



## Appendix A – Report on community and environmental benefits

### Our impact on the local community

Over the years we have extended the range of drinks and food we offer and events we hold based on feedback from customers and to bring a more diverse range of people into the pub. The pub has now become a safe and welcoming space for everyone to meet, drink and have a chat.

There are a wide range of events and activities held in The Fox and Goose, some organized by the pub staff, some volunteers, some by other local organisations and some informal, these include:

- A weekly quiz night on Monday evening and weekly folk music sessions on Thursday evening
- Annual “harvest festival” week in October promoting local food suppliers
- Displays of local artists pictures with “meet the artist” evenings
- Monthly music events in either the beer garden or pub including a Blues Jam and ambient DJs
- Annual Apple day in October including apple pressing and annual scythe “peening” day
- A monthly Fox walk from the pub on Saturdays
- Meetings of local groups such as the local bird watchers, Calder Grub Hub and Hebden Bridge Folk Festival committee



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

Registered Society, Number 32021R

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

[www.foxandgoose.org](http://www.foxandgoose.org)



[www.facebook.com/foxgoosehebden](https://www.facebook.com/foxgoosehebden)



[www.twitter.com/foxgoosehebden](https://www.twitter.com/foxgoosehebden)



We regularly sponsor events in Hebden Bridge and Calder Valley including the annual Hebden Bridge Film Festival, Hebden Bridge Folk Roots Festival and the CAMRA Halifax and Calderdale branch beer festival. Collections tins are in the pub for Calder Grub Hub, Community Rights of Way Service (CROWS), Kidney Care UK and the Calder Valley Search and Rescue Team.

In order to make the pub more accessible, we had a survey undertaken by who recommended some additions to the interior of the building to improve access. We have taken these on board and have installed a hearing loop, additional handrails on the staircases, bought a ramp be used on the stairs to the downstairs toilets and made the stair nosing's more visible.

We also invest in other local co-operative society's and have bought shares in Heptonstall Community Assets and the Puzzle Hall Inn.

For the 2022 interest paid on members' share capital, we gave members the option of forgoing their interest payment to contribute to a fund to be invested in other local community organisations, and we would hope to be able to continue to offer that option going forward.



To help spread the word about the benefits of co-operatives, we are members of Calderdale Co-operative Association. They have made a short film about the co-operative history of Calderdale that also features some of today's local co-operatives, including the Fox and Goose. The film is available on their website [here](#)

We also have a few comments from customers and staff that we feel are worth sharing as they really encompass what the Fox and Goose means to them

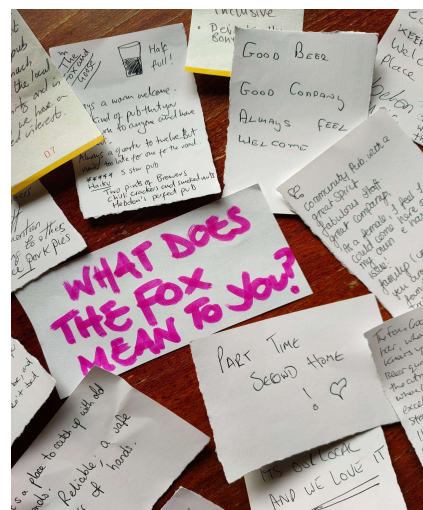
*“Good beer, good company, always feel welcome.”*

*“Part time second home!”*

*“The Fox and Goose is our ‘Cheers’ bar, where everyone knows your name!”*

*“Community pub with a great spirit, fabulous staff, great company. As a female, I feel I can come here on my own and have no issue, family, inclusive.”*

*“Country style pub, quaint and appealing, feelings of safety, nice range of beers, friendly staff, always a mention when talking to others.”*



And we also asked the staff for a few words that they would use to describe the Fox and Goose  
“It’s a safe space of joy for all.” “Community, friendship, love.” “Inclusive, home, acceptance of all.”  
“It’s a family, big community where everyone is welcome. It feels like home to me.”

## **Our impact on the local economy**

### ***Local purchasing***

Where we can, we aim to buy our food or drink from independent local businesses including:

- Pies and pasties
- Cask and keg beer, lager and cider
- Crisps and other snacks

In 2022, we spent just over £130,000 on bar sales, drink and snacks, with all our drinks coming from independent breweries and suppliers.

We seek to use local goods and services, including local building trades and business services including:-

- Electricians, plumbers and builders
- Web designer and HR support
- We share a rented office at Hebden Bridge Town Hall with two local groups, Calderdale Friends of Dorothy and Calder Valley Community Land Trust

### ***Local employment***

We currently have up to 13 staff on our payroll, most of whom live locally, together with a list of about 20 people who regularly volunteer collecting glasses, maintaining the plants and flowers in the beer garden and helping on “deep” cleaning days.

Our annual wage bill is now just over £100,000 going to staff living locally and we pay the Living Wage Foundation rate as a minimum, currently £10-90 per hour.

Staff receive awareness training to work behind the bar and attend training courses such as cellar management, food hygiene, first aid and the annual Co-ops UK Practitioner event





## Our impact on the environment

The main environmental impacts of the business relate to waste, energy and water use.

### Waste

We have reduced the waste generate and sent to landfill we generate by:-

- Buying snacks, such as crisps and nuts, in bulk bags and decanting into smaller glass containers so reducing packaging waste
- Returning beer casks to the brewery for reuse
- Paying for plastic key kegs to be collected and recycled

The waste that we still produce is collected in separate containers for glass, cardboard/paper and mixed waste for collection and recycling.



### Energy

We have begun to reduce the energy use of the building by fitting LED lights, timers on electrical equipment, electric water heaters on sinks (reducing the need to turn the gas central heating on for hot water) and radiant heaters in the beer garden.

More work is needed in this area and we recently had an Energy Audit conducted by Brighton and Hove Energy Services Co-operative ([BHESCO](#)) that identified three priority areas to investigate further:-

- Better loft insulation
- Secondary and double glazing
- Rooftop Solar PV
- Air Source Heat Pump in the beer cellar

### Water

To reduce our mains water use we have installed dual flush toilets and water saving devices on the urinals and are looking to place water butts in the beer garden to collect water run off from the roof to use to water the plants.

### Wider impacts

As described above in our impact on the local economy, we look to purchase goods and services locally so reducing food miles and travel and the associated carbon emissions.

We have reduced the amount of plastic used by reducing packaging, no longer using plastic straws, knives and forks.

To improve our contribution to biodiversity, we have planted plants, flowers, hops and an apple tree in the beer garden. In the woodland that we own adjacent to the building, we have just commissioned an ecology survey to identify how we can better manage the area and improve its biodiversity.

