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Islington Police Station
2 Tolpuddle Street
London
N1 0YY

Our ref PW/AH/FAB001-3-0/2612

Your ref

24 August 2016

Dear Aaron

Fabric, 77A Charterhouse Street, London, EC1M 6HJ

I write with reference to our meeting last week at Islington Police Station.

We have now had an opportunity to continue the work that we were doing in relation to the EVA report and have also had the opportunity to have a full debrief with our licensing investigator who visited the premises as we discussed.

My client is keen to review the interim steps suspension of the licence but understands the importance of attempting to mediate a solution before challenging the interim steps.

We are keen to meet with you to facilitate a further discussion on Thursday of this week.

For the discussion on Thursday and to give an indication of how we will look to make representations against the interim steps and offer changes to the licence at the final review hearing please see below our thoughts at this stage.

1. Music policy

We have conducted a full review of our musical offering and the incidents that occur at each event.

We have identified the highest prolonged BPM genres within which we have seen a spike in incidents that result in customers becoming unwell, and people who have overheated and died. Although some of these have been within our schedule for 17 years, we will eliminate them from our booking programme with immediate effect. These will not be replaced with similar events.

2. Identification

On core club nights (Friday, Saturday and Sunday) I.D scan will be introduced at the premises and implemented on the front door and all points of entry. A policy of "no I.D, no entry" will accompany this system unless customers have pre-registered by biometric options on the system. Pre-registering will be offered for a short period during non operational times at the venue and biometric registering will be on offer during operational times.

3. Security Provider

Whilst Saber Security has tendered their resignation as Fabric's service provider, having analysed the potential disruption and changes Fabric believe that there would be more negatives than positives in changing service provider. Saber Security has been highly recommended in Islington and the wider London late night market and there is a view that removing the company would not be beneficial. We have conducted a full audit of the security provision and believe the company should be retained but with the following improvements:-

- A new search policy/procedure will be produced. Any member of staff found not to be complying with this will be summarily dismissed for breach of contract.
- There will be a significant training package for all new employees and all existing employees will be retrained. Police/Licensing Authority representatives are invited to attend the training session.
- Training will also be focused on the intervention by staff in potential issues within the club.
- An independent (to Saber Security) auditor will monitor all security staff and Fabric staff. A report will be prepared and provided to the Premises Licence holder.
- A covert team will be employed to test the veracity of staff and door supervisor systems and this will be circulated to key management staff on a weekly basis.
- Improved sight lines and raised podiums will be introduced to ensure that all areas within the club premises are supervised. A plan is attached.
- There will be double staffing in the toilets and the toilets will be under constant monitor/supervision. No more than single occupancy will be permitted in the cubicles. There will be signage to this effect within the toilets. Any customer found to breach this policy will be excluded.
- In the rear smoking area the barriers will be repositioned so that staff members do not need to go through the barriers to reach their lockers. (There is a suggestion that people were seen entering through the rear of the smoking which would be a breach of licence conditions. Having checked the CCTV these were staff members going to their lockers. To remove any potential confusion moving forward the barriers and perimeter staff member will be repositioned).
- Body worn cameras to be deployed in external queue areas not in direct eye line of the front door to remove weak areas for supervision.
- Active CCTV monitoring (using PTZ cameras in venue and smoking area - see plan). A new/additional member of staff will be employed in the CCTV room to monitor cameras and instruct security staff.
- Lighting to be changed following consultant audit to improve sightlines within the venue (see proposed plan - may change depending on live tests).

4. Drugs Policy

The existing drugs policy will be enhanced to provide the following position:-

- To be publicised there will be active ejection of everyone found in possession of drugs no matter how small an amount.
- Amnesty bins will be positioned at an agreed part(s) of the queue prior to entry.
- The key message of heightened protocols on drugs will be placed on the Fabric website, in literature at the premises and communicated to all on the Fabric database.
- In the toilets any services which allow for drugs to be ingested will be replaced by surfaces which will not allow drugs to be taken.

5. Operational Changes

Ingress

- Establish joint operations at Farringdon Station with Police to identify dealers.
- Use of glass doors at point of entry for guest lists/VIP tables and members

Egress and Dispersal

- Body worn cameras to be used to monitor customers dispersal in both directions away from the venue.
- Customers directed towards the night tube (Central Line) in order to avoid areas with back streets.

In addition the owners/operators of Fabric would be keen to continue to reinforce their partnership working with police and would promote and pay for a police drugs operation with indicator dogs in and around the vicinity of the premises to act as a deterrent.

Yours sincerely

C. Collingwood

FP Paddy Whur
Woods Whur