

# Licensing Act 2003

## Premises Licence



Regulatory Services  
Licensing Unit  
Hub 1, 3rd Floor  
PO Box 64529  
London, SE1P 5LX

Premises licence number

881989

### Part 1 - Premises details

<b>Postal address of premises, or if none, ordnance survey map reference or description</b>	
Fox On The Hill 149-153 Denmark Hill	
Ordnance survey map reference (if applicable): 532810175738	
<b>Post town</b> London	<b>Post code</b> SE5 8EH
<b>Telephone number</b> [REDACTED]	

### Licensable activities authorised by the licence

Recorded Music - Indoors  
Late Night Refreshment - Indoors  
Sale by retail of alcohol to be consumed on premises  
Sale by retail of alcohol to be consumed off premises

### The opening hours of the premises. For any non standard timings see Annex 2

Monday	07:00 - 00:30
Tuesday	07:00 - 00:30
Wednesday	07:00 - 00:30
Thursday	07:00 - 00:30
Friday	07:00 - 01:00
Saturday	07:00 - 01:00
Sunday	07:00 - 00:30

### Where the licence authorises supplies of alcohol whether these are on and/ or off supplies

Sale by retail of alcohol to be consumed on premises  
Sale by retail of alcohol to be consumed off premises

### The times the licence authorises the carrying out of licensable activities

For any non standard timings see Annex 2 of the full premises licence

#### Recorded Music - Indoors

Monday	09:00 - 23:00
Tuesday	09:00 - 23:00
Wednesday	09:00 - 23:00
Thursday	09:00 - 23:00
Friday	09:00 - 23:00
Saturday	09:00 - 23:00
Sunday	12:00 - 22:30

**Late Night Refreshment - Indoors**

Monday	23:00 - 00:30
Tuesday	23:00 - 00:30
Wednesday	23:00 - 00:30
Thursday	23:00 - 00:30
Friday	23:00 - 01:00
Saturday	23:00 - 01:00
Sunday	23:00 - 00:30

**Sale by retail of alcohol to be consumed on premises**

Monday	09:00 - 00:00
Tuesday	09:00 - 00:00
Wednesday	09:00 - 00:00
Thursday	09:00 - 00:00
Friday	09:00 - 00:30
Saturday	09:00 - 00:30
Sunday	09:00 - 00:00

**Sale by retail of alcohol to be consumed off premises**

Monday	09:00 - 00:00
Tuesday	09:00 - 00:00
Wednesday	09:00 - 00:00
Thursday	09:00 - 00:00
Friday	09:00 - 00:30
Saturday	09:00 - 00:30
Sunday	09:00 - 00:00

**Part 2**

**Name, (registered) address, telephone number and email (where relevant) of holder of premises licence**

JD WETHERSPOON PLC  
WETHERSPOON HOUSE  
Reeds Crescent  
Watford  
WD24 4QL

[REDACTED]  
[REDACTED]

**Registered number of holder, for example company number, charity number (where applicable)**

01709784

**Name, address and telephone number of designated premises supervisor where the premises licence authorises for the supply of alcohol**

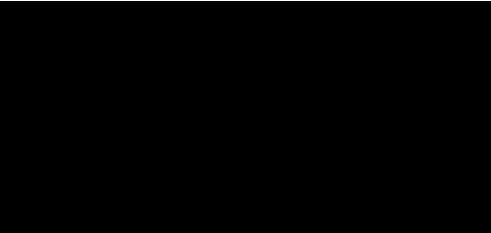
Adrian Latkowski

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**Personal licence number and issuing authority of personal licence held by designated premises supervisor where the premises licence authorises for the supply of alcohol**

Licence No.: [REDACTED]  
Authority: LB Wandsworth

Licence Issue date: 15/12/2023



Head of Regulatory Services  
Hub 1, 3rd Floor  
PO Box 64529  
London, SE1P 5LX  
020 7525 5748  
licensing@southwark.gov.uk

## **Annex 1 - Mandatory conditions**

**100** No supply of alcohol may be made under the Premises Licence -

- (a). At a time when there is no Designated Premises Supervisor in respect of the Premises Licence; or
- (b). At a time when the Designated Premises Supervisor does not hold a Personal Licence or his Personal Licence is suspended.

**101** Every supply of alcohol under the Premises Licence must be made, or authorised by, a person who holds a Personal Licence.

**107** Any individual carrying out security activities at the premises must be licensed by the Security Industry Authority. This does not apply where the premises are being used primarily as a Qualifying Club under a Club Premises Certificate, under a Temporary Event Notice, or primarily as a cinema, restaurant or theatre

**485** (1) The responsible person must ensure that staff on relevant premises do not carry out, arrange or participate in any irresponsible promotions in relation to the premises.

(2) In this paragraph, an irresponsible promotion means any one or more of the following activities, or substantially similar activities, carried on for the purpose of encouraging the sale or supply of alcohol for consumption on the premises –

(a) games or other activities which require or encourage, or are designed to require, encourage, individuals to -

- (i) drink a quantity of alcohol within a time limit (other than to drink alcohol sold or supplied on the premises before the cessation of the period in which the responsible person is authorised to sell or supply alcohol), or
- (ii) drink as much alcohol as possible (whether within a time limit or otherwise);

(b) provision of unlimited or unspecified quantities of alcohol free or for a fixed or discounted fee to the public or to a group defined by a particular characteristic in a manner which carries a significant risk of undermining a licensing objective;

(c) provision of free or discounted alcohol or any other thing as a prize to encourage or reward the purchase and consumption of alcohol over a period of 24 hours or less in a manner carries a significant risk of undermining a licensing objective;

(d) selling or supplying alcohol in association with promotional poster or flyers on, or in the vicinity of, the premises which can reasonably be considered to condone, encourage or glamorise anti-social behaviour or to refer to the effects of drunkenness in any favourable manner; and

(e) dispensing alcohol directly by one person into the mouth of another (other than where that other person is unable to drink without assistance by reason of disability).

**487** The responsible person must ensure that free potable water is provided on request to customers where it is reasonably available.

**488** (1) The premises licence holder or club premises certificate holder must ensure that an age verification policy is adopted in respect of the premises in relation to the sale or supply of alcohol.

(2) The designated premises supervisor in relation to the premises licence must ensure that the supply of alcohol at the premises is carried on in accordance with the age verification policy.

(3) The policy must require individuals who appear to the responsible person to be under 18 years of age (or such older age as may be specified in the policy) to produce on request, before being served alcohol, identification bearing their photograph, date of birth and either

- (a) a holographic mark; or
- (b) an ultraviolet feature.

**489** The responsible person shall ensure that -

(a) Where any of the following alcoholic drinks is sold or supplied for consumption on the premises (other than alcoholic drinks sold or supplied having been made up in advance ready for sale or supply in a securely closed container) it is available to customers in the following measures -

- (i) Beer or cider: 1/2 pint;
- (ii) Gin, rum, vodka or whisky: 25 ml or 35 ml; and
- (iii) Still wine in a glass: 125 ml;

(b) these measures are displayed in a menu, price list or other printed material which is available to customers on the premises; and

(c) where a customer does not in relation to a sale of alcohol specify the quantity of alcohol to be sold, the customer is made aware that these measures are available,

**491** 1. A relevant person shall ensure that no alcohol is sold or supplied for consumption on or off the premises for a price which is less than the permitted price.

2. For the purpose of the condition set out in paragraph (1):

(a) "duty" is to be construed in accordance with the Alcoholic Liquor Duties Act 1979;

(b) "permitted price" is the price found by applying the formula

$$P = D + (D \times V),$$

where-

- (i) P is the permitted price,
- (ii) D is the amount of duty chargeable in relation to the alcohol as if the duty were charged on the date of the sale or supply of the alcohol, and
- (iii) V is the rate of value added tax chargeable in relation to the alcohol as if the value added tax were charged on the date of the sale or supply of the alcohol;

(c) "relevant person" means, in relation to premises in respect of which there is in force a premises licence –

- (i) the holder of the premises licence;
- (ii) the designated premises supervisor (if any) in respect of such a licence; or
- (iii) the personal licence holder who makes or authorises a supply of alcohol under such a licence;
- (iv) "relevant person" means, in relation to premises in respect of which there is in force a club premises certificate, any member or officer of the club present on the premises in a capacity which enables the member or officer to prevent the supply in question; and
- (v) "value added tax" means value added tax charged in accordance with the Value Added Tax Act 1994.

3. Where the permitted price given by paragraph (b) of paragraph 2 would (apart from this paragraph) not be a whole number of pennies, the price given by that sub-paragraph shall be taken to be the price actually

given by that sub-paragraph rounded up to the nearest penny.

4. (1) Sub-paragraph (2) applies where the permitted price given by paragraph (b) of paragraph 2 on a day ("the first day") would be different from the permitted price on the next day ("the second day") as a result of a change to the rate of duty or value added tax;

(2) the permitted price which would apply on the first day applies to sales or supplies of alcohol which take place before the expiry of the period of 14 days beginning on the second day.

## **Annex 2 - Conditions consistent with the operating Schedule**

**109** Alcohol shall not be sold or supplied except during permitted hours and on New Year's Eve from the end of permitted hours on New Year's Eve to the start of permitted hours on the following day (or, if there are no permitted hours on the following day, mid night on 31<sup>st</sup> December).

**110** No statutory regulations for music and dancing shall apply so as to require any licence for the provision in the premises of public entertainment by the reproduction of wireless (including television) broadcasts or of programmes included in any programme service (within the meaning of the Broadcasting Act 1990) other than a sound or television broadcasting service, or of public entertainment by way of music and singing only which is produced solely by the reproduction of recorded sound is permitted.

**111** This licence provides for the provision of private music and dancing entertainment that is promoted for private gain;

**112** This licence allows for the premises to be open for non standard timings - from 0900 - 0100 hours on the following days :

25 January - Burns Night

26 January - Australia Day

01 March - St David's Day

07 March - St Patrick's Day

23 April - St George's Day

30 November - St Andrew's Day

24 December - Christmas Eve

26 December - Boxing Day

**113** This licence allows the premises to remain open for the sale or supply of alcohol for non standard timings - from 0900 - 0030 hours – as stated below on the following days:

25 January - Burns Night

26 January - Australia Day

01 March - St David's Day

07 March - St Patrick's Day

23 April - St George's Day

30 November - St Andrew's Day

24 December - Christmas Eve

26 December - Boxing Day

**115** This licence allows for the premises for the provision of late night refreshment for non standard timings on the following days:

25 January - Burns Night

26 January - Australia Day

01 March - St David's Day

07 March - St Patrick's Day

23 April - St George's Day

30 November - St Andrew's Day

24 December - Christmas Eve

26 December - Boxing Day

**122** No person under fourteen shall be in the bar of the licensed premises during the permitted hours unless one of the following applies

a. He is the child of the holder of the premises licence

b. He resides in the premises, but is not employed there

c. He is in the bar solely for the purpose of passing to or from some part of the premises which is not a bar and to and from which there is no other convenient means of access or egress

d. The bar is in railway refreshment rooms or other premises constructed, fitted and intended to be used bona fide for any purpose to which the holding of the licence is ancillary. In this condition "bar" includes any place exclusively or mainly used for the consumption of intoxicating liquor. But an area is not a bar when it is usual for it to be, and it is, set apart for the service of table meals and alcohol is only sold or supplied to persons as ancillary to their table meals.

**127** Alcohol shall not be sold or supplied unless it is paid for before or at the time when it is sold or supplied, except alcohol sold or supplied:

a. With and for consumption at a meal supplied at the same time, consumed with the meal and paid for together with the meal;

b. For consumption by a person residing in the premises or his guest and paid for together with his accommodation;

c. To a canteen or mess.

#### **407 JDW's APPROACH TO RESPONSIBLE DRINKS RETAILING JDW's APPROACH TO RESPONSIBLE DRINKS RETAILING**

The issue of binge drinking is a very big one in the media at the current time, combined with the fear of the unknown with the introduction of the Licensing Act 2003, and we all know that a minority of people behave very badly after a few drinks. It is particularly noticeable when people let their hair down for a special occasion, and some feel it is okay to behave in a way that is offensive to the majority of the population, or to those not involved in the 'party'.

At Wetherspoon, we understand that we are in the business of selling alcohol, and cannot take the high moral ground, but we have tried to create a convivial environment, which encourages people, within reason, to behave well.

In many licensing applications around the country, trade competitors over the years have tried to say that Wetherspoon 'causes trouble' in the areas in which our pubs are located. However, when the issue has been examined in court, the evidence strongly indicates that there is no increase in crime or disorder in the locality of our pubs as a result of our openings. In a planning application in South Shields, the local inspector telephoned all the licensing districts in which we traded and indicated that Wetherspoons had an extremely good reputation.



Some of the things we have done over the years have been: -

a) NO SELLING UP

Our most recent move in this area is to remove incentives for people to drink more alcohol than they intended by, for example, stopping two for one offers, reducing the number of shots in pitchers from 6 to 4, and stopping selling spirit doubles for less than the price of two single measures.

Wetherspoon is the only substantial national pub company, of which we are aware, that has introduced this restriction. We have now tried to remove all financial incentives to 'trade up' to a larger quantity of alcohol.

Some people say that our prices are lower than average and this is true. However, working men's clubs and breweries like Samuel Smiths and Joseph Holts also charge less than average, but are not generally regarded as sources of binge drinking. In any event, supermarkets charge less than half our prices for most products.

b) NO 'ALL YOU CAN DRINK FOR A '£10' OFFERS

These offers have become notorious and most people in the industry strongly disapprove of them. Obviously, we do not have these offers at Wetherspoon.

c) GOOD SELECTION OF LOW PRICED SOFT DRINKS

As well as selling competitively priced beer, Wetherspoon also sells a wide range of soft drinks at considerably lower prices than almost all other pubs. Studies have shown that the availability and prominent display of soft drinks, coffee and tea have a helpful effect on excessive alcohol consumption. In fact we sell more cups of coffee than our best selling bottle lager -Budweiser.

d) GOOD TRAINING FOR MANAGERS AND STAFF AND A HIGH RATIO OF MANAGERS PER PUB

Wetherspoon has led the way in training for managed house pub companies and we recently won the Supreme Training Award from the BII for three years in a row. We have won numerous other awards over the years and our training programmes for managers are second to none. We also have a high number of managers per pub, aiming for 5 on average in our pubs. Our managers are ALL trained to the NLC standard set by the BIT and in addition will shortly be trained and certificated under the SIA; we believe this to be unique in the licensed industry.

Good training and a high management presence are regarded as important factors in curbing bad behaviour resulting from alcohol consumption.

e) WORKING WEEK

The introduction of a 48-hour working week for all managers and staff and the fact that all managers are allowed two days off a week is evidence of the company's commitment to ensuring proper working conditions for all its managers and staff.

f) FOOD AVAILABLE ALL DAY AT A REASONABLE PRICE

Wetherspoon's food sales have increased from 5% of sales in 1992 to about 25% now and, combined with soft drinks, are approaching 40% of overall sales. Availability of food, as with the ready availability of soft drinks, is known to be a helpful factor in reducing the possible ill effects of excessive alcohol consumption, and to that end we provide a full menu of hot and cold food from opening until one hour before closing or midnight whichever is the later in all our outlets.

#### 9) PREMISES ATTRACT A BROAD RANGE OF AGE GROUPS. NOT 'JUST YOUNG PEOPLE

Wetherspoon pubs, but not Lloyds bars, have no music and this, combined with the range of products mentioned above, as well as an emphasis on drinks such as traditional ales, results in the attraction of a broad range of age groups from pensioners at one end of the spectrum to students at the other. In addition, we have recently been permitted to allow families to dine in most of our pubs and this has increased again the range of age groups.

Studies over the years have indicated that pubs which do not target a predominantly young age group have better behaviour.

Even in Lloyds bars, we attract a broad range of age groups for a considerable part of the time and sell a far higher level of food and soft drinks than almost any competitor.

#### h) AIM FOR AS MANY FEMALE CUSTOMERS AS MALE CUSTOMERS

Over the years, we have tried to make our pubs appeal to women, since the presence of both sexes can have a beneficial effect on behaviour. In this area, we invested heavily, for example, in toilet facilities and won 'Loo of the Year' for England, Scotland and Wales for two years in a row. A high standard of loos, as well as helping the overall ambience of our pubs is particularly important, research shows, for women.

#### i) QUICK AND EFFICIENT SERVICE

Wetherspoon has consistently increased the number of managers, rates of pay and bonuses for staff to try and ensure quick service and good standards. We also have approximately six mystery visitor calls per pub per month to check on service. Efficient and friendly service is a strong factor in creating the convivial atmosphere, which encourages good behaviour.

#### j) CCTV

Many years ago, we were asked by Bournemouth police, as a condition of our licence, to include CCTV's in our pub in that town. Our pub managers felt it was an effective deterrent and encouraged responsible behaviour and we spent many millions of pounds introducing CCTVs throughout the company.

#### k) ENCOURAGE DINERS WITH NO SMOKING AREAS

As part of our efforts to encourage food sales, as well as appealing to non-smokers, we introduced non-smoking areas in our pubs over 10 years ago. We subsequently introduced non-smoking areas around the bar

serveries themselves. The combined effect of these moves is to make the pubs more attractive to diners and this has played a part of the big increase in our food sales. We also now operate 10 pubs as non-smoking and aim to trade all our outlets as non-smoking by summer 2006 well in advance of the government's target of 2008.

#### l) HIGH STANDARDS OF MAINTENANCE CREATING CONVIVIAL ATMOSPHERE

Pubs are often poorly maintained and this can have a subconscious effect on the behaviour of customers. It is part of our policy to have excellently maintained pubs and is encompassed in our motto of 'CQSMA' which stands for cleanliness, quality, service maintenance and atmosphere

#### m) PUBWATCH

All our managers are encouraged to be members of Pubwatch and if none exists we would aim to be instrumental in setting up a Pubwatch. In addition, the Company is a member of National Pubwatch and an associate member of The Portman Group which aims to promote a sensible and responsible approach to the retailing of alcohol. We will always endeavour to participate in city centre alcohol harm reduction strategy and have many examples of successful schemes which we have participated in such as Manchester City Safe and All Bar None in Croydon to name but a few.

#### o) DOOR SUPE0001

### **408 J D WETHERSPOON PLC**

#### OVERVIEW OF OPERATIONS

##### A. PROCEDURAL DEVELOPMENT AND THE LICENSING OBJECTIVES

1. JD Wetherspoon plc currently operates over 550 licensed premises throughout England and Wales. Over the last 25 years the company has developed a sophisticated range of procedures aimed at providing a safe and convivial environment in which the public may enjoy the wide range of facilities which the company offers.

2. The procedures which the company has put in place are subject to constant review and improvement and are the result of careful consideration by our experienced team of directors, managers and professional advisors.

3. It has always been the company's policy to work closely with the statutory authorities and to adopt their recommendations where appropriate. The result is that our operating procedures address each of the Licensing Objectives under the Licensing Act 2003 and comply closely with other regulatory requirements.

4. This Overview of Operations is intended to provide a general guide to the way in which the company seeks to trade. There is a considerable overlap between the measures we have adopted and the Licensing Objectives so that some of the company's procedures will simultaneously address more than one of the objectives. For example, the staff training procedures address all four objectives while the CCTV policy meets the crime prevention and the prevention of public nuisance objectives.

5. Where appropriate, the objective which is addressed by a particular procedure is identified in the relevant heading.

##### B. KEY ELEMENTS OF A JD WETHERSPOON PUB

6. The combination of facilities offered within the company's premises is the key to our success and compliance with the licensing objectives. They are considered in detail below but most significantly include:

- a) Carefully planned and well appointed premises with the provision of high quality furniture in a high proportion of the licensed area.
- b) Extensive range of well kept traditional ales.
- c) Carefully selected wines by the bottle and glass
- d) Large range of soft drinks, including fresh juices

- e) Enhanced range of coffee, cappuccino, latte, espresso and tea
- f) Wide ranging food menu available throughout trading hours (to 1 hr before closing or midnight whichever is the earlier)
- g) Extensive kitchen provision
- h) Full disabled facilities
- i) No smoking areas (a minimum of one third of the trading area –with all new openings totally non-smoking and an ongoing conversion of the existing estate)

#### C. MANAGEMENT STRUCTURE

7. Each of the company's premises is managed by a team of between 4 and 8 managers (an average of over 5) with control over the day to day operation on site and responsible for a full team of staff. This strength in depth enables managers to play a much greater part in front of house supervision than in most licensed premises.

8. These managers have the support of their area manager who in turn reports to one of the company's general managers, while the regional operations directors maintain regular contact with management at all levels.

#### D. STAFF TRAINING

9. It is widely recognised that the level and quality of staff training is a significant factor in controlling the behaviour of customers on licensed premises.

10. JD Wetherspoon has always taken great care in the training of staff at all levels and provides extensive training facilities for the purpose.

11. Indeed, the company is recognised by the industry as being at the forefront of good training practice, winning the Supreme Training Award from the British Institute of Inn keeping in 2004 for the third year.

12. Training of management is undertaken on a modular basis with continuing assessment throughout the employment period.

13. Bar staff training is primarily undertaken by on site managers according to company procedures.

14. The Company utilises an extensive network of Area Training Co-ordinators to ensure that management and staff training has been undertaken and to the right standard. There is typically one co-ordinator for every 6-8 pubs.

#### E. FOOD PROVISION

15. The provision of good quality food at reasonable prices is of paramount importance to the company. The wide ranging menu is the subject of regular review and provides carefully selected options from breakfast through to late night dining.

16. Customers may place orders for food at the bar and it is the company's policy to serve to table within ten minutes. The majority of the menu is available throughout trading hours until midnight or one hour before closing (whichever is the earlier).

17. The kitchen facilities have been developed to a high standard so as to ensure that the high level of demand is fully catered for.

18. It is significant that the sale of food accounts for 26% of the company's total turnover while in many of the company's pubs a figure of 50% is typically achieved.

19. There are no designated dining areas and food is typically served throughout the pub.

#### F. DRINKS PROVISION

20. JD Wetherspoon, as a retailer of alcohol, recognises the importance of encouraging customers to drink responsibly and to behave well. It is clear that this can be achieved, in part, by ensuring that staff are well trained and are fully aware of their responsibilities. It is for this reason that the company has developed its training programme to such a high standard (see Section D above). Furthermore, it is recognised across the industry that the provision of good food at reasonable prices is a significant factor in creating a well controlled environment (see Section E above).

21. The company does not engage in irresponsible discounting and has developed a policy against the practise of "selling up" so as to remove potential incentives for people to drink more alcohol than they intended to.

22. JD Wetherspoon also sells a wide range of soft drinks at considerably lower prices than almost all other pubs. Studies have shown that the availability and prominent display of soft drinks, tea and coffee have a helpful effect on excessive alcohol consumption. In fact, the company sells more cups of coffee than the bestselling bottled lager (Budweiser).

23. Wetherspoon also concentrates on the provision of cask conditioned beers -selling more than any other pub company and having a greater concentration of pubs in The Good Pub Guide than any other company. Cask ale typically attracts a broader cross-section of customers.

#### G. SECURITY

##### a) DOOR STAFF

24. The vast majority of JD Wetherspoon premises operate successfully without the need for door supervisors, as the various measures outlined above create an environment, which helps to prevent bad behaviour in any event.

25. There is no doubt that door supervisors can assist with customer control in particularly large premises or in very busy town centres,

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24. The vast majority of JD Wetherspoon premises operate successfully without the need for door supervisors, as the various measures outlined above create an environment, which helps to prevent bad behaviour in any event.

25. There is no doubt that door supervisors can assist with customer control in particularly large premises or in very busy town centres,



**Annex 3 - Conditions attached after a hearing by the licensing authority**

**841** That the external drinking areas are not to be used for licensable activities after 23:00hrs.

**842** That there are no deliveries before 09:00 hrs.

**843** That there are no emptying of bottles after 23:00 hrs.

**844** That the premises management shall hold quarterly meetings to address any issues regarding the operation of the premises under the licence with staff; and with local residents and interested parties.

**845** That the car park be secured from/closed to vehicular access from 01:00 hrs Sunday to Thursday and 01:30 hrs on Fridays and Saturdays.

**805** Signage reminding customers to leave quietly shall be prominently displayed within the pub.

**846** The front beer garden will be closed to customers at 22.00.

**847** The small car park adjacent to Denmark Hill shall be the designated smoking area after 22.00 each day.

**848** Staff shall keep a log of any noise related disturbance arising from the external areas of the pub. Such records shall be kept for a minimum of 90 days and shall be made available for inspection by any responsible authority.

**849** Staff will supervise the dispersal of customers from 23:00 until all customers have left the premises to ensure that noise from departing customers is kept to a minimum.

**850** Customers shall be encouraged to depart the pub via the exits closest to Denmark Hill after 22.00.

**851** Local residents shall be provided with the email and contact telephone numbers for both the Fox on the Hill and the Area Manager.

**Annex 4 - Plans - Attached**

Licence No. 881989

Plan No. JD0134 / AM01

Plan Date 12 Feb 2014