

**Appendix C - Mrs Farmer's statement (signed 1 March 2016) and exhibits
AF1-15**

STATEMENT OF MRS ALEXANDRA FARMER

Before the interview the investigating officer ran through the process that she would follow and explained that a copy of the statement would be appended to the draft and final reports provided to her, Dr Baxter and Mrs Bannerman and that it was likely that the statement may get into the public domain.

I ALEXANDRA FARMER of
STATE as follows:

1. I am the complainant in this Code of Conduct matter and have made complaints regarding the conduct of Dr Anthony Baxter and Mrs Selina Bannerman, who were, at the time, Parish Councillors of Much Hadham Parish Council.
2. I make this witness statement further to the complaint and documents lodged with East Hertfordshire District Council as part of the investigation into the complaints, at the request of the investigating officer.
3. I believe that the facts stated in this witness statement are true. Except where otherwise stated, those facts are derived from my own knowledge or from the documents that I refer to.

BACKGROUND

4. I have lived in the village of Much Hadham for just over 15 years. In 2003 I was elected as a Parish Councillor with Much Hadham Parish Council and served a full term of 4 years until 2007. I did not, however, serve with either Dr Baxter or Mrs Bannerman on the Council (they joined some years later).
5. I was asked to carry on as a Parish Councillor by the Chair at that time, but I declined, as I believe it is important for the Council to have fresh "blood" and new ideas and new energy. I have always been involved in various charities in the village including being on the Fete Committee (from 2007 – 2011), which is responsible for organising the annual parish fete – the proceeds from which help to fund various charities/ charitable groups such as the village hall, scouts, 'Busy Weeks' childrens' holiday club, the Sports Association ("SA") and other projects in the parish. I helped organise the Royal wedding parish party and in the past have also been involved in Busy Weeks holiday club for children and Much Hadham playgroup. I do not know Mrs Bannerman socially although Mrs Bannerman lives a few doors from me. I did socialise with Tony Baxter and his wife about 8 or 9 years ago when our children were at the same school. Other than that I have not had much to do with either of them prior to the complaint-related issues in 2015.

6. I became involved in the Sports Association in 2015. My involvement relates to the Much Hadham Tennis club. The Sports Association is a charity and has a representative from all the groups that use the recreation ground – bowls club, tennis club, two football clubs, plus two Parish Councillors (plus three co-opted members under a defined constitution). The Sports Association is charged under the deed of conveyance which gifted the land, with managing and running the recreation ground. The 'underlying' land is owned by the Parish Council.
7. I was nominated as the tennis club representative on the Sports Association at the tennis club AGM in December 2014 (when the previous rep stood down) with my role as their rep to officially commence after the Sport Association AGM in April 2015. I was asked by the existing tennis club rep to attend the February and March 2015 Sports Association meetings with her so that I could get up to speed with current matters. I was familiar with the Sports Association as when I was on the Parish Council ("PC") I was the PC's Sports Association rep for a while.
8. The tennis and bowls club run their own facilities and finance them. The sports clubs are funded primarily by member subs and occasionally helped by grants from, for example the village Recreation Trust. The Sports Association meets every other month or once a month depending on what's going on and makes arrangements for, amongst other things, grass cutting, line marking, car park maintenance, insurance for the grounds, utilities, general maintenance, annual fire certificates and generally runs the recreation ground and prior to summer 2015, the pavilion. There is a children's play area - this was fairly recently completely overhauled with funding by 'Play Much Hadham'. The Parish Council does not fund the general running of the recreation ground or the buildings on it but it does pay for the insurance for the children's play area and annual safety certificate for the play area and it also gives a grant towards grass cutting and insurance.
9. The Sports Association has, since the pavilion was built in the 1950s, ran the pavilion. It was built I believe in the 1950s and it is essentially the same footprint now as it was before. Externally the major changes since the refurbishment are the addition of a veranda and clock tower. Internally there has been a complete overhaul and modernisation. The pre-refurbished pavilion was very old and it was in a poor state. The main users were the two football teams and it is them who largely kept it going and did lots of repairs and improvements over the years. I understand that they offered to refurbish parts of the pavilion e.g. the loos, but this was refused by the Parish Council reps on the Sports Association at the time on the basis there was talk of

demolishing the building. In 2012 the Parish Council was making noises that the pavilion should be refurbished or demolished and rebuilt, and I recall that a couple of the councillors were charged with setting up a committee with the SA to refurbish the pavilion but I do not believe it went anywhere. I can't see PC minutes for that time on the parish council website to verify this but I'm sure the clerk can shed some light on this.

10. It is commendable that Mrs Bannerman did pick up the ball and run with it to get the pavilion refurbished. However the way it has been gone about has caused upset amongst many parishioners. It is my opinion that the financing should not have been by way of loan. I am not aware of any serious attempt to fund raise and apply for grants prior to or during the planning process. As most people know, to get grants retrospectively is nigh on impossible. A lot of people in the parish were quite shocked when this loan raised its head at the PC. I do not really know what was said within the PC. I do not know why they went down the road of the loan, as I cannot see evidence in minutes that there was ever a full discussion about this (about the merits of a loan over fund raising which could have started back in 2013/14 when it appears plans were drawn up) – or why a committee was not formed with the SA to fund raise, and make grant applications. A group (Play Much Hadham) had very successfully fund raised and applied for grants etc to renew the childrens' play equipment a few years ago at a cost of about £80,000.
11. The Sports Association minutes indicate that the Parish Council was considering fund raising in June 2014. It seems quite odd that Mrs Bannerman was not one of the PC reps on the SA as it was clearly Mrs Bannerman driving the refurbishment of the pavilion at this stage. I understand that the Sports Association found that the PC reps on the Sports Association would say one thing and then Mrs Bannerman would say something else in respect of matters affecting the recreation ground and pavilion in the Parish Council meetings.
12. I understand the Sports Association was not consulted with on the plans or design of the pavilion and had been cut out of the process long before I joined. I understand the Sports Association were only shown the plans once, shortly before they were submitted and the minutes indicate that the SA had many concerns. It does seem very odd that none of the various sports clubs currently operating on the recreation ground were consulted or their views canvassed as to requirements for the refurbished pavilion. I don't know who was consulted on the plans as I have not seen any evidence of discussion at PC level either. The footballers were annoyed that they were not consulted on the internal design and also with regard to lack of consultation/notification about the renovation work and how it would affect their final league matches timetable for the season. The Sports Association requested involvement and

consultation on the refurbishment of the Pavilion many times and again in February and March 2015. There is reference in the February and March 2015 SA minutes (the previous meeting to that was November 2014 and the pavilion is not mentioned in those minutes) to no communication being received from the PC in answer to queries about the future of the pavilion. I have attached the February 2015 minutes of the SA - see item 9 of these minutes (Exhibit AF1). I have gone back to 2014 SA minutes in the file given to me by my predecessor as the plans for the layout and the extension of the veranda and clock tower to the pavilion were approved by the authorities in April 2014. In the January 2014 SA minutes it is clear that the layout plans were shown to the SA and it is minuted that "It was agreed by all that there were many concerns with the current design and that AP (Alison Purvis) would email Selina stating that we had reservations. The email would ask Selina (Bannerman) to hold back on forwarding the drawings to planning, especially as it had been agreed in November that she would have discussions with the SA before any plans were submitted". I understand the plans were submitted without further reference to the SA in February 2014. The interior specification was never, to my knowledge, discussed with the SA and was presented as a fait accompli via email to one of the football reps (Charlie Sullivan) on 16 March 2015. (Exhibit AF2)

13. There was also a disagreement between the tennis club and Mrs Bannerman. One of the issues related to use of the exterior access pavilion toilet in the refurbished pavilion and the demand by Mrs Bannerman that the club paid £10 for use per club session. The tennis club wanted access just in case anyone wanted the loo during a club session. The tennis club offered to pay for a digi lock on the toilet door, but this was refused. £10 per session for use would have cost the club £30 per week (approx £1500 p.a.) The tennis club already pays £30 per member per annum to the Sports Association and this amount had included use of the pavilion so this additional cost to have the loo available should someone need to use it was prohibitive.
14. I mention the above because I was asked these questions. However, this is background and not the basis of the complaint.
15. Prior to 2015 I did not regularly attend the Parish Council meetings. However I did attend in February 2015, because of concerns I had over the Much Hadham Parish Council's renovation project for the Pavilion.

BACKGROUND TO THE COMPLAINT

16. The background issues relating to my complaint were explained in my complaint form dated 14 October 2015 "Details of my complaint".

17. I went to the Parish Council meeting in February 2015 and asked questions about the loan the Parish Council mentioned they were applying for in respect of the pavilion renovations.
18. I did so as I was concerned about the effect the repayments were going to have on the council tax precept and therefore the residents payments. I had heard rumours that the PC was taking out a loan and as far as I am aware the PC had never taken out a loan before. Also the loan was to be of a considerable sum. I was concerned about the impact on the precept for the tax payer over many years and why grants had not been applied for since the planning stage in early 2014. I had difficulty finding this information from the Parish Council's website: not all the minutes are present and, many of them were incomplete with none of the appendices attached.
19. At the meeting of 3 February 2015 I asked why the Parish Council was considering raising a loan rather than grant or fund raising first. I was concerned that there had been no apparent effort to fund raise before seeking this loan. I was given an answer by Mrs Bannerman at the time – that it would take too long and they needed to update the Pavilion without delay.
20. The next meeting I attended was in June 2015 when I asked for more detail about the loan – no details of the loan had been made public at this stage. From my experience, the loan they were seeking from the Public Works Loan Board may penalise the Parish Council for any early repayments (breakage costs), if, for example they then managed to raise funds from grants etc. Interest would be based on a repayment period and if this was paid back earlier there may be breakage costs. This did not appear to have been considered, as, Dr Baxter asked the Clerk at the meeting if there were breakage costs – and the Clerk said he thought that there was. When asked how much, the Clerk said he was not sure and would look into it. Dr Baxter then stated some of the loan details at this meeting and also stated that fund raising was well under way to reduce the debt (PC Minutes June 2015 Exhibit AF3). This reference would suggest that the buy a brick fund raising was meant to be used to pay down the loan as I am not aware of any other fund raising at this time.
21. In January 2015 the PC minutes state under "Pavilion update" that "*following her discussion with the Clerk, Mrs Bannerman suggested an application be made to the PWLB with a view to securing a loan to cover the cost of the project...*" The minutes state "fund raising to mitigate the costs of the loan would continue at a leisurely pace with various grant aiding bodies being approached". I am unaware whether any such fund raising was being undertaken at this stage other than buy a brick which I believe did not start

until around May 2015 (although I cannot be sure exactly when the buy a brick fund raising started as the parish council facebook page was taken down by Mrs Bannerman following Mrs Bannerman's resignation from the parish council) See PC Minutes January 2015 Exhibit AF4.

22. I am not aware of any serious attempt to fund raise or obtain grants before the loan was sought, and as far as I am aware there was no apparent discussion within the PC about this or the details of the loan or the setting up of a committee by the Parish Council to oversee the expenditure of the loan and the building project (or none that I can see in the Parish Council meeting minutes).
23. The 'Buy a Brick' was in the form of a poster - as set out in my complaint form (under 'Background'). Money could be sent in, or donated via the fund raising site Go Fund Me. I recall that the go fund me Much Hadham Pavilion Renovation site said that the initial fund raising target was for £80,000. I think the target was later reduced. I believe people thought the money raised via this method was for paying off the loan as publications about the fund raising indicated this was the case. There was also an article by Mrs Bannerman in February 2015 parish magazine (which is circulated to nearly 600 households in the parish) in which Mrs Bannerman stated that the loan would be repaid through fund raising and grants (Exhibit AF5).
24. I am not complaining about the loan, a parish council is allowed to take a loan; I may not agree with it but we are where we are. The Parish is landed with the loan. When I went on the Sports Association it became clear to me that the refurbished pavilion was going to be taken out of the hands of the Sports Association without any discussion with the Sports Association. I have not seen any discussion about this decision at PC level either.
25. I understand that there had been a break down in the relationship between the Sports Association and the Parish Council since early 2014 and then Mrs Bannerman put forward a motion to disband the SA in a PC EGM in July 2014 (I'm not sure the PC could do this anyway as the SA was not a committee of the PC and was set up by the donors of the land). There was constant criticism of the Sports Association by certain councillors and things were being said at Parish Council meetings that were factually incorrect. I suggested that we had a meeting between the Parish Council and Sports Association and the issues could be discussed. This took place in June 2015; (Minutes of this meeting 17 June 2015 Exhibit AF6).
26. At the point I came to the October PC meeting, the PC had taken over the running of the sports pavilion.

PARISH COUNCIL MEETING – OCTOBER 2015

27. Prior to the October meeting I saw on the Parish Council's facebook page and in the pavilion committee minutes dated 10 September 2015 (Exhibit AF7) commentary about certain items to be purchased for the pavilion including a coffee machine and a TV and that the loo was to be opened every weekday afternoon and a cleaner to be employed. I was concerned as to where the money was coming from to pay for these items. This had followed on from the locks expenditure (see paragraph 43 below). Mr Pavey and I only attended the second pavilion committee meeting on 2 July 2015 and decided not to attend again. We had not been invited to attend the first one. The meeting on 2 July was attended by Selina Bannerman, Richard Key and John Carey. We were treated with disdain. We decided we would not attend again. We were also not clear whether this pavilion committee had been appointed by the PC and what its terms of reference were. I am not the AF referred to in those minutes, (those references are to a lady called Annica Farley). I have attached an email trail between Fred and Tony Baxter on this matter which needs to be read from the first email at the bottom. These emails arose out of the draft terms of reference that Dr Baxter put together after the October meeting asking for our comments (Exhibit AF8).
28. I was not aware of any proper discussion by the PC about the Pavilion Committee, its terms of reference, a budget or expenditure limits. I was concerned as to where the money was coming from for these unbudgeted items, where it was going to come from in the future and how the Parish Council was going to fund these expenses and the ongoing expenses of the cleaner for example who was being paid £10 a day each weekday (so a potential cost of £2,500 p.a). I accept this was more about the Parish Council's administration, as there had been no proper discussion that I could see about this. It had been a sports pavilion and was supposed to be run as a sports pavilion by the Sports Association (under the Deed gifting the land); but at the time I went to the meeting it was not clear because of what was being said by Mrs Bannerman on Facebook if it was to be run now as a community centre or a sports pavilion and certainly the pavilion committee formed by Mrs Bannerman had taken over the pavilion management (contrary to the deeds donating the land) and without discussion with the SA which had been running it since it was built in the 1950s. My question/ concern was where the money was coming from to do this and who had made these decisions and with what authority.
29. The meeting was in the Green Tye Mission Hall and I was sitting in the penultimate row of chairs that had been set out in the room, but I had a clear

view of the Parish Councillors sitting at the top. Mrs Bannerman was sitting next to Tony Baxter and there were around twelve residents at the meeting.

Breach of Member obligations 1 & 2

30. As outlined in my complaint, I read out a prepared question (see complaint no. 2).
31. I am used to public speaking, so I look up whilst speaking even when using notes and it was at that time that I saw Mrs Bannerman raise her eyes to heaven when I was speaking. She did this a number of times and said in a voice that was loud enough that I could hear from the back “what is she criticising now?” she did that more than once, whilst I was speaking and I found it disrespectful, belittling, embarrassing and intimidating, contrary to the Code of Conduct Members obligations 1 and 2. This was witnessed by others named in my complaint form. Some of these witnesses made their own complaints regarding the use of the buy a brick donations. The content of Mrs Bannerman’s remark would suggest I am criticising constantly. I was asking questions which were a matter of public interest and also I had only attended 3 out of the 9 previous parish council meetings in 2015 so clearly I had not been a regular member of the audience prior to the October meeting.

Breach of Member obligation 4

32. Dr Baxter responded to the question in a respectful way. He said that the organisation of the Pavilion Committee was going to be discussed later on so perhaps that part of my question could be answered then, as I set out in the complaint under 2.2. Dr Baxter then handed over to Mrs Bannerman to answer the question as to expenditure.
33. Mrs Bannerman provided the response in my complaint. She said that the £13,000 raised from Buy a Brick and other donations had been earmarked to get the pavilion up and running and the cleaner for example had been paid from this fund and that the architect had been paid, but didn’t explain from which pot of money or when this payment had been ratified.
34. In response I said that I did not think this money was used in accordance with what the donor’s expected or the Council’s requirements and people’s expectation was that it was to pay down the loan.
35. Mrs Bannerman appeared annoyed and acted as if my questions were irrelevant.
36. I accept that the money raised was not to actually ‘buy a physical brick’ but I believe the donors thought it was to be used to offset the loan as indicated in

the adverts for buy a brick on facebook and in the parish magazine and as indicated in PC meetings. I do not think those donating thought the money would be used for running costs like paying for a cleaner or buying a television.

37. Accounts of the pavilion expenditure and discussions on expenditure had never to my knowledge taken place in parish council meetings and accounts were not disclosed before or at the meeting in October 2015. Accounts were distributed for the first time at the end of October 2015 for the pavilion fund raising and expenditure. It was not clear what money paid for what. There is, amongst other things, a TV shown in the accounts, tables and chairs and cleaning costs that appear to have been paid out of the money raised (Exhibit AF9). The pavilion committee minutes were not distributed to the PC prior to the 6 October meeting apart from those of the July meeting. There appears to have been a decision by the pavilion committee in their September meeting (Exhibit AF7) about use of funds as it says under No2 "Funds are not to repay the loan – ongoing maintenance and running costs". This does not appear to have been discussed at PC level, reported to the PC or ratified by the PC.
38. I have not seen evidence that the Pavilion Committee was properly set up. There was no resolution that I have seen to do this. I understand that Mrs Bannerman appointed Mr Carey to Chair the committee, but he then became Vice Chair and Dr Baxter became the Chair. I'm not sure why this change was made. I do not know if any of the Councillors sought advice on setting up a committee, and this should in my view have been set up from the beginning of the planning stage in 2014. The pavilion committee did not appear to report to the Parish Council its decisions or get consent for its expenditure. In failing to set up a committee properly and using the donated money for running costs etc rather than paying down the loan (which I believe was residents expectations), I believe that both Mrs Bannerman and Dr Baxter breached Member obligation 4 as they failed to use the Council's resources according with its requirements. See item 10 in PC minutes of June 2015 which suggests Mrs Bannerman was setting up the committee in June 2015 (Exhibit AF3).

Breach of principles of objectivity and accountability.

Removal of Cllr Hunt

39. I have set out my complaint relating to the removal of Councillor Ian Hunt from reviewing the workings of the pavilion committee under my complaint no' 2.3.
40. Councillor Hunt was asked to review the Pavilion Committee by Dr Baxter as Chairman of the Parish Council. There was no resolution appointing him to do that, so I accept this was not an official appointment; but this was the night that a lot of things were going on. Cllr Hunt then made various comments about the

Pavilion Committee and its shortcomings. Cllr Hunt said that the PC needed to look at various aspects of the Pavilion Committee and make sure that residents comments were treated with respect. Many of the residents clapped. Then outside of the meeting he was removed from this role.

41. I became aware of Councillor Hunt's removal as I was sent an email from Mr John Carey (with Cllr Hunt, Selina Bannerman and Tony Baxter copied in) to attend a meeting to discuss the Pavilion Committee. I responded on 7 October, that, as Cllr Ian Hunt had been asked by the Chair of the Parish Council to take this forward, I would wait for Councillor Hunt and/ or the Chair to decide how to progress things. I then became involved in that email trail because I was copied into the email from Dr Baxter to Councillor Hunt, stopping him on 8 October for failing to engage urgently. He had only been asked to take on this task at the 6th October meeting I believe this breached the principles of objectivity and accountability (Exhibits AF10 and AF11).
42. I can confirm that I had never met Councillor Ian Hunt before the evening of 6th October. I rang the PC clerk, John Ingham, on 1 October to ask for a copy of the pavilion accounts as the year ending 31 March 2015 PC accounts John Ingham had given me did not show the loan monies or the buy a brick donations or pavilion expenditure which was being mentioned on facebook etc. John Ingham said he did not have any pavilion accounts. I mentioned some of the items which were being referred to on Facebook and he said he did not know anything about them and he also said that other than the 2 July pavilion committee meeting he was not aware that there had been any other meetings of the pavilion committee since then. During this same conversation we talked about the new members of the PC since May and John made specific reference to Ian Hunt as "excellent" and a "real asset" because he understood accounting and "the proper way" to do things. On the back of that I emailed Ian Hunt on 2 October to ask whether he was aware of the existence of any pavilion accounts as the clerk had told me that he did not have any. Ian Hunt was not aware of any pavilion accounts either.

PAVILION LOCKS

43. I have set out my complaint on this issue under point 3 of the complaint form.
44. The Sports Association were involved, as I explained above, because the Sports Association used to manage the pavilion pre renovation. The Sports Association had responsibility for obtaining insurance for the grounds and the facilities and buildings on the grounds.

45. I became involved when Mr Carey asked for the insurance cover documents to be sent by Fred Pavey (Chairman of the Sports Association). Fred had been unable to email these to Mr Carey, as his computer kept crashing.
46. I sent the documents on 27th June 2015. Following this I was surprised when Mrs Bannerman sent the Sports Association an email on 30th September (set out under complaint point no' 3), indicating that the Parish Council had spent £2000 on locks and keys to reach insurance standards on the Pavilion. She indicated that the insurance policy was invalid for this reason and that the 'Buy a brick' money had been used to rectify this.
47. As set out I responded that day that there were no conditions with regards to locks on the doors etc in the policy document. I checked with the broker to make sure my understanding was correct – and it was confirmed that no specific doors locks or keys had been required. Mrs Bannerman then wrote back that day saying that the £2000 had been spent for “ten doors – replacement fire escape bar – the additional external lock on said fire bar as that enable the footballers to lock their valuables but still adhere to fire regulations- privacy locks – a key safe and five full sets of keys - ...”. I was surprised that if these items were essential they should have formed part of the building specification with Glenplan. The emails are exhibited at AF12
48. My concern was not just that Mrs Bannerman was incorrect in relation to the insurance, but that spending £2000 had been unnecessary and that there was no record that the Parish Council had authorised or commissioned this work for replacement of locks or the other works mentioned in Mrs Bannerman's later email. There is no evidence in minutes I have seen of quotes being obtained and the expenditure for this appears, by Mrs Bannerman's own admission in the email to have come from the 'Buy a brick' fund raising – which I do not believe was for that purpose. I believe the donations were made to pay down the loan.
49. By spending this money I believe that Mrs Bannerman breached Member obligation 4, by failing to use the Council's resources in accordance with its requirements.

CORRESPONDENCE TO FRED PAVEY

50. The details of my complaint relating to this issue are set out under complaint form under no' 4.
51. Fred Pavey has chaired the SA which manages the recreation ground and pavilion for many years (the SA was previously known as the Committee of

Management). It has done so under the terms of a Conveyance dated 20th March 1947, which donated the land to the village.

52. As indicated, the relationship between the Sports Association and certain members of the Parish Council had experienced difficulties, specifically in relation to the take over of management of the Pavilion and public criticism made by those councillors of the Sports Association (both in and out of the Parish Council meetings). Fred had tried to deal with this directly with the then Chairman, Cllr William Compton (who was Chairman up to the election in May 2015). Fred Pavey had sent two letters to the Parish Council Chairman in February 2015 and an email to Mrs Bannerman dated 8 February 2015 attempting to set out the issues and resolve matters (Exhibit AF13). Fred had a brief meeting on 29 March 2015 with Cllr Compton and it was apparently agreed then that if there was any points to discuss between the Parish Council and the Sports Association that they should be directed through the Chairman and Fred Pavey, rather than individual members publishing their views and this had followed an earlier letter from Fred Pavey dated 2 March 2015 - Exhibit AF14.
53. This did not appear to improve, however, following the May 2015 election and that is why I arranged a meeting between the Sports Association and the Parish Council in June 2015.
54. Emails still continued relating to the management of the ground (which falls to the Sports Association, not the Parish Council). It became complicated after the renovation, because the SA couldn't hire out the pavilion with the grounds and vice versa because the pavilion had been taken out of the SA's hands. Emails were sent from Mr Carey and Mrs Bannerman to Fred Pavey. The exchange of emails referred to in my complaint are at exhibit AF15.
55. As indicated, these were a few of the emails sent, which were unnecessarily combative, leaving little room for proper discussion or other views and were copied to various people including the Chairman, Dr Baxter. Everyone is copied into these emails. I do not believe Dr Baxter did anything to stop this behaviour.
56. In sending emails of this nature I believe Mrs Bannerman breached Member obligation 1 & 2, in that there was a failure to show respect to Fred Pavey and the emails were rude and intimidatory. I have not had rude emails, but the tone was unnecessary. I believe Fred Pavey spoke to Dr Baxter about that, and that emails should be through the Parish Council and Sports Association Chairs (see AF14). I maintain that while Dr Baxter was not rude in his dealings, he should, as Chair, have told others that they should not speak to

Code of Conduct complaints – Cllr Anthony Baxter and Councillor Bannerman (former Councillors of Much Hadham Parish Council

people like that. I do not know whether it was because of his friendships or not, but as Chair he failed to act decisively and therefore failed in the principle of leadership.

I believe that the facts stated in this witness statement are true.

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ALEXANDRA FARMER

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Dated this 1st day of MARCH 2016

Much Hadham Sports Association Committee Meeting
Thursday 26th February, 2015 at 7.30pm

Present: Allison Purvis (MHTC), Fred Pavey (MHBC), Charlie Sullivan (MHFC/Sat), Ian Aldridge (MHFC/Sat), Jan Liversage (MHPC), Barry Brett (MHTC), Justin Godfey (MHPC), Dave Devoil (MHVFC/Sun), Darren Bruton MHFC (Sat), Alex Denison (MHTC) – Invited Guest – will replace AP as TC rep, John Jarret (MHVFC/Sun), Alex Young (MHPC) – Invited Guest

Item	Description	Action
1.	Apologies:- Jon Jarret (MHVFC), Darren Bruton (MHFC) – now stepped down from Committee	
2.	<ul style="list-style-type: none"> • Minutes of Meeting held on 25th November 14 • The Minutes were agreed to be a correct record and signed by the Chairman. 	
3	<ul style="list-style-type: none"> • Matters arising from 25th November meeting: • The 2 smaller Bins promised by the PC do not seem to have arrived. JL agreed to check what was happening. – Action remains • 2a) Regards the Extra Item re. Girls Football Pitch, JL had an email from Sherral Illston saying that 2 families in Green Tye have offered to raise £1000 to move the goal posts and get the necessary work done to keep the girl's football team in Much Hadham. Measurements were taken and even if the main football pitch was moved the size of the pitch being requested by the girl's football team could not be fitted onto the field - therefore this matter is closed. • 6 – Maintenance of Ground – Trees have been trimmed around the car park but those along the back hedge have not yet been done. It was noted that the PC had agreed to action this. JL to pursue. • FP reported that the grant from the Recreational Trust normally requested at the beginning of January can cause a cash flow problem as the insurance is due on 9th January each year. In 2014 FP requested the grant payments before the end of the year – which was made. Grant applications to the Recreational Trust in future will be made before the end of each year. • FP mentioned that the Bowls Club had had a break-in on Monday night, 17th November. The burglary had been discovered on the Tuesday morning. He said that £80 in cash had been taken and some spirits from the bar. His estimate was that the damage would amount to some £400. The incident had been reported to the Police and the insurance company have been notified. With an insurance excess of £150, IA questioned whether it was worth claiming for anything as the insurance premiums may go up substantially. FP said he would check with them and assess whether it would be worth claiming or not. IA and CS suggested taking money out of the Sports Association (SA) funds to pay for any repairs, particularly as the SA are in a good financial position at the moment. FP said he would email the insurance company. It was decided not to claim as the extra costs would outweigh the Claim. • FP pointed out that the MHSA has complied with the 1947 Agreement during the whole of 2014. FP agreed to put an email/notice together stating that the Committee agree to follow the 1947 Agreement and list who the Club elected members are until April 2015. Action complete 	<p style="text-align: center;">JL</p> <p style="text-align: center;">JL</p>

	<ul style="list-style-type: none"> • CS mentioned that there is a very bad dip in the road as you enter the driveway to the Recreation Ground. In fact, a driver had damaged his car a few days earlier. It seems that the bricks have broken away and it was agreed that this was a Highways action. JL will contact them. The Repair was carried out very quickly – Action complete • It was pointed out that a notice of the AGM must go in to the March Issue of the Much Hadham Parish Magazine. Therefore, the editor must be notified in February so that the deadline is met. This Action continues – mid March deadline 	BE
4	<ul style="list-style-type: none"> • Finance • FP reported that the finances were in good order and looks positive for the coming year. Approx £9K in the kitty. • The books are currently being audited. 	
5	<ul style="list-style-type: none"> • Burglary at Bowling Club • It was confirmed that the MHSA did not claim on the Insurance because of the Excess and the fact that the Premium would be likely to rise for next year. The costs were loss of cash and spirits, plus the cost of the replacement door and also a visit from the Alarm Company. • It was agreed that the MHSA should reimburse the Bowls Club for the losses - £220 	FP
6	<ul style="list-style-type: none"> • Telephone Box • The future of the telephone box is apparently still under discussion by the PC. The Sports Association agreed that they were not keen on the box being moved onto the Recreation ground unless there was a very good reason 	
7	<ul style="list-style-type: none"> • Tennis Courts • It was confirmed that the PC and in particular Blaize Morris wants open access to the Tennis Courts – mainly in the School holiday. • No meeting has been held between the parties and no letter has been received from the PC. • Alex Denison expressed her disappointment that she was not allowed an opportunity to speak on the matter at the recent PC Meeting. • AD also pointed out that the yearly fee for Junior Members of the Tennis Club was only £30 and payment of that would cover the costs and also ensure that the players were properly insured. • It was agreed that JL would organise a Meeting between the PC and the Tennis Club – notice required so that the Chairman of the TC could be present. 	JL
8	<ul style="list-style-type: none"> • MHPC • FP requested that all communications between the SA and the PC should be through the Chair i.e. FP / William Compton. This was to reduce the flurry of emails. JL requested that the PC reps (JL and JG) should be copied in so that they could fulfil their roles effectively – this was agreed. 	
9	<ul style="list-style-type: none"> • Pavilion Project • The SA stated that the main purpose of the Pavilion building was to allow outdoor sports such as Football and cricket and this should be implicit in the new plans. • The SA also expressed disappointment at the lack of consultation on the matter and the lack of visibility of the new drawings. 	

	<ul style="list-style-type: none"> • The two football Clubs have taken the action of bringing forward their home games so as to complete the season earlier and hence allow access to the Contractor. • FP wrote to the Chairman of the PC several weeks ago requesting a meeting on the matter but has received no response. • The SA also made it clear that the new building should be under the control of the SA for bookings and not the PC. • CS mentioned that there is Asbestos in the fabric of the building and wondered if that had been taken into account. • CS also wished to be assured that the floor covering would be resistant to muddy shoes and boots and easy to clean. • Concern was expressed about why a loan was being obtained rather than pursuing Grants from bodies such as the Football Association. This needed to be done up front as it would not be feasible after the building was complete. The SA also wondered who would guarantee the loan. • The SA also enquired if proper vetting of the proposed Contractor had been carried out as the Companies house records showed them to be dormant with no Accounts registered. • It was suggested that FP should email William Compton to request a meeting on the matter. 	FP
10	<ul style="list-style-type: none"> • MHPC Grant Application • Covered under Item 3 above 	
11	<ul style="list-style-type: none"> • Defibrillator • There was a discussion about financing the purchase of the defibrillator and also balancing accessibility to the public with security from damage. • DD said that at Sawbridgeworth £2500 had been raised to place one in a locked box on the outside of the Fire Station. The lock could be release by phoning a listed number. It was felt by all those present that this might be a better location than in the Recreation ground and was worth consideration. 	
12	<ul style="list-style-type: none"> • Roller • FP said that there was a sit on Roller stored in the equipment shed and that this had been donated to the Bowling Club. This Roller is the property of the Bowling Club and not the SA. 	
13	<ul style="list-style-type: none"> • Equipment Shed Security • FP said that as a key had gone missing then the lock on the equipment shed had been changed. 	
14	<ul style="list-style-type: none"> • Grass Cutting and Pitch • FP said that as 3 Quotes had been obtained last year then the Contract with Nick Lock would be considered valid for a 3 year period. This was thought to be acceptable by the PC representatives present. • On the subject of the overflowing Dog bin JG said that he would chase the Contractor responsible. JL also agreed to try to source warning signs for the back gate. Members of the public have been seen entering by that back gate and walking their dogs straight across the football pitch without picking up any droppings. . This is very dangerous for the players 	JG/JL

AF2

From: Charles Sullivan [
Sent: 16 March 2015 11:07
To: FREDERICK PAVEY; Brian & PatEllis; BarryBrett; AllisonPurvis;
AlexDenson
Cc: IanAldridge; DarrenBruton; DaveDevoll; JohnJarrett
Subject: FW: Much Hadham Pavillion Specification
Attachments: spec2revTA-610.pdf; Door SchRevTA-610.pdf; Finishes-610-Rev.TB.pdf;
SanitarySchrevTA-610.pdf; 610-02-01-TB.pdf; 610-02-02-TB.pdf; 610-
02-03-TB.pdf

Ladles and gents good morning copy of specifcation and plans for refurbishment of pavilion.
Charlie

From: John Clarke [<mailto:>
Sent: 16 March 2015 10:40
To: Charles Sullivan
Subject: FW: Much Hadham Pavillion Specification

Resend

John A Clarke
-
Hox Design Architects

From: John Clarke [<mailto:>
Sent: 14 March 2015 13:16
To: 'Justin Godfrey'; 'Charles Sullivan'
Subject: Much Hadham Pavillion Specifcation

Charlie as requested by Justin please see attached

John

John A Clarke
-
Hox Design Architects

From: Justin Godfrey [<mailto:JGodfrey@savills.com>]
Sent: 13 March 2015 20:19
To: 'Charles Sullivan'
Cc: John Clarke
Subject: RE: Dog bin emptying contract - Much Hadhamn - Account 10139156

Dear Charlie

Thanks for the email, sorry for not getting back to you sooner. I have located the planning reference number, so all of the plans can be viewed / downloaded from the councils website.

The reference is 3/14/0361/FP -- and you can access these via this link - <https://publicaccess.eastherts.gov.uk/online-applications/>

I have requested that the architect, John Clarke (copied into this email) forward a copy of the specification lists to you directly.

I hope this helps.

See you soon

Justin

Justin Godfrey
Director & Head of Office
Residential Agency

Savills, Chequers, 19 North Street, Bishop's Stortford, CM23 2LD



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From: Charles Sullivan [[mailto](mailto:)]
Sent: 12 March 2015 11:56
To: FREDERICK PAVEY; IanAldridge; BarryBrett; Brian & PatEllis; Justin Godfrey; JohnJarrett; JanLiversage; AllisonPurvis
Cc: DaveDevoll; DarrenBruton; AlexDenison
Subject: RE: Dog bin emptying contract - Much Hadhamn - Account 10139156

Justin good morning ,it has been two weeks since our last SA meeting. And if you remember you said to me that you would get a copy for the SA of the latest plans/specification, and interior materials/coverings that are being used, for the new pavillon. If there are no new tables and chairs being included we will have to store them in the shed ,with all the other equipment. Thank you

Regards
Charlie

From: FREDERICK PAVEY [[mailto](mailto:)]
Sent: 12 March 2015 09:32
To: IanAldridge; BarryBrett; Brian & PatEllis; JustinGodfrey; JohnJarrett; JanLiversage; AllisonPurvis; Charles Sullivan
Cc: DaveDevoll; DarrenBruton; AlexDenison
Subject: Fw: Dog bin emptying contract - Much Hadhamn - Account 10139156

Hi Justin

Many thanks for your efforts. Forwarded for information of committee.

Fred

----- Forwarded Message -----

From: Justin Godfrey <
To: 'FREDERICK PAVEY'
Sent: Wednesday, 11 March 2015, 21:04
Subject: FW: Dog bin emptying contract - Much Hadhamn - Account 10139156
Hi Fred


For info – please see below.

Best regards

Justin Godfrey
Director & Head of Office
Residential Agency

Savills, Chequers, 19 North Street, Bishop's Stortford, CM23 2LD

 Sa
vill
s.c

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From: inghar
Sent: 11 March 2015 18:42
To: PC Much Hadham;

Justin Godfrey
subject: FW: Dog bin emptying contract - Much Hadhamn - Account 10139156

Dear Councillor

For your information

Regards

John

Sent from Windows Mail

From: Poulton Allison
Sent: Tuesday, 10 March 2015 16:18
To: John Ingham

Dear John

Many thanks for your email highlighting your concerns that the dog bin on the recreation ground is not being emptied as per the contract.

I have checked with our contractor and can confirm that the bin was emptied on 9th, 16th and 23rd of February. I have attached the round sheets showing this, number 37 on the sheets is the relevant bin.

The bin is being emptied on a Monday but I am aware it was later last week but AEI Jon Hart has been monitoring the bin and confirms it was empty on Thursday 5th March. As we receive the round sheets a week in arrears I am currently awaiting the ones from w/c 2nd March.

As you appreciate from the invoice/letter you received the bins are emptied once a week from 1st October – 31st March so it may be that the bin in situ is not sufficient to cope with the usage in the recreation ground, however from 1st April this goes up to twice a week so this may alleviate any over-full bin issues. Dog walkers can also dispose of their bags in the nearby litter bin should the dog bin become full.

We will continue to monitor the usage of this bin, by inspection and round sheets, and should we feel there is an issue with capacity we will let you know.

Please let me know if I can be of any further assistance in this matter.

Kind regards

Alison

*Grounds Maintenance Administrative Assistant
Parks and Open Spaces*

East Herts Council
Wallfields
Pegs Lane
Hertford
SG13 8EQ

<http://www.eastherts.gov.uk/>

From: John Ingham
Sent: 06 March 2015 09:50
To: Operations Admin
Subject: Dog bin emptying contract - Much Hadhamn - Account 10139156

Dear Ms Poulton

I have just forwarded a cheque to East Herts Council in the sum of £599.18 in respect of the emptying of the bins for 2014/2015. However, I notice that the Parish Council is being charged for the emptying of the new bin on the recreation ground between 1 February and 31 March.

I write to advise you that this bin has not been emptied since the contractor was notified of the installation on 29 January 2015 and, therefore, I shall be grateful if you will kindly arrange a refund in due course.

Kind regards

John

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MUCH HADHAM PARISH COUNCIL

MINUTES of the Much Hadham Parish Council meeting held on Tuesday, 2 June 2015, at 7.30 pm in the Much Hadham Village Hall.

*Cllr Mrs S Bannerman (Vice Chairman)	*Cllr M P Keogh
*Cllr A Baxter	*Cllr R D Key
*Cllr T Baxter (Chairman)	*Cllr Mrs J Liversage
*Cllr S J Godfrey	*Cllr A J Young
*Cllr I Hunt	

* denotes present.

In attendance: 33 members of the public.
Cllr Devonshire (EHC)
Cllr McAndrew (HCC)
PCSO Karen Broad

1. APOLOGIES FOR ABSENCE

None.

2. DECLARATIONS OF INTEREST

None.

3. MINUTES OF THE LAST MEETING HELD ON 19 MAY 2015

RESOLVED that the minutes of the last meeting held on 19 May 2015 be accepted as a correct record of the proceedings and be signed by the Chairman.

4. MATTERS ARISING

(i) Kettle Green Lane - Sign

The Clerk confirmed that a specification and quotation had been received to provide the new sign in the sum of £120 plus VAT.

Members authorised the Clerk to incur the expenditure and to arrange for the sign to be provided and erected.

(ii) Henry Moore Foundation

Continuing concerns were expressed concerning the damage to the roadside verges being caused by vehicles accessing from the north to the Henry Moore Foundation site. Whilst the Henry Moore Foundation had admitted to the damage being caused and, despite the assurance given at a recent meeting that the matter would be addressed, there would still not appear to be any control over the continual traffic ingressing and egressing the site.

The Chairman stated that he would arrange, as a matter of urgency, to meet with Mrs Wade, Henry Moore Foundation, and for Mr Bird and Cllr McAndrew to be in attendance.

(iii) Jolly Waggoners

An email had been received from Paul Dean, Principal Planning Enforcement Officer, which stated that he had recently visited the site and looked at the condition of the building and land. At this time he did not consider the condition of either would warrant the serving of a notice requiring the land to be cleared.

Cllr Devonshire had requested the Director of Development Control, Kevin Steptoe, to contact the owner of the site and Cllr Devonshire would report back on this matter.

(iv) Green Tye – Village Sign

It was noted that a letter had been forwarded to the Highways Liaison Officer (HCC) requesting a “Please drive carefully through our village” sign to be erected.

A response was awaited.

(v) Tennis Club

Cllr Mrs Bannerman reiterated the proposal which had been supported by members at the last meeting, viz:

“That the Tennis Club provide one hour per day from (say) 1.00 pm to 2.00 pm for a holiday membership for all children under 14 years of age during every school holiday.”

The Chairman referred to an email received from Justin in response to the Parish Council’s proposal in which it had been confirmed that the Tennis Club was operating a £15 youth holiday scheme, which allowed the courts to be used by local youths throughout the day. In addition, the school was now using the courts on two afternoons a week.

Cllr Mrs Bannerman stated that the Tennis Club had lost sight of the principle of the Parish Council's proposal for free use of the courts for the under 14s for one hour per day. The present proposal of the Tennis Club was a holiday membership for the sum of £15, which was totally unacceptable. The whole object was to encourage sporting facilities for the use of all the village children and the situation now presenting itself was a stand-off.

Cllr Mrs Bannerman stated that what the Tennis Club failed to realise was that the tennis courts were situated on land in the ownership of the Parish Council and the courts did not belong exclusively to the Tennis Club. In fact there would appear to be no reason why another Tennis Club could not be formed and be allowed the use of the facilities and there was already a move to start a new Tennis Club. The Parish Council could also consider taking over the courts and opening them up to a commercial tenderer or the Parish Council could take over the courts on a lease-back arrangement. Of interest was the fact that not all members of the Tennis Club had been consulted on the Parish Council's proposal and many were in favour of the Parish Council's proposal. However, the Tennis Club was not in favour. Clearly the Parish Council did not wish to be confrontational and it would wish to work towards an amicable solution with the Tennis Club.

Cllr Mrs Liversage felt that, despite the reluctance of the Tennis Club to meet with the Parish Council, members should press ahead and seek a meeting.

The Chairman concurred with the above and he agreed to write to the Tennis Club with a view to convening an early meeting with one or two of the Parish Council members being in attendance.

(vi) Financial Accounts

The Chairman informed members that the Clerk had supplied both him and Cllr Hunt with a written explanation as to the points raised at the last meeting. The explanation was such that the Chairman was now prepared to sign off the accounts.

(vii) Bank Mandate

Members had been handed the bank mandate documents with a request that they be completed and taken into the Bishop's Stortford branch of NatWest Bank.

(viii) Clerk's salary

The Chairman informed members that having discussed this matter with the former Chairman of the Parish Council, William Compton, it had been confirmed that with effect from 1 January 2015 the salary of the Clerk be on SP31 of the NJC Conditions of Service, ie £7,321.60 per annum.

5. RESIDENTS' COMMENTS

(i) Much Hadham Fete

A request was made by a resident for volunteers to come forward to assist with running the fete. A meeting was scheduled to take place in the Village Hall at 8.00 pm on 3 June 2015 to discuss the fete and it was hoped that as many people as possible would attend and offer their services on the day.

(ii) Apology

A public apology was given to the Parish Council by a former resident of Much Hadham in connection with the recent remarks he had made on Facebook concerning a Parish Council matter.

Members wholeheartedly accepted his apology with gratitude.

(iii) Pavilion

A resident referred to the decision of the Council to embark on the current refurbishment of the pavilion and she questioned the lack of information given to the public concerning the financial aspects of the project.

The Chairman responded by citing minutes of the Parish Council meetings held in January and February 2015, which, in essence, had set out details of the tenders received and he re-affirmed how the Parish Council intended to finance the project. The meeting was reminded that the lowest tender had been that received from Glenplan Ltd in the sum of £114,000 which had been accepted. It was intended to finance this project by way of utilising the New Homes Bonus money (£10,039), Earmarked Reserve (£30,000) and possibly receipt of Section 106 money (£12,364) coming from the Moor Place development. In the event of the latter not being forthcoming, the shortfall was being financed by an £80,000 loan secured from the Public Works Loan Board. The Chairman stated that Government approval had been secured for the loan, which would be repaid over a 20-year period at a rate of 3.08%. Half yearly payments would amount to £2,693.73 payable on 20 May and 20 November in each year. The intention of the Council was to seek grant aid towards reducing the debt and to this end fundraising was well under way.

Cllr Mrs Bannerman stated that, if the loan had not been taken up, either the total cost of the project would have had to have been met from the precept, which would have been unpalatable to the electorate, or the project would not have been able to proceed.

The resident stated that any premature payment would incur a penalty which she stated could be extremely expensive incurring the parish with an unnecessary debt.

A further question was raised as to whether the Parish Council had made any provision for an overspend on the contract. The resident was told that the contract was fully on target both practically and financially and there was every confidence that there would be no overspend.

(iv) Parish magazine

The Chairman stated that members had expressed a concern that no advertising appeared in the magazine, which was not only a financial loss to the publication, but denied potential traders from advertising their services.

Therefore, it was felt that every effort should be made to explore how best this could be addressed.

(v) Bus shelter opposite Red Lion

Members' attention was drawn to the condition of the wooden tiles which were rotten and in need of replacing.

(vi) Fencing at the Burial Ground

A resident referred to the poor state of the fencing to the right of the front entrance to the burial ground and he requested that remedial work be undertaken.

(vii) Recreation Ground

Members were informed that the recreation ground had been open to the public and maintained by the Sports Association for over 60 years. During which time the pavilion had been used as a regular base by the Football Clubs. Both teams had been very successful and a question was raised as to whether the Parish Council had a problem with the use of the pavilion by the Football Clubs.

The Chairman stated that the Parish Council had no such problem. However, the Parish Council did wish to see the pavilion run on a more professional basis and to be financially viable. He stated that the pavilion was a parish asset and it was the Council's intention to widen the scope of its activities in order for it to feature more prominently as a parish facility.

(viii) Village Hall

Cllr Key expressed his concern regarding the proposed repair work to the facade of the Village Hall at a cost of £10,000, which he felt to be an exorbitant sum and totally unnecessary. On an inspection of the premises it would appear that the facade was solid and showed no signs of disrepair. Cllr Key requested sight of the breakdown of the work proposed prior to any decision being taken. Cllr Mrs Liversage confirmed that she had requested this information and Roger would be happy to discuss this with Cllr Key.

The Chairman stated that the Village Hall operated much on the same lines as the Sports Association in that in the past the organisations had been left more or less to their own devices with no direct involvement by the Parish Council. The Council was now more pro-active and, whilst not wanting to 'take over', nevertheless, wished to see greater transparency.

Cllr Mrs Liversage stated that it was important to recognise the work of the individuals running both the Village Hall and the Sports Association, who were working on behalf of the community and the Parish Council did not want to create an aggressive situation.

Members took on board the sentiments expressed.

6. PLANNING

Minutes of Planning Sub-Committee held on 19 May 2015

RESOLVED that the minutes of the Planning Sub-Committee held on 19 May 2015 be received.

7. HIGHWAYS MATTERS

(i) General

Cllr Hunt gave his report on the highways issues relating to the parish as contained in the attached appendix A.

(ii) Vehicle activated sign

Cllr Key referred to an email which he had received from a local resident drawing attention to the excessive speed of traffic through the village and requesting that the proposal to site vehicular activated signs, previously proposed for Much Hadham and rejected, be revisited.

Cllr Key had responded setting out the history behind the proposal and the reason for rejection by the County Council. The sign for the northern end of the village had been rejected out of hand and agreement could not be reached on the siting of the southern sign which the Parish Council had wanted sited near the former Jolly Waggoners Public House.

The Chairman referred to an email which he had received from Cllr McAndrew which confirmed that a series of traffic surveys which had been carried out in 2011 had confirmed the average speed of traffic through the village ranged from 30 mph to 36 mph and only one person had been injured along the route in 2013, which was not sufficient evidence for vehicular activated signs to be considered at the time, as the required criteria had not been met.

Members were sceptical as to the recorded speeds, which they felt had increased over the years. They questioned what could be done to provide information on the current speed of the traffic, which could be used to open up new discussions with the County Council.

PCSO Karen Broad referred to the Smiley Face campaign which was a means whereby volunteers undertook to record speed data from a hand-held device. The recorded information would be forwarded to the Traffic Management Team to assess. A minimum of four volunteers would be required to operate the scheme, which would be deployed at designated locations following a site assessment.

Members were keen to progress this matter and initially to seek a nucleus of volunteers.

8. PARISH PATHS PARTNERSHIP

Cllr A Baxter informed members that notification had been received that a large tree had come down on FP32, Perry Green, and, in addition, the two bridges on the footpath were in need of repair. Both these matters had been referred to Nicholas Maddex, Herts County Council Rights of Way Officer.

Cllr Baxter further reported that Nicholas Maddex had been in touch with the developers of Moor Place and the previously blocked footpath was now open.

No further matters were reported.

9. REPORTS FROM COUNTY AND DISTRICT COUNCILLORS

Cllr Devonshire made the following comments:

- He confirmed that he was in communication with Liz Aston, Planning Officer, East Herts Council, with regard to the Section 106 agreement in respect of the development of Moor Place.
- He referred to the grant procedure and he reminded the meeting that all applications submitted to the District Council required his support and approval.
- He confirmed that he would be meeting with the Henry Moore Foundation on 12 June 2015 with regard to the traffic issues.

Cllr Mc Andrew made the following comments:

- He stated that he was arranging to meet with Cllr Hunt and Cllr Key and an officer of the County Council to discuss how to jointly move forward on matters of concern. Following this initial meeting he would like to arrange a meeting with Highways for both Councillors to meet up with the team.
- He also suggested monthly meetings with Ringway as a way of formulating an effective working relationship between the Parish Council and the Highways Authority.

10. PAVILION UPDATE

Cllr Mrs Bannerman confirmed that the project was on schedule and it was envisaged that work would be completed in time for the fete. Arrangements were being made for an official opening and for a "ribbon cutting" ceremony to be performed by two randomly chosen local children.

In view of the large capital expenditure for the project, members felt very strongly that the newly refurbished pavilion should be well managed for the good of the community and be financially viable. To this end a separate Pavilion Committee was in the process of being set up with Mr John Carey assuming the role of Chairman. The Committee would comprise two Parish Council representatives, three residents of the village and two members of the existing Sports Field Association. The brief of the Committee would be to honour the legal obligations as set out in the 1947 Conveyance to ensure that access to the recreation ground and the pavilion was for the benefit of all the parishioners at all times. All efforts would be made to ensure that expenditure on the day-to-day running of the pavilion would be met from the fees levied on the regular users and from casual bookings.

With regard to the running of the pavilion it was envisaged that a Booking Secretary, Caretaker and Cleaner would be engaged. Administrative functions, ie banking, insurance, security, etc, would be addressed as part of the overall strategic plan for the building. The general ethos was engagement with the public and it was hoped that this would be the theme for ensuring the future success of the building.

Cllr Mrs Bannerman gave details of the sponsorship arrangements which had been put in place and elaborated on the "buy a brick" campaign. Corporate sponsorship and individual sponsorship was also being pursued.

Cllr Young informed members that he was actively researching various grant making outlets and he would be exploring the possibility of seeking grant aid from the Football Federation.

11. HENRY MOORE FOUNDATION

This matter had been referred to in "Residents' Comments".

12. PARISH COUNCIL NOTICE BOARDS

Members were reminded that there was a need for a lock to be placed on one of the Parish Council's notice board situated at the Village Hall.

Cllr Godfrey agreed to action.

13. WEBSITE

In view of the difficulties which would appear to be apparent in securing advertising in the Parish magazine, it was suggested that the possibility of advertising via the Parish Council's website be investigated. Cllr A Baxter agreed to action.

With regard to the content of the website and, in particular, the Council minutes, Cllr Hunt asked whether an audit could be carried out as to what documentation was on the site and he suggested that, in future, draft minutes be included. Members re-affirmed the Council's previous decision in that it was opposed to draft minutes being included.

14. RIVER ASH CLEANLINESS

The Chairman stated that the River Ash was an environmental asset and one of the very few chalk streams in Hertfordshire with an abundance of wildlife. From an inspection it would appear the river through the parish was dead. Therefore, there was a very great need to insure that the bed of the river was regularly cleared of all overgrown vegetation.

The Chairman stated that he had been liaising with Mr Peter Illston on the cleanliness and he thanked him for his contribution.

The Chairman and Cllr Godfrey agreed to liaise on this matter with a view to ascertaining the work involved.

15. PARISH COUNCIL MAGAZINE

This matter had been discussed under "Residents' Comments".

16. NEIGHBOURHOOD PLAN

Cllr Hunt referred members to the attached document (see Appendix B) which he read out for the benefit of the public present.

Cllr Devonshire stated that he had a copy of the Silver Leys Neighbourhood Plan which he would provide for the members. Cllr Young stated that this was now a brilliant opportunity for the parish to secure its needs for the future and he stated that support for the Plan would require a broad commitment from the community.

Details of the Neighbourhood Plan and its future commitment would be placed on the website in the hope that as many people as possible would offer their services in support.

RESOLVED:

1. to prepare a Neighbourhood Development Plan (NDP) for Much Hadham;
2. that this Plan be for the whole parish;
3. to establish a Neighbourhood Plan Steering Group to lead on the formulation of the NDP;
4. to formally submit an application to East Herts Council for the designation of a Neighbourhood Area pursuant to the preparation of NDP in the form on the attached draft (see Appendix B).

17. PAYMENT OF ACCOUNTS AND FINANCIAL STATEMENT

(i) Payment of Accounts

RESOLVED that the accounts as set out on the attached statement (see Appendix C) be duly authorised for payment.

(ii) Financial Statement

The Clerk stated that as the loan of £80,000 had only been received into the bank very recently and without an up-to-date bank statement, he had been unable to produce a financial statement. However, when the necessary documentations was to hand the statement would be forwarded onto all members.

18. FINANCIAL ACCOUNTS, AUDITOR'S REPORT AND ANNUAL RETURN

The Chairman reaffirmed his earlier remark that the Clerk had satisfactorily addressed the issues raised at the last meeting by Cllr Hunt.

RESOLVED that the above document be approved and signed by the Chairman.

19. URGENT BUSINESS

Cllr Mrs Liversage reported that there was an abandoned car in the Village Hall car park and steps were being taken to seek its removal.

20. ITEMS FOR FUTURE AGENDA

- (i) Risk Assessments.
- (ii) Invitation to Mark Prisk, MP.

With regard to item (ii) above, the Chairman informed the meeting that both he and Cllr Mrs Bannerman had recently met with Mark Prisk, MP, at his office in Harlow and had had an excellent meeting with him with a wide range of topics being discussed. Mr Prisk, MP, had confirmed that he would make every effort to attend future Annual meetings of the Council and, subject to commitments, he would try to attend the meetings of the Council during the parliamentary recess period.

21. CONFIRMATION OF DATE OF NEXT MEETING

It was confirmed that the next meeting would take place on Tuesday, 7 July 2015, at 7.30 pm in the Much Hadham Village Hall.

There being no further business the meeting closed at 9.30 pm.

MUCH HADHAM PARISH COUNCIL

MINUTES of the Much Hadham Parish Council meeting held on Tuesday, 6 January 2015, in the Much Hadham Village Hall at 7.30 pm.

*Cllr Mrs S Bannerman	*Cllr S J Godfrey
*Cllr A Baxter	*Cllr Mrs J Liversage
*Cllr T Baxter	*Cllr B Morris (Vice Chairman)
*Cllr W Bird	*Cllr A J Young
*Cllr W Compton (Chairman)	

* denotes present.

In attendance: 4 members of the public.

1. APOLOGIES FOR ABSENCE

Apologies for absence were received from Cllr Carver (EHC) and Cllr McAndrew (HCC).

2. DECLARATIONS OF INTEREST

None.

3. MINUTES OF THE LAST MEETING HELD ON 10 DECEMBER 2014

RESOLVED that the minutes of the last meeting held on 10 December 2014 be accepted as a correct record of the proceedings and be signed by the Chairman.

4. MATTERS ARISING

(i) Much Hadham Sports Association

To note that a meeting of the Association was scheduled for 26 February 2015 when the issue of the usage of the tennis courts would be addressed.

(ii) Highways matters - Vehicular Activated Signs

Cllr Bird stated that he was awaiting a response from Cllr McAndrew with regard to the changes in the criteria for providing vehicular activated signs.

(iii) Proposed development - Walnut Close

Members had been circulated with a copy of an e-mail from Strutt and Parker which stated that contrary to what had been mentioned at the presentation to the Parish Council meeting on 10 December 2014 the site had not been purchased in June 2014. No specific date had been given as to when the sale had been completed.

A concern was raised that coupled with the County Council's indication that it would be raising no objection to the application, Marden Homes was advertising on its website the sale of 7 new homes at Walnut Close.

5. RESIDENTS' COMMENTS

(i) Planning application 3/14/1514/FP - Chaldean Estate Grain Dryers/Storage

Cllr Morris referred to revised plans which had been submitted in respect of the above application and which would be discussed by the members of the Planning Management Committee to be held on 12 January 2015. A formal complaint had been made to the Case Officer, East Herts Council, with regard to the lack of plans being submitted to the Parish Council.

(ii) North Leys, High Street, Much Hadham

Cllr Morris informed members that the above property had recently had a change of ownership and the new owner was desirous of reinstating the house back to the original condition, which had existed prior to the change of ownership. The previous owner had undertaken extensive work, which had resulted in enforcement action being taken by East Herts Council. Whilst the reinstatement work was to be commended, the planning application recently submitted for a large scale side extension was deprecated.

(iii) Broadfield Close

Cllr Baxter (T) reported that with regard to the alleged abuse at the Circle Anglia establishment in Broadfield Close, three people had been identified, investigated and a report had now been compiled. Whilst the Parish Council would not be privy to the contents of the report, the resultant outcome would be made available in due course.

Cllr Morris expressed his concern regarding Cllr Carver's lack of involvement in this matter and he asked whether Cllr Carver had declared his interest with East Herts Council as being a non-executive director of Circle Anglia. Cllr Morris further stated that he had made a formal request to East Herts Council under the Freedom of Information Act requesting sight of all Cllr Carver's registered interests.

Cllr Baxter stated that the residents had expressed their sincere gratitude to members of the Parish Council for all their efforts in this matter.

6. PLANNING

(i) Minutes of the Planning Sub-Committee held on 10 December 2014

RESOLVED that the minutes of the Planning Sub-Committee held on 10 December 2014 be received.

7. HIGHWAYS MATTERS

Members had been circulated with a copy of the attached report (see Appendix A) compiled by Cllr Bird.

Other matters/Comments

- Widford Road - work not undertaken on 6 January as reported.
- Numerous discussions with Ringway were continuing on the many highways issues throughout the parish.
- Large pothole in Watery Lane - this matter had been taken off the county website - enquiries to be made as to why.
- Management not adhering to their own work programme.
- Removal of complaints from the website.
- Members needed to choose a convenient date when they could meet to log all of the highways matters.
- Cllr Bird had requested a meeting with Raj Goutham - no response.
- The Parish Council needed to be e-mailed with all the road closure information which affected the parish.
- High Street culvert work would not require a road closure. Work would proceed once land ownership had been ascertained.
- Cllr Mc Andrew had asked members not to contact him direct on highways matters, but to deal with problems via the fault reporting system.
- Cllr Mrs Bannerman felt that it would be useful for the Chairman to write an article explaining that the Parish Council was endeavouring to do something about all the highways problems in the parish and referring to the unsatisfactory comments made by Cllr McAndrew with regard to fault reporting.
- The grit box near the bus stop needed re-stocking
- The grit box on Winding Hill needed repairing - ideally it should be re-sited to the bottom of the hill.
- Bus shelter near Broadfield Close and the bench needed repairing.
- Street light outside Tudor Cottage was out of lighting.
- Street lamp number 159 had been damaged.

8. PARISH PARTHS PARTNERSHIP

(i) General

Cllr Baxter (A) confirmed that FP25 had been cleared and widened for which members expressed their gratitude.

9. PAVILION UPDATE AND FUNDING PROPOSALS

Cllr Mrs Bannerman informed members that the date for returning the tenders was 15 January 2015 following which documents would be opened and the total cost of the project ascertained. Members suggested that details of the tender opening date be advertised on the website. Cllr Mrs Bannerman was of the opinion that a ballpark cost for the project would be approximately

(i) Telephone box situated in Tower Hill

Cllr Mrs Bannerman stated that there were two options available, which were either for the box to remain in its present position or to be relocated to the edge of the car park on the recreation ground.

Members agreed to defer a decision on this matter until the next meeting.

(ii) Telephone box situated in Station Road

A suggestion to relocate the box to Green Tye was not supported. Therefore, members agreed to leave the box in-situ and for it to be used as a lantern.

(iii) Provision of K9 telephone box for Green Tye

Cllr Bird agreed to research the cost and feasibility of providing a box to be situated in the vicinity of the village green.

(iv) Defibrillators

Cllr Godfrey reminded members that they had previously discussed providing defibrillators in each of the telephone boxes referred to in (i) and (ii) above and he suggested that any new box should likewise house such equipment.

The general feeling was that defibrillators should also be provided at the Village Hall and on the recreation ground and that the Parish Council should look to both organisations to secure the necessary funding.

12. MUCH HADHAM SPORTS ASSOCIATION

Cllr Mrs Liversage confirmed that no Extraordinary meeting was to be convened and the Annual General Meeting would take place on 23 April 2015.

A discussion took place on the availability of the tennis courts, which Mr Pavey confirmed were available to the school during the summer months. However, they would not be left open for fear of vandalism.

Cllr Mrs Bannerman stated that during the school holidays the courts had been padlocked thus denying any access to them. The Parish Council should now be prepared to tell the Tennis Club that, as the Parish Council was the owner of the land, the courts should be available for use for at least 2 to 4 hours per day during the school holidays. It was agreed that this matter be discussed at the next meeting of the Parish Council.

13. VILLAGE IN BLOOM

Cllrs Mrs Liversage and Godfrey had been working in conjunction with each other on this issue and they had established that the Horticultural Society would be happy to be associated with providing floral decorations for the village. Cllr Godfrey suggested that it would be nice to provide hanging baskets at various locations in the village.

14. FLOOD PLAN

Cllr Baxter stated that he was still pursuing the production of a Flood Plan. The type of equipment required had been identified and locations where such equipment could be housed were being investigated.

15. PAYMENT OF ACCOUNTS AND FINANCIAL STATEMENT

(i) Payment of Accounts

RESOLVED that the following account be duly authorised for payment:

519 Green Tye Mission Hall

AF4

MUCH HADHAM PARISH COUNCIL MINUTES of the Much Hadham Parish Council meeting held on Tuesday, 6 January 2015, in the Much Hadham Village Hall at 7.30 pm.

*Cllr Mrs S Bannerman

*Cllr S J Godfrey *Cllr A Baxter

*Cllr Mrs J Liversage

*Cllr T Baxter

*Cllr B Morris (Vice Chairman)

*Cllr W Bird

*Cllr A J Young

*Cllr W Compton (Chairman)

* denotes present.

In attendance: 4 members of the public.

1. APOLOGIES FOR ABSENCE Apologies for absence were received from Cllr Carver (EHC) and Cllr McAndrew (HCC).

2. DECLARATIONS OF INTEREST None.

3. MINUTES OF THE LAST MEETING HELD ON 10 DECEMBER 2014 RESOLVED that the minutes of the last meeting held on 10 December 2014 be accepted as a correct record of the proceedings and be signed by the Chairman.

4. MATTERS ARISING

(i) Much Hadham Sports Association To note that a meeting of the Association was scheduled for 26 February 2015 when the issue of the usage of the tennis courts would be addressed.

ii) Highways matters - Vehicular Activated Signs Cllr Bird stated that he was awaiting a response from Cllr McAndrew with regard to the changes in the criteria for providing vehicular activated signs.

(iii) Proposed development - Walnut Close Members had been circulated with a copy of an e-mail from Strutt and Parker which stated that contrary to what had been mentioned at the presentation to the Parish Council meeting on 10 December 2014 the site had not been purchased in June 2014. No specific date had been given as to when the sale had been completed. A concern was raised that coupled with the County Council's indication that it would be raising no objection to the application, Marden Homes was advertising on its website the sale of 7 new homes at Walnut Close.

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(i) Planning application 3/14/1514/FP - Chaldean Estate Grain Dryers/Storage Cllr Morris referred to revised plans which had been submitted in respect of the above application and which would be discussed by the members of the Planning Management Committee to be held on 12 January 2015. A formal complaint had been made to the Case Officer, East Herts Council, with regard to the lack of plans being submitted to the Parish Council.

(ii) North Leys, High Street, Much Hadham Cllr Morris informed members that the above property had recently had a change of ownership and the new owner was desirous of reinstating the house back to the original condition, which had existed prior to the change of ownership. The previous owner had undertaken extensive work, which had resulted in enforcement action being taken by East Herts Council. Whilst the reinstatement work was to be commended, the planning application recently submitted for a large scale side extension was deprecated.

(iii) Broadfield Close Cllr Baxter (T) reported that with regard to the alleged abuse at the Circle Anglia establishment in Broadfield Close, three people had been identified, investigated and a report had now been compiled. Whilst the Parish Council would not be privy to the contents of the report, the resultant outcome would be made available in due course. Cllr Morris expressed his concern regarding Cllr Carver's lack of involvement in this matter and he asked whether Cllr Carver had declared his interest with East Herts Council as being a

non-executive director of Circle Anglia. Cllr Morris further stated that he had made a formal request to East Herts Council under the Freedom of Information Act requesting sight of all Cllr Carver's registered interests. Cllr Baxter stated that the residents had expressed their sincere gratitude to members of the Parish Council for all their efforts in this matter.

6. PLANNING

i) Minutes of the Planning Sub-Committee held on 10 December 2014
RESOLVED that the minutes of the Planning Sub-Committee held on 10 December 2014 be received.

7. HIGHWAYS MATTERS

Members had been circulated with a copy of the attached report (see Appendix A) compiled by Cllr Bird.

Other matters/Comments · Widford Road - work not undertaken on 6 January as reported. · Numerous discussions with Ringway were continuing on the many highways issues throughout the parish. · Large pothole in Watery Lane - this matter had been taken off the county website - enquiries to be made as to why. · Management not adhering to their own work programme. · Removal of complaints from the website. · Members needed to choose a convenient date when they could meet to log all of the highways matters. · Cllr Bird had requested a meeting with Raj Goutham - no response. · The Parish Council needed to be e-mailed with all the road closure information which affected the parish. · High Street culvert work would not require a road closure. Work would proceed once land ownership had been ascertained. · Cllr Mc Andrew had asked members not to contact him direct on highways matters, but to deal with problems via the fault reporting system. · Cllr Mrs Bannerman felt that it would be useful for the Chairman to write an article explaining that the Parish Council was endeavouring to do something about all the highways problems in the parish and referring to the unsatisfactory comments made by Cllr McAndrew with regard to fault reporting. · The grit box near the bus stop needed re-stocking · The grit box on Winding Hill needed repairing - ideally it should be resited to the bottom of the hill. · Bus shelter near Broadfield Close and the bench needed repairing. · Street light outside Tudor Cottage was out of lighting. · Street lamp number 159 had been damaged.

8. PARISH PARTHS PARTNERSHIP

(i) General Cllr Baxter (A) confirmed that FP25 had been cleared and widened for which members expressed their gratitude.

9. PAVILION UPDATE AND FUNDING PROPOSALS

Cllr Mrs Bannerman informed members that the date for returning the tenders was 15 January 2015 following which documents would be opened and the total cost of the project ascertained. Members suggested that details of the tender opening date be advertised on the website. Cllr Mrs Bannerman was of the opinion that a ballpark cost for the project would be approximately £100,000.

With regard to funding and following her discussion with the Clerk, Cllr Mrs Bannerman suggested that an application be made to the Public Works Loan Board with a view to securing a loan to cover the cost of the project less the current earmarked reserve of £20,000. Members felt that, as there had been no calls made on the New Homes Bonus received from East Herts, this sum could also be set against the project. The Clerk informed members that, as an example, repayment of a loan of £80,000 from the PWLB over a 25-year period would amount to £4,495 per annum. This sum would need to be provided annually from the Parish Council's future precepts. The funding proposed by this method would enable the project cost to be met in full thus enabling an early start. Fund raising to mitigate the costs of the loan could continue at a leisurely pace with various grant aiding bodies being approached. A marketing fund raising brochure could be considered.

RESOLVED: (i) that the current New Homes bonus fund held, £10,039, be utilised to provide funding for the pavilion refurbishment; (ii) that an application be made to the PWLB for a loan to cover the total cost of the project less the current earmarked reserve of £20,000 and the New Homes of £10,039; (iii) that authorisation be given to the following Councillors to open the tender documents: Cllr Mrs S Bannerman Cllr S J Godfrey Cllr A Baxter

10. PARKING The attached letter had been circulated to all members (see Appendix B). In discussion it was unanimously agreed that the car park was a Village Hall facility and not a general car park for the use of the village. The

general feeling was that nonpatrons of the Village Hall should be charged for the use of the car parking facility, although it was accepted that there would be difficulties in policing this proposal. Cllr Baxter was requested to respond to the letter from the Hon Treasurer confirming the views of members and that it was agreed that the matter be referred to the next meeting for further discussion. Cllr Godfrey asked that the Deed to the Village Hall be viewed which might be specific in the status of the car park.

11. TELEPHONE BOXES - UPDATE (i) Telephone box situated in Tower Hill Cllr Mrs Bannerman stated that there were two options available, which were either for the box to remain in its present position or to be relocated to the edge of the car park on the recreation ground. Members agreed to defer a decision on this matter until the next meeting. (ii) Telephone box situated in Station Road A suggestion to relocate the box to Green Tye was not supported. Therefore, members agreed to leave the box in-situ and for it to be used as a lantern. (iii) Provision of K9 telephone box for Green Tye Cllr Bird agreed to research the cost and feasibility of providing a box to be situated in the vicinity of the village green. (iv) Defibrillators Cllr Godfrey reminded members that they had previously discussed providing defibrillators in each of the telephone boxes referred to in (i) and (ii) above and he suggested that any new box should likewise house such equipment. The general feeling was that defibrillators should also be provided at the Village Hall and on the recreation ground and that the Parish Council should look to both organisations to secure the necessary funding.

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Cllr Mrs Liversage confirmed that no Extraordinary meeting was to be convened and the Annual General Meeting would take place on 23 April 2015. A discussion took place on the availability of the tennis courts, which Mr Pavey confirmed were available to the school during the summer months. However, they would not be left open for fear of vandalism. Cllr Mrs Bannerman stated that during the school holidays the courts had been padlocked thus denying any access to them. The Parish Council should now be prepared to tell the Tennis Club that, as the Parish Council was the owner of the land, the courts should be available for use for at least 2 to 4 hours per day during the school

holidays. It was agreed that this matter be discussed at the next meeting of the Parish Council. - 5 –

13. VILLAGE IN BLOOM Cllrs Mrs Liversage and Godfrey had been working in conjunction with each other on this issue and they had established that the Horticultural Society would be happy to be associated with providing floral decorations for the village. Cllr Godfrey suggested that it would be nice to provide hanging baskets at various locations in the village.

14. FLOOD PLAN Cllr Baxter stated that he was still pursuing the production of a Flood Plan. The type of equipment required had been identified and locations where such equipment could be housed were being investigated.

15. PAYMENT OF ACCOUNTS AND FINANCIAL STATEMENT (i) Payment of Accounts RESOLVED that the following account be duly authorised for payment: 519 Green Tye Mission Hall £27.00 Hire of hall (ii) Financial Statement RESOLVED that the contents of the attached statement (see Appendix C) be noted.

16. URGENT BUSINESS None.

17. ITEMS FOR FUTURE AGENDA · Village Hall Management Committee. · Village Hall car park. · Painting of street lighting columns in the High Street. · Duckling Green Children's Centre, Sawbridgeworth. · Tennis courts. · War memorial. · Village Fete Committee. · Review of Standing Orders. · Clerk's remuneration. · Telephone box situated in Tower Hill.

18. CONFIRMATION OF DATE OF NEXT MEETING It was confirmed that the next meeting would be held on Tuesday, 3 February 2015, at 7.30 pm in the Green Tye Mission Hall.

There being no further business the meeting closed at 9.35 pm.

REFURBISHED SPORTS PAVILION UPDATE

On 23rd January the Parish Council (PC) will open tenders for the renovation of the Pavilion. Work will start as soon as possible afterwards, and we hope to have the renovated Pavilion operating in the summer.

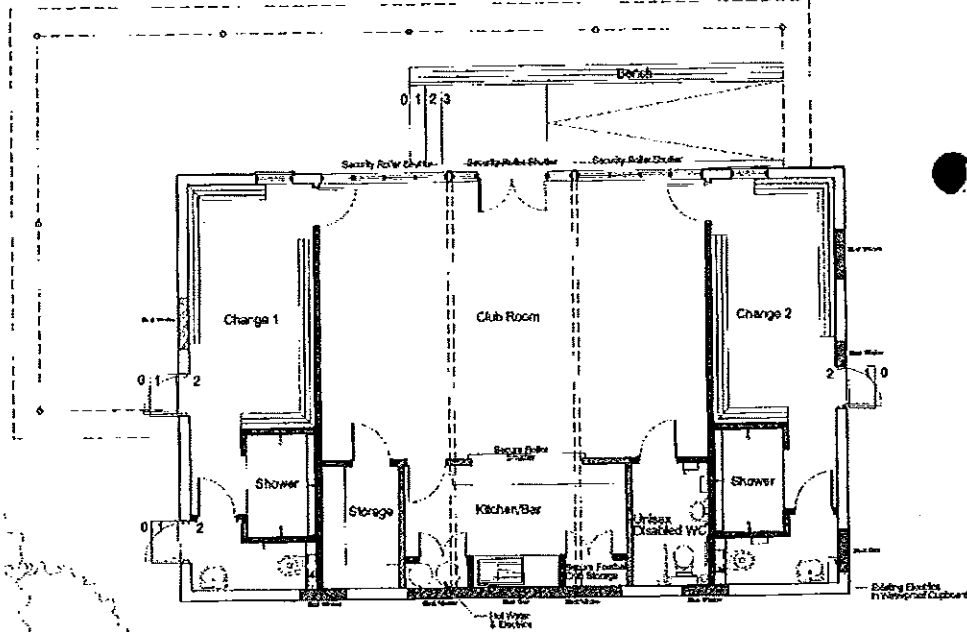
The PC has allocated £30,000 of its funds to the project. The extra money needed to complete the project will be raised as a loan, which will be repaid by fund-raising throughout the Parish, together with applications for various grants.

We have designed a large covered veranda, in the style of an old-fashioned cricket pavilion. This will provide shelter from rain and sun, according to the season and the vagaries of our weather. It means that, even when the pavilion itself is not open, the building will provide a covered space for those who get caught in the rain in the playground, or while watching sporting activities.

As you can see from the plan, there will be two changing rooms, each with showering facilities, and a central club room. The kitchen/bar will not be locked, so alcohol or other removable items cannot be left in this area. Renewed floors, electrics and plumbing together with reconstruction of the existing lay-out will create a brand new interior. There will also be an external toilet which hopefully will be open from 3-5pm midweek, with children playing after school in mind. It also allows teams in sporting footwear to use the toilet without having to walk through the building.

Hopefully, it will be available for Parishioners to have regular use throughout the day, and become a meeting-point where any members of the community, young or old, can get together and enjoy the best of our culture and traditions.

Cllr Selina Bannerman



**MEETING BETWEEN MUCH HADHAM SPORTS ASSOCIATION
AND MUCH HADHAM PARISH COUNCIL
AT 7.30PM ON WEDNESDAY 17TH JUNE 2015
AT VILLAGE HALL, MUCH HADHAM**

In Attendance:

For Much Hadham Sports Association ('MHSA') and Much Hadham Tennis Club

Fred Pavey – Chair (FP)
Alex Farmer (AF)
Justin Akester (JA)
John Jarrett (JJ)
Barry Brett (BB)
Charlie Sullivan (CS)
Ian Aldridge (IA)
Dave Devoil (DD)
Sally Barra (SBa)

For Much Hadham Parish Council ('PC')

Tony Baxter – Chair (TB)
Selina Bannerman (SB)
Richard Keys (RK)
Michael Keogh (MK)
Alex Young (AY)

Lynne Edmondson - Minutes

AIM: To discuss the legal status of the Recreation Ground, trust and co-operation between MHSA and the PC

After personal introductions were made around the table FP opened the meeting.

AF was permitted to make a formal introduction to the meeting, as follows:

"Introduction – Trust and Co-operation

First of all I would like to thank Fred for allowing me to make the introduction and thank you all for coming to what I think is the first full meeting between the MHSA and the PC for many years and long overdue.

This is Lynne Edmondson, who will take the minutes and send drafts to Tony and Fred for comment in due course.

I am the newest member of the MHSA having only joined on 23rd April this year. It seems I have entered a bit of a storm. To try to get to grips with the breakdown in the relationship between the MHSA and PC I have gone back as far as my predecessor's file allows me to January 2012 minutes and numerous emails between MHSA and the Girls' FC.

It is difficult to pinpoint exactly what happened because none of us here were party to every meeting or email but broadly until 2014 Bishop's Stortford Girls football had played alongside the

men's teams for 3 seasons since 2011/2012 without major issue. It seems from the MHSA minutes in June and July 2014 that the main issue came about last year re pitch size as the girls team grew older and who was going to pay for moving the pitch and it was these events last year that were the catalyst for the PC deciding to get involved.

The pavilion has been a problem for some years. Built in 1955 and really only repaired not refurbished since then, with repairs often being done by volunteers from the MHSA as no funds have been available to refurbish it. No-one had, until the PC became involved, taken on the mantle of driving fund-raising. We are all after all volunteers who leads busy lives and I suggest that as the pavilion just about worked, it staggered on as is. The PC's decision to refurbish the pavilion and drive this forward is commendable. It appears from MHSA minutes in January 2012 that the PC's decision to refurb pavilion was communicated at that time to the MHSA. With the prospect of refurbishment I have noticed in a number of the minutes during 2012 that Fred asked that some repairs be made to the pavilion "as it was in a terrible state" particularly for the Mothers and Toddlers group, but was told by Sandra McAdam (who was the PC rep at the time) to hold off on any repairs. It is slightly bizarre that in the 3 years since the PC's decision in 2012, nothing until recently was done to fund-raise and I can't see back in either the PC minutes or MHSA minutes why this is the case.

During the last 6 months the refurbishment of the pavilion has been driven forward on the basis of a loan and it seems that the MHSA have been very deliberately excluded from the refurbishment process. No-one on the MHSA or any of the clubs have been consulted as to the interior specification of the pavilion or the formation of a pavilion committee. Meanwhile the volunteers on the MHSA and the Club Committees have continued to fund and raise funds for the operating expenditure of the recreation ground in addition to the facilities on it, including the pavilion.

A pavilion committee has been formed, hand-picked by the PC. It appears from the minutes of the meeting held by the pavilion committee last week that that was in fact its second meeting.

Matters discussed at PC meetings don't allow for 2-way conversation, which is why the PC reps on the MHSA are so critical. There has clearly been breakdowns in communication between these reps and the PC in the past with the reps saying one thing to the MHSA and the PC something else. This has not helped matters. Added to which over the last 3 months there have been a number of comments made about the MHSA and the facilities which are incorrect and this has fostered further distrust.

For example: Statements made in PC meetings at a time when the public don't have a voice which are not accurate e.g. the PC subsidises the tennis courts when in fact the PC does not contribute to the running of the tennis courts at all. References on Facebook to a Sunday development boys team not being welcome. This is a reference to Pro-Link youth coaching (a private coaching service provided by an individual on a commercial for profit basis). Pro-Link refused to pay their invoice for use of the facilities and left. Pro-Link still owe the MHSA approx £200 which both William Compton and Jan Liversage have tried to recover without success. Statements in meetings about the Parish Council never being privy to the income and expenditure of the Sports Association when they have two reps on the MHSA and the accounts are sent out for each AGM.

All we hear is criticism but in the last 10 years alone the MHSA has raised and spent £130,000 on maintenance and improvements. In addition to this:

Bowling Club has raised £60,000 in the last 10 years to maintain the club house and grounds.

The Tennis Club has raised £69,000 in the last 10 years to maintain and improve the courts.

The men's football clubs have at their own expense tried to keep the pavilion, which was built in 1955, in as good order as possible given its shortcomings and age by replacing the floor coverings, furniture and areas of the ceiling.

In the last 30 years the PC has only contributed £9350 i.e. £311 p.a. towards the facilities at the Recreation Ground.

In 2014 the operating expenditure for running the Recreation Ground (not including those items paid for by the bowling club and the tennis courts directly) totalled £13,528.

The MHSA has abided by the documents pursuant to which the land was given by the Norman family to the village and these binding covenants run with the land. The 1947 deed states that management and regulation of the land is to be carried out by the MHSA. Also 1947 deed First Schedule 5 (b) states that the recreation ground should be paid for by those that use it and the people on the MHSA over the years have worked tirelessly to ensure that the tax payer has not had to fund the facilities. Funds from the fete have helped enormously. It is disappointing that the PC are so dismissive of those who have been running these assets of the village to date.

You should also be aware that in the 1949 deed the PC and MHSA covenanted with the county council to permit persons not resident in or paying rates in the parish to use the land on the same terms as those paying rates (Clause 1 (d)). I know that on Facebook the PC have said that they are looking at lottery funds but will not entertain an application if it forces the pavilion to be open to any member of the public "despite the bowls club having taken this route". The PC would be breaching its obligations if it charged different rates to non-parishioners.

I hope with the above in mind we can now have an honest and respectful meeting."

TB thanked AF for her introduction (without challenging any inaccuracies in her statement - a letter to AF and the MHSA will follow on this subject) and proceeded to agenda items.

TENNIS:

PC support of TC and full and accurate reporting of TC initiatives:

JA felt that PC response to TC initiatives had been disappointing. £69K had been fund-raised in the last 10 years and, additionally, goodwill had kept the courts in good condition. The perception that the Tennis Club was "exclusive" is unfounded.

TB referred to the 1949 Covenant, particularly that the whole ground be available to all, regardless of age or gender. He stated that he had received comments from villagers that the Tennis Club was "exclusive", particularly it's non-availability to children. The PC was anxious to heal the perceived breach between the PC and the Tennis Club on this matter. To this end the PC had suggested a plan for children to play for free for 1hr per day in school holidays. It was felt this was a good place to start and the proposal had been made to the Tennis Club.

JA responded that it was felt the PC was fuelling the fire in terms of "exclusivity" and the PC had not contributed to the running of the Tennis Club. There is no funding from the PC. There are already sessions for children/schools four afternoons per week (no membership charged), together with various open days throughout the season. The Tennis Club would like to see the PC take a more neutral approach and be more supportive of their initiatives. The courts could be used during the summer months for a one-off charge of £15. JA asked how and in what way the tennis courts are exclusive and that anyone could join the club.

JA said that some of the comments made by the PC in meetings were bordering on misconduct and the PC should be ashamed of the way they have conducted themselves on email and Facebook.

TB felt that £15 was quite a significant amount for some families and queried how many members the Tennis Club had. JA replied that there were 100 members (the PC said they had been told it was 42) and JA questioned why paying members should be funding the

overall condition of the grounds as well as the Tennis Club.

At this point AF stated that 47% of Tennis Club subscriptions go to the Sports Association to fund the rest of the recreation ground enjoyed by the public.

TB felt that the holiday membership proposal was a good idea and the £1 fee worthy of consideration. He could not be held responsible for the sins of the past and would very much like to see more youth involved.

JA responded that the Tennis Club would like to press ahead with the £15 holiday membership scheme.

TB felt that Tennis Club initiatives had not progressed since PC involvement, but the PC did not wish to tell Tennis Club members what to pay. The PC simply wanted to change the perception of "exclusivity" that is prevalent in the village.

JA in turn expressed a wish for proper support from the PC as progress up to this point had been disappointing.

At this juncture SB referred to an error in an email from the Tennis Club to its members with reference to insurance for damage to the courts. She stated that if damage is caused to the courts by youth holiday members, the PC would pay.

FP stated that the Tennis Club offered a good package. SB agreed, with the reservation that it be offered together with the 1 hour per day school holiday for £1 p.a idea. FP responded that perhaps someone could be found to supervise that hour – JA confirmed that no-one had come forward.

TB once again referred to the 1949 Covenant and encouraging youth. He stressed once more that the PC wants to be supportive of the Tennis Club and simply wants the best for the village. The key message is that everyone in the village is to have access to as many facilities as possible, be that tennis, football, bowls or cricket and that youth sport particularly is to be encouraged.

JA felt that the Tennis Club had already done more than they said they would in terms of initiatives. SB responded that the £1 per play scheme would amount to 80 hours per year during the school holidays, the £1 being simply a goodwill gesture. JA questioned whether this £1 charge indeed made it "exclusive". SB responded that the £1 charge was to ensure that there was full member insurance cover.

AF expressed a concern that children's memberships would be lost. Why would you pay to be members? The existing £15 per year to play whenever represented a very good deal. SB commented that the £15 provided all-day flexibility, whereas the £1 scheme was restricted to just 1 hour and, therefore, existing children's memberships will be lost.

TB agreed. DD stated that the £15 scheme amounted to just over £1 per month per child and that children spend more than this on sweets.

JA also voiced his concerns that family memberships would be threatened. How would the courts be opened and managed? SB answered that a caretaker would oversee this process.

JA thought that the village supported the Tennis Club. There are already 3 weeks of junior coaching (paid for) in place and they would consider raising funding for this next year. For the 6-week holiday, he felt that enough was already provided and had checked with other clubs who had considered similar schemes and concluded that the small response was not worth the effort.

TB reiterated once again the PC's desire to support the MHSA and invited everyone to get in touch with him on this matter.

JA was keen to repair the perceived damage to the image of the Tennis Club and TB agreed that he hoped all parties could come to a happy conclusion, acceptable to all and requested that the Tennis Club reconsider supporting the £1 scheme.

Use of the pavilion:

JA said the Tennis Club would like to use the pavilion, mainly the toilets.

TB reported that the PC is responsible for the pavilion as an asset. The initial proposal for the redevelopment was made in public with a total cost of £110K, with £30K from the PC and a government loan (with a favourable interest) for the rest.

TB went on to say that the Clerk of the Council had advised that because of the size of the funding involved, a separate Pavilion Committee had to be set up. TB is Chair of this Pavilion Committee.

AF queried how the specifications for the new pavilion were decided upon. No clubs who used the facility were invited to comment on the interior specifications.

TB confirmed he stands by all decisions made with regards to the design of the pavilion. The footprint remains the same and a professional consultant was involved with the refurbishment. TB was keen to avoid fall-outs with the MHSA over the pavilion, wanting only the best for the village. He invited everyone to contact him to discuss any problems.

DD asked if the pavilion remained on budget. SB confirmed yes, it was, because the build is a fixed price contract.

AF referred again to the Covenant and fees and that facilities don't have to be free. SB

quoted a section from the Covenant on this and the Covenant did not state you had to charge.

TB stated again that the intent of the Covenant was to have recreational facilities for children. It was not the place of the PC to rule on charging.

FOOTBALL:

Football pitches:

DD reported that 80% of the club members lived outside of the village, but that many of them used to live in the village and had to move out because they could not afford property in Much Hadham.

FP stated that in order to make more facilities for youth football, they were willing to move the main pitch.

AY said the Club had received an approach from a youth team wishing to use the facilities and they would be willing to change their name to incorporate "Much Hadham".

TB confirmed that it didn't matter if people lived outside the village.

BB stated that there had always been a Scouts youth team in the village. TB said the PC had always been a good supporter of the Scouts in the village and would expect this

to continue.

FP reported that moving the main pitch means that only two additional smaller pitches would be possible and not three as requested. DD said that the pitch at the bottom would be fine, although the senior pitch would be unable to cope with the traffic on Saturday/Sunday and he was concerned that the ground got too wet and would become unplayable.

TB suggested that maybe the SA and Pavilion Committee could discuss this?

DD said there was no way to fit in 3 pitches. SB asked if one was a 9mx9m. DD responded that a 9x9 was impossible as run-offs were needed. RK stated that a 9mx9m would enable older children to play. SB said that St. Andrew's School had children up to the age of 12 but no proper pitch to play on. DD informed the meeting that a full-size pitch is 106mx70m.

TB once again stressed that the PC would like to best utilise the space available and RK agreed the space was too small to fit a 9x9 pitch alongside the men's pitch in accordance with FA guidelines.

JA asked if the run-off could be changed. DD said this was impossible, CS and RK had marked out the pitch on the land available and a 9mx9m was not possible. DD and JJ overheard SB whisper to TB "We'll do it anyway".

SB asked RK what the youth club required and what about the girls? She said she had seen an email saying a 9mx9m would work. CS denied this and RK confirmed there is not room for a 9mx9m. SB replied that this essentially meant that under 15's could not play on the Recreational Ground unless they had access to the men's pitch. There would be the Saturday/Sunday men's sessions, but no children. DD, AF and Sba overheard SB whisper to TB "Get rid of one of the men's teams then".

AF said that there is room for a 7x7 and a 5x5 so there is room for pitches for children under 10.

DD again expressed his concern that the senior pitch could not take the volume of traffic, the drainage was not good enough as it was clay ground. RK had seen a table of drainage systems on the FA website and would investigate further.

RK suggested there may be grants available from the FA for work to take place to enable youth to play and thought it would be worthwhile looking into this with the FA. AF backed this proposal and suggested that RK look into this.

DD stated that with the condition of the ground at the moment, he could foresee problems with the state of the pitch.

TB asked if there may be an option to get more land? AF responded this would be from Foxley Homes land. TB agreed that at some point it would be worth him writing to Foxley Homes about extra land.

At this point SB stressed that more solutions to the above should be sought before the next PC meeting on 7th July.

JA queried if there was a membership fee for the youth football club. AY confirmed yes. SB said it was difficult to accurately charge as they didn't know what could be offered. FP stated that all charges have to be negotiated.

At this point CS directly asked SB why she was constantly whispering asides to TB when it

was an open meeting. Could she not address the room? TB assured the room that they were comments to assist him and were in no way disrespectful. SB offered CS her notes and CS declined.

Use of pavilion:

Addressed below.

Outside club using pitch:

AF suggested that the senior men's pitch could be used by schools during the week. SB replied that children needed a smaller pitch. AF said there was room for a 7mx7m and 5mx5m pitch. FP confirmed that the School have used this pitch. AF confirmed there was no charge for this.

Fee for use of pavilion:

SB confirmed that no fees had yet been set for usage of the Pavilion. These would be established by the Pavilion Committee.

CS asked about membership of the Pavilion Committee and asked if he could be a member. AF said that RK, MK and SB were on the Pavilion Committee. TB confirmed this and that he was Chair, with John Carey as vice-Chair. SB explained that the Committee was comprised of 3 x named PC members, any 2 MHSA members and 2 members of the public. She was keen to stress that although there had been two Pavilion Committee meetings so far, the first was essentially an establishing meeting and should not be considered a proper meeting, this occurring with the second meeting.

At this point TB conveyed his thanks to SB for her energy, vision and commitment to the pavilion project. The pavilion was scheduled to open on the day of the village fete at the end of August. TB thought it a fantastic achievement.

DD asked about changing facilities at the pavilion as the football season starts before the official opening. This would possibly mean 30 men getting changed in the car park. TB answered that work was going on very much to the wire, but that the pavilion would open as soon as possible. DD stated that friendly matches commenced in early August. With the pavilion not being ready until late August/early September, TB apologised for any inconvenience caused.

RK suggested maybe using the Bowls Club facilities, but AF responded that they had no showers.

PAVILION:

Insurance of pavilion:

SB confirmed that additional money for the increase in insurance due to the new value would come from the PC not the MHSA.

Utilities:

FP reported that there had been problems with a power outage caused by a faulty alarm, but the alarm was now fixed and power restored.

AF queried if there was a separate water meter for the pavilion. SB confirmed there is not. TB also asked about water usage and SB asked to be informed on this. FP responded that

figures for water usage were not big. AF confirmed that the electricity supply to the pavilion is separately metered.

Use by people outside of parish:

TB and SB confirmed that the charge for non-parishioners would continue (to marry up with the charge for the village hall). SB suggested marketing the pavilion with the village hall, although the pavilion offers less facilities. Use of the pavilion for free has been offered to the mothers & toddlers group.

AF queried the differing amounts being charged to parishioners and non-parishioners with regard to the Covenant. SB replied that the Covenant referred to land not the pavilion. AF said land included the pavilion. SB said it did not. AF felt this was a moot point and mentioned County Council regulations.

AF asked about the insurance value for the rebuild of the pavilion. SB stated this to be £250K.

How would bookings be made:

FP asked how bookings would be handled. SB responded that there is a booking clerk in place to deal with this.

DD was concerned as to what would happen if, as likely, fixtures change during the season, what should they do about this? SB hoped that there would be flexibility on both sides to enable events to take place. FP stressed that the Pavilion Committee need to know that Saturdays and Sundays are booked for football. SB announced that there would be an online facility for all to check dates/fixtures etc. She pointed out that the bookings would be in hourly slots and that other events could take place on those days within the boundary of the booking forms. CS agreed that they would, of course, try to accommodate other events.

Cost sharing:

AF raised the issue of the outside space at the pavilion. SB confirmed that the outside space was not included in interior bookings, this space being separate.

JA raised the issue of the costs for car park maintenance. TB said this had yet to be considered. FP was concerned that this be worked out as soon as possible as they may amount to a lot.

Operating expenditure:

SB explained that this was very much "suck it and see". The initial intention was for fund-raising, corporate donations, legacies, etc. However, active marketing will take place and hopefully it will self-fund. TB confirmed that lots was already going on with this.

At this point SB referred back to AF's introduction, particularly with regard to fund-raising. She was keen to stress that no fund-raising had taken place prior to her coming on board. AF responded that local women had worked tirelessly on fund-raising for the playground. TB agreed that it was very difficult to raise funds. SB replied that it was easy to criticise. She went on to say that the MHSA had not been excluded from input on the design of the pavilion and the design had been done along FA guidelines.

JA asked who would do the daily administration of pavilion operation. SB replied that a caretaker and book-keeper were already employed, as well as two cleaners. TB stated that the PC was very open about the costs involved.

SB reported that the cost of the loan amounted to 11 pence per tax-payer per week. TB said it was not intended for the pavilion to make a huge profit. This was his first major project and he hoped for more. SB confirmed again that the project was on budget (£120K).

Other issues:

TB reported that a member of the public, Rachel Woodward, had approached a local councillor about the ditch in the play area. Barbed wire present there had injured a child. CS mentioned that local children had also pushed a ground roller into the ditch and he had put tape around the area as a deterrent. TB was very concerned about this matter as the District Council was now involved. BB confirmed that the perimeter of the sports field was the responsibility of the PC. SB said there were also brambles and glass present and ideally this area should be strimmed to take away the cover and detract the children from going in there. TB agreed that the MHSA and PC should discuss this further and was especially important because of the injury mentioned above.

DD also raised his concerns about dog mess on the field. TB too was aware of a complaint about this and informed that two signs were to be put up. SB said it was also important that people kept dogs on leads as she had heard of some children being harassed by a loose dog. DD also mentioned about litter on the pitch – he and CS clear up after a match. TB confirmed that the PC was on the case and people needed to be educated.

SB reported that CCTV (3 cameras) was being installed in the pavilion, as well as an alarm and that there were roller shutters on the windows. Hopefully this would prove to be a deterrent.

TB reported that the Monday night football users had complained about goalposts being moved from the SA shed to outside. AF stated that the Monday night team had never paid for use of the field or storage of these goalposts. FP said the problem with storage currently is that the equipment shed is storing the furniture from the pavilion. FP was worried that the green-keeper was unable to easily access his equipment. SB suggested buying an extra (metal) shed for equipment storage. In response to AF's statement that they had never paid, SB responded that this was because they felt they got nothing for their money.

TB stressed it was very important that 2 members of the MHSA attend each Pavilion Committee meeting and it could be any 2 representatives. DD asked if this could be any combination, ie tennis, football, bowls or cricket. SB confirmed this.

CS asked if the old furniture was going back into the pavilion. SB replied that she had applied for a grant for new furniture. CS explained that the football club had bought the furniture and needed to know if they should get rid of it. AF asked to be informed about this as soon as possible.

Any other business:

JA queried the Tennis Club using the pavilion. SB confirmed that the external toilet was for use by all. If the club wanted to use more facilities on a Wednesday night, there would be a charge. SBa suggested maybe using a code on the toilet, but SB explained that this would present problems with maintenance and cleanliness. However, the toilets could be used whenever they were open.

TB asked whether the bench at the Tennis Club could be repaired? BB said that his father had donated money for a bench and the Boddington family had agreed that an additional metal plaque could be added and BB will mend the existing bench.

RK raised the issue of the poor condition of the cricket nets. DD said the poles had been stolen. RK said they were under the hedge near the Bowls Club. DD said money would need to be spent on new kit to get the nets up and running again. TB agreed with this, but RK thought they may prove expensive. FP stressed that a net was needed on top to prevent balls going into the Bowls Club – TB agreed. SB was keen to find a solution for the cricket as she claimed to have had about 20 messages from people wanting cricket facilities. DD said that about £15k would be needed to restore the cricket square. TB agreed that discussions should proceed on this.

CS asked who would hold the keys to the pavilion. SB said they would be with the caretaker and, in his absence, possibly with her or any member of the Pavilion Committee. This matter will be discussed at the next Pavilion Committee meeting.

No other business was declared and the meeting was adjourned at 9.25pm.

A date and time for a next meeting, if required, was not set.

Minutes approved:

FRED PAVEY
(MHSA)

ANTHONY BAXTER
(PC)

Date

Pavilion Committee**Meeting Minutes – 10th September 2015****1. Apologies**

Present JC, AF, SB, RK, MK, CS – apologies from DD.

2. Finance

- £13k raised from donations and buy a brick
- Money to be used for equipment and initial costs (eg, TV, crockery, cutlery, framing, turf etc).
- Locks not sufficient for insurance purposes, all replaced
- Funds are not to repay the loan – ongoing maintenance and running costs
- Cleaner and toilet opener/cleaner sourced and working
- Bank account – we need a separate one to obtain grants separate from PC and VH – John Ingham to advise? JC to obtain card reader once bank account agreed
- Other things to investigate – multicourt costs
- CS asked if we could buy some covering to roll out into main room – agreed to source
- Fire/extinguishers and H&S audit required asap

3. Website and Diary Management

- T's and C's need to be adjusted for:
- 11pm curfew; access/egress obligation; right to refuse bookings; £10 per hour hire, £12 cleaning, £50 for evening hire, £100 deposit; reference from parishioner; 32 seated, 40 standing max. Once done – pass to Annica for publishing on website.
- Thanks to AF for website and booking diary!

4. Booking Update

- Kids football starts 19th September
- Kids parties booked – first one 12/9
- NYE booked
- Macmillan coffee morning – SB to organise
- Tag rugby request with the SA
- Diamond Cricket likewise
- Nets cricket also with SA
- RK updated on a meeting with Herts County Cricket and the Herts Groundsman Assoc
 - Cricket table can be resurrected for small cost (less than 5K)
 - A tenant will use the ground if ready next summer (Saturdays) – could even be a womens team interested
 - They will also help with local cricket on Sundays
 - Max 8-10 fixtures as season (July to Sept)
 - Equipment audit needed so we can identify what is required to maintain the table
 - Full support and mentoring from the Assoc is also available

- Initial work to be done now (weeding and seeding) – rolling to commence March next year
- Cricket can co-exist with football with no issues
- If we can get women and children on the rec ground – grants will be available from multiple sources (FA, Sport England, Biffa etc)
- RK/JC to meet with DD to discuss
- All agreed we need to find a way for the sport to co-exist, not clash

5. Ideas/Marketing

- Tag Rugby
- Diamond Cricket
- Nets Cricket
- Sport (on TV)
- Music nights
- Multicourt (see above)
- Car show
- Movie events

6. Keyholders

- SB, CS, DD, JC, Cleaner

7. AOB

- Pav Comm agreed we would still like the 7x7 pitch marked as previously requested and minuted – there is no demand but we can create it with the pitch marked and the goals purchased.
- We thanked DD for the training grids being marked for the kids football sessions.

AF8

From: FREDERICK PAVEY
Sent: 13 October 2015 16:20
To: Anthony Baxter
Cc: sellinabannerman@ ; John; Richard Key; Mike Keogh; Alex Denison; Alex Young; Ian Hunt; Jan Liversage; Justin Godfrey; Dave Devoll; Barry Brett; John Jarrett; Ian Aldridge; Brian & Pat Ellis; Charles Sullivan
Subject: Re: Pavillion Committee

Dear Tony

I have nothing against you personally and I think we could build on the relationship built so far but unfortunately the lack of respect is with the other members of the pavillion committee who at the meeting I attended made a hostile environment and gave little hope for genuine debate.

You ask for a list of decisions made out of the committee. I will decline to do this as I do not wish to start a trail of emails but will just mention the many items that have appeared on facebook not having been discussed in committee e.g. the café. One out of committee decision which affected the football teams was that at the meeting I attended the price was agreed for the charge to be made for the use of the pavillion by the two Much Hadham football teams and also Real Stortford. It was agreed the charge would be the same for all but out of committee Real Stortford were offered a reduced charge presumably to try to tempt them to play at Much Hadham. Who has free use of the pavillion or its facilities has never to my knowledge been discussed either.

All the committee members from the Much Hadham Sports Clubs forming the SA have been contacted and at the moment in time all decline to be members of the pavillion committee.

If the pavillion committee have a football issue to discuss the members of the two football teams are willing to attend any meeting to discuss any football item but this will be as representatives of their football team and not the SA.

It is a shame this situation has arisen. It is my view that had the SA been involved in discussions at the very outset all the subsequent problems would have been avoided.

Kind Regards

Fred

From: Anthony Baxter
To: FREDERICK PAVEY <
Cc: "sellinabannerman@ ; Richard Key ; Mike Keogh John <
 ; Alex Denison <

Sent: Monday, 12 October 2015, 17:58
Subject: RE: Pavillion Committee

Dear Fred,

Thanks for your e-mail.

I completely accept that the Sports Association were not involved at the beginning with deciding how the refurbishment of the pavillion was to be managed and financed. I am sorry if that message has been misrepresented. The Sports Associations involvement has been largely down to sporting matters from what I have read of the minutes of the Pav comm meetings.

The constitution is confirming what has already been in place with regard to the Pav comm and its attendees. I am concerned that you say the SA will always be outvoted and has little respect from the other members of the committee. Could you please provide me with the evidence to support this statement? I would be very disappointed if the SA did not want to engage with the

Pavilion and its committee. I was wondering if Charlie Sullivan and David Devoil would be prepared to join the committee as their views seem to be more aligned with the current Pav Comm committee.

In any event, the Pav Comm, requires a constitution and terms of reference as I promised the last PC meeting we would deliver as planned now the Pavilion is open for business. Could you please reassure me that this matter has been discussed with the whole of the Sports Association? I would find it hard to believe that the SA would not want to part of this facility and the decisions the Pav Comm make.

I would also be grateful if you could give me a list of what decisions have been made out of committee?

Lastly, you say that the SA does not have any confidence in the current Pavilion committee members. As Chairman of the Pavilion Committee, I assume you are including me in that statement. I would be disappointed if that were the case as I have nothing but respect for you and what you have given to the village and I thought we had reached several accommodations over recent months and had built a good working relationship that I thought we could continue to build on.

Kind regards

Tony

Dr Anthony D. Baxter
Chairman MHPC

From: FREDERICK PAVEY [mailto:fred.pavey@mhpc.org.uk]
Sent: 10 October 2015 20:32
To: Anthony Baxter <anthony.baxter@mhpc.org.uk>
Subject: Pavillion Committee

Dear Tony

The wording of the terms of reference and the constitution for the pavillion committee appear to show that the Sports Association were involved at the beginning with deciding how the refurbishment of the pavillion was to be managed and financed. I would like to make it clear that the SA were not involved in any discussions as to how the refurbishment was to take place or how it would be financed.

The SA members at pavillion committee meetings will always be out voted and we have had little respect from the other members of the committee. Many of the decisions seem to be made out of the committee meetings and have already been decided on without any discussion.

The SA does not have confidence in the current pavillion committee members so there appears to be little point in our members attending any further meetings of the pavillion committee or being part of its constitution.

Yours sincerely

Fred Pavey
(Chairman MHSA)

This email has been scanned by the Symantec Email Security.cloud service.

Pavilion Income & Expenditure

	£	£
Income		14,333.18
Expenditure	4,967.75	
Surplus/(Deficit)	9,365.43	

Pavilion Income Summary

Date	Name	Donations	BAB	Hire	Total	
August	Various		404.44		404.44	
11-						
Aug	Chaldean Trust	5,000.00			5,000.00	
01-Sep	Play Much Hadham	4,449.33			4,449.33	
01-Sep	Fete		1,546.00		1,546.00	
01-Sep	Sale of Balloons		142.00		142.00	
01-Sep	Various		82.54		82.54	
01-Oct	Various		210.00		210.00	
30-Sep	Various		1,144.87		1,144.87	
30-Sep	Various		210.00		210.00	
	S Gooch			37.00	37.00	Cheque to be banked
	Church Lunch			37.00	37.00	Not yet Received
	Saturday Football (Est)			360.00	360.00	Not yet Received
	Sunday Football (Est)			360.00	360.00	Not yet Received
	Donations (for J Dovey exp)	350.00			350.00	
		9,799.33	3,739.85	794.00	14,333.18	

TV	Alarm	Tiles/Benches	Insurance	Cleaning	Cleaner	Tables/Chairs	Urn
415.83		187.02	202.52	50.00			
		680.00				788.25	
	155.00		162.62				65.74
				200.00			
<u>415.83</u>	<u>155.00</u>	<u>867.02</u>	<u>162.62</u>	<u>202.52</u>	<u>250.00</u>	<u>788.25</u>	<u>65.74</u>

AF10 - Email John Carev to me dated 7 Oct 2015

From: Alex Denison |
 Sent: 07 October 2015 15:33
 To: 'john'
 Cc: 'ianhunt'; 'Selina Bannerman'; 'Tony
 Baxter'
 Subject: RE: Pavilion Committee

Thank you for your offer John, but as the Chair of the PC has asked Ian Hunt to take this matter forward, I will wait for Cllr Hunt and/or the Chair to decide how to progress things.

-----Original Message-----

From: john [mailto:
 Sent: 06 October 2015 14:58
 To: ianhunt
 Subject: Pavilion Committee
 Alex Farmer; Selina Bannerman; Tony
 Baxter

All

Can I offer to host a meeting, either at mine or a neutral venue?

I feel after tonight's onslaught we need to find out why, on face value from what ian stated, we all want the same (kids and adults using the asset of the pavilion and rec ground) but then seem to feel the need to do the opposite by attacking the work done thus far by individuals giving their time and money to deliver such?

Us five are equal stakeholders (PC chair, Pav comm VC and slightly gobby bloke, champion of the pavilion build, PC member who has no real idea what has gone on in detail but feels the need to question our existence and progress so far and an SA member with the most criticisms and unanswered questions) and I phrase all of those descriptions without bias, just fact and a slight hint of irony! Come on, we do have a sense of humour don't we??

If we can sort this, find a common ground and move forward in ONE direction to quote a group, imagine what we could achieve instead of pulling in opposites?

I await your acceptance to an off the record, honest open discussion, not in the laps of the parishioners but with one common goal?

I hope this is not too much to ask from five adults of this village.

Let me know

John

AF11

From: The Farmers
Sent: 15 January 2016 19:33
To: 'Alex Denison'
Subject: FW: Pavillion Committee

From: Ian Hunt **On Behalf Of**

Sent: 08 October 2015 12:11
To: 'Tony Baxter'
Cc: Selina Bannerman; Alex Farmer; John Carey; John Ingham
Subject: RE: Pavillion Committee

Tony

It's difficult to understand how you could drop me from the Pav Comm review, concluding that I have failed to engage with urgency to complete the task you asked of me. Between Tuesday evening, when you made the appointment, and your note below:

- I received 18 e-mails from John Carey
- I sent 10 e-mails in reply, in one of which I had to spend time rebutting the assumption that "you clearly have the opinion of the SA firmly entrenched in your mind" – patently untrue as up to the time you appointed me on Tuesday evening to the review, I had never to my knowledge met anyone from the SA, as far as I'm aware
- at John's request, I provided him with copies of a ToR and Constitution and advice on whether it was appropriate
- I agreed to his request for a meeting with him today, which he pulled out of, despite several attempts on my part to dissuade him from doing so

All of which you have been copied in on, so you are fully aware of the urgency I have exhibited and efforts made to achieve the goal you set.

I also wrote to you asking if you would intercede as you could see from the e-mails from John that he was not engaging with the task at hand (including one in which he said he was "on strike", which presumably meant he was withdrawing from contributing to the urgent task you set us).

I also prepared and provided to John Carey, at his request, my recollection of the comments I made regarding the agenda item 13(ii) Pavillion Committee, which obviously took a little time too. It was, of course, after those comments that I accepted your offer to contribute to the task, so you must have seen some merit in them.

In addition to that activity, I received several e-mails and phone calls from residents who were at the October PC meeting on Tuesday (all supportive of the comments I made about the situation with regard to Pav Comm and / or upset about some of the responses to Residents' Comments) and dealt with other PC portfolio matters.

So, as I say, the conclusion reached about my failure to engage seems at odds with the reality of what happened in the space of the last day or so. I've not seen any correspondence from other members of the task force, if I may call it that, so am unaware if they have exhibited greater urgency and engagement than me. If not, have they been asked to stand down too?

I've not read Cllr Bannerman's complaint about me yet but presumably you are treating us equally and she will be stood down from the task force too. With John Carey "on strike", I think the task force is now

just yourself and Mrs Farmer. I look forward to the draft ToR and Constitution that you will, no doubt, be jointly preparing.

I've copied the other members of the task force, as they ought to be aware that I'm no longer part of it.

Regards

Ian

From: Anthony Baxter
Sent: 08 October 2015 09:00
To: [ianhunt](#)
Cc: John Ingham
Subject: RE: Pavilion Committee

Dear Ian,

In the light of the communications I have read between you and Mr Carey and the failure to engage with urgency to complete the task I asked of you which was to work together to complete a constitution and terms of reference for the Pavillon Committee, and in the light of a letter of complaint I have received about your behaviour at the PC meeting on the 6th October, I am rescinding my request that you help with this task.

I will of course invite yours and other PC members comments on the updated Constitution and ToR when it is drafted which I expect will be done in a day or two.

Best wishes

Tony

Dr Anthony D. Baxter
Chairman MHPC

AF12

From: Alex Denison
Sent: 30 September 2015 20:45
To: 'sellnabannermar'
Cc: 'Dave Devoil'; 'Barry Brett'; 'John Jarrett'; 'Ian Aldridge'; 'Brian & Pat Ellis'; 'Charles Sullivan'; 'Jan Liversage'; 'John'; 'Richard Key'; 'Mike Keogh'; 'FREDERICK PAVEY'; 'Tony Baxter'
Subject: RE: Finance

There is no lack of understanding on my part- I was simply addressing the point raised in your email below and I quote *"Fyl we have spent nearly £2000 on locks and keys to reach insurance standards . The whole time we were paying for the pavilion insurance it was invalid due to the locks and mainly lack of approved locks in place . If there was breakin and damage we would not have been covered . This hAs now been rectified through the money raised by the bricks ."*

From: [sellnabannermar](#)
Sent: 30 September 2015 20:16
To: Alex Denison
Cc: Dave Devoil; Barry Brett; John Jarrett; Ian Aldridge; Brian & Pat Ellis; Charles Sullivan; Jan Liversage; john; Richard Key; Mike Keogh; FREDERICK PAVEY; Tony Baxter
Subject: Re: Finance

Just to state the obvious , as one can never be sure what assumption has been made and there is obviously some lack of understanding , the 2k was for ten doors - replacement fire escape bar - the additional external lock on said fire bar as that enables the footballers to lock their valuables but still adhere to fire regulations - privacy locks - a key safe and five full sets of keys - plus additional keys for toilet- bolts that pass the test as they have to be able to lock themselves and plenty of labour .

Just in case anyone thought the 2k was for the external lock only ... All set to UK insurance standards and comply with fire regulations.

Selina

Sent from my iPhone

On 30 Sep 2015, at 17:14, Alex Denison ·

wrote:

Dear Selina

The insurance documents were, as requested, sent to Tony and John Carey on 27th June. There are no conditions with regard to locks on the doors etc in the policy documents. Following your earlier email suggesting that our policy was invalid because of unapproved locks, I thought I better double check my understanding with our brokers. They have confirmed that there are no such conditions and the policy does not require any specific types of door locks or keys.

I'm not sure where you received the information which has resulted in expenditure of nearly £2000 on locks and keys to reach insurance standards.

Alex

From: FREDERICK PAVEY
Sent: 30 September 2015 16:37
To: [selinabannerman](#) Tony Baxter
Cc: Alex Denison; Dave Devoil; Barry Brett; John Jarrett; Ian Aldridge; Brian & Pat Ellis; Charles Sullivan; Jan Liversage; john; Richard Key; Mike Keogh
Subject: Re: Finance

Hi Selina

I note that the Abel Alarm bill is now being paid.

I am not going to make a big thing about the water bill but you did agree that the pavilion committee would pay half of the bills and the period covered by the latest bill was during the time that the pavilion was being refurbished by the builders who no doubt used quite a lot of water with the cement workings.

Not sure what you mean about the PC paying the insurance. This has always been paid by the SA and small grant is made towards the overall cost of the insurance by the PC. The SA will continue to arrange the insurance other than for the pavilion.

The only reason some of the SA bills are passed through the PC is by the suggestion of the PC is so that the VAT can be claimed back.

I understand from the SA insurers that there was no problem with the cover in respect of the locks on the pavilion and other buildings so the replacement of the locks was probably not necessary.

I note that enquiries are being made regarding every sport under the sun - I trust that when more information is available the SA will be asked to comment!

Regards

Fred

From: "selinabannerman"
To: FREDERICK PAVEY ; Tony Baxter
Cc: Alex Denison ; Dave Devoil
; Barry Brett ; John Jarrett
; Ian Aldridge ; Brian & Pat Ellis
; Charles Sullivan ; Jan Liversage
; Tony Baxter ; john
; Richard Key ; Mike Keogh

Sent: Wednesday, 30 September 2015, 10:32
Subject: Re: Finance

Hi Fred

I have given all the bills to our clerk .

He was unsure why the alarm bill was ours so I have explained that the assumption is that the builders set off the alarm . This will be paid.

He has also queried the fact that the water bill is from Feb to August and the pavilion hasn't had any greater use over that period of time than it did before it was rebuilt - it didn't use any water at all from April to August when we refurbished with the exception of some for cement.

We can discuss this further but the PC had agreed to pay half the water bill from the opening of the pavilion not retrospectively, so I think that water bill is for the SA to pay.

We pay the insurance anyway through your application for a grant so that should actually go into the parish councils name rather than be a grant application.

Fyi we have spent nearly £2000 on locks and keys to reach insurance standards . The whole time we were paying for the pavilion insurance it was invalid due to the locks and mainly lack of approved locks in place . If there was breakin and damage we would not have been covered . This has now been rectified through the money raised by the bricks .

I think the whole addressee situation for bills should be looked at so that the PC is getting bills - it doesn't make much sense the way this is currently structured .

We will discuss this further at the PC meeting on Tuesday and I will notify John Ingham that this goes under urgent business .

I note the email to John re tag rugby and we are discussing plans for the girls sports to coincide with Johns rugby so that it benefits families more .

The cricket is coming together nicely and I have been in touch with Wiksteed to move the flying fox to make room as per our discussion with Dave Charlie.

Additionally we have asked Wiksteed to give us quote for a multi court for ladies and girls net ball / children's football and hockey and numerous other winter opportunities all of which attract families and also grants.

Regards
Selina

Sent from my iPhone

On 30 Sep 2015, at 09:03, FREDERICK PAVEY -

wrote:

Hi Selina

1. I received an overdue note from the alarm company which I dropped through your door yesterday. Can you confirm that this account has been paid or will be paid please.
2. I am still awaiting a cheque for the part payment water use - will this be paid at some time please?
3. In respect of the pavilion insurance - the premium for the old pavilion was £275.35 for the year. The PC presumably took over the building on 28th August as you asked for the insurance to be adjusted from that date. It therefore appears that the SA are due a rebate in respect of the 134 days they were no longer responsible for the insurance and are therefore due a rebate of £101.09. Can I ask that this amount is reimbursed please.

For your information I have told John to go ahead with his tag rugby on the understanding that as he is not charging the SA will not at this stage make a charge for the use of the field. We will see how this progresses and may review at a later date.

I have also given Richard access to the field for the worm treatment to be done this week.

Regards

Fred

AF13

From: FREDERICK PAVEY |
Sent: 08 February 2015 15:19
To: sellinabannerman@btInternet.com; William Compton
Cc: William Bird; Jan.Liversag; Justin Godfrey < > Alex
 Baxter; Alex Young; Blaise Morris; Anthony Baxter; IanAldridge;
 BarryBrett; Brian & PatEllis; JustinGodfrey; JohnJarrett; JanLiversage;
 AllisonPurvis; CharlieSullivan; DaveDevoil; DarrenBruton;
 AlexDenison; JustinAkester
Subject: Re: Refurbishment & Extension of Pavilion

Dear Selina

My understanding regarding the grounds and the buildings is that legally the recreation ground referred to in the First Schedule to the 1947 conveyance means that the "Recreation Grounds" (includes by law all buildings on it at any time) and the SA position is therefore the management over all the land and anything on it. The PC responsibilities under the Second Schedule does not give the Parish Council any authority over the management of the ground or buildings.

It is a reasonable request that any building work does not take place until after the current football season, which will probably be at the end of April, and any builder should be required to comply with this request. The use of the bowling club is not a suitable alternative as the building does not contain any bathrooms or showers.

As mentioned in my letter to William Compton I think it is essential that the PC and SA representatives meet to discuss the way forward for the benefit of everyone.

Kind Regards

Fred

From: "sellinabannerman

To: FREDERICK PAVEY ; William Compton

Cc: WilliamCompton
Jan.liversag

; William Bird
; "Justin Godfrey"

; Alex Baxter

Alex Young

; Blaise Morris

Anthony Baxter

Sent: Saturday, 7 February 2015, 18:25

Subject: Re: Refurbishment & Extension of Pavillon

Dear Fred and William

I wonder if the 'grounds' and 'pavilion' are one in the same as the pavilion wasn't built when the land was donated i believe ?

Additionally, if the project waits until the end of May or close of football season , the builder won't be available and the 20 week build out would take all summer thereby seriously diminishing the use of the Rec ground by the Parishioners.

The idea of waiting until the existing teams have finished is for the good of a very few and mostly non-parishioners vs for the benefit of the many parishioners . This does not stop them playing football . It prevents showers .

Perhaps they can share the bowls club for bathrooms for this short period . As it stands we are waiting for the loan indication and the due diligence required of the selected contractor so building takedowns won't be starting for at least a month as we have to put this through the council .

However once that has been achieved the contractor needs to start immediately .

If we wait until May we will miss the fete and the summer which seems a large price to pay and inappropriate .

The ReC ground you keep referring to as open to the public and no one is disputing the grass or the play ground - however the Pavilion and the tennis courts which sit upon the rec ground is another story , as is the bowls club. This is what we keep referring to regarding access , not the grass.

Kind regards
Selina

Sent from my iPhone

On 7 Feb 2015, at 15:40, FREDERICK PAVEY <

> wrote:

Dear William

Please find the attached letter and two other attachments in respect of the above subject.

Yours faithfully

Fred Pavey
Chairman - M.H. Sports Association.

<mhsa - letter re Pavilion Project 6.2.15.docx>

<mhsa - statement of policy.docx>

<mhsa - con.doc47-sch.1.jpeg>

MUCH HADHAM SPORTS ASSOCIATION

Email:

Mr William Compton
Chairman of Much Hadham Parish Council

Dear William

Refurbishment and Extension of Pavilion at Much Hadham Recreation Ground (the Project)

I understand that at the Parish Council meeting (the PC) on 3rd February 2015 a discussion took place regarding the pavilion Project and as chairman of the Sports Association (the SA) I think it may be worthwhile my responding to a number of points that were discussed and raised at that meeting and perhaps repeating a number of points mentioned in my Note recently passed to the PC on the 12th January this year. Although members of the PC have seen it, I enclose for ease of reference a copy in full of the First Schedule to the Conveyance of the 20th March 1947 (the Schedule).

As you know the Schedule governs and authorizes the position of the SA (previously known as the Committee of Management in that Schedule). The Schedule says in effect:

- (a) The grounds shall be available for "clubs, organizations and bodies" ie the general public can come and use the grounds but must be part of a club etc.
- (b) The SA will be the managers of the grounds and "will determine all matters" relating to the management and use of the grounds.
- (c) The SA will determine all payments by those using the grounds.

This is simply how the Norman family Trustee (through their solicitors who drew up the 1947 conveyance) chose to set up the arrangements for the grounds. Some may not like the set up but this is what it is. Although the freehold was given to the PC, the PC were not given the power to exercise the functions above. It also happens that the Norman family Trustees entered into an almost identical confirmatory conveyance dated the 10th November 1988 which no doubt the PC has seen.

So far as the SA is concerned it might be helpful to comment as follows:

1. The SA fully support and approve the Project initiated by the PC.
2. As the SA are the managers and therefore in charge of the grounds as set out above, it is essential that a meeting is held between the PC and the SA to discuss how and when the work can progress, the future management of the Pavilion after completion of the work and the funding implications all to the satisfaction of everyone concerned. For instance on timing it would not be reasonable for there to

be any clash with the current football season and matches already fixed until the end of the season.

3. We commend the considerable work that has been undertaken by Selina Bannerman relating to the proposed plans, the tendering process and the funding for which the SA is very grateful particularly as the resources of the SA for such a Project are obviously very limited. It would be helpful for us to receive written details of these matters which we have not seen.
4. The meeting could be between you and Selina and three members of the SA.
5. Can I repeat what I said in the last issue of the Parish Magazine about the clear policy of the SA to allow free access to the grounds by anyone wishing to use it and I enclose a copy of the article.

Yours sincerely

Fred Pavey

Chairman – Much Hadham SA.

6th. February 2015

MUCH HADHAM SPORTS ASSOCIATION

Email:

28th February 2015

Mr William Compton
Chairman of Much Hadham Parish Council

Dear William

Refurbishment and Extension of Pavilion at Much Hadham Recreation Ground (the Project)

I refer to my previous letter dated 6th February 2015 to which I have not yet received a reply.

My committee have asked me to write again to request a meeting between the PC and the SA to discuss the above project.

At a recent committee meeting of the SA it became apparent that some members of the PC do not appreciate that the SA are legally the managers of the recreation field and buildings and as such will be responsible for the management of the re-furbished pavilion.

I request that you suggest possible dates for a meeting so that some agreement can be obtained to take the project further.

Yours sincerely

Fred Pavey
Chairman – Much Hadham SA

Yours sincerely

Fred Pavey
Chairman – Much Hadham SA.
6th. February 2015

MUCH HADHAM SPORTS ASSOCIATION

Email

2nd March 2015
Mr William Compton
Chairman of Much Hadham Parish Council

Dear William

Much Hadham Sports Association

I acknowledge receipt of the letter dated 1st March 2015 received from Councillor Blaise Morris.

The letter which contains a number of inaccuracies will be discussed by the Sports Association committee and a reply will be sent in due course.

The committee will, as stated at the meeting on 1st March 2015, also discuss the request for flood safety equipment to be kept at the recreation ground. I do not see a problem with this but a formal reply will be sent.

Will you please note that in future all correspondence from the Sports Association to the Parish Council will be directed through you. The reason for this is that a number of emails are being received from individual members of the Parish Council, many of which do not appear to have the backing of the Parish Council as a whole. This will also hopefully prevent the number of offensive and inaccurate emails that have been circulating.

The posting of inaccurate messages on "Facebook" also does not help with the "building of bridges" between the Parish Council and the Sports Association. It has been noted that the inaccurate report of the meeting yesterday morning and Blaise Morris's inaccurate letter have already been posted on Facebook.

I again attach copy of "Policy of Access" document which both SA and PC have accepted, and also copy of minutes from the meeting held between the PC and SA on Sunday 1st March 2015.

Please feel free to forward this letter to other members of the Parish Council.
I will reply further in due course.
Yours sincerely

Fred Pavey
Chairman – Much Hadham SA

Yours sincerely

Fred Pavey

Chairman – Much Hadham SA.

6th. February 2015

From: Alex Denison
Sent: 19 December 2015 17:10
To: 'Alex Denison'
Subject: FW: Pavilion & Use of Pavillion

AF15

From: [sellnabannerman](#)
Sent: 12 August 2015 16:16
To: john; FREDERICK PAVEY
Cc: FREDERICK PAVEY; Anthony Baxter; Ian Aldridge; Barry Brett; Dave Devoll; Brian & Pat Ells; Alex Farmer; John Jarrett; Charles Sullivan; Mike Keogh; Richard Key
Subject: Re: Pavillion & Use of Pavillion



Dear all this is my son critical in hospital in Turkey - I ask now what the hell is wrong with everyone ?

John and ourselves in the Pavcom have bent over backwards to make something work for all the parishioners and the kids in particular -

You are so hell bent on posturing Fred that nothing will be achieved without many unnecessary arguments and barriers .

If you want this Rec ground and the pavilion therein to be a success for the parish just let it happen and stop this negative obstruction assisted by Mrs Farmer .- our lives are too short .

Get a grip and acknowledge when John and others who are on the PC are trying to help - or get others who will .

I for one have had enough .
Take a step back and just figure out what's important .

S
Sent from my iPhone

On 12 Aug 2015, at 17:38, john wrote:

Fred

I think you missed the subtlety of my inference.

Apologies, I ignorantly thought that engaging with coaches who want to use an under utilised asset of the village on behalf of the Parish Council and therefore helping you achieve an income stream and attract more people to use the facilities and therefore generate more cash to improve said facilities would be welcomed? I am only a humble parishioner with kids who will want to use said facilities in the coming years.

I forgot your usual (and I speak from personal experience on several occasions) approach is to discourage, bully and disenfranchise anyone who has tried to use the facilities or help the SA, aside from the present incumbents of course.

I must not tread on your toes
I must not tread on your toes
Repeat to fade....

JC

On 12 Aug 2015, at 14:47, FREDERICK PAVEY <
wrote:

John

Many thanks for the information - I await details of whom the SA are letting pitch to.

You are not doing my job because it is not your job hiring out the recreation field. In addition we are in discussion with the Monday footballers and do not need you to get involved as again it is not your responsibility.

Fred

On Wednesday, 12 August 2015, 14:11, john <
wrote:

Fred

Process over progress yet again.

The coaches requiring use of the pitch want it from 9.30 to 10.30 Saturday mornings commencing September at a fee to the SA of 15 pounds per session, a rate that was agreed at a previous Pav Comm meeting in your presence.

They coach at the school and wish to carry this on with sat morning sessions for kids from 5 to 10.

Sorry for doing your job for you and encouraging youth (local and further afield) back to the playing fields of Much Hadham, oh and earning you some money.

Be my guest and take a backward step by over ruling our invite to them and making it more difficult than it really needs to be.

I will pass you their contact details.

John Carey

PS you also need to have the same conversation with the Monday football gang. I was trying to get you 30 quid per session from them as I know them but good luck taking them on

AF15

From: Alex Denison
Sent: 21 December 2015 15:38
To: 'Alex Denison'
Subject: FW: Football Coaching

From: [sellinabannerman](#)
Sent: 03 September 2015 20:23
To: FREDERICK PAVEY
Cc: Alex Denison; john; Tony Baxter; Jan Liversage; Dave Devoll; Ian Aldridge; Barry Brett; Brian & Pat Ellis; Charles Sullivan; John Jarrett; Richard Key; Mike Keogh
Subject: Re: Football Coaching

Well either I can be helpful and find him for you in the village and then pass in his details or you are welcome to try to find him yourself ...

Or you could assume that I am trying to contact him on your behalf .

Do the leg work if you wish but as he didn't see or meet you he is more likely to be found by me when I meet him at the school gates to get his details ...

We were rather tied up with signing a wall and showing people around to hold back parents with small children who were all wet to get his email address and phone number .

Sent from my iPhone

