LITTLEHAMPTON TRADES & LABOUR CLUB
Wick Street, Wick, Littlehampton
BN17 7JH. Telephone (01903) 714 054

A warm welcome awaits all visitors. Facilities include darts, crib and Sky TV. Catering for private parties can be arranged (14 days' notice please). Live entertainment every Saturday. Coach parties welcome with prior notice, please contact the Secretary.

MALTRAVERS SOCIAL CLUB
Maltravers Road, Littlehampton
Telephone: (01903) 717 513

The club is midway between the sea and shops. Entertainment on Saturday evenings. A full catering service is available. A warm welcome is extended to all CIU associate members. Coach parties are always welcome. **Please notify the Secretary of your visit.**

SEAFORD RBL CLUB
Claremont Road, Seaford, East Sussex BN25 2BQ.
Sited on A259, a warm friendly welcome awaits in this family-oriented club. Entertainment, darts, bingo, snooker and pool. Home-cooked food Wednesdays to Sundays. Phone for times.
Temporary memberships available. Coach parties welcome. Please give 14 days' notice
Telephone: (01323) 890 154

ESSEX & EAST ANGLIA

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A warm welcome to all visitors. Large enclosed garden and car park with sea views. Three snooker tables, also pool table and darts. Bingo Mondays and Thursdays and one game Saturday evening. Live weekend entertainment. Catering arranged on request. Disabled friendly. Close to Sandringham Royal Estate, Coaches welcome midweek.
Contact Club Steward on 01485 533360.

Naval & Military Club (Southend-on-Sea)
20 Royal Terrace, Southend SS1 1DU.
Tel: 01702 347169

A warm and friendly welcome awaits you. Large rear garden and roof terrace with fantastic views overlooking the seafront and estuary. Live entertainment Saturday nights and Wednesday afternoons. Hot and Cold Food available every day of the week. Local Real Ale Club of the Year. Coach parties welcome but must contact the Manager, Mr John Murray prior to the visit.

WALTON-ON-NAZE RBL CLUB
Vicarage Lane (off High Street). 01255 674 153

Visiting the seaside? A warm welcome and friendly atmosphere – two minutes from beach front.
Live entertainment at weekends – sing-a-long Thursday afternoons – large screen TVs – pool – darts. Good range of drinks and bar snacks available. New membership available – CIU and RBL affiliated.
Coach parties welcome! Contact Secretary

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Liphook Road, Lindford, Bordon, Hampshire
GU35 0PN. Telephone: (01420) 472 228

A warm welcome is extended to all Associate Members. Only stipulation is children under five years old must leave the club by 9pm. Just off the A325 road between Farnham and Petersfield. So why not call in on your way to and from the south coast. **Please give the Secretary 14 days' notice of party visits.**

NEWPORT (I.W.) SOCIAL CLUB
13-14 Lower St James Street, Newport,
Isle of Wight PO30 5HB. Tel: (01983) 527 291

Situated in the centre of town, with a warm friendly atmosphere where you can bring family and friends. Open all day, function room, snooker room, darts, pool and jukebox. Bingo on Wednesday and Sunday evenings. Freshly-made rolls available daily. Coach parties always welcome by prior arrangement.

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85 High Street, Cowes, Isle of Wight PO31 7AJ.

A warm and friendly welcome is extended to all visitors. Situated on the sea front with panoramic sea views from the stage dining area, the club has one of the best views in the country. Ideal for parties and outings. Freshly prepared meals available 7 days a week.
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Tel: (01983) 292921 email: rblcowes@onwight.net

HEREFORD & WORCESTERSHIRE

HEREFORD WELSH SOCIAL CLUB

1 Hinton Road, Hereford, HR2 6BL.
Tel: (01432) 269038/285974.

Email:

herefordwelshclub@hotmail.co.uk

A friendly welcome is extended to all Associate Members. Live Entertainment every Saturday evening.

Hot and cold food available. Coaches welcome (please contact Secretary prior to your visit).

Please visit our website:

www.herefordwelshsocialclub.co.uk

"Hereford's most popular social club"

KENT

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Tunbridge Wells TN4 0EX.

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SUNDRIDGE PARK WMC
134 BURN TASH LANE, BROMLEY.

Tel: (020) 8464 3638 (Office); (020) 8460 6348 (Club)
Located close to A21 and A20. A warm welcome is extended to all visitors. Two bars serving a wide range of drinks. TV in bar and the lounge. Purpose-built snooker room with four tables. Live entertainment Saturday and Sunday evenings. Coach parties by prior arrangement with the office.

WAINSCOTT INSTITUTE (WMC)
4 Wainscott Road, Wainscott, Rochester,
Kent ME2 4LB. Tel: (01634) 717 464

A warm welcome is extended to all CIU associates. Live music & bingo on a Saturday night. A range of facilities including snooker, pool & darts. We welcome coach parties by prior arrangement with the steward. Buffet refreshments can be arranged. We are close to all the motorways via the Medway towns. CHILDREN ARE WELCOME.

LEEDS & WEST YORKSHIRE

Visiting Blackpool or Yorkshire Coast?
Haydock Park or York Races?

Then call at:

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Roseberry Street, Elland, West Yorkshire.

For your breakfast on the outward journey. And for an evening's splendid entertainment on your way home. We are only 2 miles from Junction 24, M62 on the A629. A warm welcome extended to all Associate Members. Live entertainment on Saturday and Sunday evenings. Dancing on Thursdays to our resident organist. Fully modernised Concert Room and Lounge. Excellent Games Room. Floodlit Bowling Green. Large Car Park.

Coach Parties welcome – please let us have 14 days' notice in writing to the Secretary
Phil Holroyd. Tel: Club (01422) 373 023.
www.wmcelland.co.uk
Telephone pre-bookings to be confirmed in writing to the Secretary.

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A warm and friendly welcome always assured in the comfortable surroundings of our recently refurbished club. Live entertainment every Friday, Saturday and Sunday evening. Relax in the quiet of the lounge or try a game of snooker on one of our three superb tables. Big screen Sky Sports TV.
Planning a day at the races?
York, Wetherby, Ripon.

We are 2 minutes from the A64 and 5 minutes from the M1. Breakfast and evening meals for large parties available by appointment.
Contact: Glen Doyle (Secretary)
0113 2959100

CLUB JOURNAL

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Club Journal contact Chris Brewis at
Powdene Publicity on 0191 265 0040.

BELLE ISLE WMC

Belle Isle Road, Leeds LS10 3PE.
Warm and friendly club with large car park, good value beer and large concert room. Live bands Friday, Saturday and Sunday. Coaches welcome.
Contact Secretary on (0113) 2718 768.

THE HAMMERSMITH CLUB
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10 mins' walk from Fulham FC and less than 25 mins by local transport to Chelsea and QPR. A warm and friendly welcome to away fans looking for good hospitality and a relaxing drink.
Also 20 mins to Westfield, Europe's largest shopping centre and 30 mins to West End theatres.
Contact us on (020) 8748 5760 or visit www.hammersmithclub.co.uk

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Tranmoor Lane, Armthorpe, Doncaster DN3 3BS.

Handy for racecourse and Doncaster Rovers. Close to M18. Big screen TV, entertainment every weekend.
Ring Club Secretary Alan Jones on (01302) 831 393

ARUNDEL EX-SERVICEMEN'S CLUB
CITY ROAD, SHEFFIELD

A friendly Club close to Town Centre
Facilities include a 500 seat Concert Room, two other lounges and a Games Room. Great Cabaret every night except Tuesday and Wednesday. Coach parties please contact Mr B. Simmonite. Children allowed up to 10 years. Catering for Buffet if required.
Telephone: (0114) 239 7151

CARCROFT VILLAGE WMC

Chestnut Avenue Carcroft, Doncaster DN6 8AG
Extends a warm welcome to all CIU affiliated members. Coach Parties welcomed by prior arrangement. 1 mile from A1 and close to M1, M18 and M62. Top class entertainment every weekend. Handy for Doncaster Races and trips returning from North or South coastal routes. Big Screen Sky TV and premier football. All enquiries to John Oldroyd, Secretary on (01302) 725 497.
www.carcroftvillagewmc.org.uk

FIRTH PARK WMC

56 Idsworth Road, Sheffield S5 6UP
A warm welcome is extended to all CIU Associate members. 10 mins J34 M1 (Meadowhall), 10 mins from Hillsborough. Our 400-seat concert room is open Sat and Sun nights. Children over 16 allowed in the Concert Room. Karaoke in our comfortable lounge on Sat night. Sky TV and 3 snooker tables also for your enjoyment. Coaches welcome with prior notice to the Secretary. Tel: (0114) 242 6321.

HAWTHORN RECREATIONAL & SOCIAL CLUB

Goodison Boulevard, Cantley, Doncaster. Tel: (01302) 536 565
Easily accessible for the Racecourse. Big screen Sky TV. Artists on Saturdays.

INTAKE SOCIAL CLUB

Craithie Road, Doncaster DN2 5EG.
We are the closest club (5 minutes' walk) to Doncaster Racecourse. (See Page 19 for offers). Bar snacks available. Tremendous value-for-money bar prices.
Contact Secretary Tom Forester in advance on: (01302) 320 036

SKELLOW GRANGE WMC

Skellow Road, Skellow, Doncaster DN6 8JL.
Tel: (01302) 722 567 www.skellowgrange.com (Secretary: N. Harris)

It's 1/2 mile from A1M motorway links gaining access from M62, M18, M1. Completely renovated club, top class entertainment at weekends and top class money tombola through the week. Bus parties welcome, ample parking space. Handy for Doncaster Races or call back from the coast.
- All associates of CIU and guests welcome -

THE WESTMINSTER RECREATIONAL CLUB
Westminster Crescent, Intake, Doncaster DN2 6HU

Situated just off Leger Way (approximately 1/2 mile from main Race Stands). Coach parties welcome. Large car parking area. Artists Friday/Saturday night.
Telephone (01302) 812 103/4

SURREY

CHERTSEY SOCIAL CLUB

Pycroft Road, Chertsey. 5 minutes M25 J11.
Country Club 1st Monday monthly; Line Dancing Wednesday; Bingo Thursday, Saturday and (fun) Tuesday afternoons. Live music Saturday; some Fridays. Thorpe Park 5 minutes; handy for Epsom, Ascot, Sandown, Kempton Park, Windsor Castle/racecourse and Chessington. Coaches and buffet/hot snacks by prior arrangement.
Tel: (01932) 563 265.

EGHAM UNITED SERVICES CLUB

111 Spring Rise, Egham, Surrey TW20 9PE.
"North Surrey CAMRA Club of the Year 2008 & 2009"
"Finalist for CAMRA Club of the Year 2009"
Located 5 minutes from J13 M25, handy for Windsor Castle and races, Kempton, Ascot, Epsom and Sandown. 5 mins from Egham Station on the Waterloo to Reading line. Three real ale and cider festivals a year.
www.eusc.co.uk
Tel: (01784) 435120 or 07738 714572
(Real Ale Festivals and Party Bars also arranged)

DAY OUT RACING
ESHER W.M.C.

142 Esher High Street, Esher, Surrey.
Telephone: (01372) 467 758
Sandown Race Course within walking distance. Kempton Park and Epsom also nearby. A warm welcome is extended to all associate members.

WALTON COMRADES CLUB

7 Franklyn Road, Walton-on-Thames, Surrey.
A warm welcome is extended to all affiliated members. Near to Hampton Court Palace, Kempton, Sandown and Epsom Racecourses. Within easy reach of Thorpe Park, Windsor Castle and Chessington World of Adventure. Easy access M25. Live music Saturdays. We are open all day every day.
Coach parties welcome. Apply to Club (01932) 226 052.

WALTON WORKING MEN'S CLUB

21A Church Street, Walton-on-Thames, Surrey KT12 2QP.
Extends a warm welcome to Associate Members. Near M25/M3, Sandown and Kempton Racecourses, Hampton Court, Wentworth, Twickenham Rugby and Thorpe Park. Ideal fishing - River Thames. Dancing to live music Saturdays/Sundays. Coaches. In writing to the Secretary.
Telephone: (01932) 220 361.

THAMES VALLEY

Banbury Trades & Labour Club

32 West Bar Street, Banbury, Oxon OX16 9RR. Tel: (01295) 215 7119 (H); (01295) 254 168 (Club).
A warm welcome is extended to all Associates. Coach parties welcome with 14 days prior notice to Secretary. Live entertainment on Saturday night. Food available. Please contact Secretary with your booking.

PANGBOURNE WORKING MEN'S CLUB

Whitchurch Road, Pangbourne, Reading, Berks, RG8 7BS.
Pangbourne WMC is a family-oriented club in a picturesque Berkshire village, 200 yards from the River Thames. We offer Saturday night entertainment, quiz and crib nights, darts, snooker, pool, and a hall with a dance floor and separate bar. Bar food available by prior arrangement. Ample car parking. Coach parties welcome by appointment.
Telephone: (0118) 984 2885

WALES

BETTWS SOCIAL CLUB

Lambourne Way, Bettws, Newport, Gwent.
A warm friendly welcome assured to all CIU affiliated members and guests.
Less than 10 minutes from junction 26 of the M4. Coach parties welcome by prior appointment. Live entertainment every Saturday evening. Catering can be provided by arrangement.
Tel: (01633) 858 780.

Although the CIU has taken care to ensure that all advertisements are placed in good faith it accepts no liability for any advertisements in Club Journal.

To advertise ring Chris Brewis on (0191) 265 0040.

LEICESTER & EAST MIDLANDS

NEW PARK SOCIAL CLUB & INSTITUTE LIMITED

Battersbee Road, Leicester LE3 9LD
All coach parties welcome, with 14 days' notice to the secretary. Fully air conditioned large concert room. Hot and Cold Food available. Sky TV shown on big screen in the games room. Children allowed Friday and Saturday nights. If you have any questions please contact the secretary on Telephone (0116) 2333 305 or Fax (0116) 2333 303.

NOTTINGHAM ODDFELLOWS CLUB

89 HUMBERSTONE GATE, LEICESTER.
TELEPHONE: (0116) 262 0181
262 5404 (EVENINGS) - CIU AFFILIATED
★ City Centre Club
★ Coach park right outside premises
★ 2 minutes from centre of Leicester
Coach parties and parties always welcome.
Food supplied hot or cold - 7 days' notice or please phone prior to visit. Children welcome. Dances Monday, Tuesday and Friday. Entertainment available.
Phone or write to Secretary Eric Johnson

SAFFRON LANE ESTATE WMC

429 SAFFRON LANE, LEICESTER, LE2 6UF
Welcomes all CIU members to our friendly club here in Leicester. Only 5 minutes from the M1 junction 21 and close to the racecourse and the football, rugby and cricket stadiums.
Clean, comfortable and fully air-conditioned. Please visit our website where you will find details of all our facilities and activities.
www.saffronlanewmc.co.uk

SKEGNESS EX-SERVICE CLUB

2 Grand Parade, Skegness, PE25 2UN.
Telephone: 01754 762113
Located on the seafront near the clocktower, 2-3 mins from town centre. Lounge bar, pool/children's room, 1st floor patio area. Reasonably priced beers/lagers and house doubles. Selection of chilled baps.
Live entertainment every Saturday (Sundays main season). Open 11.30-6.00 and 7-11.30 most days. Pre-booked coaches welcome - come to a completely refurbished 21st century club.

SKEGNESS WMC

Briar Way, Skegness, Lincolnshire PE 25 3NR
Telephone: (01754) 762 598
A warm and friendly welcome is extended to all CIU associate members visiting the area. We are centrally located in the town 5 minutes from the bus and railway stations (opposite the market). We offer facilities including a concert room, games room and a special families room. Our resident organist will entertain you in the lounge. After the Spring Bank Holiday we will also have various visiting artists. Coach parties are welcome by appointment.

LONDON

DONE OUR BIT EX-SERVICEMEN'S CLUB

128A MAYGROVE ROAD, LONDON NW6.
Office: (020) 7624 3701; Club: (020) 7624 3603
Coach Parties welcome by appointment with the Secretary. Entertainment Friday, Saturday and Sunday. Food by arrangement. 15 minutes from Wembley Stadium. 10 minutes from West End.
No children under 16 on Saturday.

HARROW ROYAL BRITISH LEGION

Northolt Road, South Harrow HA2 0DW.
Extends a warm welcome to all Associate members and guests. Situated 10 minutes from the A40 and 20 minutes from Wembley Stadium. We have live bands every Saturday and Sunday night. Catering on request. Coach parties welcome with prior notification to Kath or Roy Roberts. Telephone: (020) 8422 1222.

HAYES WMC

Pump Lane, Hayes, Middlesex UB3 3NB.
Telephone: (020) 8573 1721
e-mail: bobdaybell@aol.com
Why not visit the flagship of clubs in the South? Ascot, Kempton Park & Sandown racecourses all nearby. Live bands every Friday and Saturday night. Late night cabaret last Saturday of every month, at least 3 acts, charge for entry, late bar. Catering available weekends, orders taken in advance to your requirements.
Visit our website: www.hayesworkingmensclub.com for our full entertainment programme. Coaches welcome by prior arrangement with the secretary.

ISLEWORTH CLUB

Goodenough House, 109 St John's Road, Isleworth, Middlesex TW7 6PN. Telephone: (020) 8560 2569
We are good enough - are you?
5 minutes from Twickenham Rugby and only 15 minutes from Kempton and Sandown. Call in on your way and give us a try. Pick your winners from our varied selection of popular beers which are available in either our large Concert Room or Lounge. Close to the M4 and M3. Please give prior notice for parties. Coach parties are welcome.

Wealdstone Social Club

Railway Approach, Harrow, HA3 5BX.
Tel: (020) 8427 3334
email: secretarywsc@btconnect.com
For 15 min connection to WEMBLEY STADIUM. Coach parties welcome. Free parking all day. Please arrange with Secretary for bookings. Function Hall available for private parties.
Friendly staff - great beer - good company

MANCHESTER & CHESHIRE

The Lower Kersal Social Club

Stamford Road, Salford M7 3SD.
Telephone/fax: (0161) 792 4717.
An ideal family atmosphere club located 5 minutes from M62 and 10 minutes from MUFC - great for pre-match refreshments. We offer facilities for Charity Concerts, Conferences and Sportsman Dinners.
Contact Secretary for availability and bookings.

NORTHAMPTONSHIRE & CAMBRIDGESHIRE

St James Working Mens Club

Weedon Road, St James, Northampton.
A warm welcome awaits all club members. Lounge, Games Room and large Concert Room. Parties welcome, catering if required by prior arrangement. 5 minutes M1, Junction 15A.
Please contact Secretary Mrs P. Webster. Tel: (01604) 456 602 www.stjameswmc.co.uk

LLANHARRY WMC & INSTITUTION LTD.
Elm Road, Llanharry, Pontyclun,
Mid-Glamorgan CF72 9HR.
Extends a warm welcome to all CIU associate members and guests. Coach parties welcome by arrangement. Entertainment every Saturday. Restaurant facilities available. 10 minutes from junction 34 M4 motorway.
Telephone (01443) 222 217
Fax/Telephone (01443) 224 322

TONYREFAIL WORKING MEN'S CLUB
28 WAUNRHYDD ROAD,
TONYREFAIL, MID-GLAMORGAN.
(15 minutes from M4, Junction 34)
Extend a friendly welcome to all CIU affiliated club members and bona-fide guests. Dance hall seats 300. Modern lounge and games room. Full restaurant facilities available. Top class artists every Saturday and Sunday.
Telephone: (01443) 670 484.
Secretary: (01443) 670 601.
Why not park your rear end down!

WARWICKSHIRE & COVENTRY

BEDWORTH
EX-SERVICEMEN'S SOCIAL CLUB & INSTITUTE
Rye Piece, Bedworth, Nr. Nuneaton,
Warwickshire. Tel: (024) 7631 3236
Extends a warm welcome to all associates. Restaurant facilities Monday to Saturday - Bar snacks also available. 6 minutes from junction 3 of M6. Approx. 5 miles to Coventry City. Saturday/Sunday night entertainment, live music, bingo, bar and lounge. Contact Secretary for bookings.

HEN LANE SOCIAL CLUB
Beacon Road, Holbrooks, Coventry CV6 4DS.
5 minutes from M6 Junction 3, 10 minutes' walk from Ricoh Arena, minibus from club on match days. Excellent function room and facilities. Hot and cold snacks available at all times. Prior notice required for coach parties and catering (menu sent on request).
Please contact the Secretary.
Tel: (024) 7672 4830; Office: (024) 7672 4832.

UNICORN SOCIAL CLUB
Holbrook Lane, Coventry CV6 4DE. (5 mins from M6 J3).
Just 15 minutes' walk from the Ricoh Arena, home of Coventry City Football Club. Excellent function room and facilities including games room and bar with large screen satellite TV. Modern air-conditioned facility with live music every Saturday evening and hot and cold food available. Prior notice required for coach parties, including official supporters' clubs.
Please contact the Secretary at:
unicorncoventry@yahoo.com
or by telephone on (024)76 684741

WILLENHALL SOCIAL CLUB
ROBIN HOOD ROAD, COVENTRY
CV3 3BB. **Secretary: (024) 7630 1222 or 7630 3278.**

Welcome to all Associate Members.
Entertainment every Saturday and Sunday night in concert room (seats 600). Bar, games room and luxury lounge facilities. Large car park.
Hot and cold snacks available.
10 minutes from City Centre.
No Children Allowed.
Coach parties apply to Secretary.

WEST COUNTRY

GOING TO CHELTENHAM RACES?
Why not call at:
CHARLTON KINGS CLUB
21 Church Street, Charlton Kings,
Cheltenham GL53 8AP.
Telephone: (01242) 525 511
Easily accessible for the Racecourse. Coach parties welcome by arrangement. Open all weekend. Big screen Sky. Live music.

FILTON & DISTRICT SOCIAL CLUB
Conygre Grove, Filton, Bristol BS34 7HZ.
Extends a warm welcome to CIU members and guests. Coach parties by arrangement. Entertainment every Saturday, bingo on Sundays. Buffets arranged. 10 minutes from M5/M4.
Telephone: (0117) 969 2934

POOLE LABOUR CLUB
22 Wimborne Road, Poole, Dorset
Tel: 01202 674 059 / 686 256
Offers the 3 S's to all affiliated members, Sea, Sand and Speedway!
Centre of Poole, 20 minutes from Bournemouth, 2 minutes from Poole Stadium for Speedway and Greyhound Racing.
Good beer, warm welcome, open all day.
Entertainment on Saturday nights, Tuesday Tea Dances. Darts, Skittles, Snooker, Pool and Dominoes games can be arranged. Certain restrictions apply to children.
Contact Secretary for details.

WESTON-SUPER-MARE WMC
Orchard Street, Weston-super-Mare.
Telephone: 01934 418 202
A warm welcome is extended to Associates and their families in Weston's premier club. Situated in the town centre and close to the sea front.
Live entertainment every Saturday and Sunday.
Bingo (Friday Saturday and Sunday).
Buffets arranged.

Large downstairs concert room seating 250.
Coach parties welcome including a Saturday.
Please contact the Secretary giving prior notice of visit. Open all day.

WEYMOUTH WMC
MITCHELL STREET, WEYMOUTH,
(Harbour End Of Town)
Less than 5 minutes from the beach!
We welcome all CIU affiliated members. Music Friday & Saturday evenings, with Bingo fliers on these nights. Plus the usual club activities. Restaurant now open.
Tel: (01305) 786 392 or (01305) 787254
www.weymouthworkies.co.uk

Passing through the Cotswolds? Then why not visit
WOTTON HALL CLUB LTD.
138 BARNWOOD ROAD, GLOUCESTER
- We welcome all Associate Members -
Bar, Lounge, Ballroom and Games Room.
Dancing every Saturday. Restaurant facilities and basket meals available. 14 days' notice required.
Telephone: Secretary (01452) 610 025
9.00 am-1.00 pm Monday-Friday

WEST MIDLANDS & BIRMINGHAM

ALVECHURCH SPORTS & SOCIAL CLUB
The Square, Alvechurch,
Near Birmingham B48 7LD.
A friendly welcome to all Associate Members. Weekend entertainment and comfortable surroundings, also food available. Close to M42 and M5 in a picturesque part of the countryside.
Contact: A. Morrison, Secretary on (0121) 445 2121.
Large parties please notify 14 days in advance.

YARDLEY WOOD SOCIAL CLUB
118 School Road, Yardley Wood,
Birmingham B14 4JR.
Club Tel: (0121) 474 2026 Sec: (0121) 474 3725
Visit our brand new website:
<http://www.yardleywoodsocialclub.com/>
Two large TV screens, 6 snooker tables, bingo and weekly entertainment, bowling green. Function rooms available for hire and catering. Large car park at rear of the club. Associate members welcome.

YORKS (N & E) & NORTH EAST

BEECHWOOD, EASTER SIDE & DISTRICT SOCIAL CLUB
Broadwell Road, Easterside,
Middlesbrough TS4 3PP.
(Opposite The James Cook University Hospital)
Live music every night with bingo, totes and raffles. Large bar with 4 snooker and 2 pool tables, 2 dart boards and all Sky sports channels. Two smoking areas with heated Beach Huts. Coach parties welcome with prior notice to The Secretary.
Tel: (01642) 318789. Check the website it's all on there, www.beadsclub.co.uk

BLAKELAW & DISTRICT SOCIAL CLUB
6 Cragston Way, Newcastle NE5 3SW.
Friendly club on northern edge of Newcastle. Handy for A1, Racecourse and St James' Park. Coach parties welcome. Food can also be arranged.
Contact Secretary Alan Campbell on 07986706354 or blakelawsc@googlemail.com

CENTRAL WMC
7 Beaumont Street, Darlington
Tel: (01325) 464054
Situating near town centre, five minutes from A1(M). Associate members and coach parties are welcome as are football and racing followers. Please give prior notice.
Live entertainment and catering by private arrangement. Room available for birthdays, engagement parties, wakes and weddings.

CITY OF YORK TRAMWAYS EMPLOYEES' CLUB AND INSTITUTE
1 Mill Street (off Piccadilly), York YO1 1PY.
Telephone: (01904) 623 953
5 minutes from Marks & Spencer
Entertainment and dancing every night except on Wed and Thurs. Prize games. Concert room (seating 275), Games Room, Bar and TV Lounge. Visiting Associates are welcome. Parties by arrangement.
Telephone: (01904) 623 953.

King Street Social Club
Phoenix House, 27 King Street,
North Shields NE30 1BZ.
Telephone: (0191) 2900473.
Situating on the main road from North Shields to the coast. Main bingo sessions are Tuesday and Friday evenings and Sunday morning.
Top class live entertainment every weekend supported by resident band "Soul Machine".
Coach parties welcome with prior notification to the Secretary David Farrell. **Telephone (0191) 2900474.**

Middlesbrough RAOB Club (The Buffs)
51 Wilton Street, Southfield Road, Town Centre
A19-A66 2 minutes. Redcar races, 10 minutes. Middlesbrough FC 5 minutes. Games Room, TV Lounge and Lounge. Live entertainment Saturday and Sunday. Disco's Wednesday and Friday. 50/50 Dancing Tuesday and Thursday. A warm welcome to all affiliated members including coach parties with prior notice to the Secretary. **Telephone: (01642) 860 511.**

MORPETH COMRADES CLUB
Market Place, Morpeth NE61 1NS.
Brand new state-of-the-art club as featured in *Club Journal*. Snooker table, large TV screen, roof garden, also handy for shops! Easy to reach from A1. Coach parties welcome.
Ring in advance on (01670) 505 454.

NEW YORK CLUB & INSTITUTE LIMITED
22-26 Blossom Street, York YO24 1AJ.
Tel: (01904) 612 244 newyorkclub@btconnect.com
Secretary: Frank A. Healy BA HND CMD
300 yards from station on way to racecourse. Warm and friendly welcome to all Associate Members and guests. A great place to call into before or after your visit to York. Beer garden and 42" screen with Sky TV. Parties and buffet-style catering by prior arrangement.

NORTH BIDDICK SOCIAL CLUB
BONEMILL LANE, FATFIELD,
WASHINGTON NE38 8AN.
Excellent riverside location. Five minutes from A1(M) with excellent car/coach parking facilities. Games room with 2 snooker tables and 2 pool tables. Restaurant facilities and buffets catered for. Why not call on your way to see football games or cricket games in the area? Coaches welcome by prior arrangement with Secretary Michael Normile on (0191) 416 0148.
Why not visit our website at www.northbiddickclub.co.uk

OSBORNE WMC
Osborne Road, Chester-le-Street,
County Durham DH3 3DS.
200 yards from the station and short walk to the Riverside Cricket Ground. Evening car and coach parking facilities. Live entertainment every Saturday night. A great place to call in after your day at the races. Bingo Mondays and Fridays.
Just give us a ring on (0191) 388 8679.

RELTON TERRACE WMC
1 Red Rose Terrace,
Chester-le-Street DH3 3LN.
Five minutes' walk to Durham County Cricket ground and riverside park.
Eight miles from both Sunderland AFC and Newcastle United. Away fans welcome.
Contact club on (0191) 388 3477
for more information.

RICHMOND COMRADES CLUB
Newbiggin, Richmond, N. Yorkshire DL10 4DT.
Beautifully located club near to castle, Market Place and buses. Good parking/access for coach trips. 2 large function rooms and 2 bars, pool tables. Very large TV screen. Why not come and visit Richmond with your family. Ideal club for trip to Richmond or the races. ALL very welcome.
www.richmond.org
Tel: 01748822386 - Nikki Club Steward

ST CLEMENTS WMC
Count de Burgh Terrace,
South Bank, York YO23 1HH.
Small friendly club. Five minutes from York Racecourse. Artists every Saturday night. Regular and guest real ales. Coach parties and catering by arrangement.
Telephone: (01904) 629973

More than 100 CIU Clubs inform members of their existence through our Club Outings Guide for as little as £20 per month. Join them in the next issue by contacting Chris Brewis on (0191) 265 0040.

club MANAGEMENT

IN ASSOCIATION WITH The co-operative bank

COUNTING THE COST OF SICKNESS LEAVE

THE average cost of sickness absence in the UK for 2009 was estimated at £692 for each employee per year (an increase of £26 per annum on 2008.) Staff absence rates in the UK for 2009 have decreased slightly to 7.4 days per employee per year from 8.0 days per employee in 2008.

It is therefore important that clubs tackle sickness absence with a view to:

- decreasing the frequency of short-term sickness absences;
- facilitating a speedy return to work in each case, following short or long periods of absence;
- making informed decisions about the viability of sick employees' future employment.

Key elements

With regard to an employee's persistent short-term sickness absences, clubs must:

- carry out a fair review of the employee's attendance record and determine the reasons for the absences;
- give the employee an opportunity to make representations;
- inform the employee of the possible (or probable) consequences if his or her attendance record does not improve;
- ensure compliance with the ACAS Code of Practice.

The key elements for clubs in dealing with an employee's long-term sickness absences are:

- consultation with the employee, ie maintaining regular contact throughout the period of absence and fully involving the employee in the decision-making process;
- Medical investigation, ie gathering medical evidence/opinion on the employee's condition, the medical prognosis and the likelihood of a swift return to work and the suitability of the current job. The introduction of "fit notes" and computer-generated eMed3 certificates in April 2010 should assist this process. A doctor now selects from two key options:
 - may be fit for work taking account of the following advice;
 - not fit for work.
- Of course, the employee may be fit to return unconditionally. When the employee "may be fit for work" the doctor has four further options to select from:
 - phased return to work;

EMPLOYMENT LAW QUIZ

(Answers on Page 17) . . .

1. Can a club dismiss an employee because of long term sickness absence?
 - a) Yes, following compliance with procedures
 - b) No
2. What do clubs need to know about the use of fit notes (previously known as medical certificates or sick notes)?
 - a) Not much, there's very little change from sick notes
 - b) They describe the work an employee can do, rather than
3. Is a club required to seek consent from employees in order to process data relating to sickness absence?
 - a) Yes
 - b) No
4. How can a club obtain a specific medical report from the employee's doctor?
 - a) by seeking written consent from the employee
 - b) by writing to the employee's doctor

- amended duties;
- altered hours;
- workplace adaptations necessary.

There is no option available to select making a referral to an occupational health advisor as it was felt that this could delay the employee's return to work.

The option to return the employee to work under one or more conditions could make it difficult for some clubs to accommodate employees' requirements. Although clubs are not obliged to follow the doctor's recommendation a refusal to do so could raise a number of practical and legal problems.

Should the employee be told he/she could return to work on a part-time basis and be paid half their normal salary this may encourage them to dispute the doctor's decision when they can remain at home on sick

leave on full pay. Consideration, where appropriate, of alternative employment, modified working and/or reasonable adjustments in the case of disabled employees before any decision to dismiss the employee is made will be crucial. "Reasonable adjustments" might include working from home or altering working hours to avoid the rush hour. Temporary changes along the same lines might also be made to ease the return to work of other, non-disabled employees. One solution could be to extend the flexible working policy to include those returning from sick leave, but to vary contractual terms and conditions temporarily. To assist in facilitating employees' return to work, the maximum period someone can be "signed off" once is reduced from six to three months.



Club Management is edited by Mick McGlasham

Change the light bulb

THE EU announced in 2009 that a new directive on carbon emissions and greenhouse gases means incandescent lamps, (hot filament wire bulbs) are to be phased out and will be banned completely by 2012.

This means that wherever traditional 240-volt light bulbs are used in offices, shops, homes, schools, pubs, clubs and across industry generally, they will have to be replaced by law, with low-energy equivalents. The lamps affected include standard B.C./E.S. 40W, 60W, 100W and 150W bulbs, candle lamps, pygmy lamps, SES lamps, and 35W/50W GU10 lamps. In addition to these, 8ft fluorescent tubes are also being phased out.

Lamp manufacturers are producing state-of-the-art high specification replacements known as Compact Fluorescent Lamps (CFLs) which are both longer lasting and more energy-efficient than the traditional incandescent bulbs. For example, a standard 100W B.C./E.S. lamp with an average life of 1,000 hours can be replaced with a 20W lamp with an average life of 10,000 hours.

Because these lamps consume less power, they are rated in a different way and it can be confusing to know and understand exactly what choice to make when trying to select a suitable replacement. Significant savings can be made, since about 20 per cent of energy consumed is used in lighting.

Replacing the lamps is only the first step in longer term energy cost reduction. Changing the actual light fitting to a higher efficiency, low-energy alternative will involve some capital investment cost but the payback benefits are permanent, month after month, year after year.

Changing is not an option: it is a requirement.

The co-operative bank
good with money

We're a hard act to follow when it comes to cash

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Mon to Fri
net 39902



*Source: Business Moneyfacts October 2010 – based on depositing £5,000 a month at the Post Office®. The Co-operative Bank is authorised and regulated by the Financial Services Authority (No. 121885), subscribes to the Lending Code, is a member of the Financial Ombudsman Service and is licensed by the Office of Fair Trading (No. 006110). The Co-operative Bank p.l.c., P.O. Box 101, 1 Balloon Street, Manchester M60 4EP. Registered in England and Wales No. 990997. Calls may be monitored or recorded for security and training purposes. For BT customers, calls to 0800 numbers are free. Call charges from other companies may vary and you may want to check this with your service provider.

SECRETARY LEAVES CLUB A REAL LEGACY



Pictured (left to right) outside the new concert room are: Club Treasurer Pete Rigby, Geoff Whewell, Club Secretary Janet Sivorn and Colin Betts.

A WEST Midlands club has held a special night to honour a former club secretary, who left money to the club in his will.

Neil Walker left a considerable legacy to Cheslyn Hay Community & Sports Club and stipulated that it should only be used in the upkeep of the building both inside and outside.

At a special members' night the club dedicated the newly-furnished concert room in his memory. A plaque bearing his name is mounted above the entrance to the concert room.

Club President Colin Betts invited West Midland Branch Secretary Geoff Whewell to officially dedicate the concert room. Geoff said he was honoured to have been asked, as Neil was a great supporter of the CIU, both locally and regionally.

Afterwards members and guests enjoyed an evening of music and laughter and a buffet provided by the club.

EMPLOYMENT LAW QUIZ ANSWERS

... (Questions on Page 16)

QUESTION 1: Answer a)

If the time eventually comes when all procedures have been exhausted, all avenues explored and the job can no longer be kept open, the employee should be fully consulted and informed about possible dismissal. In reaching a decision to dismiss, the club's capability or dismissal procedures must be followed and the club must at least comply with its own procedures and the Acas code of practice on disciplinary and grievance procedures

QUESTION 2: Answer b)

Sick notes, medical certificates or "fit notes" arise when employees are ill or injured. GPs provide these as proof to the club that the employees are genuinely sick.

"Fit notes" (or fitness for work statements) were introduced last April to replace the old sick notes. The old sick note system had been in operation since 1948 and was seen to be in need of modernisation to help address the vast number of employees on long-term sickness absence or incapacity benefits. It is hoped that the new system will encourage employees back to work more quickly.

As well as a change of name, there are several practical differences in the approach to be taken over the provision of these notes. It is fair to say,

however, that the most important change is a conceptual shift focusing on the work employees can do, rather than what they cannot do.

It is important to emphasise that clubs' duties to pay statutory sick pay and make reasonable adjustments under the Disability Discrimination Act 1995 (DDA) remain unaffected. Clubs should be wary of contravening the DDA if the employee's health problems qualify as a disability.

QUESTION 3: Answer a)

Data relating to the reasons for sickness absence is sensitive personal data according to the Data Protection Act 1998. Part 2 of the employment practices data protection code dealing with employment records suggests that absence records should be recorded separately from sickness records.

Part 4 of the Code dealing with medical records and health information established the general principle that employers should only collect information relating to the health of individual workers if:

- express, freely given consent has been provided by the worker(s) concerned, or
- the collection is necessary to enable compliance with the employer's legal obligations, for example, to prevent breaching the health and safety regulations and/or anti-discrimination rules.

Collection of medical records and health information relating to individual workers not covered by the above is likely to be unlawful and a breach of the Data Protection Act 1998.

QUESTION 4: Answer a)

The Access to Medical Reports Act 1988 requires express consent from an employee before a club can approach the employee's GP for a medical report.

A club should draft a consent form for the employee to sign making it clear that they are giving consent to the GP to supply a medical report. In accordance with the Data Protection Act 1998 details of sickness absence and medical reports are classified as sensitive personal data and should therefore not be disclosed to third parties without express consent. There are also strict rules about patient confidentiality and therefore no GP will disclose information unless they are sure the employee has consented to its release.

* While every care has been taken in compiling these notes, the writer Andrew Dane cannot be held responsible for any errors or omissions; the notes are not intended to be a substitute for specific legal advice, which you should obtain from your Branch Office.

OBITUARIES

BOB SKEEL

THE South East Metropolitan Branch regret to announce the death of former Branch Executive member Bob Skeel.

Bob, who was 87, served on the Committee of Walton WMC in Surrey and was on the Branch Executive from 1985 to 1989. He worked for British Rail as a civil engineer/supervisor until he retired in 1988. He later moved to Herefordshire with his wife Margaret.

During the war he served in the Royal Army Service Corps as a driving instructor in Italy and North Africa, where he briefly drove General Montgomery and was mentioned in dispatches.

Condolences go to Margaret and to Lesley, Beverley and Paul.



ERIC LYLE

ELLISTOWN WMC in Leicestershire regret to announce the death of Eric Lyle at the age of 90.

Eric had been a member of the club for 66 years and had served either as a Committee member or Trustee for the last 29 years.

He will be sadly missed by all his friends at the club. Condolences go to Ada and his family.



GEOFF MAUN

HECKMONDWIKE Comrades Club in West Yorkshire regret to report the passing of their former Secretary Geoffrey Maun CMD.

Geoff was a club man through and through, who devoted 35 years of his life to being Club Secretary. In that time he only missed once conference and one council meeting.

He was always there to give advice and direction to the President and Committee and members of the club. He will be sadly missed.



BRICKET Wood Social Club in Hertfordshire is mourning the death of former England and Spurs footballer Ralph Coates.

played four games for England and was in the initial squad for the 1970 World Cup before moving to Spurs where he

Ralph Coates, club man and footballer

Ralph, who was a regular visitor to the club, died in hospital following a short illness at the age of 64. His final visit to the club saw him attend an Abba tribute night shortly before Christmas.

Ralph Coates was born in the heart of clubland at Hetton-Hole, near Sunderland, and worked in the mining industry before being spotted by scout Jack Hixon, who also spotted Alan Shearer, and signing for Burnley. While at Burnley he

was a member of the team that won the 1972 UEFA Cup, and scored the winning goal in the 1973 League Cup final.

He finished his career at Leyton Orient. Ralph had lived in Bricket Wood for about 16 years and was a popular member and regular visitor to the club. One club member described

him to the local paper as having time for everyone and being "the most honest, sincere, genuine person you're ever likely to meet."



HONOURS

Distinguished Service Award

David Gower, Saltwood Club, Kent.
Patrick Swords, Dunscroft Social Club & Inst, Doncaster.

Long Service Award

John Wright, Chatham Suburban Social Club, Kent.
Thomas Lamb, Evenwood WMC, Durham.
Colin Head, New Meadow St. Lab. & Soc. Club, Manchester.
James Browne, The Poplar Social Club, Manchester.

Certificate of Merit

John Kennedy, Chatham Suburban Social Club.
Paul Routledge, Hamsterley WMC.
Winston Tolley, Highley WMC.
Lawrence Bint, Highley WMC

Special Award

Centenary Certificate
Belle Grove Social Club, Kent.
Barnby Dun Social Club, Doncaster.

Club Notices

EXPULSION
Not now members of the following clubs. These should not be admitted as Union Associates.

Robert Lowe, Northampton St James WMC.
Mr T A Dacre, Hawthorn Recreational & Social Club, Doncaster.

SUSPENSIONS EXPIRING ON DATES MENTIONED

Mr M Currie, Bloomfield Club & Institute, Blackpool. (May 23, 2011).
Mr D Cain, Bloomfield Club & Institute, Blackpool. (May 23, 2011).
P Nuttall, Mill Hill WMC, Blackburn. (March 20, 2011).

CLUB APPLYING FOR MEMBERSHIP OF THE UNION

Highbury Soccer Social Club, Highbury Avenue, Fleetwood, Lancs, FY7 7DR. (Manchester Branch).



CLUBS CLOSED

Brandon Commercial Club. (Durham Branch).
Swinton Victoria WMC. (South Yorkshire Branch).
Phoenix Club Epsom. (South East Met. Branch).
Halmer End WMC. (North Staffs Branch).
London Road Sports & Social Club. (North Staffs Branch).
Ubberley & Bentilee WMC. (North Staffs Branch).
Gilfach Goch Ex-Servicemen's Club. (South Wales Branch).
Cymmer Coronation Club. (South Wales Branch).
Trefelin WMC. (South Wales Branch).
Tylorstown Conservative WMC. (South Wales Branch).

CLUBS WITHDRAWN

Martin Club Ltd. (Wessex Branch).
Guildford Jubilee Social Club. (South East Met. Branch).

CLUB SAYS THANKS



A DYING club member has inspired a Scottish club to raise nearly £2,000 for the hospital unit that treated her.

Cathie Ross, who had undergone heart and lung transplants, asked her husband Ernie to organise the charity night at Bonnyrigg Ex-Service Club near Edinburgh and he is pictured handing over a cheque for £1,840 to Professor Andrew Peacock from the Scottish Pulmonary Vascular Unit.

Cathie, who was only diagnosed with pulmonary hypertension last May, was too ill to attend the night and sadly she died a week later. Ernie would like to thank the 160 members who attended the charity night.



CLEVELAND Branch President Howard Instone visited the Western Social Club in Middlesbrough and presented a Long Service Award to former President Mick O'Connor.

Pictured (left to right) are: Howard Instone, Mick O'Connor, Club Secretary Norman Davidson and Branch Secretary Arthur Souter.

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CIU RACING CLUB



To take advantage of the offers fill in the form on Page 18 and send it to us **THREE WEEKS** before the meeting. **IF WE DO NOT RECEIVE THE BOOKING THREE WEEKS BEFORE WE CANNOT GUARANTEE YOU WILL RECEIVE YOUR DISCOUNT.** To obtain the discount we send all the forms to the racecourse together and they will send you the tickets about a week before the meeting.

Remember all racecourses offer reductions for groups so if the meeting you want to attend is not listed ring the racecourse direct.
To register your club as a member of the CIU Racing Club ring Jean Garrett on (0191) 265 0040. As well as receiving regular updates you will receive a free copy of *Club Journal*.

RACING is a sport of constantly changing fortunes. Today's fashionable and successful trainer, boasting a yard bursting with talented horses, only needs a couple of bad seasons and those fair-weather owners for whom having the 'right' trainer is so important, are likely to desert him in droves.

Looking at the current champion trainers' table, with Nigel Twiston-Davies occupying second position, close behind leader and reigning champion Paul Nicholls, it is easy to forget that at the time Twiston-Davies won the Grand National for the second time in 2002 with Bindaree he was disillusioned with training, burdened with debt, and on the verge of handing in his licence. Winning the "world's greatest steeplechase" with Bindaree, after he first landed it in 1998 with Earth Summit, helped him to re-evaluate

the Totesport Cheltenham Gold Cup with Imperial Commander, the Christie's Foxhunter Chase with Baby Run and the Grand Annual Chase Handicap with Pigeon Island. This season has seen the Grange Hill Farm stables continuing its great run of success, landing three major prizes

during November alone, namely the Paddy Power Gold Cup (Little Josh), the Betfair Chase (Imperial Commander) and the Becher Chase (Hello Bud). By early last month, Twiston-Davies had notched up more than 70 seasonal winners, just a couple short of Paul Nicholls, and had amassed in excess of £750,000 in prize money. Significantly, apart from Nicholls, he was the only handler in the top ten to have recorded a profit to a level £1 stake – a somewhat impressive £26.38. Nigel first took out a permit to train in the early 1980s, combining racing

TALKING RACING

Gavin Smith

AINTREE CHANGES PLANS FOR NIGEL

his career, and inevitably brought him new owners and new horses, giving him the encouragement necessary to carry on. It is as well he did so, as since then the Gloucestershire trainer has continued his winning ways, culminating in a memorable day at last season's Cheltenham Festival, when he won

with his farming interests near the Gloucestershire village of Naunton. However, the agricultural recession led him to become a full-time trainer in 1989, being partnered for a spell in the training venture by childhood friend and former champion jump jockey Peter Scudamore. Today, his business partner is another former jump jockey, Carl Llewellyn, and overall the Twiston-Davies stable has recorded well in excess of 1,000 winners. Numerically, the trainer's best campaign came in 2007/8, when the Grange Hill Farm team notched up 87 winners. This season, that record looks highly likely to fall, and with 13 winners at the Cheltenham Festival to his credit, Twiston-Davies is looking forward to next month's renewal of the great meeting at his local course with eager anticipation. Imperial Commander now seems likely to go straight to the Festival to defend his crown, and it would be a brave or foolish man who bet against the Naunton handler adding to his Cheltenham Festival tally in 2011.

Race Discounts 2011

(All meetings Tattersalls unless stated otherwise)

LISTED below is a selection of discounts for the rest of 2011. A full list of offers will be sent to registered Racing Club members.
Satellite racing channel RACING UK is offering all CIU clubs a 30 per cent discount. For further details ring 0870 351 8834.

CARLISLE: Sunday, March 20	.....	£8 (normally £12)
AINTREE: Thursday, April 7 (Grand National meeting)	....	£16 (normally £23)
ASCOT: Sunday, April 10	.....	£11 (normally £17)
HAYDOCK: Saturday, April 16 (evening)	.....	£11 (normally £20)
RIPON: Saturday April 16	.....	£12 (normally £15)
CARLISLE: Saturday, April 23	.....	£8 (normally £12)
HAYDOCK: Saturday, April 23	.....	£11 (normally £20)
BEVERLEY: Bank Holiday Monday, May 2	.....	£10 (normally £13)
AINTREE: Friday, May 6 (evening)	.....	£11 (normally £20)
ASCOT: Friday, May 6 (evening)	.....	£11 (normally £17)
ASCOT: Saturday May 7	.....	£11 (normally £17)
HAYDOCK: Saturday, May 7	.....	£11 (normally £20)
AINTREE: Friday, May 13 (evening)	.....	£11 (normally £20)
HAYDOCK: Saturday, May 21	.....	£11 (normally £20)
HAYDOCK: Friday, May 27 (evening)	.....	£11 (normally £20)
BEVERLEY: Saturday, May 28	.....	£10 (normally £13)
HAYDOCK: Saturday, May 28	.....	£11 (normally £20)
CARLISLE: Bank Holiday Monday, May 30	.....	£8 (normally £16)
HAYDOCK: Thursday, June 9 (evening)	.....	£7 (normally £12)
AINTREE: Friday, June 10 (evening)	.....	£11 (normally £20)
ROYAL ASCOT: Tuesday, June 14	.....	Grandstand £45 (normally £59), Silver Ring £17 (normally £19)
ROYAL ASCOT: Wednesday, June 15	.....	Grandstand £45 (normally £59), Silver Ring £17 (normally £19)

A day out for £10

NORTHERN Racing, who run Bath, Brighton, Chepstow, Fontwell, Ffos Las, Great Yarmouth, Hereford, Newcastle, Sedgefield and Uttoxeter Racecourses are again offering CIU Racing Club members their across-the-board deal for Grandstand & Paddock tickets for £10 throughout 2011. The offer applies to all meetings except:

- Ladies Night, Plate Day, Fighting Fifth and Ladies Day at Newcastle; Midlands Grand National at Uttoxeter; Welsh National Day at Chepstow; the Eastern Festival and Ladies Day at Great Yarmouth, August Festival at Brighton and both Ladies Day & fixtures at Ffos Las.
- Meetings include:

Sat, Feb 26 Chepstow	Mon, Mar 7 Ffos Las	Sat, Mar 19 Newcastle
Newcastle	Tues, Mar 8 Newcastle	Wed, Mar 23 Hereford
Sun, Feb 27 Fontwell	Wed, Mar 9 Fontwell	Thur, Mar 24 Chepstow
Tues, Mar 1 Ffos Las	Sat, Mar 12 Chepstow	Fri, Mar 25 Sedgefield
Sun, Mar 6 Sedgefield	Tues, Mar 15 Sedgefield	Wed, Mar 30 Hereford

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CIU Racing Club Booking Form

Number of tickets required (minimum 6) _____ Price per ticket £ _____

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(Made payable to racecourse involved).

Club: _____

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Contact Name: _____

DAYTIME telephone No: _____

Please send this booking form plus cheque
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The four semi-finalists: Left to right Tony Clark, Dennis Smith, Paddy Lenagh and Chris Thompson.

DARTS TITLE GOES BACK TO SWINDON



Dennis Smith and Paddy Lenagh are pictured with General Secretary Mick McGlasham.

HAYDOCK Park has once again proved to be the most popular race-course with members of the CIU Racing Club.

Last year Haydock sold 3,607 tickets to Racing Club members at half price, meaning members saved £34,000 at the North West course alone. Doncaster, who are regular

£138,000 of tickets last year saving club members around £60,000 – another good reason to be a member of the CIU.

The top ten courses (with last year's placings in brackets) were: 1. Haydock 3607 (1); 2. Doncaster 1971 (5); 3. Wetherby 1555 (2); 4. Chepstow 898 (6); 5. Thirsk 802

A racing success

advertisers in *Club Journal* sold 1,971 badges to claim second spot.

Ascot were rewarded for their advertising campaign in *Club Journal* and successful beer festival by reaching the top ten for the first time while the new course at Ffos Las finished 11th.

Overall the Racing Club bought

(3); 6. Ripon 801 (4); 7. York 693 (7); 8. Bath 387 (8); 9. Uttoxeter 381 (10); 10. Ascot 344 (-).

● Saltburn House has again arranged some breaks that combine a stay at the CIU centre with visits to some local race meetings. Full details – Page 7. CIU Racing Club – Page 19.

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SPORTS SHORTS



Valda Edmunds

DENNIS Smith has regained our national individual darts title for Rodbourne Cheney WMC in Swindon.

Dennis last won the title in 2001/2 as part of a remarkable run of success that saw four different players from the club win the title in successive years.

This year the club had two players in the combined final and semi-final at Newbold WMC in Chesterfield on Saturday, January 15. The original finals weekend had been planned for

the first weekend in December but was postponed because of the snow.

In the first of two nailbiting semi-finals Smith beat last year's champion Chris Thompson from York Crescent Club 4-3. The other semi-final also went to the wire with Paddy Lenagh from Coxhoe WMC preventing an all-Rodbourne final by defeating Tony

Clark. Smith then went on to defeat Lenagh 4-0 in a one-sided final.



NORTH East Met Branch Vice-President Len King congratulates Branch cribbage champion John Murphy

Well done, John

from Rainham WMC. As we reported last month John defeated John Tabor of Ponders End WMC in the final.