

Open Share Offer, Maintenance & Renovations Update, Notes from the Cellar, 10th Birthday Plans, My Fox & Goose with Barry Latham, Living Wage Increase, Management Plan, Christmas Opening Times



## Fox & Goose Newsletter: Winter 2023

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### **The Open Share Offer is... Open!**

Our new open share offer is now available to sign up for. Anyone over 16 who is not already a shareholder can become a shareholder member of the Fox & Goose for £25. Our open share offer documents were assessed by the Community Shares Unit as meeting the standards for the Community Shares Standard Mark and it is hoped the offer will remain open for a number of years. More details about the offer and how to apply can be found in the pub or on our [website](#).

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### **Maintenance & Renovations Update**

We'd like to thank the volunteers who recently helped redecorate the Snug (as we are now calling the darts room/back room) – Roy and Gail Williamson, Uncle Peter, George Parker, Emma Williamson, Indi Rivers, Barry Newton, John Cattermull and Lorel Young, who pulled it all together. New bench seating has been installed, so this space now lives up to its new name, and the whole pub has had a professional deep clean this week, something we will look to do more regularly going forward.



We'd also like to thank Drew Marsh for producing the new beer mat table tops that bring colour to the music room.

There are plans underway to produce a schedule for further building maintenance and refurbishment work, and a working group of directors, staff and members will be meeting soon to take this forward. If you are interested in being involved with this group, please contact [businessmanager@foxandgoose.org](mailto:businessmanager@foxandgoose.org) or [info@foxandgoose.org](mailto:info@foxandgoose.org).





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## Notes from the Cellar

I've been in the job for six months now and I hope you are finding that the Fox and Goose still has a great range of beer. I've kept the pump designation that Drew established and hope to offer something for everyone from our choice of house beer, pale/hoppy fined session,



pale/hoppy vegan session, bitter, stronger ale and dark ale. Beers to look out for in December include [Spark of Madness](#) (a smokey old ale produced by Durham and Torrside Breweries) and [Christmas Kitty](#) (a festive spiced version of one of my favourite porters).

The current economic climate is tough and we have lost some great breweries this year, so going forward I'd like to focus on and support our local independent breweries. Initially I've set myself a target of buying the majority (70-80%) of our beer from within a 60 mile radius. Breweries further afield will still feature but on a more occasional basis.

Next year to celebrate the Fox & Goose's 10th anniversary as a co-operatively owned community pub we will be collaborating with some of your favourite local brewers and are hoping to create 10 unique beers to be released during the year. These will include rereleases of some of the collaborations we have made in the last 10 years (who remembers Cohoperative, Leathered Fox, or Griffin?) as well as new beers. I hope that past and present shareholders, directors and staff will help work with the breweries to develop and make these beers. Please get in touch with [me](#) if you'd like to be involved.



Cheers,  
Andrew Brown

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## 10th Birthday Plans

On Friday March 22nd 2024, the Fox & Goose will be celebrating 10 years as a co-operatively owned enterprise. We are hoping to organise a series of events over the weekend of our 10th birthday (more details in the next

issue), so do save the date so you can join us to celebrate this significant milestone.

We would like to put together a display of photos from the Fox & Goose over the last 10 years and further back for this occasion. We will be assembling a collection of photos and if you have any digital photos you would like to share, please send them to [events@foxandgoose.org](mailto:events@foxandgoose.org). If you have any printed photos that need scanning in, member John Cattermull has kindly offered to assist with this - you can email him at [contact@beechhouseselfcatering.co.uk](mailto:contact@beechhouseselfcatering.co.uk)



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## **My Fox & Goose: Barry Latham**

**I can't think of many people who know this part of Hebden Bridge as well as you, Barry...**

I've been living across the road on Bridge Lanes for 42 years. When those houses were built, there was a mill opposite here that was knocked down 20-odd year ago, and the millowner built those cottages for their workers. And when they'd been up 10 years, the millowner took the roofs off them and built the houses up and built another house on top of them. They were left derelict when I moved in and the original bottom cottages were condemned as unliveable as they still had outside toilets. The council then decided they wanted to pull everything down to make a road along the back there to cut the steep hill out by the Fox. And we all protested and got solicitors involved to save them.

**When did you first come to the Fox & Goose?**



Well I used to go to the Railway when I first moved to this house, but then I got to know Drew, who moved in nextdoor a year after me. He was a regular worker here, so he got me coming in here. It was a real dump at the time and wasn't in great shape. You could smell the carpet back then, but it was still a wonderful place with a great community. You'd get all sorts of people in here and when you live alone it's easy to go through a day without speaking to anyone, so I'd come in here and have a chat about whatever. And I got to know Julia and used to do a lot of odd jobs for her when she had the pub.



**Do you have a favourite memory of this place?**

Not really, I just love coming in here. I come up every Monday for the quiz, which I'm not very good at, but I sit with the bar team and it's a nice evening.

**Do you have a favourite drink in the Fox & Goose?**

I drink a cider now generally because there's a bit of fruit in and occasionally a Brewers Gold, but the beer has always been good in here.

**How has the Fox & Goose changed since you've been coming in?**

It's changed a lot. It's been cleaned up a lot and made a bit more modern. It's hard with an old pub like this, but they've put in more comfortable seating and things like that. The staff are always lovely and there's people displaying their artwork, which they didn't used to do. It used to be just a place to socialise and have a drink. But now you can get a bit of food, a pie or a pasty, and sometimes I take a nice pork pie home and have it for my supper. But I cook it through properly in the oven, not have it half cooked you know.



When I was a child I do remember that there was a fish & chip shop next to the Fox & Goose, where they keep the barrels now, and another shop alongside. There was also a public toilets on the corner opposite the pub, just a gents toilet under the wall there. And obviously there was a lot more houses further up the hill and in the High Street area. There was a bakery at the end of the cottages here and another one down Bridge Lanes, every shop was a necessity. Now if you want a second hand chair or a cup of coffee, go down Hebden because there's bugger all else. It was so different then – when I was a lad, all the streets were cobbled and everyone was walking to work at six in the morning with their clogs on – the noise! I had one pair of clogs and I wanted irons on them not rubbers because you could spark them on the stones.

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## Living Wage Increase

The Real Living Wage will increase to a minimum of £12 per hour with effect from 1st May 2024. As a Living Wage employer, the Fox & Goose normally introduces these wage increases on January 1st, but has decided to bring this forward to 1st December 2023. It is anticipated this will have an impact on operating profit, requiring the pub to maintain a gross profit target of at least 60%, but it is important for us to pay our fantastic staff a fair wage.

A Tipping Policy was also recently introduced to comply with new legislation, which formalises the tips procedures already in place. Our staff always welcome a drink being bought for them - they are able to enjoy these drinks with friends and customers after their shift or record it through the new till as a tip to be paid directly to them at the end of the month via their wage slip. Similarly if





a customer paying cash says “keep the change” this can be recorded and paid directly to the relevant member of staff.

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## The Thank You Wall & New Feedback Box

Pub Manager Hannah Thurman recently led a workshop at Castle Hill Primary School, getting the children to make community peg people. She spoke with them about the importance of community, and they produced a series of peg dolls which will soon be displayed as part of the Thank You Wall for all those who helped fund the covered garden during Covid-19.



We have also installed a new feedback box, which is a miniature Fox & Goose, so do leave your thoughts in it, or send via our QR code link to the new [feedback page](#) on our website. As a community pub, your opinions are

particularly important to us.



## **Christmas Opening Times**

**Christmas Eve** – noon-10pm

**Christmas Day** – noon-2pm & 6-10pm

**Boxing Day** – noon-11pm

**New Year's Eve** – noon-1am

**New Year's Day** – noon-10.30pm

