



The Fox and Goose (Hebden Bridge) Limited

Information for Potential Directors

April 2019

Welcome

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

The Fox and Goose, a successful community business in its fifth year of operation, is in a secure financial position for the future. It is a hub for the community and, due to a more varied offer, welcomes a wider range of people.

We are looking for enthusiastic, interested, dedicated and willing people to join the Board of Directors (management committee) to undertake the background work that's needed to keep the business and the Society running smoothly. It's a great time for shareholder members to get involved in the Fox and Goose.

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 and Goose is a small, co-operatively-owned free house. It is a traditional, mainly wet-sales 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 and Goose is listed in the [CAMRA Good Beer Guide 2019](#) and has [Cask Marque accreditation](#).

The Fox and 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.

To complement this offer the Fox and Goose has introduced a range of bar snacks, pies, coffee, teas and cake. This has increased the range of people coming into the pub, particularly during the day throughout the week.

The Fox and Goose has a loyal group of 'regulars', as well as attracting lovers of real ale, walkers, cyclists 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 (eg poetry, bird watching). The Pub Manager organises a number of events such as

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gin nights, whisky/beer/cheese tasting (not all at the same time!), music/gigs, wassail, apple (cider) pressing, story-telling, dancing.

The Staff

The staff team comprises a full-time Pub Manager plus a Deputy Manager, Cellar Person bar staff and 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. In recent times staff have had the opportunity to earn more due to double-staffing at busy times.

Co-operative Governance, Management Structure and Responsibilities

Regulars and supporters from the local community came together to register the Fox and 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 286 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 regular (usually bi-monthly) meetings.

The Management Committee has a strategic role, ie oversight and overall responsibility in terms of running the pub and an operational role in terms of governance, managing the Society's interests and managing its own affairs (eg minute taking, share offers, returns to the FCA and maintaining registers of shareholder members and directors). 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.

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

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www.foxandgoose.org



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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. 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](#), which promotes co-operatives and provides training and support. In addition, training and support is available for Directors through [The Plunkett Foundation](#).

If you would like to submit a nomination to become a Director, please complete the nomination form and return it by 20th April 2019.

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