



Code of Best Practice

Sexual Entertainment Venues

This document seeks to support Sexual Entertainment Venues by providing further guidance for licence holders with the aim of preventing public nuisance crime and disorder, securing public safety and reducing violence against women.

Challenge 25

The Highland Licensing Committee recommend that in ensuring that no person under the age of 18 enters the premises that Employers train their employees in the operation of The Challenge 25 proof of age scheme. This scheme operates by checking the ID of any person suspected of being under 25 years of age shall be required to produce identification proving they are over 18 years of age. The only acceptable forms of identification are recognised photographic identification cards, such as a driving licence or passport.

Engagement with Authorities

Research highlights the structural barriers and difficulties that sex workers may have in accessing justice.

We would recommend that you engage with Police Scotland and the Human Trafficking Champion in the following ways:

- Sharing information with Police Scotland regarding harms that have been perpetrated against performers (subject to their consent);
- Assist Police Scotland in investigative work regarding the harm committed against performers; and
- Disseminate all relevant information on behalf of Police Scotland where this information may help to warn performers against dangerous individuals or conditions.

Community Education

In order to advance the safety and interests of performers we would recommend that you engage with Police as well as organisations such as National Ugly Mugs to obtain support and training to understand how best you can support your employees and put their safety first.

Health and Well-Being

The Highland Licensing Committee recognises the barriers that sex workers may face in seeking mental health support. We understand the need for and importance of affirming, understanding and informed health care, and the possible harms that may result when performers are unable to access this. We recommend that employers actively seek out resources and provide assistance where possible with any employee that requirement support in terms of their mental or physical wellbeing.

Materials that are specially aimed at performers that tackle key issues faced by the sex work community in a supportive way can be found here:

<https://nationaluglymugs.org/mental-health-resources/>

Consideration should also be given to assisting performers with regular access to:

- Safer Sex Materials and Education
- Regular access to Sexual Health Clinics
- Safer Drug Use and Overdose Prevention Materials

Victim Support can also be obtained from National Ugly Mugs case workers who are specifically trained to provide emotional and practical support to adults within the sex industry. Further information regarding the Casework Team can be found here:

<https://nationaluglymugs.org/casework-team/>

We recommend that this information is disseminated to your employees as part of information pack that performers will receive.