



## The Fox and Goose (Hebden Bridge) Limited

### Information for Potential Directors

March 2017

#### Welcome

Thank you for taking the first step to potentially becoming a Director at the Fox and Goose: ie downloading this information pack.

After a period of change and upheaval, things are settling down at the Fox and Goose with our Pub Manager, Hannah Thurman, now firmly in place. It's a great time for shareholder members to get more involved in the Fox and Goose.

We realise that not everyone is keen on attending meetings or speaking in public. For that reason, Steve Holland, one of the current Directors, will be in the Fox and Goose next Thursday, 30<sup>th</sup> March 2017, between 18.30 and 20.30. Please do go along to meet him: he'll be glad to have a chat over a pint.

Below is some background information about the pub (many of you will have first-hand knowledge!), its journey to becoming a co-operative pub and the governance/management structure.

Following that, there is some information about what it means to be a Director at the Fox and Goose and what support/training is available.

#### The Pub

The Fox & Goose is a small, co-operatively-owned free house. It is a traditional, wet-sales only pub offering an ever-changing range of hand-pulled beers as well as a range of quality bottled beers, ciders, wines and spirits. The Fox & Goose is listed in the [CAMRA Good Beer Guide 2017](#) and has [Cask Marque accreditation](#). The May and November beer festivals are very popular, catering for seasoned cask ale and cider drinkers as well as people yet to experience the wide range available. The Fox & Goose is well placed to take an active part in CAMRA's LocAle campaign to promote local beers and ciders, having a number of excellent local small breweries on its doorstep and in neighbouring towns/cities. In response to customer demand, we now have a permanent pump with vegan/vegetarian real ale.

The Fox & Goose has a loyal group of 'regulars', as well as attracting lovers of real ale, walkers and tourists. Pub regulars run a weekly quiz, music sessions, games nights and walks and it is also a venue for regular community group meetings.

#### The Fox and Goose (Hebden Bridge) Limited

Registered Society, Number 32021R

Registered Office: 7 Heptonstall Road, Hebden Bridge, West Yorkshire, HX7 6AZ





The Fox & Goose has benefitted from regulars and shareholder members volunteering to redecorate the pub and undertake work to a high standard, such as the recent re-upholstery and new curtains. In addition, the beer festival bar is staffed by volunteers.

The pub was redecorated one week prior to re-opening as a co-operative pub in March 2014. Since then, essential refurbishment to improve the customer experience includes new toilets, a stone-flagged floor, new/re-upholstered furniture, new curtains, improved ventilation, plus a new glass washer, ice machine and fridges.

### **The Staff**

The staff team comprises a full-time Pub Manager, a Deputy Manager, a Cellar Person and part-time bar staff/cleaners. As a minimum, staff are paid the Living Wage, as defined by [The Living Wage Foundation](#), which gives the pub the 'edge' when it comes to staff recruitment.

### **Co-operative Governance, Management Structure and Responsibilities**

Regulars and supporters from the local community came together to register the Fox & Goose with the local authority as a community asset. They formed and registered "The Fox and Goose (Hebden Bridge) Limited" with the Financial Conduct Authority and that entity bought the land and premises in March 2014. The primary objective was to keep the pub open as a traditional 'local' and run it as a profitable business. It is now running successfully as the first co-operative pub in West Yorkshire with 258 shareholder members.

The shareholder members elect the Management Committee (Directors). The Management Committee is the employer and recruits the Pub Manager to run the pub on behalf of the shareholders. The Pub Manager recruits, manages and appraises the staff team. The Management Committee and Pub Manager are supported by a paid bookkeeper and accountant.

The Pub Manager is responsible for all aspects of running the pub and is accountable to the Management Committee, reporting to them at monthly meetings.

The Management Committee has a strategic role, ie oversight and overall responsibility. The Management Committee is accountable to the shareholder members and reports to them via newsletters, consultations/surveys and general meetings. The Management Committee comprises up to seven directors, three of whom have 'officer' roles, ie Chair, Treasurer and Secretary.

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### **What does it mean to be a Director at the Fox and Goose?**

People from all types of backgrounds are welcome. Previous experience of being a Director isn't necessary! What you really need is the wish to support the Fox and Goose to continue to be a great community pub. It's that simple.

The existing Directors support new Directors in order to get them up to speed. For example, we might arrange for a 1:1 pre-meeting with a new Director to go through the papers before a formal, monthly Directors' meeting. In addition, support and training is available from other organisations (see in particular Co-operatives UK and the Plunkett Foundation below. Co-operative UK's [The Essential Director](#) gives you an overview of the role of a Director.

The Fox and Goose is a member of [Co-operatives UK](#), a national organisation based in Manchester which promotes co-operatives and provides training and support. In addition, training and support is available for Directors through [The Plunkett Foundation](#).

Thank you for your interest in becoming a Director at the Fox and Goose. If you would like to talk it through, please do come along to the Fox and Goose to meet current Director, Steve Holland, in the Fox and Goose next Thursday, 30<sup>th</sup> March 2017, between 18.30 and 20.30.

If you would like to submit a nomination to become a Director, please complete the nomination form and return it by 8<sup>th</sup> April 2017.

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