# CONSERVATIVE CLUBS MAGAZINE January 2019 50p



Happy New Year To All Our Readers

**Bournemouth Clubs Federation Crowns Snooker Champions** 

Club Law - Dates For Your 2019 Diary

Interview with Club Insure's Steve Fleming

January 2019 50p

#### Penarth Hosts Quiz Night to Raise Funds for Charity

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The Winning Team - Quills.

The Penarth Conservative Club, South Glamorgan, hosted over 100 people for a quiz night in order to raise funds for Cancer Research UK. Liz and Alan Roberts, who organised the evening, would like to thank the chairman and members of the Conservative Club for the use of the Prince William Suite. They would also like to thank all those who provided raffle prizes, and Ann Austin and Alison Caldwell who sold raffle tickets. Liz said "We had a very enjoyable evening

with lots of head scratching and lots of chatting and laughter as well! The winners at the end of the evening were the 'Quills' ahead of the runners-up, 'F Troop' by only two points. Several people were unable to join in on the night and instead gave donations, and at the end of the evening the winning team donated the remainder of its winning drinks kitty."

The evening raised a total of £768.70, which will be used to help fund research and drugs trials being carried out in Wales.

#### CONSIERVATIVE CLUBS MAGAZINE

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#### Salisbury Conservative Club Assists Restoration of War Plaque

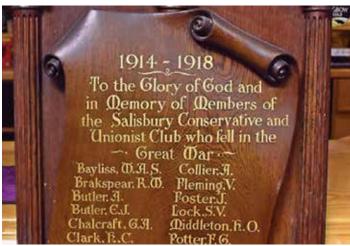
The Salisbury Conservative Club, Henley on Thames, is pleased to once again host a restored plaque commemorating 17 Henley residents who died in the First and Second World Wars.

The plaque had long hung at the Club but was put into extended storage after a fire at the Club in 2004. The plaque bears a roll of honour of local residents who had died during the World Wars. The plaque features a carving of a paper scroll supported by three Romanstyle columns and a pediment with a golden cross. The names include former Henley MP Major Valentine Fleming, the father of James Bond author Ian Fleming, who lived at Braziers Park in Ipsden and later Joyce Grove in Nettlebed. He was killed by German artillery fire in the Somme in 1917.

Also on the board is Major Ronald Brakspear, whose family owned the former Brakspear brewery in New Street, who died in hospital in October 1915 while being treated for battle wounds.

Credit is owed to historian Mike Willoughby who spearheaded the effort to locate the plaque from storage and return it to glory and its rightful position inside the Club. There was some concern that the plaque had been lost during the years it had been archived but with some effort it was located with the assistance of Club Chairman Ray Hayes. There was some damage to the plaque but local resident Chissock Woodcraft volunteered to help repair the plaque.

Mr Willoughby said: "The people I originally spoke to came to the conclusion that it had been lost in the fire but I obviously didn't speak to the right person as Ray led me straight to it. I said I'd heard it was lost in the fire and he said, 'no, here it is'. It was such an emotional moment, it's a real 'who's who' of Henley at that time. There are some very high-profile individuals on it and I saw it as my 'holy grail. It will be great to see it restored as the Lest We Forget project has been going for many years and we're approaching the centenary of the Armistice, so what better way to commemorate it? It's funny to think it has been sitting there this whole time and I'm just so glad it has turned up.



The 'missing' plaque.

Picture and Story Credit: Henley Standard

Every soldier is important to me and if we can't honour them by this year then people will lose interest, which would be a shame. I am so grateful that the club has kept it in good condition. It's hard to believe but in the Sixties many of these boards were just taken down and thrown away."

Club President John Grout said: "As an honourable institution, we kept the plaque because it is a

permanent memorial and is meant to be kept. It's a pleasure that Lest We Forget is taking it away for repair and we look forward to displaying it again, although we've yet to decide where it's going to be permanently put."

Since its launch in 2013, Lest We Forget has erected several plaques honouring hundreds of previously "forgotten" servicemen who died during the conflict

#### CLUB REFURBISHMENT







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\*Matthew Clark must be the Club's main supplier and have a significant proportion of supply





## CLUB LAW AND MANAGEMENT

### DATES FOR YOUR 2019 DIARY AND GENERAL REMINDERS

Club Secretaries will have in their minds – and hopefully in their diaries – the dates by which certain returns and applications have to be made. I hope the following check list will assist Clubs in carrying out this useful exercise.

#### **Club Premises Certificate**

Whilst there is no specific renewal date of a Club Premises Certificate it is necessary for an annual fee to be paid to the local Licensing Authority in order for the Club

Premises Certificate to remain in force. Therefore, look out for any renewal invoice received from your local Licensing Authority and ensure that it is paid promptly.

#### Fees for a CPC

Rateable Value	Band	Annual Fee
No rateable value to £4,300	A	£70
£4.300 to £33,000	В	£180
£33,001 to £87,000	С	£295
£87,001 to £125,000	D	£320
£125,001 and above	Е	£350

#### Performing Rights Society & Phonographic Performances Ltd

PPL PRS Ltd is a new joint venture between the UK's two music licensing societies - PPL and PRS for Music.

Previously Clubs may have had to purchase two separate music licences, one for PRS and one for PPL. Currently in the roll out stage, eventually they will be combined under a single licence.

Typically, in January, fees are payable to the PRS and PPL. These payments are fixed under an Agreement with the PRS PPL and the appropriate fee for a Club is calculated according to the type of music used.

#### **Temporary Event Notices**

Clubs are able to apply for up to 15 Temporary Event Notices per calendar year. A Temporary Event Notice allows Clubs to hold events which are open to the public such as Open Days and Beer Festivals or simply private events which are not held by Members. A Member holding a private event and inviting their guests will not normally require a TEN to be obtained.

#### Motion Picture Licensing Company (MPLC) Licence

Clubs may receive a letter from this Company which indicates that they are required to pay for an 'Umbrella Licence'. This is an annual licence from MPLC which allows commercial premises to broadcast copyrighted material such as film DVD's to the public. Clubs do not need an MPLC licence to show channels such as rolling news, sports, or music channels. Therefore, for most Clubs the only license that is required is a Television Licence. In the ACC's experience it is rare that a Conservative Club would need to obtain the aforementioned licence as most Conservative Clubs do screen films or drama series inside the Club.

#### **Audits**

Clubs registered under the Industrial & Provident Societies Act, the Friendly Societies Acts or the Co-operative and Community Benefit Societies Act must submit an Annual Return to the Financial Conduct Authority no later than the date required under the terms of the Club's particular Rules. Failure to comply may result in prosecution. Such Clubs must also ensure the annual fee is paid, the amount of which depends upon the Club's assets.

Clubs which are incorporated as companies must ensure that their company returns are made to Companies House by the agreed submission date in order to avoid fines and must also ensure that their Accounts are filed.

Unincorporated Members' Clubs are not required to submit annual returns or to file Accounts with any outside body.

In addition to the above, please make a note of the date for VAT returns, insurance renewal and the Club's TV licence.

#### **Till Suppliers**

The ACC is regularly asked if we have a recommended till supplier. Unfortunately, we do not have a nationwide supplier that we would have confidence in to recommend. If any Clubs have had a positive experience with a till supplier we would encourage you to contact us to let us know. For Clubs seeking a till based solution to take credit and debit cards we would also recommend looking into suppliers such as Izettle and Square which provide low cost no contract systems to enable small businesses to take card payments. Whilst not a ACC recommended supplier, we use Square to allow Clubs to make credit card and debit card payments to the ACC over the phone.

Square has launched the 'Square Stand'. The stand, pictured, below, is used with an iPad and is easily programmable

with the products which are sold. Transactions are completed using a credit or debit card at a flat rate of 1.75% per transaction. This system will unlikely be good value or an attraction proposition for larger Clubs but for smaller Clubs which may not currently accept electronic payments it is a cost effective way of taking such payments without entering into a long contract or investing in completely new till hardware. Is the trial proves successful we would recommend investing in an integrated till hardware solution and agreement with card processing firm since the card processing fees should be lower than the 1.75% charged by Square which are arguably too high for regular card payment usage.

https://squareup.com/gb/en/hardware/stand



#### **CLUB LAW AND MANAGEMENT**

#### **Questions and Answers**

We are aware that we can no longer charge for credit card / debit card transactions but can we impose a minimum spend? Each transaction (we use Worldpay) costs us around £1.20 so it seems to me perfectly reasonable to require a minimum spend of £5.

We can confirm that you are Aable to impose a minimum transaction purchase amount. Having said that your card processing costs seem quite high, you might want to look at a solution such as Izettle or Square which offers processing costs on a flat rate basis of around 1-3%. If you frequently process card transactions then your fees should be as low as 0.4% for debit cards and 1.1% for credit cards. You may want to contact Worldpay to see if you can renegotiate or contact other suppliers for alternative quotes.

In a recent edition of the magazine, a question was asked whether a B3A machine would cannibalise sales from pull tab lottery machines. In our experience this is certainly not the case. Our Club has 350 members and we have a pull tab machine and a B3A machine and a B4 gambling machine which all provide vital income for the Club.

The income from having the B3A did not affect the pull tab ticket sales nor was it even affected when we took on another machine (the B4). It seems to us that those who use the pull tab machine prefer to take their tickets to their seat whilst those who enjoy the B3A and B4 gaming machines enjoy the interactive component of the machines.

Dransfields have been very fair with us and we would recommend talking with their representative about the many different types of products available.

A Thank you for this first-hand information which is what we would have expected to see. Due to the very different nature of electronic gaming machines versus pull tab lotteries, both machines appeal to different customers and they do not tend to cannibalise sales from each other. We certainly recommend that Clubs contact

Dransfields to discuss the options for having at least a Pull Tab and a B3A machine on site.

Our Club has always welcomed IA Ticket holders from other clubs but recently a group of members from a neighbouring Club have been using our Club four or five times a week. The committee wish to impose a ban on all IA Ticket holders who live within five miles of the Club. Is this acceptable?

Regulation 8 of the Rules and ARegulations governing the IA Ticket Scheme reads as follows – 'The committee of every Inter-Affiliated club reserves to itself the right to make Special Regulations (subject to permission of the ACC Council) as to the admission of Inter-Affiliated members, in which case, a copy of the same shall be exhibited on the club notice board. Such permission shall not be required for the exclusion of Inter-Affiliation Ticket holders whose permanent habitation is within a radius of ten miles of club premises. The holder of an Inter-Affiliation Ticket is reminded that admission to an Inter-Affiliated club is an act of courtesy which can be withheld in the interests of the club, on any occasion, or in respect of any individual at the discretion of the club committee of any Inter-Affiliated club.'

The object of this regulation is to prevent members of one Club, with possibly a low annual subscription, from using the facilities of a neighbouring Club that has a higher rate of annual subscription on a regular, if not daily, basis. Therefore, the committee of any Inter-Affiliated Club reserves the right to impose a radius restriction on IA Ticket holders.

Due to the fact that Regulation 8 also provides committees of Inter-Affiliated Clubs with the authority to refuse the admission of any IA Ticket holder-if this is considered to be in the interests of the Club-we suggest that overall radius restrictions are not imposed. Club committees should instead rely on the authority provided by Regulation 8 to simply restrict those IA Ticket holders who seek to use the IA Ticket Scheme as a method of regularly enjoying the facilities of a Club which, for whatever reason, they have chosen

In short, therefore, committees are advised not to permit a few 'bad apples' jeopardising the enjoyment of neighbouring IA Ticket holders who do not wish to abuse the Scheme but who would like to occasionally visit other local Clubs.

Our Committee is considering applying for a Premises Licence to cover the function room. Do you have any pointers that we should consider before looking at this suggestion in further detail?

A Typically, the three main points for Clubs to consider when thinking about applying for a Premises Licence are as follows:

- Corporation tax due on income from non-members. With a likely marked rise in income from non-members HMRC may want the Club to devise a specific system for accounting for profits from these transaction. Currently HMRC may simply allow you to appoint a simple percentage of your income to sales to non-members.
- Club Gaming machines cannot be housed anywhere where a Premises Licence is in effect.
- The Club's Steward/Bar Manager would need to obtain a Personal Licence in order for the Club to be able to serve alcohol.

Assuming the Club's layout would permit it then we can confirm that it is possible just to apply for a Premises Licence for the function hall and leave the rest of the Club to operate under the current Club Premises Certificate. I confirm that some Clubs already operate in such a fashion and it is useful when the Club has the capability of being a popular room hire location for use by non-members.

If the Committee are not sure about the Premises Licence but you consider that you need one for the function room then applying for just the function room at this stage is a sensible idea rather than the alternative approach of having the Premises Licence cover the entire Club. I suggest you also discuss this matter with your Licensing Officer to gauge their view and support for a Premises Licence being obtained to just cover the function room.

Our Club is unincorporated and the Committee wish to propose the possibility of transferring the Trustee responsibilities to the ACC as we are finding it increasingly difficult to find members who are willing to take on this important role. Could you please confirm how such a change would work in practice and why it would be beneficial to the Club?

This transfer of Trusteeship Ahas increasingly become popular amongst unincorporated Clubs such as yours as there are two main benefits for the Club. The first is that the ACC will pay for all legal expenses involved with the transfer of Trusteeship and once elected will act as the Club's Trustees on a permanent continuous basis, thereby also saving the Club future legal costs since Trustees will not be changed by re-election as they are now. The second is that the Association's financial and legal resources are such that the club's position will be greatly strengthened when negotiating loans or defending itself against legal action taken by a third party. This Association will not be involved in the day-to-day business of the Club and will be subject to the lawful instructions of the committee in respect of its role as the Club's Trustee in exactly the same way as the existing Trustees.

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#### **CLUB LAW AND MANAGEMENT**

#### Premier League January Dates and Times

All times 3pm unless otherwise stated.

#### Tuesday, 1 January 2019

12:30 Everton v Leicester City (Sky Sports)

Arsenal v Fulham

17:30 Cardiff City v Spurs (Sky Sports)

#### Wednesday, 2 January 2019

19:45 AFC Bournemouth v Watford\*

19:45 Chelsea v Southampton\*

19:45 Huddersfield Town v Burnley\*

19:45 West Ham United v Brighton\*

19:45 Wolves v Crystal Palace\*

\*Due to clubs' fixtures moving to 30 Dec

20:00 Newcastle United v Man Utd (Sky Sports)

#### Thursday, 3 January 2019

20:00 Man City v Liverpool (Sky Sports)

#### Saturday, 12 January 2019

12:30 West Ham v Arsenal (Sky Sports)

Brighton v Liverpool

Burnley v Fulham

Cardiff City v Huddersfield Town

Crystal Palace v Watford

Leicester City v Southampton

17:30 Chelsea v Newcastle United (BT Sport)

#### Sunday, 13 January 2019

14:15 Everton v AFC Bournemouth (Sky Sports)

16:30 Spurs v Man Utd (Sky Sports)

#### Monday, 14 January 2019

20:00 Man City v Wolves (Sky Sports)\*

\*Should either club have an FA Cup third-round replay, this will revert to 13 January, 12:00 on Sky Sports

#### Saturday, 19 January 2019

12:30 Wolves v Leicester City (Sky Sports)

AFC Bournemouth v West Ham

Liverpool v Crystal Palace

Man Utd v Brighton

Newcastle United v Cardiff City

Southampton v Everton

Watford v Burnley

17:30 Arsenal v Chelsea (BT Sport)

#### Sunday, 20 January 2019

13:30 Huddersfield Town v Man City (Sky Sports)

16:00 Fulham v Spurs (Sky Sports)

#### Tuesday, 29 January 2019

19:45 Arsenal v Cardiff City

19:45 AFC Bournemouth v Chelsea

19:45 Fulham v Brighton

19:45 Huddersfield Town v Everton

19:45 Wolves v West Ham

20:00 Man Utd v Burnley

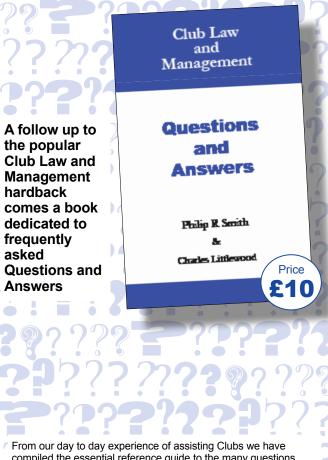
20:00 Newcastle United v Man City (BT Sport)

#### Wednesday, 30 January 2019

19:45 Southampton v Crystal Palace

20:00 Liverpool v Leicester City (BT Sport)

20:00 Spurs v Watford



From our day to day experience of assisting Clubs we have compiled the essential reference guide to the many questions that Clubs find themselves asking. With sections of Membership issues, Committees and Committee Meetings, Licensing issues, Finance and Taxation, Employment, Gambling and General Meetings we hope this will prove an invaluable reference guide to Club Committees throughout the UK. Each question is one that has been genuinely raised by a Club and we hope that the answers which are set out within this book, grouped together in specific subject areas, prove to be a valuable addition to any Club Committee and as an aide to hard working Officers and Committee

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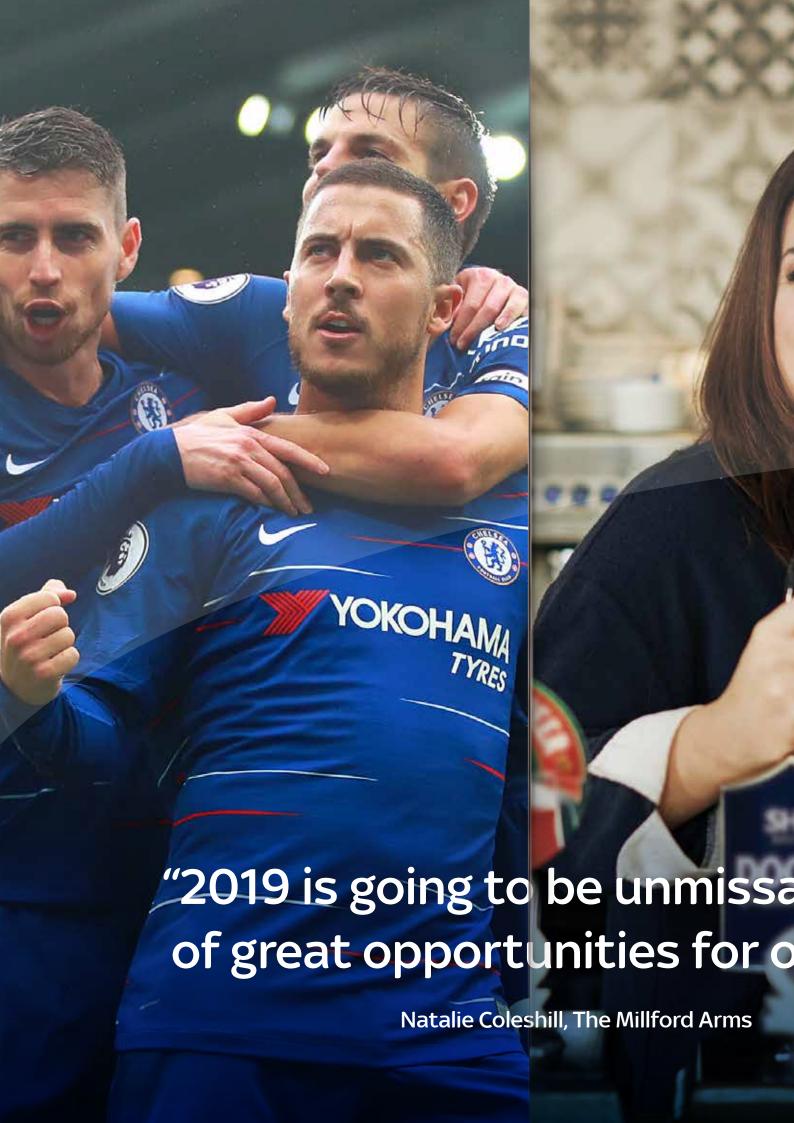
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#### TESTIMONIAL

"Club Insure were initially recommend to us via the ACC in 2012 and we have been loyal customers ever since – I see no reason why I would look elsewhere when they continue to be the most competitive economically and provide unrivalled customer service. Highly recommended to fellow Conservative Clubs."

Bletchley Conservative Club

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## Interview with Club Insure's Broking Director Steve Fleming

Established in 1998, Club Insure (formerly NDML) are considered to be the Premier Insurance Broker for the late night leisure and hospitality industry. They provide comprehensive insurance for all manner of late night leisure and associated businesses, currently dealing with over 3,000 sports, social and WMC and growing every day.

In a society that is heavily influenced by the "no win, no fee" culture, it is ever more important that companies trading in the leisure industry have adequate cover for all aspects of their business. Unfortunately, due to the diverse trading styles and activities of the industry, both physical and legal risks are probable as the general public become more aware of their rights. Club Insure are fully aware of the litigious culture thus offer bespoke, tailored made policies specifically designed to meet the individual requirements of their various clients. They boast being able to place an inexhaustive list of insurance needs, many of which are exclusive products unattainable through any other broker in the UK. We asked Broking Director Steve Fleming for his thoughts on the current state of the insurance industry.

#### Q. What are the challenges that you currently face as an insurance broker?

A. Whilst Club Insure continues to grow its client base in terms of numbers, it is clear that the turnover in venues and operators around the country is relatively high, much of our time is spent keeping abreast of which venues are opening/closing or changing hands.

As with all industries the insurance market is highly competitive but often that competition comes from brokers or insurers who are inexperienced in or unsuited for the late licensed leisure trade. Whilst it might be easier for clubs to seek advice on their insurance through on line facilities or high street brokers, I'm often finding they are under insured or inadequately covered; this is incredibly dangerous in such a litigious society and can be detrimental to their business in the event of a claim.

It is imperative that operators seek professional, honest advice from brokers who are both experienced and operate with integrity. The cheapest quote initially often turns into the most expensive in the long term.

#### Q. What then does Club Insure offer that is different to the rest of the market, why are you considered the Premier Insurance broker for the industry?

A. As the official broker to the Association of Conservative Clubs, National Union of Liberal Clubs, National Union of Labour & Socialists Clubs & CISWO, Club Insure are constantly seeking innovative risk management techniques and working practices. We take a strong stand on spurious liability claims and work with the client's best interest at heart. We understand our clients insurance and risk management requirements. We have worked over this period to develop our products to accommodate the ever changing needs and demands of our clients with our products ranging from property and liability cover for traditional bars and clubs, to event cancellation insurance for overseas dance festivals.

As well as experienced insurance specialists, Club Insure provide in-house account handlers and award winning claims managers, which allows for constant communication between us and our customers.

The ethos behind our company remains the same; a customer focused specialist insurance broker which prides itself on an ability to provide lasting and effective products to our range of clients.

#### Club Insure can be contacted on 0844 488 9204

#### Astley Bridge Conservative Club Given Defibrillator

A stley Bridge Conservative Club has received a defibrillator in memory of Peter Fernley who was the boss of local firm ABC Van Hire. During the presentation ceremony, Club Members were given a demonstration on how to use the lifesaving machine by Matron Tracey Garde, Chairperson

of the Bolton ICD Support group. The machine will be housed on an external Club wall so it can be used by anyone who needs its assistance.

Peter's wife. Norma Fernley, presented the equipment to the Club and hopes it will prove to be a suitable memorial to her late husband.



Mrs Fernley is pictured presenting the AED, which she purchased through Bolton ICD Support Group, to Geoff Sofield, Chairman of Astley Bridge Conservative Club, and Rick Hall, the Club's Steward.



The Club's Members attend a demonstration of how to use a defibrillator.

#### **ACC Services**

#### Loans

Loans can be arranged from as little as £1,000 to £500,000. We provide loans at competitive simple interest rates, currently 4.75%, and all loans commence with a three year period of fixed interest. Loans are repaid over a term to be agreed on an individual basis with each Club in order to create a manageable and sensible time frame for repayment.

#### **Documentation Available Free Of Charge**

ACC Room Hire Agreement - The room hire agreement is designed to be completed at the time a booking and includes space for a deposit to be taken to secure the room is applicable.

ACC Catering Franchise Pack - The ACC Catering Franchise pack can be used by Clubs which have a franchisee who uses the Club's facilities to prepare and serve food within the Club. The Franchisee Contract permits the Committee to decide if the franchisee shall pay a set fee per month to the Club for use of the Club's facilities, shall pay to the Club a percentage of the profits from the sale of food or that a combination of both methods of remuneration shall be utilised.

Health and Safety and Risk Assessment Documentation - The ACC has extensive documentation to assist a Club in creating a Health and Safety policy and conducting regular risk assessments. This documentation is available free of charge. Examples include template health and safety documentation, risk assessment forms and practical advice on completing a Club risk assessment and first aid information.

Candidates for Admission Sheets – The admission sheets can be posted on the Club's Notice Board to detail prospective new Members and have spaces for: Date, Candidate Name, Address, Occupation, Proposer, Seconder.

#### Sale and Leaseback

Since launching the ACC Sale and Leaseback service, over 70 Clubs have entered into this arrangement with the ACC.

Under what circumstances would a Sale and Leaseback be appropriate? The most successful examples of ACC Sale and Leasebacks are Clubs which have a dedicated Committee and Membership and want to secure their Club's future. By unlocking the Club's freehold, Clubs can be provided the means of repaying debt, often undertaking refurbishments and providing a significant cash sum. The rent payable to the ACC following the completion of a Sale and Leaseback can often be less than a Club was paying for servicing debt.

#### Trusteeship

The ACC Trusteeship Service is a free facility offered by the ACC. The transfer of Trusteeship to the ACC has increasingly become popular amongst unincorporated clubs and there are two main benefits for the Club. The first is that the ACC will pay for all legal expenses involved with the transfer of Trusteeship. The second is that the Association's financial and legal resources are such that the Club's position will be greatly strengthened when negotiating loans or defending itself against legal action taken by a third party.

The ACC do not become involved with the day to day business of any Club for which we act as Trustee. The Club will continue to be able to call upon the ACC for advice on any matter without needing to make reference to our Trusteeship. We will only act on behalf of the Club in accordance with the lawful instructions of the Committee and Members. The Club Committee will therefore continue to run the Club's affairs and will only refer matters to the ACC as and when they consider it appropriate to do so.

To obtain any of the documentation packages please email charles@toryclubs.co.uk or phone 0207 222 0843. To enquire about any of the ACC's financial assistance packages please email assistance@toryclubs.co.uk or phone 0207 222 0843.

#### **ACC Contracts of Employment**

The ACC are pleased to supply a range of Employment Contracts. These contracts are designed specifically to comply with the needs of ACC Clubs and are produced to a high quality with a glossy finish. All Contracts were fully revised and updated in 2015, with minor revisions made in 2016, and are compliant with all current UK legislation. We recommend that all Clubs use our current contracts of employment for their employees.

All Contract Packs now include a high quality and durable employee disciplinary and grievance policy handbook which should assist both Clubs and employees when these issues arise. Contracts for use with employees who live on the Club's premises now come with a specifically drafted Service Occupancy Agreement for the employees, and their partners if applicable, to sign in relation to their accommodation.

Our newest introduction to our contracts range is a contract of employment for use by Clubs which employ Bar Managers. We know that many Clubs employ Bar Managers as opposed to Club Stewards and we are pleased to now supply a specific contract pack for Bar Managers. The contracts which are offered by the ACC are as follows:



#### Club Club Secretary/ **Administrator Contract** Appropriate for Clubs which employ, rather than elect, a Club Secretary. Each contract pack costs £20 and includes 2 x Club Secretary Contract

2 x Club Employee Disciplinary and Grievance Policy Handbook.

#### Contract of **Employment** STEWARD

**Steward Contract** Appropriate for a Club employing a Steward with or without accommodation included. Each contract pack costs £25 and includes: 2 x Club Steward Contract 2 x Service Occupancy Agreement 2 x Club Employee Disciplinary and Grievance



Appropriate for a Club employing a Bar Manager without accommodation. Each contract pack costs £20 and includes: 2 x Bar Manager Contract 2 x Club Employee Disciplinary and Grievance Policy Handbook.

**Bar Manager Contract** Standard Terms and

Policy Handbook. Please contact the ACC with any questions regarding the new contracts of employment.

To order any of the above contract packs please place an order online at www.toryclubs.co.uk, email charles@toryclubs.co.uk or phone 0207 222 0868.



Conditions of Employment Appropriate for a wide range of Club Employees (bar employees, cleaners, general part time employees etc.). Each contract pack costs £15 and includes: 2 x Standard Terms and Conditions of Employment Contract 2 x Club Employee Disciplinary and Grievance Policy Handbook.



**Steward and Stewardess** Joint Contract Appropriate for a Club

employing a Steward and Stewardess on a joint contract of employment with or without accommodation included. Each contract pack costs £25 and includes: 2 x Club Steward and Stewardess Contract 2 x Service Occupancy Agreement 2 x Club Employee Disciplinary and Grievance Policy Handbook.

## **Bournemouth Clubs Federation Crowns Snooker Champions**



Gerry Jeff, Bournemouth Federation Vice Chairman, presenting the trophy to Kinson Team Captain Richard Miller.

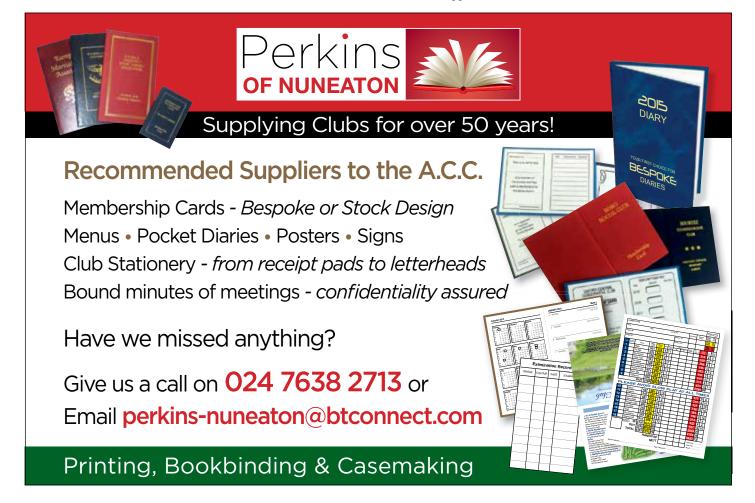


The winning team from Kinson.

The 2018 Bournemouth Federation Snooker league has come to an end and it is Kinson Conservative Club which takes the honours.

Ian Newman from Ringwood Conservative Club was tasked with getting the snooker league going again after a few fallow years and was exceptionally pleased with the support and turnout the league delivered this year. Ian acts as the League's Secretary.

Gerry Jeff, Vice Chairman of the Bournemouth Federation. was pleased to present the lovely trophy which has been within the Federation since 1945 to Captain Richard Miller and his team Ben and Brian Dale and Jack and Steve McCormack from Kinson.



### Wheatley Hill Finds a Good Leek

The Wheatley Hill Constitutional Club, Durham, held a Leek growing competition which was heard thought by the Club's Members.

Ultimately the winner was Club Member Billy Nattrass who is seen being presented with a cheque for £50 and a Phillip Smith trophy.



The winning leaks.



The entries to the competition.



#### Filey's Ladies Celebrate Darts Success

Nine ladies from Filey Conservative Club, North Yorkshire, volunteered to represent the club in the Filey Ladies Darts & Dominoes League. The 2018 season was enjoyed with the ladies moving to the challenge with a total of five trophies were collected for the Club.

A presentation evening was organised to celebrate the group's

success and a good night was enjoyed by all. The Club's team would like to thank the Steward and the Committee for their continued support through the season and we will look forward to representing the Club in the 2019 season.

The ACC congratulates the group on their achievements.



The Filey Conservative Club Ladies Darts Team.



The Awards.

#### Pages From The Past

This month we go back exactly 29 years to the final New Year's Message from the then current Prime Minister Margaret Thatcher. In her message the Prime Minster speaks of the accomplishments of the previous 10 years of Conservative Government and of the improving economic situation since Conservative took power. The PM notes that employment is at a record high. She goes on to state the aims of the Government for the next decade which include to references to inflation, improving public

services and assisting to build a Europe consisting of free and democratic states. Europe to this day dominates headlines and, to a certain extent, the Conservative Party but it is worth remembering the original ambitions of the European project as a means to ensure peace prevails on the continent. Whatever happens in regard to the EU, this is certainly an area where the UK can consider that our involvement has been worthwhile and successful. The ACC wishes all our readers a Happy and Prosperous New Year.

#### PAGES FROM THE PAST

## Conservative Clubs Magazine (3)

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#### MY THANKS TO THE A.C.C.

#### New Year Message from the Prime Minister



The Prime Minister.

I am delighted to send my best wishes to you, not just at the beginning of a New Year, but the start of a new decade.

The first ten years of this Conservative Government have seen an extraordinary transformation in our country.

The economic malaise which had afflicted us for so long has at last been banished and Britain's industry is confident and strong.

By a combination of sound finance and restored incentive, we have helped to create a climate for enterprise which has resulted in record investment and more jobs than ever before.

And the wealth which has been created has allowed us to spend more on our elderly, sick and disabled than at any time in our history.

#### Look forward

Now we must look forward to the challenges and opportunities of the new decade:

- ★ To get inflation down and to build on the economic achievements of the last ten years;
- \* to improve still further our public services and make them more responsive to people's needs;
- \* to cherish and protect the well-being of our planet;
- \* to help build a wider Europe of free and democratic states working together for the benefit of all:
- ★ to work for a balanced reduction in arms and a secure defence.

Only by a continuation of Conservative Government can we achieve these objectives.

To ensure that will require commitment and hard work on the part of us all.

I should, therefore, like to thank all the members of the Association of Conservative Clubs for all you do for the Party and wish you all a most successful and prosperous year.

#### A HAPPY NEW YEAR

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