

CIU clubs looking forward to happier times

CIU General Secretary Kenneth D Green CMD ACM looks back on a tumultuous year for clubs and pays tribute to all the hard work that has been undertaken during the past 12 months

As we head into the New Year, few club men and women will be looking back on 2020 with much affection given the havoc that the COVID-19 pandemic has wrought on clubland and life in general.

Over the past 12 months, as the world has battled against this awful virus, our clubs have had to cope with various national and regional lockdowns, as well as major restrictions on how our venues operate, all these measures adding to the already significant workload that running a club entails in 'normal' times, not to mention causing severe shortfalls in expected revenue.

The way that our clubs have reacted to the many challenges thrown at them this year, often at very short notice, is a tribute to the positive attitudes of CIU club committees up and down the country.

During the first national lockdown it was heartening to see how many of our clubs swiftly rallied around their most vulnerable members by doing such things as setting up food banks and distribution networks, doing their absolute utmost to maintain the club ethos despite their actual premises being shut for many months.

When we were given permission to reopen at the beginning of July, there was more hard work in store for clubs as they set about making their venues COVID-secure: installing perspex screens; setting up one-way systems; drawing up new staff and cleaning rotas and putting in place many other labour-intensive measures to keep members secure.



Pictured, left to right: Geoff Whewell (Union Vice-President), George Smith (Union President) and Kenneth D Green CMD AMC (Union General Secretary)

Flexibility has been key during a year of ever-changing restrictions and guidance handed down by the UK and Welsh Governments.

Our clubs have shouldered the burden of the extra regulations in typically exemplary fashion, even though they have negatively affected their financial viability as non-profit making institutions serving their communities.

While there is positive news on the vaccine front, there may be many months of further hard work ahead before we can get our clubs back to something approaching normality.

The NEC has continued to hold its monthly meetings throughout the year – albeit it 'virtually' – and we will continue to press the Government for

further practical and financial support for our hard-pressed clubs in 2021.

We will, of course, update our members on our progress through the pages of *Club Journal* and the Union's website.

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Welcome to the December issue of *Club Journal*.

As we emerge from the month-long lockdown in England and the earlier two-week 'firebreak' in Wales which saw our clubs once again unable to trade, we head back into the system of tiered restrictions which are certain to have a negative effect on clubs across all our branches.

As our General Secretary says on the front page there does appear to be some light at the end of the tunnel given the positive reports on newly available vaccines for COVID-19 and that is certainly a major reason to be very hopeful for 2021.

At this time of year, clubs are normally looking forward to a furiously busy period of non-stop festivities building up to the end of December with members mingling in packed bars, lounges and concert rooms.

Of course, Christmas 2020 is going to be a different experience for all of us as COVID-19 continues to affect how we can operate as a sector.

I am sure clubs, as they always do, will find a way to provide a fantastic environment for their members, whatever the circumstances.

To help you maximise your Christmas trade, this issue has a feature from Preferred Supplier Heineken UK where they present some insights and

Welcome

tips to help clubs deliver a memorable experience in December.

See pages 10-11 for the full article. Meanwhile, on pages 16-17 we have a feature on how to get the best from your energy supplier, cutting through some of the jargon which unscrupulous firms will use to try to get your club to sign on the dotted line.

Hopefully the article will stand you in good stead next time you have to renegotiate your club's energy contract.

Elsewhere in the issue, we have a 'Q&A' with renowned club historian Dr Ruth Charrington who is the author of the *Dirty Stop Out's Guide to Coventry's Working Men's Clubs*.

The book is a fascinating history of some of Coventry's most illustrious social clubs and is packed with hilarious anecdotes and archive photos, making it a great read for anyone interested in clubland.

There is also a chance to win a signed, limited edition of the book – see pages 24-25.

From all of us at Head Office, I wish you a Merry Christmas and a Happy New Year.

Stephen Goulding, Editor

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CLUB JOURNAL

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Hard work the key at Acomb WMC



The Concert Room at Acomb WMC

The Chairman of Acomb Working Men's Club in York, Nick Dodson, has paid tribute to the hard work that has been undertaken by the Committee, staff and members of the club in order to keep the club operating during the COVID-19 pandemic.

In a letter sent to members just before the second lockdown in November, he wrote: "Over the past four months we have all put a lot of hard work and effort in to opening the club and keeping it as COVID-safe as possible for yourselves, our staff and our management team.

"Behind the scenes we are doing risk assessments fortnightly and we have had to send them off to the local council; we have had a visit from the local police and they have been impressed with what they have seen.

"In addition, our cleaners have done an excellent job in keeping the club clean and tidy, including cleaning all touch points throughout the club and logging the times.

"We have received comments from our artistes that the way the club is set out is far ahead of other venues. We have tried our hardest to keep everything going and you, the members, have played a massive part in this by following the guidelines.

"I would like to thank the bar staff and waitresses as this has been different for them but they have all done extremely well under the circumstances. We did have a few teething problems but we managed it.

"I would like to thank all of the Committee who put a lot of hard work in to the club like myself to ensure we open daily and make your visit safe and enjoyable. It's not an easy role but if anyone wants to come on board please contact me.

"I would like to thank each and every one of you for coming in and supporting Acomb WMC over the past few months, you have all been outstanding in the way you have adhered to the guidelines and the rules of the club. Without you this club would not be here so hopefully we will all see you very soon and try and put all this behind us."

Meanwhile, a casualty of the pandemic has been the club's staging of the annual pantomime by the Blue Light Theatre Company which was due to take place in January 2021.

Blue Light Theatre Company are so named on account of being made up of paramedics, ambulance dispatchers and York Hospital staff, as well as members of York's theatre scene.



FOR SERVICE

40-Year Distinguished Service Award

Alan Phillimore,
Netheravon & District WMC
(Western Counties Branch)

10-Year Branch Award

Brenda McMahon
(South East Midlands Branch)

Long Service Award

George Andrew, Sunnyside
Social Club (Durham Branch)

Michael Thorpe, Ouston &
District Social Club
(Durham Branch)

Certificate of Merit

Tracey Bennett, Sturdee
Social & Bowling Club (Kent
Branch)

Sue Jeeves, Denaby Main
Institute Club (Doncaster
Branch)

Daryl Gedney, Denaby Main
Institute Club (Doncaster
Branch)

Gail Newton, Denaby Main
Institute Club (Doncaster
Branch)

News in brief



Anthony Joshua announces world title defence at The O2 on December 12

Anthony Joshua's crucial world title clash against Kubrat Pulev has been rescheduled as Britain's heavyweight star returns in a spectacular ending to the boxing year at The O2 in London on December 12, live on Sky Sports Box Office.

Joshua was due to defend his WBA 'super' IBF and WBO belts against IBF mandatory challenger Pulev in June, but will now receive his hotly anticipated first fight on UK soil in over two years.

The two-time world king regained his titles from Andy Ruiz Jr in a rematch victory in Saudi Arabia last December, and cannot afford another shock setback against the Bulgarian, with negotiations ongoing for an undisputed world title fight with WBC champion Tyson Fury in 2021.

"December 12 is the date and once again the heavyweight belts go up in the air and it is my sole focus to make sure that come December 13 they are in their rightful place in the UK," said Joshua.

"The O2 is the original lion's den, I have a lot of history with the arena, but without the fans something huge is missing.

"I am really hoping that, safety permitting, we might be able to bring some boxing fans in, but we will have to see.

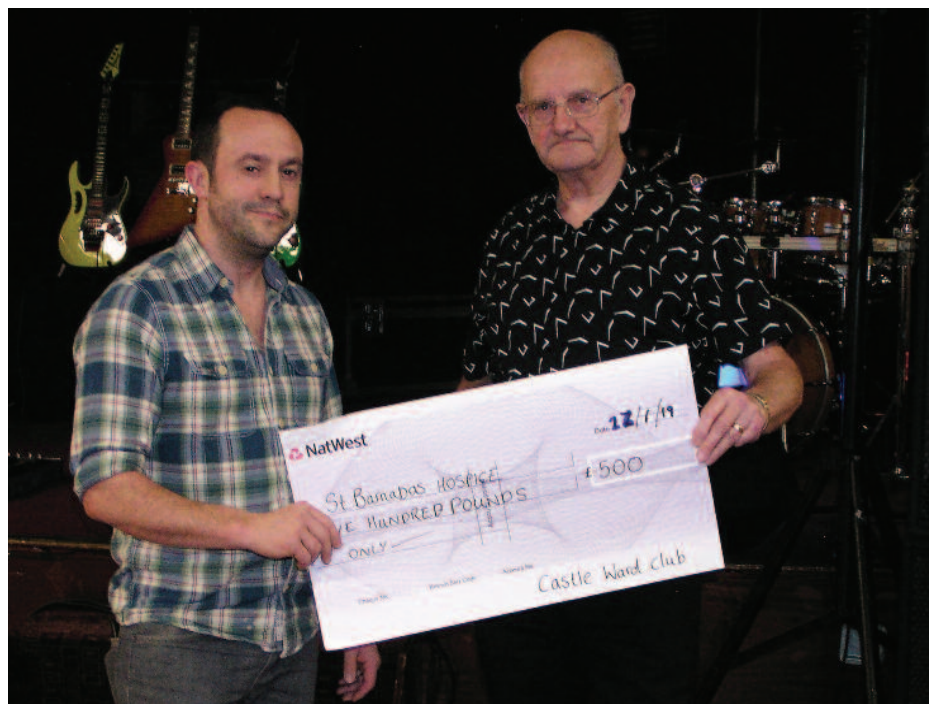
"I respect every opponent and I respect Pulev. I wish him well during his preparation."

An injury forced Pulev out of a scheduled fight against Joshua at Cardiff's Principality Stadium back in October 2017, but he is planning to pull off a shock win in his second world title shot following a sole defeat to Wladimir Klitschko in 2014.

Correction from November issue

In the 'Clubs wait on Coronavirus insurance claims' news story in last month's issue, we inadvertently published an incorrect email address. The correct email address for clubs to contact regarding insurance claims is: claims@broadspiretpa.co.uk

Castle Ward WMC raises money for local hospice



Pictured, left to right: Mike Pastor of St Barnabas Hospice, Lincoln receives a cheque for £500 from Castle Ward WMC President Brian Froggatt

Consett & District WMC waives subscriptions



Consett & District Workmen's Club in County Durham has opted to waive its members' subscription fees in the wake of the disruption caused by the COVID-19 pandemic.

"After discussing the current climate caused by the COVID-19 epidemic which has lost us a total of 128 days of trade, if the lockdown restrictions are lifted in early December, the Committee has decided that as a goodwill gesture to all our members that the subscription fees for 2021 will be waived," stated a letter sent to members by the club's Committee.

"The club's membership register shall be automatically stamped as paid for 2021.

"2021 Pass Cards will still be available but must be paid for by members who require them.

"We would like to thank all the members and guests who have supported the club over this difficult period of time and also to the people who continue to serve you. All our staff thank you all."

Ealing Ex-Servicemen's Club pays its respects



Members of Ealing Ex-Servicemen's Club took part in the local Armistice Day commemoration event

Despite their local Remembrance Day Parade being cancelled due to the Coronavirus restrictions, representatives of Ealing Ex-Servicemen's Club were able to take part in a small ceremony held at Ealing Green.

The restricted event saw club members Jason Valentine acting as Standard Bearer and Arthur Newell laying a wreath on behalf of the club.



Tanfield Lea WMC included in Good Beer Guide

Tanfield Lea Working Men's Club has been included in the 2021 edition of the Campaign For Real Ale's (CAMRA's) *Good Beer Guide*.

This prestigious annual publication is the definitive guide for those seeking quality cask ales from clubs and pubs across the UK and represents a major achievement for those venues included within its pages.

The club has certainly set a gold standard for its cask offering in recent years and was named as the Durham Branch of CAMRA's 'Club of the Year' for 2016, 2017, 2018 and 2019.



OBITUARY

Tom Logan

Bedlington Social Club is sorry to announce that Tom Logan, our Club Chairman, passed away on October 10, 2020 after a short illness.

Tom was very well liked by the club members and the people of Bedlington.

Tom was on the Committee for 16 years, serving eight of them as Chairman but had worked tirelessly for the club even before he joined the Committee.

He was known by the members as 'The Singing Chairman' as he liked nothing better than getting on the stage and singing along with the acts.

Our thoughts are with family, including wife Norma, daughter Angela and son-in-law Jonathan.

Tom will be much missed by all who knew him.

News in brief



Newton Aycliffe WMC stages Poppy Appeal night ahead of lockdown

Newton Aycliffe Working Men's Club staged a major fundraising event for the Poppy Appeal just before the second lockdown was imposed on clubs in England on November 5.

The club's final pre-lockdown musical entertainment night, held on Tuesday, November 2, was dedicated to the Armed Forces of past and present with Sergeant David Pickering of the 5th Regiment, Royal Artillery, leading the assembled members in a minute's applause for all those who made the ultimate sacrifice.

There was also a performance from solo singer Jan Vickers, plus Stand Up Bingo and Play Your Cards Right, ensuring a fantastic night which raised money for the 2020 Poppy Appeal.

News in brief

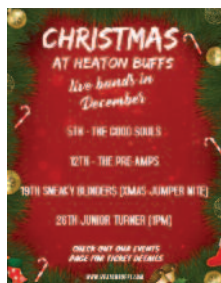


Wootton WMC launches new film night with *Mission: Impossible*

Wootton WMC in Northamptonshire has turned to Hollywood for inspiration by launching a new series of Movie Nights at the club.

The first film to be shown back in October was *Mission: Impossible*, the blockbuster spy thriller starring Tom Cruise and the club has followed that up with screenings of World War One film *1917* and the Oscar-winning *Joker*.

Members pay £15 for the Movie Night package which includes the film, a bottle of wine and a cheeseboard.



Heaton Buffs Club lines up plenty of musical festive fun during December

The Heaton Buffs Club in Newcastle upon Tyne is aiming to make December go with a bang, having booked four bands to perform throughout the month, including a Boxing Day concert featuring Junior Turner.

CLUB NOTICES

Clubs withdrawn

Chertsey Social Club (South East Metropolitan Branch)

York Bar Ltd (Doncaster Branch)

Dartford WMC streams concert live on the web



Gambler played a concert at Dartford Working Men's Club on November 14 and members were able to watch it live via the internet

Having managed to keep supplying takeaway beer during the second lockdown, using a system perfected during the first lockdown, Dartford Working Men's Club in Kent has gone even further in giving its members a fantastic lockdown service by streaming a live concert from the club.

The club's 'house band' Gambler, who play at the club every Thursday, played a full set of songs from the stage of the club's Concert Hall and members were invited to enjoy the music via a live stream link on the internet.

"Members might not have been able to come into the club during the shutdown but they could still come and pick up some great real ales via our takeaway service and then drink it at home while enjoying the band's performance," said Bar Manager Nick Byram.

Get involved with Christmas Jumper charity day

Save the Children is urging clubs to get behind Christmas Jumper Day on Friday, December 11.

The simple idea behind this annual event is for members to wear a Christmas jumper and then make a £2 donation to the charity.

"You don't even need a new jumper," the charity says. "You can dig out last year's, or take a boring old sweater and add some tinsel, or get one from a charity shop."

This year, Save the Children is encouraging people to hold events to raise extra money.

It is suggesting people wear their jumpers during Christmas parties or while taking part in quizzes.

The website also suggests a number of activities to raise further funds for the charity, including running or cycling in your jumper, wearing a Christmas jumper for the first 11 days of December, or by trying to put on as many jumpers as possible in 30 seconds.

For further information and more fundraising ideas, visit: www.savethechildren.org.uk/





UEFA Champions League football live on BT Sport



News in brief



Start of 2021 Super League season to be delayed until the end of March

Officials have confirmed the start of the 2021 Betfred Super League will be delayed and say the annual World Club Challenge may be played later in the year.

The season traditionally starts in late January or early February but, because of the lingering impact of the COVID-19 pandemic, is now likely to kick off in late March.

The initial games in the 2021 Super League season are likely to be played with a limited number of spectators in the grounds as per the Government's recent announcements.

The Super League board recently voted in favour of a 27-round regular season after deciding to admit a 12th team to replace the defunct Canadian side Toronto Wolfpack.

As well as home and away matches and a Magic Weekend in Newcastle, teams will play four loop games to provide them with 13 home fixtures.

The World Club Challenge, which has seen the champions of Super League and the NRL go head-to-head each year since 2000, could be cancelled altogether with a hectic fixture list and the complications of flying in teams from Australia to the UK likely to prove insurmountable obstacles.

OBITUARY

Graham Littlewood

Scissett Working Mens Club is sad to announce that Graham Littlewood has passed away.

Graham was involved with the club's Committee for over 20 years and became a Trustee in 2010 as well as taking over the role of Treasurer in 2011.

In these times it is very difficult to find people to take on these commitments and we are very grateful for the service Graham gave for all those years.

Secretary hails spirit at Canton Liberal Club



Canton Liberal Club in Cardiff

The Secretary of Canton Liberal Club in Cardiff has spoken of his pride in how the club has coped with the ongoing disruption caused by the COVID-19 pandemic.

The club reopened in November following the Welsh Government's two-week 'firebreak' lockdown imposed in late October, having already endured a lengthy shutdown during the earlier part of the year.

Now, as the club looks ahead to 2021, Club Secretary David Hewett has thanked his members for their support during this most testing of years.

"As we know, locally, nationally and across the world we are seeing a crisis of unprecedented nature and its effects," he wrote in a letter to the club's members. "All the scenarios experienced up until now have been suddenly overwhelmed by this unstoppable chain of events.

"This prompts me to share a few thoughts with you. The first one is the pride I feel for what an extraordinary base of members we have at the Canton Liberal Club. Thanks to each and everyone of you.

"The second is for all the employees and volunteers. Your adaptations, commitment, drive and flexibility has been outstanding.

"And finally, the Committee – extraordinary loyalty to the club, committed to make a difference to each and every member at the ultimate sacrifice of themselves.

"We are all united by a common culture of integrity, discipline, flexibility, and co-operation that makes us unbeatable in the face of events like this. The club has had its fair share of the face of adversity, and we do expect more to follow.

"We are going to overcome the difficulties of the moment, and we will do so, as always, by helping our members do the same, in all aspects where we operate, co-operating responsibly and as always, solidarity with the authorities.

"We are going to keep providing the necessary resources to offer the maximum protection possible to all our colleagues and their families, as well as to our members.

"At this time, it is crucial that we sustain the present efforts to be able, as fast as possible, to return to a path of prosperity that you would expect from the Canton Liberal Club. You are all setting an extraordinary example of commitment, professionalism, and solidarity."

Interested in saving up to 50% on your club energy costs?

Energy is a big part of the running costs for any club.

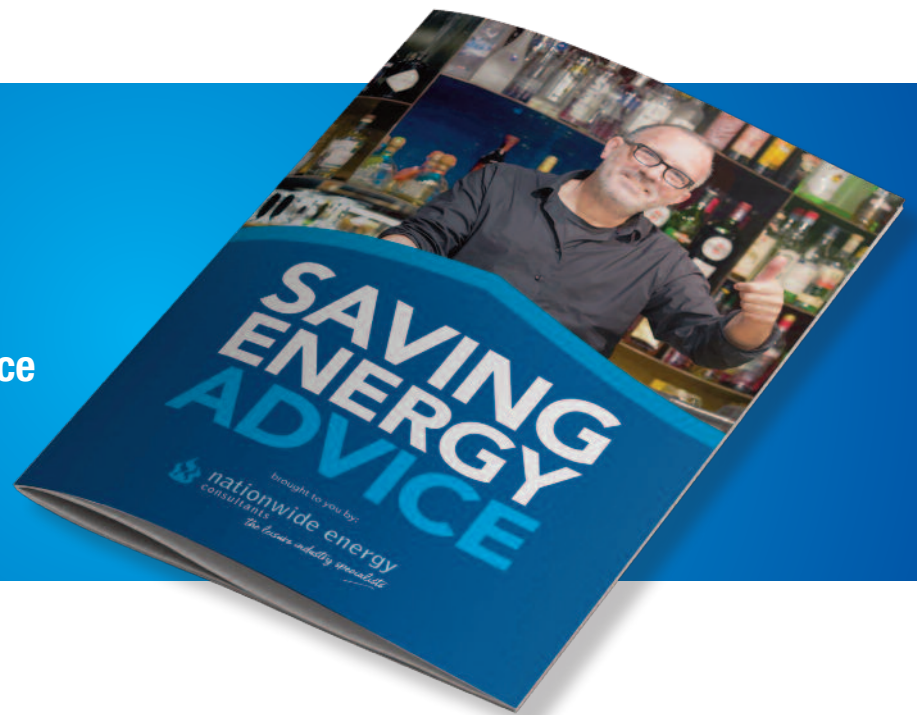
Nationwide Energy Consultants are the industry experts at helping clubs save energy and money by highlighting areas where savings can be made.

We have compiled some of the best and most effective energy saving tips for the licensed trade which could help you slash your energy costs in half!

Download our Free Energy Saving guide for your club at:
www.nationwide-energy.co.uk/ciu

Includes tips on

- Cellar management
- Insulation & Lighting advice
- Equipment Maintenance



Want to know just how much your club can save?

For a free energy survey and bill validation **contact Darren on 02476 328995**
or email: darren.pridmore@nationwide-energy.co.uk

Heineken UK offers some trade tips on boosting festive business

CIU Preferred Supplier Heineken UK has compiled some useful insights and tips to help clubs maximise sales and deliver a memorable experience for their members at the tail-end of a rollercoaster year for the on-trade



Clubs will hoping to round off a tumultuous year with some brisk trading figures during the festive period

While the second national lockdown in Wales and then England saw clubs close their doors once again, many of them have been able to use this time to prepare for the December trading period.

There is likely to be a big demand to get together and make the most of the Christmas season, notwithstanding Government restrictions.

Our data shows that customers recognised the hard work carried out in the on-trade to create a safe environment after the first lockdown, which grew their confidence and translated into sales in August and September.

While one in four consumers are confident about visiting the on-trade this Christmas, it's important to encourage those still unsure and therefore incentivise them to visit in December.

Clubs have already had to adapt to

Government guidelines and changing consumer behaviour but, right now, attention should be focused on planning your festive offering ahead of this critical trading period.

As a leading on-trade, cider and beer business, Heineken UK has insights and tips to help operators prepare, maximise sales and deliver a memorable experience in December.

Planning and Preparation

Every trading day is important, but last year six out of the top 10 trading days for wet sales were in December and the first weekend of December 2019 saw sales higher than the previous three years.

Mad Friday (the Friday before Christmas Day) had the biggest single day sales in 2019 and were 36% higher than the previous Friday; clearly this is a huge moment to boost revenue.

Promote and Advertise

Ensure your venue and Christmas events are well advertised on your website and amplified via social channels like Facebook and Instagram to ensure everyone knows about your festive offering.

Consider including imagery to attract attention and bring your offering to life.

According to our research, over half of consumers who tried new drinks last Christmas were influenced to do so because of promotions and advertisements, so be sure to communicate any promotions or deals and guide members towards margin-enhancing drinks offers.

Adapt

Every challenge should be seen as an opportunity. Organise your tables and sittings in line with the latest guidelines for your area and early curfew (if

Further business advice from Heineken UK available

For more tips and business advice from Heineken UK, clubs can visit the website, www.thepubcollective.co.uk, which provides all bars with guidance and inspirational stories to support them through the unprecedented period they have experienced during 2020.

The website, which is available to everyone, includes all the latest Government advice, support and how to access it. It also guides bars on how to hibernate their business and how to prepare for reopening, as well as free learning resources and inspirational case studies from bars who are adapting their offer during these extraordinary times.

Stephen Watt, On-Trade Sales Director at Heineken UK, says: "It's a worrying time for everyone and we are doing all we can to support our on-trade customers. This pop up website makes it easy for them to access all the information they need in one place."

www.thepubcollective.co.uk



applicable) to maximise capacity and revenue.

Consider expanding your window of opportunity, by catering to new occasions like brunch or afternoon tea. You can even implement dynamic pricing strategies, such as splitting Sunday-Wednesday and Thursday-Saturday.

Building Consumer Confidence

For many, Christmas is the time to get together, usually characterised by family meals, office parties and New Year celebrations.

While many consumers are looking for a return to normality, 45% still do not feel confident about visiting on-trade venues.

It's vital to implement and communicate strategies that will strike a balance between enjoying the festivities they're used to and making them feel at ease this Christmas.

Contactless Payment & Table Service

Meet new social distancing and hygiene standards by employing valuable technology solutions.

Eliminating the need for physical contact, Swifty is a new payment, loyalty and reservation app that will allow members to order and pay at the table, as well as book in advance.

You can also gather insights into your members' purchasing behaviour by monitoring peak sales periods, buying preferences and demographic information. This will help you be

more adept at managing demand in December.

Put the Emphasis on Quality

Customers are willing to spend more at Christmas, so the quality of your drinks, venue and overall atmosphere is critical.

Having COVID-19 safety precautions in place and venues' hygiene/cleanliness levels topped the list of important factors boosting guests' confidence and driving decisions on where to visit.

Reassure customers you have a strong handle on health and safety, while implementing a good cellar management routine to ensure the drinks served are tip-top – after all, we know a great quality drink inspires return visits.

Hello BEER is a mobile training app that can support you with pouring best practice as well as reducing wastage costs and maintaining staff engagement.

Expensive Tastes

People are willing to pay more and try new drinks at Christmas; 40% expect a wider range of drinks and 32% are more likely to pay for better quality, so push them into trading up across categories.

Spirits prove popular over the weekend, while continental premium and premium 4% lagers enjoy an increase in sales during the festive season – consider stocking leading brands like Amstel and Birra Moretti, the fastest

growing beer brand in the UK over the last three years. Don't forget to offer no and low alcohol options like Heineken 0.0 (the No.1 no and low alcohol brand) and Old Mout Alcohol Free (the fastest growing no and low alcohol cider in the on-trade), to ensure everyone feels part of the occasion.

Christmas Specials

Over half of consumers like to see seasonal drinks offered over the festive period, so be sure to include some options like mulled fruit cider that allow them to get more experimental with their repertoires.

Guests want to enjoy the atmosphere they're used to in hospitality venues at Christmas, so give some thought to your festive decorations and overall ambiance.

Festive Experiences

With clubs being an essential mainstay of the community consumers rely on their local to deliver rich experiences.

Take advantage of your garden or outdoor space, where members will feel safer, and utilise areas that wouldn't see much use during the colder months. You could even create your own Christmas market!

Ensure you adhere to social distancing by creating a one-way system and monitoring numbers, as well as setting up heaters and fairy lights so members can feel cosy and comfortable outside.

Tier system returns and Furlough Scheme extended until March

The UK Government has reintroduced the three-tier system as part of its Winter Plan as well as extending the Furlough Scheme until the end of March 2021. Any subsequent announcements by the Government which are pertinent to CIU clubs will be published on the Union's official website: www.wmciu.org.uk

The Government announced in November that the Coronavirus Job Retention Scheme (CJRS) – better known as the Furlough Scheme – will be extended until the end of March 2021.

Under the scheme, furloughed employees will receive up to 80% of their average earnings, worth up to £2,500 a month, until the end of March 2021.

The CJRS had been due to finish on October 31, 2020, however it was initially extended until December due to the announcement that England would go into a full four-week lockdown to curb rising coronavirus infections.

Coronavirus Job Retention Scheme (CJRS)

The Government is extending the CJRS to support individuals and businesses who are impacted by disruption caused by coronavirus (COVID-19) this winter.

This is an extension of the CJRS and the scheme rules will remain the same except where the Government indicates otherwise.

The CJRS (also known as the Furlough Scheme) will remain open until March 31, 2021. For claim periods running to January 2021, employees will receive 80% of their usual salary for hours not worked, up to a maximum of £2,500 per month. The £2,500 cap is proportional to the hours not worked.

The Government will review the policy in January to decide whether economic circumstances are improving enough to ask employers to contribute more.

Claims can be made by employers across the UK that meet the eligibility criteria.

1. Employers who can claim under the CJRS extension

Employers across the UK can claim,



On November 23, the Prime Minister announced a return to the three-tier system in England

whether their businesses are open or closed.

The Government expects that publicly funded organisations will not use the scheme, as has already been the case for CJRS, but partially publicly funded organisations may be eligible where their private revenues have been disrupted.

All other previous CJRS eligibility requirements also apply to these employers.

HMRC will publish details of employers who make claims under the extended CJRS scheme, starting from December.

2. Employees furloughed under the CJRS extension

2.1 Core employee eligibility criteria

Employers can claim for employees who were employed and on their PAYE payroll on October 30, 2020.

The employer must have made a PAYE Real Time Information (RTI) submission to HMRC between the 20 March 20, 2020 and October 30, 2020, notifying a payment of earnings for that employee.

Employers will have flexibility to use the scheme for employees for any amount of time or shift pattern, furloughing employees on either a full-time or part-time basis, and will be able to vary the hours worked in agreement with the employee.

As under the current CJRS rules, employees can be on any type of employment contract.

2.2 Employees not claimed for previously under CJRS

Employees do not need to have been furloughed under the CJRS previously.

For employees that meet the eligibility criteria, and were previously furloughed, employers must use the same calculations for calculating reference pay and usual hours as CJRS.

For an employee who meets the criteria of the extended scheme but was not previously eligible for CJRS, the alternative calculations of reference pay and usual hours must be used. For all other employees, employers must use the CJRS calculations for calculating reference pay and usual hours.

Government unveils three-tier Winter Plan

On November 23, Prime Minister Boris Johnson set out new measures to control COVID-19 in England through the winter which will see the country facing tiered restrictions on a regional basis from December 2 until the end of March. This is a major blow for clubs with most areas subsequently designated as Tier 2 and Tier 3, with tier status set to be reviewed every fortnight

The allocation of tiers is dependent on a number of factors, including each area's case numbers, the reproduction rate of COVID-19 – or R number – and the current and projected pressure on the NHS locally.

The new system includes stricter rules for clubs, with all clubs in Tier 3 forced to close and clubs in Tier 2 only allowed to serve alcohol with substantial meals (see below for key restrictions in each tier).

Areas placed in tier three will be eligible for rapid or "lateral flow" tests - which give results in about 20 minutes without the need for a lab – to help bring down infections and reduce restrictions.

Tier 3 areas will also be offered support by NHS Test and Trace and the armed forces to deliver a six-week rapid community testing programme.

Local COVID Alert Level – Medium – Tier 1

- People must not socialise in groups larger than 6 people, indoors or outdoors, other than where a legal exemption applies. This is called the 'rule of 6'
- Table service only for premises that serve alcohol
- Clubs must close between 11pm and 5am
- Clubs must stop taking orders after 10pm but can continue selling food and drink for consumption off the premises after 10pm as long as this is through delivery service, click-and-collect or drive-through

Local COVID Alert Level – High – Tier 2

- People must not socialise with anyone they do not live with or who is not in their support bubble in any indoor setting, whether at home or in a public place
- People must not socialise in a group of more than 6 people outside, including in a garden or a public space – this is called the 'rule of 6'
- Bars must close, unless operating as restaurants. Hospitality venues can only serve alcohol with substantial meals
- Organised outdoor sport, and physical activity and exercise classes can continue
- Organised indoor sport, physical activity and exercise classes will only be permitted if it is possible for people to avoid mixing with people they do not live with (or share a support bubble with). There are exceptions for indoor disability sport, sport for educational purposes and supervised sport and physical activity for under-18s, which can take place with larger groups mixing
- Weddings and funerals can go ahead with restrictions on numbers of attendees – 15 people can attend wedding ceremonies and receptions, 30 people can attend funeral ceremonies, and 15 people can attend linked commemorative events such as wakes

Local COVID Alert Level - Very High – Tier 3

- All hospitality venues will close except for delivery, takeaway or drive-through sales

For further information on the three-tier alert system in England, visit: [GOV.UK](https://www.gov.uk). For information in Wales, visit: [GOV.WALES](https://www.gov.wales)

Employer contributions during the CJRS extension until January will be the same as in August 2020.

This means that for hours not worked by their employee, employers will only be asked to cover National Insurance and employer pension contributions.

The Government will review the policy in January to decide whether economic circumstances are improving enough to ask employers to contribute more.

Employers will have to pay the employee's wages for the hours they work as normal, as well as employer National Insurance and employer pension contributions.

2.3 Employees whose health has been affected by coronavirus or other conditions

Employees can be furloughed where they are unable to work because they:

- Are shielding in line with public health guidance (or need to stay at home with someone who is shielding)
- Have caring responsibilities resulting from coronavirus, including employees that need to look after children

The CJRS is not intended for short-term sick absences. If, however, employers want to furlough employees for business reasons and they are currently off sick, they are eligible to do so, as with other employees.

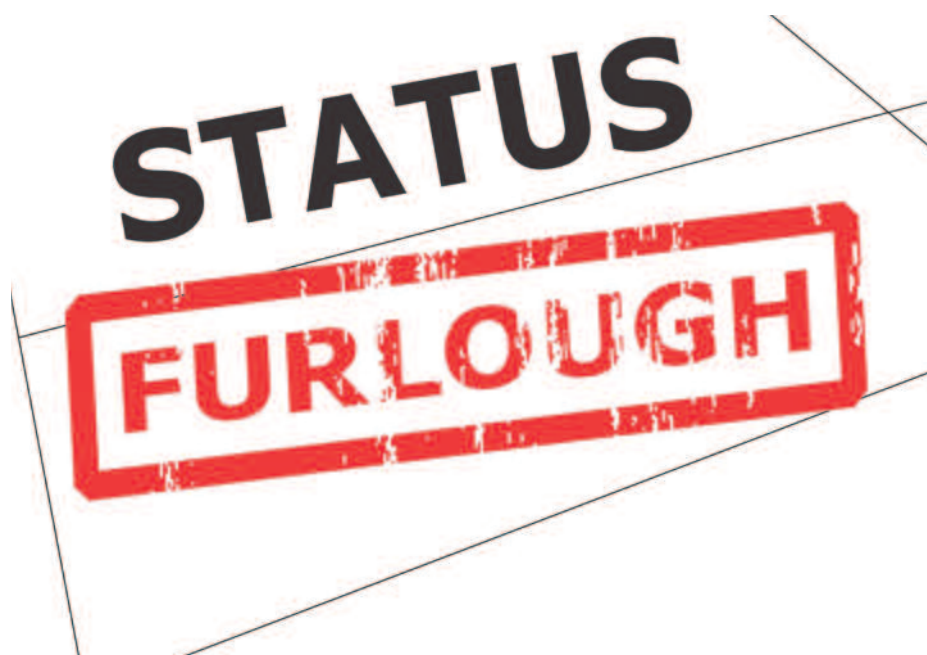
Furloughed employees who become ill, due to coronavirus or any other cause, must be paid at least Statutory Sick Pay (SSP).

As under the CJRS previously, it is up to employers to decide whether to move these employees onto SSP or to keep them on furlough, at their furloughed rate.

2.4 Employees re-employed by their employer

Employees that were employed and on the payroll on September 23, 2020 who were made redundant or stopped working for their employer afterwards can be re-employed and claimed for.

The employer must have made a PAYE Real Time Information (RTI) submission to HMRC from 20 March



The Furlough Scheme has been extended until the end of March 2021

2020 to 23 September 2020, notifying a payment of earnings for those

employees.

Similarly, an employee who was on a fixed term contract, on payroll on 23 September, and that contract expired after 23 September can be re-employed and claimed for, provided that the other eligibility criteria are met.

2.5 When employees are on furlough

As under the CJRS previously, during hours which employees are recorded as being on furlough, they cannot do any work for their employer that makes money or provides services for their employer or any organisation linked or associated with their employer.

Employees can:

- take part in training
- volunteer for another employer or organisation
- work for another employer (if contractually allowed).

2.6 Maintaining employee rights

Employees will retain their rights at work, including:

- SSP
- annual leave
- maternity/parental rights
- rights against unfair dismissal
- redundancy payments

- to be paid at least statutory National Minimum Wage for hours worked

In addition, as with the current CJRS:

- the Working Tax Credits working hours easement will apply for the period of this CJRS extension
- for employees on statutory parental leave, there will be no change from CJRS

Further information on the CJRS and the other Government support measures for clubs can be found at: [GOV.UK](https://www.gov.uk).

Protect yourself from scams

The Government is warning individuals and businesses to be even more vigilant than usual about scams which may mimic Government messages as a way of appearing authentic and unthreatening.

If you search 'scams' on [GOV.UK](https://www.gov.uk) you will find detailed information on how to recognise genuine HMRC contact.

If you are in any doubt whatsoever about whether a communication is genuine or not, you can forward any suspicious emails claiming to be from HMRC to: phishing@hmrc.gov.uk and texts to 60599.

Which tier has my club been placed in?

Tier 3: Very High alert

North East

Tees Valley Combined Authority:

Hartlepool
Middlesbrough
Stockton-on-Tees
Redcar and Cleveland
Darlington

North East Combined Authority:

Sunderland
South Tyneside
Gateshead
Newcastle upon Tyne
North Tyneside
County Durham
Northumberland

North West

Greater Manchester
Lancashire
Blackpool
Blackburn with Darwen
Yorkshire and The Humber
The Humber
West Yorkshire
South Yorkshire

West Midlands

Birmingham and Black Country
Staffordshire and Stoke-on-Trent
Warwickshire, Coventry and Solihull

East Midlands

Derby and Derbyshire
Nottingham and Nottinghamshire
Leicester and Leicestershire
Lincolnshire

South East

Slough (remainder of Berkshire is tier 2: High alert)
Kent and Medway

South West

Bristol
South Gloucestershire
North Somerset

Tier 2: High alert

North West

Cumbria
Liverpool City Region
Warrington and Cheshire
Yorkshire
York

North Yorkshire
West Midlands
Worcestershire
Herefordshire
Shropshire and Telford & Wrekin

East Midlands

Rutland
Northamptonshire

East of England

Suffolk
Hertfordshire
Cambridgeshire, including Peterborough
Norfolk
Essex, Thurrock and Southend on Sea
Bedfordshire and Milton Keynes

London

All 32 boroughs plus the City of London

South East

East Sussex
West Sussex
Brighton and Hove
Surrey
Reading
Wokingham
Bracknell Forest
Windsor and Maidenhead
West Berkshire
Hampshire (except the Isle of Wight), Portsmouth and Southampton
Buckinghamshire
Oxfordshire

South West

South Somerset, Somerset West and Taunton, Mendip and Sedgemoor
Bath and North East Somerset
Dorset
Bournemouth
Christchurch
Poole
Gloucestershire
Wiltshire and Swindon
Devon

Tier 1: Medium alert

South East

Isle of Wight

South West

Cornwall
Isles of Scilly

For updated information on the tier alerts in England, visit:
GOV.UK

For information on the restrictions in Wales, visit:
GOV.WALES

How to recognise and avoid rogue energy brokers

Club Journal explains how clubs can ensure that they are getting the best possible rate for gas and electricity while at the same time avoiding some of the more unscrupulous operators in the sector who seek to take advantage of customers by bamboozling them with over-complicated deals and tariffs



Many CIU clubs will have received a call from an energy broker offering to save them thousands of pounds on their energy costs.

Now the fact is that the energy market has been deregulated for 21 years, and as with anything coming of age there are basic truths to understand – in the case of cheap energy it is utter rubbish to believe a cursory glance at your energy profile can deliver thousands of pounds in savings.

So, before you start having a conversation here are a few things to understand.

Firstly, brokers are unregulated and sometimes incentivised by suppliers to provide an amount of sales.

Anything said on a phone call has no bearing on your contract (in fact many brokers will only provide suppliers with the verbal contract agreement, and clip the rest of the

conversation from the call).

Secondly, many brokerages are taught selling techniques long before they understand the market.

Thirdly, brokers do not work for free nor are they funded by any part of the Government.

Fourthly, gas prices are volatile and can range between 2p/kWh and 3.5p/kWh, this can change within months

Lastly, on the whole electricity contract prices should only increase each contract term. If you are receiving a litigate saving it's because you are paying too much currently. IF you are receiving large savings buyer beware!

Brokers act as the unregulated sales force for suppliers. Supplier margins on contracts are only 3%-5% on average and they look to take advantage of customers through the complexity of their proposals and

terms and conditions.

Here are some examples of dishonest broker tactics we have come across:

- They say: “If you sign with a supplier (or us) we can arrange a saving on VAT”. Rubbish. If a site is required to change from commercial to domestic (because 60% of the load is domestic) then a site visit is required to confirm this which comes with a cost of around £200 depending on the supplier.

Suppliers know what their obligation is, and, yes, sometimes they get it wrong but mostly this is a sales pitch.

The rules on VAT are: It is a charitable or non-profit organisation - 5%; you use at least 60% of your energy for ‘domestic purposes’ - 5% or you are a low energy business (defined as using less than 1,000kWh

of electricity every month (33kWh a day), or 4,397kWh of gas (145kWh a day) -5%

- They try to sell standard or pass-through contracts as fully fixed.

There are many different types of contracts in the industry ranging from fixing all prices on the contract to fixing only the energy cost and passing all other charges through at the prevailing rate.

On the face of it these contracts look cheaper as they will be billed prevailing rate on all non-energy charges will increase year-on-year.

If it looks too good to be true it usually is. Some contracts exclude the value of several charges and simply state them in text such as: “In addition to these charges Renewable Obligation, CFD and capacity market will be invoiced at the prevailing rate”.

The reality is this will add 20% cost to your contract.

- The broker engages in pressure selling, for example, saying that prices will increase in winter, so you need to sign now – this is nonsense!

While winter prices are higher than summer prices in the wholesale market, customers don't contract for six-month periods therefore the average of winter and summer price are considered when contracting.

They may state: “Prices will increase tomorrow”. Well, anybody who has a crystal ball and can predict what energy prices will do would be

sipping cocktails in the Bahamas not selling you supply contracts.

- They present themselves as ‘Industry Specialists’ or say that “We specialise in energy contracts for the clubs sector”. In reality, energy contracts do not vary based on sector.

- They say that you have a 14-day cooling-off period if you change your mind after signing an agreement. That is incorrect as this only applies to domestic contracts.

In fact, there is very little support for commercial customers who agree on an energy contract if they are not micro-businesses. Always get written quotes on email and take time to consider them.

- When they talk about ‘Climate Change Agreements’ and ‘relief from carbon charges’. The relief from the levy is prescriptive, established as being offered for: “domestic use, and for the non-business use of charities”.

Of course, members clubs are owned by their members and are not charities but member organisations.

Even if you were a charity the club activities are commercial ventures as members pay for food and beverages, as well as ancillary services such as juke boxes, use of pool tables and slot machines. The promise of removing the levy will have repercussions with HMRC at a later date.

Other myths around Climate Change Agreements miss the fact that the window of opportunity existed

between March 2020 and September 2020 for customers operating in high energy-using industries.

To have a good return on investment customers should use a minimum of 500,000kWh of gas or electricity per year.

Do your research

There are several other warning signs to add, but in summary too often the brokers are not working in the interests of the club and are making this stuff up so in no circumstances should you give them a letter of authority to act on your behalf.

The good news is that by 2024 every business will have a smart meter and that you have the data to hand to know what your true consumption is rather than an estimate and from there you can look at operating hours and everything else that is relevant.

But until then our simple advice is to do your research, choose a contract duration that matches the working life of the club over a sensible period – say two years, and start looking at the market early to get a feel for how prices fluctuate.

In the meantime please forward to us at *Club Journal* (email: justin@clubjournal.co.uk) any ‘out of the box’ offers you have received which promise to save your club thousands of pounds and we will happily get an expert to scrutinise, unpick, share back and pass on to the regulator, Ofgem, to inform their agenda designed to call out sharp practices in the industry.

Summary: warning signs when dealing with energy brokers

- They promise to save you VAT if you sign an energy deal with them. In fact, the rules on VAT are highly defined and this claim is normally just a sales pitch.
- They try to sell you standard or pass-through contracts as fully fixed. Often, the contracts will exclude the value of several charges and add them into the text further down.
- They engage in ‘pressure selling’ tactics, attempting to get you to sign a deal by a certain deadline which they say will not be available after that deadline has expired.
- They present themselves as ‘Club Sector Specialists’.
- They tell you that, after you sign an agreement, you will have a 14-day ‘cooling off’ period during which you can change your mind. In fact, this period only applies to domestic contracts so it is absolutely crucial that you scrutinise any agreement fully before it is signed.
- They bring up the notion of Climate Change Agreements and ‘relief from carbon charges’ as an incentive for you to sign a contract on behalf of your club. In fact, any relief from the carbon charges levy is only offered for domestic use and for the non-business use of charities and is therefore not available to organisations such as CIU clubs.

Full steam ahead for the 2021 CIU Beer & Trades Show

The 29th Beer & Trades Exhibition will take place on Friday, April 9 during Conference Weekend in Blackpool with a host of club suppliers showcasing their products and services to delegates



The 2021 CIU Beer & Trades Exhibition will take place on Friday, April 9, 2021, at the Norbreck Castle Hotel, Blackpool

With clubland aiming for a return to something approaching normal service in the near future after a massively disruptive year, the 29th CIU Beer & Trades Exhibition has been scheduled for the afternoon of Friday, April 9, 2021.

As has been the case for the past five years, the venue for this event is the Norcalympia at the Norbreck Castle Hotel in Blackpool, a short tram ride or drive from the centre of town.

Without doubt the event is the UK's biggest trade show for members' clubs with an array of products and services on display which are all targeted at helping clubs to boost trade and save money.

In addition, there will be plenty of chances to win some great prizes throughout the afternoon.

Already, several key club suppliers have confirmed their presence at the 2021 show – see page opposite.



Dransfields will be showcasing their latest gaming machines for the club market



The event enables club delegates to receive cutting-edge business advice



The speed pool challenge was a popular activity at the last CIU Trade Show

Exhibitors for the 2021 Trade Show

We hear from the suppliers who are looking forward to meeting CIU members at next year's show



“We’re very excited about the prospect of Blackpool next year. We’ve been a keen supporter of the Trade show for many years now and our calendar seemed that much poorer without it this year. We’re delighted it’s back and look forward to catching up with our club customers.”

Ed Cracknell, Head of Marketing, BT Sport



“We are delighted to be attending our sixth consecutive CIU trade show, showcasing our innovative range of products, specifically designed and bespoke for the club sector.

“We look forward to seeing you on our stand as always. We will be demonstrating our EPOS Control System, which is now helping over 1300 clubs, together with our new mobile serving solutions which are tailored to ensure Covid safety for your staff and members.

“Stay safe, take care and see you in Blackpool.”

Chris McNally, Director, Club Control



“There’s no doubt it’s been a tough time for us all but it is great to see so many clubs have successfully adapted to the situation and have re-opened their doors to their members and guests.

“Dransfields will continue to work with customers to assist them during these difficult times and I am therefore delighted to support the CIU Trade Show and Exhibition once again. The positives of being able to get together once again and meet in a fun, safe and controlled manner are immense and will be a highlight of the 2021 calendar for many of us.”

Chris Haley, Managing Director, Dransfields



“While we all know the challenges our sector is going through at the moment, we hope your experience with Higos Insurance has so far been a positive one. We are all really looking forward to attending our first CIU Trade Show and Exhibition. We certainly hope that we can see as many of the CIU members there as possible, and

the Clubs team will be on hand to talk to you about any of your insurance needs, plus the other services Higos can offer you as the CIU insurance partner. In the meantime we hope you all stay safe and well, but if you need to talk to us about anything insurance related please do not hesitate to call the team on 01458 270 303 or email hospitality.portfolio@higos.co.uk.”

Darren Siwec, Account Executive, Higos Insurance



“Great news that the CIU Trade Show will be back in 2021, we look forward to seeing our club friends old and new at Blackpool in April. This year will be a little different on our stand as we look forward to sharing with you some new ideas and technologies that will help clubs to save money and boost their bottom lines. In the meantime, stay safe and well.

David King, Director, Pure Purchasing Consultants Ltd



Matthew Clark

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- ✓ We're offering more delivery flexibility.
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- ✓ LOCAL' – order & pay app, allowing table service through mobile phone and no set up fee.
- ✓ We are a Partner to all major brewers so you get the same cellar service support as buying direct.

Matthew Clark is now a partner supplier to the CIU and we've kept our depots open throughout these unprecedented times, delivering to customers that can still trade and preparing for whatever lies ahead. If you think that now might be the time to look again at your drinks supply partner, we'd be delighted to discuss how we can help.

We are starting our Christmas Promotions early from the 26th October.



Matthew Clark
November 2020
Christmas Promotions

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Key date: Union Annual Meeting set for Saturday, April 10, 2021

Don't forget to put the date of Saturday, April 10 in your diary as that's the day when the 2021 Annual Meeting will take place in Blackpool as clubs come together to make their voices heard

The Union's NEC has scheduled the 2021 AGM for the morning of Saturday, April 10 in Blackpool, following the cancellation of the 2020 meeting due to the Coronavirus pandemic.

The venue for the AGM has not been confirmed but will be announced in due course in *Club Journal*.

The Annual Meeting will draw representatives from CIU member clubs from all over the country, giving them the opportunity to debate and vote on changes to the Union's Constitution, as well as listen to addresses by the President, George Smith, and the General Secretary of the Union, Kenneth D Green CMD ACM.



The 2021 Annual Meeting will take place on Saturday, April 10 in Blackpool



Clubs from all over the country will assemble in Blackpool for the 2021 Annual Meeting



The Lord Mayor of Blackpool traditionally makes an official welcome to the CIU at the start of each Annual Meeting



Union President George Smith will chair the 2021 Annual Meeting on Saturday, April 10



Union Secretary Kenneth D Green CMD ACM delivers his address in 2019



NEC Member Jack Haughey CMD ACM at the 2019 AGM

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A look back at the rich history of Coventry's social clubs

A new book by Dr Ruth Cherrington – *Dirty Stop Out's Guide to Coventry's Working Men's Clubs* – is a comprehensive history of clubland in the Midlands city and features hundreds of tales, anecdotes and photographs from many decades. *Club Journal* caught up with the author to get an insight into this fascinating volume

Q: You're acknowledged as the leading historical expert on the club movement – when did you first get into this area of research?

Ruth Cherrington (RC): As a life-long club user, I've always had a keen curiosity about clubs. It was back in the early 80s that I started to consider doing some research. I was noticing changes in the club I went to with my family, the Canley Social, when visiting them in my home town of Coventry.

It was less busy than it had been in my childhood and the economic decline in the area, especially of the car industry, was having a negative impact.

I asked myself a number of questions about this club and others in Coventry I wanted to find answers to.

I made a start but then I went to China to work and my club research was put on hold for a few years.

Q: When did you start work on this book?

RC: It was 2003 when it really hit me that I had to restart research into our local club as well as others. Why? The death of my father.

He had been a regular at the club, it was such an important part of his life and he loved the games. He was a skilled bagatelle and snooker player as well as others games, such as bowls.

I realised the generation of club founders was fading away and nobody was collecting their stories and memories of the clubs.

I felt a terrible loss was going on right before my eyes. I thought of dad sat around the bagatelle table with his pals in years gone by and how they were taking their stories and knowledge with them.

An important piece of social history was not being preserved. I felt a huge

sense of responsibility to them, to that generation, and decided to try to rectify this before too many more were gone.

Q: How long did it take you to research and write the book?

RC: The research has been ongoing for over 15 years! I began with the idea of just writing about the Canley Club, its history, development and central place in the community. But then expanded it to all clubs in Coventry and later to the whole club movement.

This was a big task to undertake on my own in my spare time (I was a full-time lecturer). I did what I could and was fortunate to have the support of former CIU General Secretary Kevin Smyth.

When I enquired if I could visit Head Office and chat with him about my research he agreed. That was around 2006.

I began to trawl through over 100 years of the *Club Journal* as well as interview club users and officials.

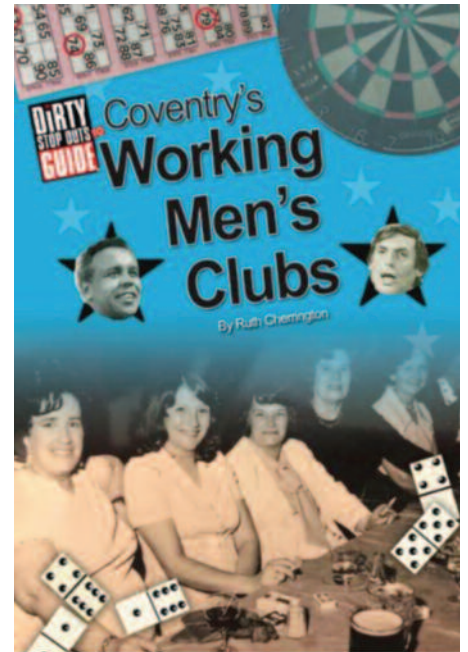
In 2012 I brought out a book on the club movement *Not just Beer and Bingo! A Social History of Working Men's Clubs*.

Whilst pleased with this, I still had this 'itch' to write a book solely about Coventry's clubs and their histories.

In terms of writing a book about clubs as part of the series of *Dirty Stop Out's Guides*, that idea came to me just a couple of years back when I had already written two previous books about Coventry.

I started to envisage how a book on Coventry's clubs could fit into that format and discussed this with the *Dirty Stop Out's Guides* founder, Neil Anderson, who was very keen!

So, finally I went back to my club roots and seriously started collecting memories, stories and pictures.



The book is available from major book retailers, including Waterstones and Amazon

Q: What are your fondest personal memories of clubland?

RC: Hard to answer, there are so many! I guess they come down to the very personal ones, such as sitting with my mum and dad in Canley Club's Concert Room, in their favourite seats, having a game of bingo, getting the drinks in, enjoying the concert and having a few laughs with others there.

There was always a strong sense of familiarity – you knew most of the people there, they knew your family.

There were strong local bonds, a shared history in a way that didn't need to be explained – it was just there.

I always loved New Year's Eve and Day celebrations. The club was THE place to be and it was such great family fun!

There'd be three generations of my family around the table. I have never enjoyed New Year as much as I did back then, in the club.

Q: Can you give some tips for club members who might want to research the history of their own club? Can they add their club stories to your website *Club Historians*?

RC: First, what I see as most important, is to speak to those who still use or used your club! They are the fount of all club knowledge.

They will probably share with you their experiences and memories as well as maybe a few dates and events going back years.

Please remember to ask their permission, when taking notes or recording them. You might want to speak to their relatives too and find out what their experiences are.

You should visit your local archives where you can request to see any relevant historical documents and also trawl through back copies of local newspapers. The latter is time consuming but necessary. Archives are often located in a town's main library.

I'd advise people to contact any local history groups.

They may have someone working on clubs and be able to share some information and tips.

It could be that your local university or college holds some useful information – contact them to find out.

You could reach out to your local CIU branch to speak to officials there and find out if they have any relevant information or advice.

The current COVID situation is restrictive in terms of all of the above

but we can only hope this will change in the near future.

What you can do without leaving home is go online. Search the internet for anything written about your club or other local clubs.

Get in touch with local Facebook groups – there are increasing numbers of these dedicated to sharing club memories.

Local history is often placed online in other forums – find out about these and put out a polite request for information, memories, contacts etc.

I would be happy to put any club histories on my *Club Historians* website.

Q: Do you think the importance of Working Men's Clubs to their communities has been overlooked by Westminster over the years?

RC: Yes, I do. I know that the CIU sits on the All-Party Parliamentary Group that works for members' clubs and that there are some supportive MPs who will speak on clubs' behalf.

But many of the strong links that used to exist between clubs and politicians are largely gone. (This has happened at the local level as well in my view.)

Decisions are made about clubs by people who have never stepped inside one and know little of their history, especially about their strong community links, amenities they offer, the wide-ranging support they have provided for members and their families over the decades.

I think many sitting in Westminster would be very surprised indeed!

Clubs are viewed in very limited terms indeed if they are even considered. Judgments are made without proper understanding of what clubs are and do.

I think it's very telling indeed that in recent months, with various COVID restrictions and regulations being brought out, clubs are sometimes not even mentioned!

Pubs, cafes and restaurants are but it's hard to find specific references to clubs and their particular situation. It's as if they don't exist for some politicians who wouldn't then be able to grasp that these are not-for-profit community centres, that just happen to sell beer as well.

Q: What projects are you going to be working on next?

RC: I'll continue to get the word out about clubs, promoting their community value and trying to get those in authority to recognise them!

This will involve me continuing to collect and write up club stories, memories and information. A lot of this work is, and will continue to be, online.

Will there be another book? I'll have a break from writing for the time being but I don't rule out another book about clubs.

Some readers of my newly published book are already asking whether there will be a Volume 2. Never say never!

Win a copy of the Dirty Stop Out's Guides to Coventry's Working Men's Clubs

Ruth Cherrington's *Dirty Stop Out's Guide to Coventry's Working Men's Clubs* celebrates the golden years of venues like Tile Hill Social, the Radford Social, Hen Lane and Willenhall Club.

This incredibly well researched book includes a wealth of fantastic archive photographs, news stories and anecdotes from Coventry's clubland including an account of when Queen Elizabeth II became the first reigning monarch to visit a club – she toured Coventry Working Men's Club during her Jubilee tour in 1977.

And then, not to be outdone, Princess Margaret was spotted in Willenhall Social Club not long after!

It can be ordered for £13.95 (plus P&P) from:
www.dirtystopouts.com

To be in with a chance of winning a limited edition copy of the book, signed by Dr Ruth Cherrington, simply answer the following question:

Q: Which former host of the BBC's *Generation Game* features on the cover of the book?

- a) Bruce Forsyth
- b) Larry Grayson
- c) Jim Davidson

Send your answer (by December 18) to: justin@clubjournal.co.uk with the subject line 'book competition' or post your entry to ACP, Club Journal, 59/60 Thames Street, Windsor, Berkshire, SL4 1TX



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 - Equipment Maintenance



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For sports & social clubs, it has to be Higos

Because we don't all fit into neat little boxes.

There are around 8000 membership organisations in the UK, from snooker clubs to scout troops, bowls clubs to the Royal British Legion, but no two are exactly the same. So rather than try and squeeze you into a 'one size fits all solution' - or turn you away because you have an unusual risk- we provide insurance protection that's tailored to your unique needs. Our bespoke cover is flexible, simple and handled by our dedicated in-house CIU Insurance team.

Our bespoke sports and social clubs insurance includes:

Public & Employers liability	Directors & Officers liability
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Legal expenses cover	Personal accident cover

We can also offer cover and advice in respect of: Cyber Insurance, Engineering Inspection, Commercial Loss Recovery, Health & Safety and much more.

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 Email us hospitality.portfolio@higos.co.uk

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FAST DELIVERY - UK STOCKIST - CONTRACT QUALITY

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FAST DELIVERY - UK STOCKIST- CONTRACT QUALITY

Steward or Stewardess with partners wanted Skegness Ex-Servicemen's Club

(Previous applicants need not apply)

A one bed flat is available on the club premises.

Duties to include:

- Bar, cellar and staff management
- Stock ordering and bar sales recording etc
- Cash control

The Club Management has 13 members at present.

A £2,500 bond is required.

Applications with CV and references should be made to the

Club Secretary by post to:

Skegness Ex-Servicemens' Club Ltd
2, Grand Parade, Skegness, Lincolnshire PE25 2UN.

Any questions telephone **01754 762113**
between 11.30am-1.30pm and ask for the Secretary.
Alternatively email on exserviceclub@hotmail.co.uk

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

ACROSS

- Ape to play bingo with a blockhead (6)
- Feign DIY incompetence, to be uplifting (8)
- Tense diner, vying for a half portion (5)
- Pam? Tragic type, but practical (9)
- Ring bells, but scrape elbow in amongst (4)
- Laser action, reducing blood fluids (4)
- Oh the language at a failed log-in! (5)
- See how it can be verbose (7)
- Tiny bit of a preparation I have to take (4)
- Mr Legume, eh Rowan? (4)
- In a perfect world of concepts? (7)

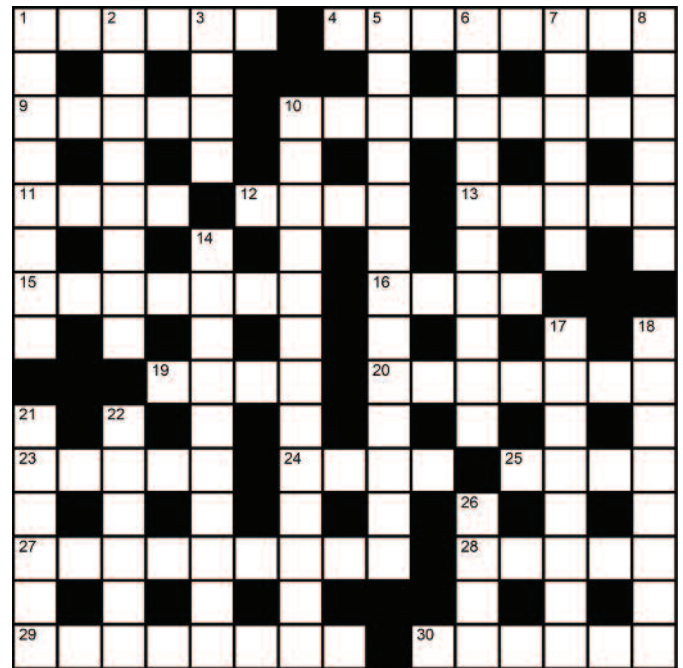
23 Happily take in a Pulp Fiction (3,2)

- Honk also at casual shirt (4)
- Bystander who darns away for the computer unit (4)
- Said to be a dear equivalent of a hen party? (4,5)
- Taken from cub, as 'Tin Lung' (5)
- Dismally, things are drily presented (8)
- It's a whiter version of 'squirm'! (6)

DOWN

- Ogle at open rebellion in all the population's blueprints (4,4)
- Rescue to be attempted with lullaby (8)
- Stone cross, with ebony end as frontispiece (4)

- Cry out in admiration at playwright's device (8,5)
- Fly Emirate off into genealogy (6,4)
- Mean to use tinned ingredients (6)
- Lizards are a match for 100,000 egos (6)
- Purr in an alternate way for the para-normal (13)
- Ecologically sound discussion document? (5,5)
- It's what your sporty baby can wear, maybe/ (8)
- Sort of front surface font? (8)
- Bad state of mind that's ok for a mushroom! (6)
- Response? Eat up a cocktail with bad manners (6)
- Gets a robust chunk for the monarch (4)



Name _____
Club _____
Address _____

Send your entry to Club Journal Crossword, Alchemy Contract Publishing, 59/60 Thames St, Windsor, Berkshire, SL4 1TX.
Deadline December 25.

CROSSWORD SOLUTION

Congratulations to the five winners of our £10 Prize Crossword for November.

Debbie Riddiford of Yardley Ex-servicemen's

Roy Middleton of Cleveleys WMC

Peter Colpitts of Bedlington Social Club

Keith Nicholas of Cwmclare Miners

MC Armstrong of Haltwhistle WMC





Wednesday, December 9, 5.55pm – BT Sport
UEFA Champions League: Midtjylland v Liverpool

The Group D clash sees the English Champions travel to Denmark to continue their European campaign. The earlier leg between the sides ended in a 2-0 win for Liverpool with goals from Diogo Jota and Mohamed Salah after a tough first half against an outclassed but industrious side.



Thursday, December 18, 7pm – Sky Sports Darts
Darts: PDC World Darts Championship

This is the 28th edition of the PDC World Darts Championship, the sport's annual showpiece event, normally played out in the raucous atmosphere of Alexandra Palace. Peter Wright is the defending champion having beaten Michael van Gerwen 7-3 in the 2020 final. The winner will receive £500,000 and the runner-up £200,000.



Monday, December 28, 3pm – Amazon Prime Video
Premier League: Everton v Manchester City

A full set of Premier League fixtures will be broadcast by Amazon Prime Video in their second offering of the month. The pick of the day's fixtures is probably Everton v Manchester City at Goodison Park. City have endured a somewhat sluggish start to the season and will be hoping that they can pick up the pace through the festive period.

SPORTING HIGHLIGHTS

There's a huge festive offering of live sport in December, including some choice Premier League and UEFA Champions League ties, as well as the start of the PDC World Darts Championship at Alexandra Palace

Tuesday, December 8
 7.45pm

Sky Sports Football
Championship: Stoke City v Cardiff City

Tuesday, December 8
 8pm

BT Sport
UEFA Champions League: Chelsea v FC Krasnodar

Tuesday, December 8
 8pm

BT Sport
UEFA Champions League: RB Leipzig v Manchester United

Wednesday, December 9
 5.55pm

BT Sport
UEFA Champions League: Midtjylland v Liverpool

Wednesday, December 9
 8pm

BT Sport
UEFA Champions League: Manchester City v Marseille

Thursday, December 10
 5.55pm

BT Sport
UEFA Europa League: Dundalk v Arsenal

Thursday, December 10
 8pm

BT Sport
UEFA Europa League: Leicester City v AEK Athens

Thursday, December 10
 8pm

BT Sport
UEFA Europa League: Tottenham Hotspur v Antwerp

Saturday, December 12
 7pm

Sky Sports Box Office
Boxing: WBA, WBO and IBF WBA, WBO and IBF Heavyweight Championships – Anthony Joshua v Kubrat Pulev

Tuesday, December 15
 7.45pm

Amazon Prime Video
Premier League: Arsenal v Southampton

Tuesday, December 15
 7.45pm

Amazon Prime Video
Premier League: Aston Villa v Burnley

Tuesday, December 15
 7.45pm

Amazon Prime Video
Premier League: Fulham v Brighton & Hove Albion

Tuesday, December 15
 7.45pm

Amazon Prime Video
Premier League: Leeds United v Newcastle United

Tuesday, December 15
 7.45pm

Amazon Prime Video
Premier League: Leicester City v Everton

Tuesday, December 15
 7.45pm

Amazon Prime Video
Premier League: Sheffield United v Manchester United

Tuesday, December 15
 7.45pm

Amazon Prime Video
Premier League: West Ham United v Crystal Palace

Horse Racing, Saturday, December 26,
12.30pm, ITV



Tuesday, December 15

7.45pm

Amazon Prime Video

Premier League: Wolves v Chelsea

Wednesday, December 16

8pm

Amazon Prime Video

**Premier League: Liverpool v
Tottenham Hotspur**

Wednesday, December 16

8pm

Amazon Prime Video

**Premier League: Manchester City
v West Bromwich**

Thursday, December 18

7pm

Sky Sports Darts

**Darts: PDC World Darts
Championship**

Friday, December 19

12.30pm

Sky Sports Darts

Darts: PDC World Championship

Saturday, December 20

12.30pm

Sky Sports Darts

Darts: PDC World Championship

Sunday, December 21

12.30pm

Sky Sports Darts

Darts: PDC World Championship

Monday, December 22

12.30pm

Sky Sports Darts

Darts: PDC World Championship

Tuesday, December 22

5.30pm

Sky Sports Football

**Carabao Cup – Quarter-Final:
Brentford v Newcastle United**

Tuesday, December 22

8pm

Sky Sports Football

**Carabao Cup – Quarter-Final:
Arsenal v Manchester City**

Wednesday, December 23

5.30pm

Sky Sports Football

**Carabao Cup – Quarter-Final:
Stoke City v Tottenham Hotspur**

Wednesday, December 23

8pm

Sky Sports Football

**Carabao Cup – Quarter-Final:
Everton v Manchester United**

Saturday, December 26

12.30pm

ITV

**Horse Racing: King George VI
Meeting, Kempton Park**

Monday, December 28

3pm

Amazon Prime Video

**Premier League: Brighton &
Hove Albion v Arsenal**

Monday, December 28

3pm

Amazon Prime Video

**Premier League: Chelsea v
Aston Villa**

Monday, December 28

3pm

Amazon Prime Video

**Premier League: Everton v
Manchester City**



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