

C.I.U 70p JANUARY 2011

# CLUB JOURNAL

THE PAPER FOR ALL C.I.U. MEMBERS

## UNION FIGHTS FOR SMOKING REVIEW



FORMER Kent Branch Secretary Ron Mills is pictured after receiving his 40 years' combined medal from Branch President Roger Tingley at Sturdee Social Club in Gillingham.

ive Committee until he retired to become an Honourable Executive of the Kent Branch, a post he still holds today.

Roger Oake, who now serves as the

### Branch thanks Ron

Having been on the Branch Executive, initially as a Committee Member, Ron then served as Branch Secretary for a large number of years.

He was also elected as the Branch Representative on the National Execu-

Kent representative on the National Executive said: "On behalf of the Branch we would all like to say many thanks to Ron for his service over 40 years."

THE Union has teamed up with the campaigning organisation Save our Pubs and Clubs (SOPAC) to step up pressure on the Government to review the smoking ban.

Recent decisions in Denmark and Holland have seen rules relaxed for small bar owners and a recent phone-in on BBC Radio 5 Live confirms that the issue is not dead.

General Secretary Mick McGlasham attended a meeting at Westminster recently with Greg Knight, Brian Binley and David Nuttall, all MPs who have tried their best to get the Government to allow clubs and pubs to have a smoking room. The campaign will focus on the effects that the ban has had on member clubs and pubs – the loss of community networking opportunities for the elderly and ex-servicemen, the failure of the previous government to honour its promise for a formal review of the legislation and the need for a more balanced approach to the issue of smoking in public places.

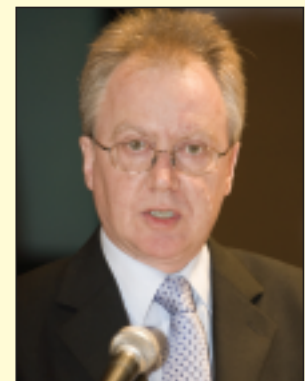


SOPAC propose to undertake a social impact study on the effects of the smoking ban as a way to open the debate and reinvigorate the issue and they hope the campaign will focus on clubs and pubs being allowed a separate smoking room with appropriate ventilation. The Union General Secretary emphasised that, along with

### Steve tots up 40

UNION Accountant Steve Connell has celebrated 40 years of service at the Union's Head Office in London.

Steve, who is 57, joined the Union's staff in 1970 as an office junior. Over the last 40 years he



has worked his way up, gaining several qualifications along the way.

General Secretary Mick McGlasham said: "As the old year ends and a New Year begins it's fitting to mark what has been a tremendous achievement. The Union owes a lot to Steve's efforts."

below-cost supermarket alcohol pricing and excessive regulation, the smoking ban has been a key part in the demise of clubs.

The Union feels that only by joining other organisations and groups with a similar desire to save clubs will it be in a position to help the many failing clubs in membership. The All-Party Parliamentary Group is also planning a campaign, along with other groups in Parliament representing similar organisations, to rally support and lobby government to take some positive action to help clubs stay open.

Greg Knight – Page 6

#### INSIDE

##### Fines in the Bill

THE new Police and Social Responsibility Bill proposes large fines and even prison sentences if clubs continue trading after losing their CPC.

See Page 4.

EQUITY think that in some cases clubs are paying too much to agents for entertainment. Full story – Page 17.

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# PROUD AND HONOURED



**BATTERSEA** Labour Club Treasurer Shirley Stride receives her Certificate of Merit from North West Metropolitan Branch Secretary and Union Vice-President John Tobin (left) and Club President Stephen Willmet. The club is one of a handful of London clubs south of the Thames to be part of the North West Met Branch.



THERE was a big turnout from the Northumberland Branch when Committee member Alan Alexander was presented with his Long Service Award at Byker & St Peter's Social Club on Tyneside, known locally as the Middle Club.

Alan is pictured receiving his Long Service Award from Branch President Alan Hardy watched by National Executive member Sid Hicks and four other members of the Branch Executive.

Pictured (left to right) behind the two Alans are: Graham Swarbrick, Rob Yeats, Branch Secretary Dave Richardson, John McDonough, Sid Hicks and Club Treasurer Dave Rowell.



**KETTERING** Rifle Band Club President Hank Sharman is pictured presenting Mick Butler with his Certificate of Merit at the end of a celebratory evening for the popular Committee member.

## HAYES WORKING MEN'S CLUB

# LATE NIGHT CABARET

- **SATURDAY 29th JANUARY** -  
**BADNESS (MADNESS TRIBUTE)**  
**BIRMINGHAM BLUES BROTHERS**  
**DAVE RYKA HOWARD**

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

- **SATURDAY 26th MARCH** -  
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**COMMITTEE** member John Brewer received a Long Service Award to mark 25 years' service to Hylton Castle WMC in Sunderland.

Pictured (left to right) are: Durham Branch Secretary Brian Young, John Brewer, Branch President Colin Armstrong and Club Chairman Joe Hair.



## BRANCH HONOUR

GENERAL Secretary Mick McGlasham attended the Cleveland Branch's recent Council meeting at North Ormesby Institute and presented a Branch 10-year award to Finance Executive member Brian McGee, watched by Branch President Howard Instone (left) and Branch Secretary Arthur Souter.

# RETIRING MIKE'S



(Picture: Pocklington Post)

Mike is pictured with his Long Service Award and watch.

CLUB Secretary Mike Stubbins was given a surprise holiday by club members when he retired after a decade in the job.

day with spending money on the Isle of Man – where he and his wife Sandra spent their honeymoon.

As well as receiving his Long Service

"I knew about the Long Service

## MANX SURPRISE

Award to mark more than 25 years on the Committee, members of Pocklington United Services Club near York gave him a fob watch and a seven-day holi-

award," said Mike. "But I was quite overwhelmed by everything else and would like to thank the Committee and members for a wonderful night."

## Nether-Ton up



NORTHUMBERLAND Branch Secretary Dave Richardson visited Netherton Social Club in Bedlington and presented Club Secretary Ian Rosemurgy (left) with the certificate to mark the club's centenary, watched by Branch Executive member Graham Swarbrick.

On the same night Committee member Derek Jewitt also received his Certificate of Merit.



# Club Lotteries

## Pay as you go...

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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**T**HE new Police and Social Responsibility Bill had its Second Reading in the Commons on December 13. It proposes several changes to the 2003 Licensing Act.

Most significantly clubs who fail to pay their annual fee to the local licensing authority by the required date will, if this is not paid within 21 days, face the possibility of a fine of up to £20,000 and a possible six-month prison sentence should they continue to trade. The Bill gives the local authority the power to automati-

in licensing matters will be replaced by "in the relevant licensing authority's area likely to be affected by" e.g. a licensing application;

- Existing requirements for the licensing authority to take steps "necessary" for promoting the 2003 Act's licensing objectives to be replaced by steps "appropriate" to those objectives. Licensing authorities would thereby have wider scope to apply conditions to licences and CPCs;
- The present provision whereby only the Police can object to a Temporary Event Notice (TEN) and then only in relation to the crime and disorder objective to be extended

## CHANGES TO LICENSING ACT IN THE PIPELINE

cally suspend a CPC or premises licence where the annual fee has not been paid.

Other proposals include:

- Guidance to licensing authorities will indicate that there should be a presumption that all reasonable recommendations from the Police should be accepted;
- Local licensing authorities and primary care trusts will be added to the existing responsible authorities which may raise objections or make representations relating to licensing applications, reviews etc;
- The "vicinity" requirement for responsible authorities and interested parties to intervene

to the Environmental Health Authority and they and the Police may object in relation to any of the four licensing objectives;

- TENs for premises already licensed (including clubs with a CPC) could be subject to existing licence conditions. Provision is also in the Bill for a limited number of TENs for as little as five days before the event rather than the standard 10-day minimum.
- Clubs are advised that if their rule book does not already include the Interpretation Rule – "In these rules, words denoting the masculine gender shall be deemed to include the feminine" – this will need to be adopted to provide full and equal membership for all members.

**Ben-well done!**



**BRUCE Tinsley, the Secretary of Benwell & District Social Club in Newcastle, presented the Certificate of Merit to Committee member George Robson.**

## Soffryd so good again

SOFFRYD Social Club in Monmouthshire has raised another £600 for servicemen and their families.

The club added to the money it raised in 2009 by handing over £590 to the Gwent Branch of the British Legion along with an unknown amount from selling poppies.

The money was raised with a special fund-raising night and the club would like to thank the artists who performed free and especially club member Alison Nicholls, who sold raffle tickets single-handedly.

Former sailor Roger Rees and former soldier Lyn Davies made the presentation to Don McCulloch, who is Chairman of Abertillery RBL and Vice-Chairman of Gwent RBL.

### Progressive move

RUGELEY Progressive Working Men's Club in Staffordshire has raised £856 for Help For Heroes. A special thank-you goes to the artists who performed free.

The Rules Department at Head Office is happy to assist with the preparation of the new rule for registration with the FSA.

The Union recommends adoption although the Equality Act over-rides any club rules.



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# Heineken UK



## Pool promotion produces 'champions'



**WE ARE THE CHAMPIONS!:** Club champions turned out at Ashford International Sports & Social Club to take on the three-times World Eightball Pool Champion Gareth Potts

Hundreds of CIU clubs across the UK have been taking part in one of the country's largest ever pool promotions, backed by Heineken UK's Foster's brand.

After running their own knockout competitions, clubs sent their champions on to one of 39 Regional Finals where they competed for the title of Regional Winner and some fabulous prizes. The top three players at the Regional Finals received

Foster's cues and shirts and also had an opportunity to compete against Gareth Potts - the only player to have won three World Eightball Pool Championships.

The Regional Winners each won a place on one of the International Pool Tours organised every year by The Professional Pool Players Association with two nights' accommodation plus the chance to compete for the £14,000 Tour Prize Fund.

As an additional bonus, 39 of the club venues involved, received a complete Foster's pool table re-fit with

*'The standard of the club champions was amazing. Some of them would not be out of place on the professional tour'*

- GARETH POTTS



**RACK 'EM UP:** Club champions had the chance to take on Gareth Potts at events held across the country



**RIGHT ON CUE:** Ashford International Sports & Social Club Secretary and Treasurer Alf Brown gets some tips from three-times World Eightball Pool Champion Gareth Potts

branded lights, balls, clock, cues, glasses and triangle - a prize worth in excess of £500 - to create a top class professional pool room.

According to George Harwood of The Professional Pool Players Association, which organized the events on behalf of Foster's, the promotion was a major success for the club industry.

"We have had some excellent nights' competition from many pool players from clubs across the country.

"We were delighted to have been involved and working with one of the leading brands in the industry and a company which has given considerable support throughout the year to ensure the whole promotion was a success."

Three-times World Eightball Pool Champion Gareth Potts was surprised at the standard of all the club champions.

"I work on pool exhibitions throughout the year and the standard of the club champions was amazing. Some of them would not be out of place on the professional tour."

Alf Brown, Secretary and Treasurer of Ashford International Sports & Social Club, which hosted one of the last Regional Finals, says: "All the players who took part at our event thoroughly enjoyed the evening and the hospitality laid on by our Heineken



UK Regional Manager Neil Reynolds.

"Those who played Gareth Potts will probably remember the night for some time and it was decent of him to take time out to chat with everyone, sign autographs and discuss pool tactics. Our thanks go to Heineken UK for their support in making the night a memorable one for everyone."

Heineken UK Regional Manager Neil Reynolds says: "Heineken UK continues to support its club customers by staging high profile events such as this to build business and stimulate trade.

"As at all the events, The Professional Pool Players Association ran a top-notch night at Ashford and everyone felt part of what was a great

night's entertainment.

"Our thanks go to them and the Committee at Ashford International Sports & Social Club for hosting the event as well as Gareth Potts for being such a great sport and ambassador for Foster's throughout the competition."

**● 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  
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**Committed to your club**

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# PARLIAMENTARY



## DANES ROLL BACK SMOKING BAN

SOMEONE said to me recently that once a law is introduced, it is impossible to change it. They were speaking in the context of the campaign, supported by MPs of other parties, to reform our smoking laws, as they apply to pubs and clubs.

It is certainly an uphill battle to get Parliament to change a law once it has been introduced, particularly when any change is opposed by powerful interest groups, such as the British Medical Association and others.

However, Denmark has shown that it can be done. Recently, in that country, they have decided to revise their smoking ban because it was closing down small bars. Now the Danes have decided to introduce more flexibility to allow the small bar owner to decide what his or her own rules should be.

Provided non-smokers remain catered for, we should be reviewing our smoking ban here too.



### A Happy New Year

ON behalf of the All-Party Parliamentary Group, I wish all clubs a Happy and Successful New Year. MPs from all parties also join me in wishing former General Secretary Kevin Smyth continued progress in his convalescence from the stroke he suffered last year: we all want you to get well, Kevin!

ONE area where non-profit making clubs have never been backward is in the realm of fundraising for good causes. Despite having severe financial pressures themselves, most clubs will not hesitate to help to raise money for a good cause and for this they should be congratulated.

Last year I had the pleasure of joining three of my Parliamentary colleagues in backing a *Help for Heroes* fundraising concert at a club on Humberside. Typically of so many other clubs, the members very enthusias-

tically helped to raise a good sum of money for this excellent cause.

At a time when the press is full of so much bad news, it is heartening to see that our clubs continuing to undertake much charitable fund-raising.



MEMBERS of Parliament of all parties are becoming increasingly concerned about the laxity of our food labelling law.

Incredibly, under our current rules, foreign meat imported into Britain which is just processed and packaged here, can be labelled as "British" and can display a Union Jack on its packaging. This means that shoppers who think they are supporting British farmers may be doing no such thing, but instead purchasing a foreign inferior product.

Following questioning from me, it then transpired that second rate chicken, injected with water, salt and, of all things, beef protein, can still be marketed as "chicken fillets" provided in the small print these other ingredients are mentioned. But how many shoppers read the small print?

In my view, producers should be required to state in large lettering precisely what it is they are selling. There is a growing view at Westminster among all politicians that our food labelling laws need to be tightened and you would think this is something that we could do without any further shilly-shallying. Unfortunately, this is not the case as we have given away power on food labelling to the European Union and so any further changes here will need to be undertaken by discussion and consent with our partners.

### WESTMINSTER WORDS



By

**The Rt Hon Greg Knight MP**  
Joint Chairman of the  
Parliamentary Clubs Group

SOME labelling is just plain daft! A friend of mine recently bought a touch control, illuminated portable mirror for his bathroom. It includes its own light, to use to shave by or, in the case of women, to put on make-up.

Amongst the 16 warnings contained in the instructions is number 15 which states: "Never use whilst sleeping." As Dorothy Parker said on hearing of the death of the taciturn President Calvin Coolidge: "How would you know?"

A LONG unoccupied pub is to be given a big lift by its prospective new tenant.

The Silver Star, which has stood vacant in Vernon Street, Ipswich since

proprietors to move in and turn the old pub into a "community meeting place" called Pudzianowski's, named after Polish strongman and mixed martial

## Pub turns into a club

late 2008, is soon to become a social club named after a heavyweight strongman.

Permission has been granted for new

artist, Mariusz Pudzianowski, who has won five World's Strongest Man titles and eats ten eggs for breakfast.

## PRIZE CROSSWORD

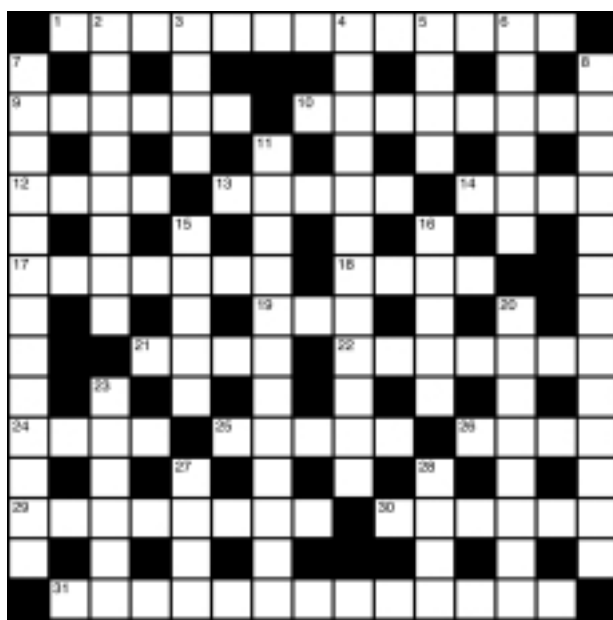
EVERY month we give five £10 prizes to a lucky five correct entrants.

### ACROSS

- 1 Pontification he or she, say, has to glue together. (13)
- 9 Thin plate when seen from the right angle, is a beast. (6)
- 10 Euclidean geometry – without the learner – for those listening. (8)
- 12 In the Scottish counties it's referred to as a pipe. (4)
- 13 They say it's to throw part of class system. (5)
- 14 Sweet when in top condition. (4)
- 17 Utterly Heavenly sort of cast? (3-4)
- 18 High-pitched cry of the old, old record. (4)
- 19 Dispose of horrid finale. (3)
- 21 Set on what's rumoured to come from an upper level. (4)
- 22 As balmy as it may be, it is terrible. (7)
- 24 Rescue from tedious average. (4)
- 25 Pile up which could come after a smoke. (5)
- 26 A new version to bring to solid food. (4)
- 29 "4, IV, for, fore!" – totally what the dog's on. (3-5)
- 30 Tidy up sty/tip for office sort. (6)
- 31 Hero, on absinth, as drunk as a quirky machinist. (5-8)

### DOWN

- 2 Monarch's time said to tumble out of the clouds. (8)
- 3 Tidy, partly, in one attempt. (4)
- 4 A concern/duty taken as a rustic reel. (7,5)
- 5 Would be armour when chained to the post. (4)



Name .....

Address .....

Club .....

- 6 Quidnunc I overheard unmasking the papal ambassador. (6)
- 7 'Francs, in can, as settling down,' states a West Coast fellow. (3,10)
- 8 Main sort of film as long as your nose, say? (7-6)
- 11 Said to revive a runner – will it give you a 'head' start? (4-8)
- 15 Act it out in the loft. (5)
- 16 Synthetic resin found in chalky downs. (5)
- 20 Limpet Igor uses to take

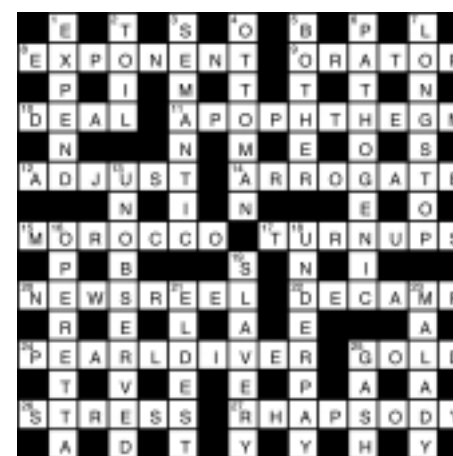
- out skin problem. (8)
- 23 Develop, starting with affection returned . . . (6)
- 27 . . . but not to be found when defeated. (4)
- 28 Fancy another bit of colour? (4)

Send your entry to **Crossword, Powdene Publicity, Unit 17, St Peter's Wharf, Newcastle upon Tyne NE6 1TZ, to reach us by January 31.**

## CROSSWORD SOLUTION

Congratulations to the five winners of our £10 prize Crossword:

Mrs K J Bradley of Castle Bromwich Remembrance Club, Birmingham; Mrs D Sharman of Kettering Rifle Band Club, Northants; Annie Woodhall of Barrow WMC, Barnsley; Mr B Lawrence of Ferrybridge Progressive WMC, West Yorkshire; and Mrs L Jones of Baddeley Green WMC, Stoke-on-Trent.



AN Ex-Servicemen's Club has proved old soldiers never die by reopening after 10 years – with the help of an Earl.

Watford Ex-Servicemen's was opened at the end of the First World War in 1918 thanks to a gift of a club house from the Earl of Clarendon, with a covenant that there should always be a place for former servicemen to meet in the town.

Ten years ago the club house was in such a poor state that the club needed more than £1million to keep going – money it didn't have and it was decided to build flats on the site to keep going.

Committee members contacted the current Earl who supported their bid for new premises and when the club put the contract out to tender it was agreed that whoever built on the site would also build a new club.



Council Chairman Alan Burtenshaw cuts the tape to officially open the new club, watched by his wife Ellie, Union Vice-President John Tobin and Club President Alf Jobson.

In the 1930s, the club became the Royal British Legion Club and remained so until the 1960s. When conscription was abolished, it was found that there weren't as many ex-servicemen around, so it was decided to allow non-servicemen to join, and the club became the Watford Ex-Service & Social Club Limited.

By the year 2000 the club's building was in decay and to repair it the club needed to find £1million that they didn't have.

"We looked into the cost of repair to the club in 2000," said Alf, a former submariner. "We had one floor that was condemned and the other two floors were beginning to fall into disrepair.

"The cost of refurbishing the old club house would have been at least one million pounds and quite probably up to two million pounds.

## OLD SERVICEMEN'S CLUB REFUSES TO FADE AWAY

A block of flats, called appropriately, Flanders Court, was finished in 2010 with a new club being built on the ground floor. It was officially opened in late November by the Chairman of Watford Council, Alan Burtenshaw, and by Union Vice-President John Tobin, who is also Secretary of the North West Metropolitan Branch.

"We were determined to keep the club going and we thought this was the only option open to us," said Club President Alf Jobson, a former submariner. "We are lucky to have been given this opportunity in this financial climate and we hope to attract even more members."

When the original club opened the Earl stipulated that there should always be a club on the site for the ex-servicemen of Watford, so they had a place where they could meet up with each other and talk about the times they had during their service days.



The Committee (back row, left to right): Dick Hudson, Mick Kirby, Ray Gent, Alf Jobson, Dicky Guest and Derek Jarmin. Front row: Gary Jarmin, Mark Smith, Joan Kirby, Anne Lennon and Rory Sanders.

The club did not have that kind of money so it was with great sadness that we decided to put it out to tender. It was a decision that was not taken lightly by the members."

The £1.7m development has, however, proved a big success. Now the club needs to track down former members and recruit some new ones.

"We are grateful for all the help we have had from our supplier Carlsberg UK," said Alf. Carlsberg have supported the Committee since the initial decision to rebuild and have helped the club get where they are today with a full bar refurbishment and cellar installation.

"It is a great relief to be back after so many years. Our expectations were high but the new bar and function room has met them.



John Tobin meets Stewards Christine Garwood and Paul Kelly.



**Carlsberg UK congratulate Watford Ex-Service & Social Club on their reopening**

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# NATIONAL

# ACCOUNTS

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Fire can be devastating. Make sure you have business interruption cover.

**D**ESPITE all the rules, regulations and legislation on health and safety, good housekeeping and safe working practices, it is an unfortunate fact of life that clubs will always be susceptible to fires, floods, storms, thefts and other insurable perils.

Although each of us hopes it will never happen to us, we are sensible enough to realise that it might and we pay our insurance premiums every year just in case it does.

Having spent several hundreds or thousands of pounds on these premiums, we are right to expect

It is vital that clubs insure themselves for the “new for old” replacement value of their buildings and contents, as well as for business interruption. Furthermore, you need to ask if 12 months of business interruption cover is sufficient to allow for rebuilding your club after a devastating fire? Experience suggests that it is probably not.

It is also essential that each club familiarises itself with the “special conditions”, “endorsements” or “warranties” that are found in each and every policy. These will relate to issues such as electrical testing programmes,

## Always check your policy's SMALL PRINT

that insurers will be quick and willing to help us when a claim is to be made.

Experience has shown, however, that this is not always the case. In particular, numerous clubs in recent years have been found to be substantially underinsured or to have fallen foul of the special terms and conditions written into their insurance policies.

A National Account company with years of experience of dealing with

security and alarm maintenance, kitchen extraction duct cleaning, the safe removal and disposal of combustible materials and fire extinguisher maintenance to name but a few.

### Disastrous

Failure to adhere to these conditions can result in a claim being turned down by the insurers with disastrous consequences.

So don't just pop that complicated-looking policy into the filing cabinet; instead, take the time to check your sums insured and the requirements placed on you by your insurers to make sure that you

get the right result should the worst happen.

Thompson & Bryan have offices throughout the UK. Contact Derek Lamb on (0121) 428 4000 or visit [www.thompsonandbryan.com](http://www.thompsonandbryan.com)



CIU clubs, our approved insurance specialists Thompson & Bryan complement the work of providers CIU Insurance Services and are able to offer you advice in helping set the sums insured correctly and assessment of losses should you need assistance.

## WHY OUR LEGAL HELPLINE IS VITAL

THE CIU Insurance Services policy includes legal expenses – as indeed do most club insurance policies. But do you know what benefits are available to your club from this much misunderstood and underused service?

On my travels club secretaries have expressed varying degrees of enthusiasm for this cover. Some see it as invaluable, while others are dismissive.

In today's litigious society we urge you strongly to use this service as much as possible as it can safeguard

the financial future of the club and ensure your own peace of mind.

So what does legal expenses cover include? The CIU Insurance Services policy offers a basic advice help line – the Law Phone – which provides advice on all business-related legal matters subject to the following limits:

Legal expenses disputes included		
Employment		£100,000
Taxation Proceedings		£100,000
Criminal Prosecution Defence		£100,000
Damage to Premises		£100,000
Data Protection		£100,000
Commercial Tenancy Agreement		£100,000
Licence Protection		£100,000
Personal Injury		£100,000
Jury Service Allowance		£5,000
Witness Attendance Allowance		£5,000
Geographical limits		UK only

Most of us are laymen when it comes to the law and what we think is the correct procedure could be totally wrong so we need to speak to the experts.

You can and probably do speak to your Branch Secretary. They will

give you the same advice as the Law Phone but the difference is that if the case does proceed the insurance company will pay the legal fees and any award for damages; your Branch Secretary will not.

We cannot stress enough how important it is to consult the Law Phone before any action is taken by you that could prejudice a claim as if you don't your insurers could refuse to help

For example, if the club had an employee who was

off sick for three weeks but the Committee knew they were fit for work, they might

sack this unreliable employee and take on a new replacement. If the club rings the Law Phone, explains the situation and does exactly as they are advised then if the employee pursues an action against the club all legal expenses and damages are paid by the insurers.

Should they dismiss this employee or take any similar action without first seeking Law Phone's advice, insurers will refuse to provide any assistance if, in their opinion, there is not greater than a 50 per cent chance of winning the case.

The service is free and gives peace of mind. Phones are manned 24 hours a day

365 days a year. CIU Insurance Services customers should ring 0870 241 4140 and quote their policy number.

To discuss this or any other aspect of club insurance please ring Andy Kitchener on 07989 984 260.



### INSURANCE

By Andy Kitchener  
CIU INSURANCE SERVICES

### CIU INSURANCE SERVICES

Insurance House, 2nd Floor, 125-129 Vaughan Way, Leicester, LE1 4SB.  
Telephone: 0845 600 3484 Fax: 0116 262 3420  
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If you would like to discuss any topics on insurance or your club's insurance needs, please give us a call today. Even if your renewal date isn't coming up yet call us and we will ring you back nearer the time.

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# NATIONAL

# ACCOUNTS

IN ASSOCIATION WITH

CIU Insurance Services

## BEWARE OF CONFINED SPACES

**E**VEN though confined spaces legislation has been around for some time, many clubs have taken no action to comply with their duties under the regulations.

“Knowledge of confined spaces regulations and what a club should do to comply is still surprisingly low across the country,” says BOC Sureserve’s CIU account manager Richard Nixon. “We have been advising clubs on these issues for some time; we are always willing to provide advice and carry out the necessary risk assessment. If a club uses dispense gases then these regulations will apply”.

The Confined Spaces Regulations came into force in 1998 and require a “suitable and sufficient” assess-

ment to be made of the foreseeable safety hazards for a range of “specified risks”.

The major risk for clubs is in the cellar where the accidental release of dispense gas into the atmosphere could cause loss of consciousness or asphyxiation to anyone working in the area.

**Q. Is risk assessment a legal requirement?**

Yes. The Confined Spaces Regulations 1997 together with the Management of Health and Safety at Work Regulations require that a “confined space” be suitably and sufficiently assessed for all specified risks that constitute a potential safety hazard to persons entering or working in the area.

**Q. What are a club’s duties under the legislation?**

- Identify and assess specified risks

**BOC Sureserve is a long standing partner of the CIU and the ONLY approved dispense gas supplier.**

**For further information or help towards compliance with the confined spaces legislation please call BOC Sureserve on 08457 302302 or visit the BOC Sureserve website: [www.bocsureserve.co.uk](http://www.bocsureserve.co.uk)**

of the Confined Spaces Regulations”.

This could be a licensee or appointed expert, for example, a BOC Sureserve expert on dispense gas safety.

**Q. Who will be monitoring compliance with the Confined Spaces Regulations?**

Environmental Health Officers are



Richard Nixon meets Union Vice-President John Tobin on the BOC stand at last year’s conference.

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- Devise an action plan to reduce such risks
- Create a safe system of work for all those who work in or have reason to enter the confined space
- Train all personnel who might enter the confined space
- Record risk assessment findings and actions and review at regular intervals
- Devise a recovery plan in the event of an incident

**Q. What are the consequences of non-compliance?**

Failure to comply could result in the Environmental Health Officer applying a prohibition notice on the outlet, prosecution of the licensee and any insurance policy may be invalidated.

**Q. Who carries out the risk assessment?**

A competent person should carry out the assessment and it should be documented. Health and Safety Executive (HSE) guidance on competency states this is “someone with sufficient experience of, and familiarity with, the relevant processes, plant and equipment so that they understand the risks involved and can devise necessary precautions to meet the requirements

responsible for checking that cellars are safe working environments and that all reasonable measures have been taken to comply with the requirements of health and safety legislation.

**Q. How much does it cost?**

With BOC Sureserve’s Cellar Gas Management Service a full confined spaces risk assessment is carried out free of charge.

If clubs are confident enough to do the assessment themselves, BOC Sureserve have a self-assessment pack for just £12.40 (+ VAT). A full cellar assessment for confined spaces conducted by a BOC Sureserve expert will cost £124.02 (+ VAT).

In conclusion, it’s easy to sit back and adopt an “it couldn’t happen to me” type of attitude. But it does happen, there have been at least three reported incidents at licensed premises in the past year where people have been taken to hospital as a result of asphyxiation.

**Why lapse into complacency and put the lives of your staff, friends and family at risk when operating a safe cellar environment can be as easy as pulling a pint of beer?**

# BARN CONVERSION PROVES A

**Club Journal's featured Club of the Month:  
BARNBY DUN SOCIAL CLUB, DONCASTER**



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**150D 151D 152D 153D 154D**

**S**OME clubs are described as a barn of a place and that's literally the case with Barnby Dun Social Club.

Most clubs in the Doncaster area tend to be in mining villages but Barnby Dun is a riverside agricultural community. There's a clue in the name: Barnby Dun was originally the Barn by the Don and when the Social Club opened just over 100 years ago it was housed in what had been an old high-roofed barn. And despite its High Street address the club is situated down what was an old farm track and easily defeats the efforts of modern satellite navigation.

Despite that it's close enough to the town to be part of Doncaster and was opened by the Mayor of Doncaster on June 10, 1907. It joined the CIU shortly afterwards and still has its original receipt book from the Union. The Reverend S J Rolfe was its first President and thanks to him and its first Secretary Stanley Brightmore the club thrived.

Their good work was carried on by Reg Morris, Jack Hickley and Ron Lunn, who oversaw the club's expansion in the boom years of the 60s and 70s.

The current building opened in November 1965 and an extension that included the concert room was added in the 1980s. The concert room is well used with its Saturday evening country and western nights attracting people from



*The late David Salter's dog Pip - painted by M. Lee.*

as far away as Lincoln and York. It also stages live music on Wednesday nights and Friday evenings and is well used for charity concerts. Among the causes the club has supported are Guide Dogs for the Blind, the RNLI and the Yorkshire Air Ambulance.

The club has also established a reputation for its snooker with the club's team reaching the last eight in the CIU National Championships and club member Ian Glover winning the Individual Title in 2007.

The concert room is the home of one of clubland's most unusual memorials. David Salter, who was a member of the club for 75 years and served as a Committee member and Trustee for more than 50 years until his death in 1997, has been celebrated by the club - with a picture of his spaniel Pip. The club also have reason to be grateful to his two sons, Norman, who served 40 years and Bill, who holds the Long Service Award for 25 years.

"David was a fantastic servant of the club," said Club Secretary Arthur Rollin. "He joined at 18 and was a member until his death at 93. He loved his dogs and this seemed an appropriate way to remember him."

Also celebrated, in the snug, is former Secretary Ron Lunn, who retired



*Late Secretary Ron Lunn, pictured with the club's deeds.*



### FOUR QUESTIONS TO ASK YOURSELF

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# A BIG SUCCESS



in 1983 and is pictured outside the village's 14th century church, St Peter and St Paul, where he was a bell ringer.

The agricultural community of Barnby Dun was transformed when the shallow River Don was canalised allowing trade between Hull, Doncaster and Sheffield. A railway and sidings arrived in the mid-nineteenth century and in 1860 local landowner George Milnthorp brought more prosperity to the village with his first malt kiln, which meant malt was dried and turned and when ready added to beer. This meant that the farm labourers could work all year.

Thorpe Marsh Power Station was commissioned in 1959 and brought more employment and people to the village. The club has benefited from the expansion of the village from a population of 1,250 when it first opened to its current level of 4,000. Membership now stands at 1,300 of whom just over 300 are women and 185 are life members.

At the age of 82 Syd Thomlinson is one old timer who remembers the barn with its old coke-fired boilers and wood fires. One of his drinking com-

*Above: Committee member Victor Krawciw, Secretary Arthur Rollin and President John Bellamy.*

*Right: Trustee Jeff Garnett, Syd Thomlinson and John Isles remember the days when strongman Sid "Corky" Smith would pick up a table with his teeth.*

panions, Alan Hall, has the distinction of being an ex-secretary of the club for 55 years as he had a short spell in the job between 1953 and 1955, while another, Trustee Jeff Garnett, also has a CIU pedigree as his father was Doncaster Branch Secretary and National Executive member Alan Garnett.

None of them will ever forget strongman Sid "Corky" Smith, who could pick up a table with his teeth.

At Christmas a touring company visits to put on entertainment for members' children and trips out for the members, include a Christmas party for the senior citizens, which is always held in January because everyone is too busy at Christmas!

Although there may not be many farm labourers Barnby Dun remains a community and the club is at its heart. ●

**BARNBY DUN Social Club in High Street, Barnby Dun, DN3 1DS is part of the Doncaster Branch.**  
**Beers: Coors, HB Clark.**  
**Tel: (01302) 882936**



Steward Terry Sissons with barmaids (left to right) Jackie Denison, Katie Brown and Deana Burke.

## Money spinner

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# OUR NEW NAME: SALTBURN HOUSE

WE have decided to change the name of the Saltburn Holiday & Convalescent Centre to Saltburn House. This change was to modernise Saltburn and make it more appealing for members wishing to book holidays.

Of course members can still convalesce at Saltburn House, taking advantage of the discounts offered to subscribing clubs for convalescing members.

We have also looked at ways to improve our carbon footprint; with the means of an interest-free carbon trust loan we were able

to implement some major energy efficient savings. We will be installing motorised TVR heads, room thermostats, heat-keeping convecting reflectors and an intelligent boiler control.

Together these changes will reduce our total energy by 55%, with a total saving of £10,547 per annum. We have also replaced all high-energy

bulbs with low-energy bulbs which have made a significant cut in energy costs.

Local contractors Rayner agreed to sponsor the outdoor Christmas trees at Saltburn. We had originally ordered two 15ft trees from Whitby, but the heavy snowfall meant the road from Whitby was closed, so Manager Maxine Howes had to find a more local source. We ended up with a 15ft tree and a 7ft tree, so it was decided to put the smaller one indoors. A big thank you to Fred and Jimmy and Rayner for their

generous sponsorship.

Saltburn House had two Turkey & Tinsel events in late November and early December and there was even snow to give that extra Christmas feel.

We wish all members who visited in 2010 a very Happy New Year and look forward to welcoming new faces in 2011.

## HOLIDAY AND CONVALESCENCE AND EDUCATION

*Valda Edmunds*



Students and lecturers at the recent finance course at Saltburn House.

## Pass cards needed for all

THE Union's policy in the past has been to allow women with limited rights to attend education courses, recreational games and the Holiday & Convalescent Centre (now Saltburn House).

This policy is now to be changed and all members must be holders of the Associate Card and Pass Card.

This will not affect women who have registered for the CMD Course for 2011 and who do not hold the Associate Card. The Union will honour these women's applications but the new policy will come into force in the near future. The appropriate forms in connection with education, recreation and Saltburn House will be updated accordingly.

The Union's Constitution was amended in 2007, to allow a lady member (with full rights) to purchase the Associate

Card. It will be necessary for every member to hold the Associate and Pass Card before attending any leisure events.

The Equality Act came into operation on 1 October, 2010. All reference to male members in a club's rulebook now refers to lady members. It is recommended that a club's rule book is updated to reflect this. In any event the Equality Act will over-ride all rules. The rules will need to be updated to provide equal membership rights for all members.

Contact Rules Department for assistance.

Members are reminded that applications for the Union's award-winning CMD course can now be made throughout the year.



CIU SALTBURN CENTRE

## 2011 PRICES AND THEMED BREAKS

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### Regular Subscribing Clubs (Convalescent)

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# CLUB OUTINGS . . . CLUB OUTINGS

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(next to Blackpool FC Football ground).

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Coach parties welcome.

**CONTACT THE SECRETARY IN WRITING**

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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.  
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● a visit to the seaside ● a ferry ride to Fleetwood  
● a bowling green competition  
or just our good food and entertainment.  
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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**

## BRIGHTON & SUSSEX

**BRIGHTON TRADES LABOUR CLUB**  
Lewes Road and Elm Grove  
www.btlc.ciu.org.uk

Live entertainment Saturday evenings.  
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: eastbournemc@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  
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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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**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**  
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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**

## HAMPSHIRE & ISLE OF WIGHT

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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.**

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

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Email:

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**SUNDRIDGE PARK WMC**

134 BURN TASH LANE, BROMLEY.  
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4 Wainscott Road, Wainscott, Rochester,  
Kent ME2 4LB. Tel: (01634) 717 464

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Coach Parties welcome – please let us have 14 days' notice in writing to the Secretary  
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www.wmcelland.co.uk  
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**SWARCLIFFE WORKING MEN'S CLUB**  
Swarcliffe Avenue, Leeds LS14 5DE

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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

Official Journal of the  
Club & Institute Union

Officially audited  
circulation figure 26,254

EDITOR: Mick McGlashan  
253-254 Upper Street, LONDON N1 1RY.  
Telephone: 020 7226 0221  
Fax: 020 7354 1847  
email: information@wmciu.org  
website: www.wmciu.org.uk

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If you have an item of news for  
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.

**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](http://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 artistes. 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.**

**THE HAMMERSMITH CLUB**

**Rutland Grove, London W6 9DH**

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](http://www.hammersmithclub.co.uk)

**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](http://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](http://www.stjameswmc.co.uk)**

**SHEFFIELD & SOUTH YORKSHIRE**

**ARMTHORPE CORONATION CLUB**

**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](http://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.

Artistes 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](http://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. Artistes 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](http://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.**

**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**  
Sited 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.**

Situated 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](http://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.**

**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](http://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



**Club Management is edited by Mick McGlasham**

## Change to PRS Tariff

THE Performing Right Society (PRS) has amended the way it adjusts its charges to allow for inflation. Instead of basing its calculations on the Average Earnings Index it will now use the Average Weekly Earnings measure. The full text of the PRS's charges (Tariff JMC) was published in our August issue and it can also be found online. Paragraph 5 relating to inflation now reads:

"Every year on August 1 the monetary sums in this tariff will be adjusted for inflation. The adjustment formula will apply to the standard rates, using the mean (to the nearest whole percentage point) of the percentages by which the Retail Prices Index and Average Weekly Earnings Index (unadjusted) change in the year to the previous March.

(March is the latest month before the anniversary date for which figures are likely to be published for both indices).

After application of the inflation adjustment any expenditure threshold figure will be rounded to the nearest pound with all other royalty rates rounded to the nearest penny. All royalties will be charged at the royalty rate in force at the beginning of the licence year."

## Facebook mayhem

A PARTY at a club in Lancashire descended into mayhem after an invitation went out on social networking website Facebook.

Police were forced to close roads around the club after 400 teenagers in fancy dress turned up.

Again, this is something Committees need to be very wary of.

## YOUR STAFF HANDBOOK IS AN IMPORTANT TOOL

THE importance of an up-to-date Staff Handbook cannot be overemphasised. The club's staff need to know the rules of the club in which they work. They also need to know the basis and the justification for these rules (*policy*) as well as what they and others are expected to do (*procedures*).

Staff Handbooks are important for club officials and stewards also. They provide the proof that the staff are aware of the rules of the club they are being asked to uphold, and include information about obligations accepted by the club. The Staff Handbook is therefore a fundamental tool to help club secretaries run the club smoothly and efficiently.

### DEFINITION

Staff Handbooks cover general policies and outline procedures, and are informal in style. They provide guidance and information and are read in conjunction with the Statement of Main Terms of Employment.

### USING A STAFF HANDBOOK

Staff Handbooks are used:

- as a source of reference
- as a means of communicating
- as an aid to induction
- to comply with statutory requirements

In addition to Staff Handbooks, many clubs have a copy specifically produced for secretaries and stewards as an up-to-date reference document. These contain information on such subjects as conducting a disciplinary interview and dealing with a poor sickness record. Staff Handbooks need to be kept current and be subject to amendment as employment legislation changes, normally each October and April.

### BENEFITS

Staff Handbooks offer an opportunity for the club to make a clear statement of what is important, and its culture and values. They can be a significant aid to induction, because they provide consistent, clear information that a new member of the club's staff can read at a time convenient to him or her.

The thorough research involved in preparing a Staff Handbook leads to

with a vast amount of information, which can become unwieldy unless properly managed, and the Staff Handbook is the ideal reference tool to simplify matters.

**Clubs should introduce Staff Handbooks with the following in mind:-**

- A Staff Handbook provides a means of ensuring every member of staff receives the same information in the same format
- A Staff Handbook helps to assure

## EMPLOYMENT LAW QUIZ

(Answers on Page 17) . . .

1. Is it a statutory requirement for clubs to provide Staff Handbooks?
  - a) Yes
  - b) No
2. If a club supplies Staff Handbooks, is all the content of the Staff Handbook contractually binding on the club and staff member?
  - a) Yes
  - b) No
3. What is the purpose of a Staff Handbook?
  - a) As an aid to induction?
  - b) To ensure that all staff have the same information on the same document?
4. What are the benefits of clubs having well written up-to-date Staff Handbooks in place?
  - a) If there is no statutory requirement, then there is no benefit?
  - b) The implementation of Staff Handbooks leads to clearer employment practices and they often reveal out-of-date policies and practices?

clearer employment practices since they often reveal out-of-date policies and procedures, which can be conflicting, unproductive, destructive to teamwork, not supportive of the club culture, incomprehensible and often, unsafe!

A Staff Handbook also allows written statements of main terms and conditions of employment to be kept to a reasonable length. Clubs are now required to supply their staff

everyone that people will be treated equally.

- Inconsistent and discriminatory practices are discouraged
- A Staff Handbook will also support secretaries and stewards in enforcing club requirements and procedures and help to minimise the potential for unhealthy disputes between secretaries/officials/committees and staff
- A Staff Handbook is tangible evidence of the club's commitment to being a good employer
- Clear policies and procedures help to avoid costly Employment Tribunal claims and improve staff relations.

Staff Handbooks, designed and specifically produced for CIU-affiliated clubs are particularly useful and prove to be a very cost-effective method of improving staff relations and at the same time being legally compliant. The aim is to provide a format and content that is best suited to the culture and values of clubs. An off-the-peg version that is cold and impersonal may contain most statutory requirements but does not address the specific and unique issues in a social club environment.

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# CLUBS MAY BE PAYING TOO MUCH TO AGENTS

THE entertainment trade union Equity thinks clubs booking acts are sometimes paying too much to unscrupulous agents.

Equity's Variety Advisory Committee has had its attention drawn to various business practices which, while not necessarily illegal, result in the artist seeing less of their fee and agents seeing more. Manchester Variety Branch Secretary Yvonne Joseph believes that because there is less work

around in general some agents are seeking to increase their income from commission for the work that is there. They do this by deliberately introducing additional agents into the chain, who needn't be there, with both agents taking a cut from the work.

For example, if a club approaches one agent (Agent A) to book a certain act this agent could suggest another agent (Agent B) that the club should approach. The club then books the artist through Agent B and agrees a fee of £300. He then goes to Agent A to actually book the act offering the fee of £200, which is agreed, thereby clearing a profit of £100.

Agent A will then deduct his normal commission from the artist's fee of 15% (+VAT) leaving the artist with £164 in total. With groups of agents all doing this for each other it is clear that a sizeable amount of money is being paid out by clubs to agents unnecessarily. This sort of thing used to go on after licensing for agencies was first abolished and has now made a comeback since the onset of the recession.

Other practices see artists wait-

ing three months or more for their fee or agents taking very large cuts of the overall fee when operating in "buy and sell" net deal arrangements. The agents concerned do not tend to be the more reputable ones such as those who are members of the Agents' Association. Although Equity supports the return of licensing for agencies it is not thought likely that the current government would consider it as they are generally in favour of deregulation.

Equity's Variety Advisory Committee suggests that more clubs should consider booking the artists directly which would result in

them obtaining a better price. Of course many clubs may be concerned about what would happen if the artist were unable to fulfil the gig, for any reason, at short notice. Many of Equity's Variety Branches can assist with this, however, as they have many artists on their books.

Clubs should get to know their local Variety Branch Secretary, who should be able to assist in finding a replacement in these circumstances.

To find your local Branch ring 020 7670 0235.



## Age policy

THE Licensing Mandatory Conditions introduced in 2009 stated that premises must have an age verification policy in place.

Although licensing authorities are aware of member clubs' particular circumstances the Union's National Executive has produced a draft age verification policy that clubs can use if they wish.

To obtain a copy please contact your Branch Secretary.

## Risk assessments

THE Union has produced club-specific risk assessment forms, covering the bar area, the cellar, fire risk assessments and more.

Each of the forms allows clubs to ensure that they are covering all the areas required under health and safety legislation. Copies can be obtained from your Branch Secretary.

## EMPLOYMENT LAW QUIZ ANSWERS

. . . (Questions on Page 16)

### QUESTION 1 Answer b)

While there is no legal requirement for clubs to issue Staff Handbooks to their staff, the importance of an up-to-date club Staff Handbook cannot be overemphasised.

The club staff needs to know the rules of the club in which they work. The staff needs to know the basis and the justification for these rules (policy) as well as what they and others are expected to do (procedures).

Staff Handbooks are important for club officials and stewards also. They provide the proof that the staff are aware of the rules the club is asking them to uphold, and include information about obligations accepted by the club. The Staff Handbook is therefore a fundamental tool to help club secretaries run the club smoothly and efficiently.

### QUESTION 2 Answer b)

Staff Handbooks need to be thoroughly researched and carefully written. Those sections of the Staff Handbook should clearly show which sections are contractually binding on both parties, and those

parts which are intended to be for information only, and are not contractually binding. An example of this would be the club's disciplinary and appeals procedure. This should be described as being non-contractual; otherwise, if the club does not follow its requirements, it could give rise to a claim in the Employment Tribunal for breach of contract.

### QUESTION 3 Answer(s) a) and b)

Staff handbooks are used as a source of reference, as a means of communicating, as an aid to induction, to comply with statutory requirements, and to ensure that all staff have the same information on the same document. In addition, a Staff Handbook is tangible evidence of the club's commitment to being a good employer. Many clubs have a copy specifically produced for secretaries and stewards for an up-to-date reference document. These contain information on such subjects as conducting a disciplinary interview, or dealing with a poor sickness record. Staff Hand-

books need to be kept current and be subject to amendment as employment legislation changes, normally each October and April.

### QUESTION 4 Answer b)

While there is no statutory requirement for clubs to issue Staff Handbooks, the benefits of a Staff Handbook are many. Compiling a Staff Handbook leads to clearer employment policies and procedures and often reveals procedures that are conflicting, unproductive, destructive to teamwork, not supportive of the club culture, incomprehensible and often, unsafe. Staff Handbooks are read in conjunction with the Statement of Particulars of Main Terms and Conditions of Employment, which is a statutory requirement.

*\* 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

### JOHN CLINGAN



NORTH East Metropolitan Branch regret to announce the death of their President John Clingan at the age of 62.

Jock Clingan left Scotland in the 1970s to come to work for Ford at Dagenham and while there he gained a degree in accountancy and finance. He became a lecturer in economics at Havering College and also lectured at London University.

In 1974 he joined Silver Hall Social Club at Rainham and in 1980 was elected to the Club Committee. Jock joined the Branch Executive in 1990 and became President in 2000. A holder of the Club Management Diploma his knowledge of club law was unsurpassed and he studied the papers again each year to keep up to date.

He had visited all of the Union's Convalescent Homes and he arranged that the Branch Executive visit every year (at their own expense) for a bonding session. The Executive take their partners as well, so they also know what the Branch and the CIU is all about, and they have voted to continue this idea for years to come.

Jock was a frequent speaker on many controversial subjects at Blackpool and at other meetings. He will be sadly missed.

The Branch sends its condolences to his widow Kay and to his children Hetty and Eddie.

### GEOFF BURNS

NORTHALLERTON WMC is mourning the death of one of their oldest members.

Geoff Burns, also known as Jinxsy, died at the age of 80 on October 22 after being a member for 60 years. Geoff was a long serving committee member and subscriptions secretary and, for the last 12 years, was a trustee. He will be sadly missed.



### JOHN KEEN

WEST Green WMC in South Yorkshire regret to announce the death of John Keen, a Committee member for 10 years. He will be sadly missed by all his friends at the club. Condolences go to his wife Ruth and his family.



### MALCOLM LEA

MEMBERS of the United Services Club at Dunstable in Bedfordshire were sad to hear of the death of Malcolm Lea, who served on the Committee for 20 years. Born in Northumberland he joined the merchant navy and sailed all around the world.

He later became licensee of the Highwayman Motel in Dunstable and worked for WH Smith. He will be greatly missed by all, especially his sister.



# HONOURS

## Special Award

### 50-year Award

Terence Bishop, Spinney Hill Social Club, Leicestershire.

Peter Devlin, Tynemouth & Dist. Club, Northumberland.

**Combined 40-year Award**  
Ron Mills, Kent Branch.

**Branch Executive 21-year Award**

Robert Smith, North East Met. Branch.

Charles R. Vamplew, Wakefield Branch.

### Centenary Award

Brierfield WMC, Burnley & Pendle Branch.

Nursery House WMC, Durham Branch.

Netherton Social Club, Northumberland Branch.

## Distinguished Service Award

David McCrow, Lytchett & Upton WMC, Wessex.

Terence Powton, Heaton Meadowfield Social Club, N'land.

Desmond Watts, Sturdee Social & Bowling Club, Kent.

## Long Service Award

Ronald Preston, Evenwood WMC, Co. Durham.

Wyndham Joyce, Lytchett & Upton WMC, Wessex.

Terence Wall, Sofrydd Social Club Ltd, Monmouthshire.

Graham Clunn, Adderley Green WMC, N. Staffs.

Malcolm Buck, Tonyrefail WMC, S. Wales.

Albert Brettoner, Thurnscoe Coronation Club, S. Yorks.

Charles Marshall, Hamsterley WMC, Co. Durham.

Arthur Anderson, Farringdon Social Club.

Paul Ford, Leeds Jubilee Club.

Roger Huckerby, Leeds Jubilee Club.

Edward Bull, Wellingboro BRS&Soc. Club.

David Forth, Wellingboro BRS&Soc. Club.

Michael Martin, Wellingboro BRS&Soc. Club.

Gerald Barkway, Sedgley Ex-Servicemen's Club.

## Certificate of Merit

Dermot Long, Carshalton Social Club, SE Met.

Rose Hutchings, Monson Road WMC, SE Met.

Larry Sutton, Monson Road WMC, SE Met.

Kevin Russell, Maidstone WMC, Kent.

Dale Hawkins, Maidstone WMC, Kent.

Derek Carter, Maidstone WMC, Kent.

Esther Parrish, Castle Ward Club, Doncaster.



Roger Searle, Lytchett & Upton WMC, Wessex.

Michael Dawson, Lytchett & Upton WMC, Wessex.

Eileen Purse, Chandlers Ford Central Club, Wessex.

Adrian Butcher, Thornhill Edge WMC, Heavy Wooten.

Albert Thomas, Sofrydd Social Club, Monmouthshire.

Gerald John, Sofrydd Social Club, Monmouthshire.

Denise White, Ashington & Ellington Club, N'land.

Paul Renton, Tynemouth & Dist. Club, N'land.

Kevin Ryder, Walker Jubilee Club.

Joseph McAlinden, Carlton & Smithies Ex-Serv. C&I.

David Shaw, Carlton & Smithies Ex-Serv. C&I.

Raymond Allott, Carlton & Smithies Ex-Serv. C&I.

Alan Wright, Thurnscoe Coronation Club.

Graham Creighton, Thurnscoe Coronation Club.

Karen Phelps, Castleford Panthers ARL Comm.

Peter Brown, Askern Spa Central Club, Doncaster.

Ronnie Emmerson, Esh Winning WMC, Co. Durham.

Melvin Carr, Esh Winning WMC, Co. Durham.

William Liddle, Farringdon Social Club, Co. Durham.

Frederick Toole, Leadgate Social Club, Co. Durham.

William Hancock, Springwell Social Club, Co. Durham.

David Elkins, Sportsman's Club (Winchester), Wessex.

Patricia Higgins, Belle Isle WMC, Leeds.

Carole Oldfield, Belle Isle WMC, Leeds.

Thomas Shipley, Cramlington Social Club, N'land.

Mark Stalley, Alverthorpe WMC, Wakefield.

Paul Dunn, Parkes Hall Social Club, W. Midland.

## Club Notices

### EXPULSION

Not now members of the following clubs.

These should not be admitted as Union Associates.

Mrs Denise Smith, Lyndhurst WMC, Wessex.

Ms T Firth, Millbridge WMC, West Yorkshire.

### SUSPENSIONS

EXPIRING ON DATES MENTIONED

J R Watson, High Howdon Social Club, Northum-

berland. (26 November 2011).

D Woodcock, Bettws Social Club, Monmouthshire. (22 May 2011).

### CLUBS APPLYING FOR MEMBERSHIP OF THE UNION

Whitehaven Conservative & Constitutional Club Ltd. 82 Lowther Street, Whitehaven, Cumbria CA28 7RF. (Cumbria Branch).

Troydale Recreational Club. Troydale Grove, Pudsey, Leeds LS 28 9LA. (Leeds Branch).

Axminster Conservative Club. Silver Street, Axminster, Devon EX13 5AH. (Western Counties Branch).

Northgate WMC. (South Yorkshire Branch).

Westerhope & District Comrades Club. (N'land Branch).

CLUB WITHDRAWN

Gwalia WMC. (North West Met. Branch).

**The Distinguished Service Award is for those rare club members who have served their club in an official capacity for at least 40 years.**

**The individual applying for the Award must have held an Associate and Pass Card for at least the last 20 years; and his club must have been affiliated to the Union for at least the last 25 years.**

**The Long Service Award is granted to club members who have given at least 25 years' service and the Certificate of Merit to those who have given at least 10 years' service.**

## Blind man's chuffed

A BLIND man is delighted after a fundraising night at a Teesside club raised over £1,000 – securing the future of his music website.

Graeme Parry feared his website, which costs around £50 a month, might have to be shut down after he lost his job at a call centre. But after a band night at the Beechwood & Easterside Social Club, in Middlesbrough, raised £1,034, its future is safe.

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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.

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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*.

THE recent death of Scottish race-horse trainer Peter Monteith has robbed the racing world of one of its brightest talents and most charming men.

Monteith, 61, was based at Rosewell, 10 miles south of Edinburgh. He was born nearby at Dalkeith, the son of Colonel Willie Monteith, a notable racehorse owner,

The first horse of note he trained was Moment of Truth, who cost just £4,200 and went on to win 17 races, most notably the £24,000 Northumberland Gold Cup Novices Chase at Newcastle in 1990. Another multiple winner was the hurdler, Rossel, who won on 12 occasions.

Monteith's most notable achievement, however, came when he

## SCOTLAND LOSES A TRUE GENTLEMAN

and was always involved with horses, riding and show jumping from an early age. Although the young Peter served a surveying apprenticeship and ultimately qualified as a chartered surveyor, horses were always his first love, and he began point-to-pointing, setting up a modest equestrian yard near the Forth Bridge, where he bred and dealt.

In 1981 Monteith was granted a permit to train family-owned racehorses and moved to Whitebog Farm at Rosewell, where he remained for

the rest of his life. He took out a full training licence in 1984 and with a stable of around a dozen horses he set about the uphill task of putting Whitebog on the racing map. He proved adept at bringing horses back to the racecourse after suffering injury or failing to thrive in the regimes of larger training establishments.

scored a rare Cheltenham Festival victory for Scotland, sending the six-year-old mare Dizzy to Prestbury Park in 1994 to land the County Hurdle in the hands of Tony Dobbin.

Dobbin was one of several good jockeys given chances by Monteith in the early stages of their careers. More recently, the Borders riders Wilson Renwick and Ryan Mania benefited from the trainer's willingness to give

young talent opportunities.

Sadly, Dizzy, owned by Monteith's father, was killed in a fall in the

Scottish Champion Hurdle a month after her famous Cheltenham success, and Monteith never quite got hold of another horse of her calibre. He continued to vie for the role of leading Scottish jumps handler, however, with Dumfriesshire-based Len Lungo through the 1990s.

His best National Hunt season, however, came in 2007-8 when he turned out 34 winners, and during his 25 seasons with a full licence, Monteith recorded more than 400 victories, both over jumps and on the level, with multiple successes coming from horses such as Beldine, Cita Verda and Los Nadis.

Being based in Scotland meant Peter Monteith never attracted the level of investment from owners that his skills deserved. Tributes from jockeys, owners and fellow trainers in the aftermath of Peter Monteith's death spoke of his humour, good companionship, fine horsemanship, and perhaps above all, his ability always to make the very most of limited resources. He was a true gentleman of the Scottish turf.

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Gavin Smith

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### 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.

Ascot has a special offer on Saturday, February 19, when the big race is the £150,000 Grade1 Betfair Ascot Chase. For £20 each person receives admission, a cooked breakfast, a racecard and a free pint of beer.

Satellite racing channel RACING UK is offering all CIU clubs a 30 per cent discount. For further details ring 0870 351 8834.

ASCOT: Saturday, February 19	£20 (normally £30)
CARLISLE: Sunday, March 20	£8 (normally £12)
AINTREE: Thursday, April 7 (Grand National meeting)	£16 (normally £23)
ASCOT: Sunday, April 10	£11 (normally £17)
RIPON: Saturday April 16	£12 (normally £15)
CARLISLE: Saturday, April 23	£8 (normally £12)
AINTREE: Friday, May 6 (evening)	£11 (normally £20)
ASCOT: Friday, May 6 (evening)	£11 (normally £17)
ASCOT: Saturday May 7	£11 (normally £17)
CARLISLE: Bank Holiday Monday, May 30	£8 (normally £16)
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)
RIPON: Saturday, July 16	£12 (normally £15)
RIPON: Saturday, August 13	£12 (normally £15)
RIPON: Saturday, September 24	£12 (normally £15)
CARLISLE: Sunday, October 30	£8 (normally £16)
CARLISLE: Sunday, November 27	£8 (normally £16)
CARLISLE: Sunday, December 18	£8 (normally £16)

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 and 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:

Wed, Feb 2 Newcastle	Sun, Feb 13 Hereford	Mon, Feb 21 Hereford
Fri, Feb 4 Chepstow	Tues, Feb 15 Newcastle	Sat, Feb 26 Chepstow
Sat, Feb 5 Ffos Las	Thurs, Feb 17 Ffos Las	Sun, Feb 27 Fontwell
Sun, Feb 6 Fontwell	Sat, Feb 19 Uttoxeter	

### CIU Racing Club Booking Form

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

Racecourse \_\_\_\_\_ Date of meeting: \_\_\_\_\_

Cheque enclosed for £ \_\_\_\_\_  
(Made payable to racecourse involved).

Club: \_\_\_\_\_

Club Address: \_\_\_\_\_

Post code: \_\_\_\_\_

Contact Name: \_\_\_\_\_

DAYTIME telephone No: \_\_\_\_\_

Please send this booking form plus cheque  
(made payable to the appropriate racecourse) at least three weeks prior  
to meeting to: Jean Garrett, Club Journal,  
**UNIT 17, ST. PETER'S WHARF, NEWCASTLE UPON TYNE NE6 1TZ.**

# DARTS FINAL FALLS VICTIM TO SNOW

**T**HE combined final and semi-finals of our National Individual Darts Championship had to be postponed because of the snow in early December. A date will be rearranged in due course.

The four contenders, who were due to meet at Newbold WMC in Chesterfield were: Tony Clark and Dennis Smith of Rodbourne Cheney WMC, Swindon; Paddy Lenagh of Coxhoe WMC, Co. Durham; and Chris Thompson of York Crescent Club.

Chris Thompson was one of four top players from the Crescent Club who raised money for a paralysed mother-of-two with a charity darts match.

Along with Martyn Turner, Dave Ladley and Joe Cullen, who replaced the unwell Darren Johnson, Chris raised £700, which will help buy vital equipment for 32-year-old local woman Debbie Plowman,

who broke her neck in a freak accident during a pole-dancing exercise class.

One darts final that did go ahead was the Northumberland Branch final, which saw former National Champion Dave Prins from White House Unique Social Club defeat reigning champion Andy Lynn in a repeat of last year's final. In a match worthy of a final Prins clocked up four consecutive 100s on his way to a 4-1 victory.

He was presented with the trophy by Branch President Alan Hardy, Branch Secretary Dave Richardson and National Executive member Sid Hicks.

Dave, who is 42 and is known as The Badger, has qualified for the BDO World Championship for the second year running. His first match at the Lakeside was due to be held on January 1 against former World and CIU champion John Boy Walton.

*New Northumberland darts champion Dave "The Badger" Prins.*

Last year he lost in the first round to Welsh captain Martin Phillips.

## SPORTS SHORTS



*Valda Edmunds*

(Picture: British Darts Organisation)



## CIU race winner

DURHAM Branch Secretary Brian Young is pictured with Suzanna Hatcher, whose partner Kristian Strangeway is co-owner of Marsh Warbler, winner of the Durham & Cleveland CIU Juvenile Hurdle Race at Sedgfield Races.

The race was one of the races in the Moolson Coors raceday at Sedgfield, which attracted more than 1200 visitors and also included the Middlesbrough Working Men's Carling Handicap Steeplechase.



**NORTH East Met Branch cribbage champions Ponders End WMC are pictured after receiving the trophy runners-up Chatteris WMC. In the individual championship John Murphy from Rainham WMC**

## Champions in the End

**from Branch Secretary John Baker (left). Also pictured (below) are beat John Tabor of Ponders End in the final.**



## New venue for show

CRAMLINGTON WMC is the new venue for the Northumberland Branch horticultural show.

The show will take place on Wednesday, August 31 and Thursday, September 1. It is open to growers in Northumberland and will be judged under CIU rules.

The Heineken World Leek and

Onion Championship will take place at Blyth Sports & Social Club on September 10 and 11.

The contest is open to all and has an entry fee of £5. Prize money is to be confirmed for both contests.

For more information contact Dave Clough on 07903661347 or Peter Kerry on (01670) 735672.



## Jason's hat-trick

JASON Jones, the overall winner of Maidstone Working Men's Club's indoor league for the third year running, is presented with his trophies by

guest of honour, Councillor David Naghi (right), watched by Games Secretary Dennis Reed.