

**Appendix D - Mrs Bannerman's statement (signed 3 March 2016) and exhibits SB1-6**



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

STATEMENT OF SELINA BANNERMAN

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, Mrs Farmer and the Monitoring Officer and that it was likely that the statement may get into the public domain.

I, Selina Bannerman, state as follows:

1. I am a former Councillor and various complaints have been made against me by Mrs Alexandra Farmer (also known as Alexandra Denison) regarding my alleged conduct when at Much Hadham Parish Council.
2. I make this witness statement in response to the complaints made by Mrs Farmer ('Alex Farmer') against me and Dr Anthony Baxter.
3. I believe that the facts stated in this witness statement are true. Except where otherwise stated the facts are derived from my own knowledge or from the documents that I refer to.

General background

4. I have lived in the village of Much Hadham since my daughter started at the school in 2009.
5. Prior to the complaints I only knew Alex Farmer in her capacity as a representative on the Sports Association, after she came onto it about a year ago. We had no social interactions.
6. She came to every Parish Council meeting and my interaction was with her there, on the Pavilion Committee and with the Sports Association (and emails). Alex Farmer was one of the representatives of the Sports Association on the Pavilion Committee. She attended some of the Pavilion Committee meetings that we had.
7. I did not know Dr Baxter ('Tony Baxter') before I went on the Parish Council. I did not know John Carey until we moved to our current home. John Carey had been recommended as an accountant to my husband. I had only had interaction with Mr Carey on the basis of that, although people may think we are really close friends, we were not at that stage until he joined the Pavilion Committee. John Carey initially put his name forward to be a Parish Councillor in May 2015, but then Justin Godfrey was co-opted instead. John Carey was appointed to the Pavilion Committee then and I would now count them all as friends.
8. Prior to becoming a Parish Councillor, I had no experience of working in local government. I was originally asked to join the Parish Council because Richard and Lisa Keys were running a campaign against 'The Jolly Waggoner' pub which was being proposed for development. I

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asked a number of questions of the developer at the Parish Council meeting and William Compton, who was the Chairman at the time, ask me to come on the Parish Council.

9. I was elected to the Parish Council in a contested election on the 18th July 2013.
10. I was not a Parish Councillor when the new code of conduct was adopted on 19th October 2012. I was, however, provided with a copy of the code of conduct when I joined the Parish Council, by the Clerk, John Ingham.
11. I have had no training on the code of conduct. Training courses have been passed on to us by email by the Clerk. These were general email courses available from the Hertfordshire Association of Parish and Town Councils. I did not take any of the training offered as we had not been encouraged to believe this was a necessity. One of the accusations made by a Councillor Ian Hunt in the meeting of 6th October 2015, was that we were in dereliction of our duty if we did not take courses. We were highly offended by this accusation. At no point have any of us, to my knowledge, been told we have to take them. If we had to take these courses then it should be stated as being compulsory.
12. I resigned from the Parish Council on 1st December 2015 and exhibit my resignation letter as SB1.
13. My responses to the complaints made by Alex Farmer are detailed below with reference to the numbering on the separate sheets to her complaint form.

1 Background: The Pavilion Renovation Project

14. When I became a Parish Councillor William Compton and Blaise Morris (who was also a Councillor at the time) suggested that I take on the Pavilion as a project, which I knew was in a disgusting state of disrepair and probably not fit for purpose. This would have been some time in 2013.
15. There were historical problems as to how the Pavilion had been managed and conflicting opinions between the Sports Association and the Parish Council over its management.
16. I was asked to take the Pavilion renovation on and it became my main responsibility for the Parish Council. I have a long track record of property renovation and development and completed similar projects in the past. Specifically I had built four houses in Scotland and I have been renovating as opportunities arise for a number of years. Although I have not done it in a local authority setting, which was certainly different.

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17. In terms of the Project, the first thing I had to do was to figure out what had happened up until that point with the Pavilion. Some things had started to happen and various people had tried. Rough plans had been drafted by John Clark, an architect, who I had worked with before (as a Governor at the St Andrew's primary school). With my experience I knew we had to tighten up and finalise the design. It is recognise that not having a final and though through design can lead to serious cost over runs. For example, moving the ladies and men's' toilets.
18. At the end of 2013 there had been some discussions with the football committee (the main club that used the Pavilion) over design. We incorporated all their requirements that they put forward in terms of a bar, shower and changing rooms.
19. I sent copies of amended plans and elevation drawings to Fred Pavey who was the Chairman of the Sports Association in January 2014. At that time I receive some objections from Alison Purvis on behalf of the Much Hadham Sports Association and the footballers asking for further changes. I offered to meet them and discuss any changes or to deal with it by email. It was all very civil and we sorted this out in January 2014. I exhibit SB2 a copy of the emails sent at that time (22-26 January 2014). Then we put the work out to tender and went through a tender process.
20. As indicated, there had been a dispute between the Sports Association and the Parish Council about the management of the Pavilion. In my opinion (and Parish Council's opinion at the time), the Sports Association had done an appalling job looking after and maintaining the Pavilion building and had not demonstrated that they were fit to manage it. We were, however, still trying to work with the Sports Association at the time to deal with the football pitches and to allow access to the tennis courts. We also had problems with the tennis club over use of the Pavilion toilets and their willingness to pay for access and cleaning of these. After Alex Farmer went on to the Sports Association there were a lot of emails from her and the relationship with the Sports Association deteriorated further.
21. The Parish Council was trying to work with the Sports Association on the football pitches and one of the main things was to get the Pavilion into state where various people could use it. Up until the renovation the only people that could use it were footballers because it was in such a poor state and not fit for any other purpose, no one else wanted to use it. It was one of the main Village assets and a Parish Council, in my opinion, rightly decided but this should be addressed.
22. One of the reasons I got involved with it is was because a lot of people in the village community were complaining that they couldn't use the facilities. They would have to join the tennis club, for example, to use the tennis courts. It was all private clubs at the recreational ground and the whole site was managed by the Sports Association.

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23. The dispute with the Sports Association had been ongoing over management of the Pavilion and the facilities; and I then questioned them about use of the facilities; no one had done that before (which I did not know). I asked them why they were not opening up the grounds more to children. I put a proposal forward that the tennis courts (for which Alex Farmer was the Sports Association rep), were opened up to children for an hour in the summer holidays. I spent a year trying to get them to do that. Eventually they came up with the 6 free hours and access to the court with their tennis pro available.

Grant/ loans and donations

24. No one had done anything with grants when I took over.

25. The Clerk sorted out the Public Works Board Loan.

26. What people don't realise is that you can't put out a tender and then get the loan or grant after that to employ the contractor. What we were trying to achieve was to get the Pavilion up and running and get this sorted and funding to pay off the loan.

27. Alex Farmer alleged that there would be penalties on the Loan if we paid this back, I am not sure where this information was sourced from as no evidence was provided to support the position. It appears she oversimplified a more complex arrangement. John Ingham, the Clerk was asked to advise; this followed on from a question at June 2015 Parish Council by her, when the Clerk said he would find out. He checked the Loan and confirmed that there would be no penalties, but if we paid off the loan before the due date there may be some early repayment penalties, but they would be very small relative to the loan. You do not pay off the Loan in dribs and drabs, but decide after the first year what you pay off. So for example, if we had received a grant of £50,000 through cricket funding, we would have held that in the account until the opportunity arose to pay down the loan. This I believe would be annual. I was more focused on creating that opportunity. So in May 2016 the Parish Council could vote to pay down the Loan with any grant or donation.

28. What we had started to do, in particular Cllr Richard Key was to contact Hertfordshire cricket. If we could get the Pavilion up and running they said that they could get grants to pay off the loan and we were working on that. Also, if you get children and women in sports then more grants are available.

29. In the Pavilion Committee discussed the financials of what to charge for the use and work out how much income we could generate. We only started in June 2015 and finished in the October meeting. The Clerk sorted out all the financial side of things.

30. John Carey distributed the minutes after the Pavilion Committee to those that attended (and Alex Farmer was a Sports Association was a

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rep on the Pavilion Committee). John Carey presented a report at each Parish Council meeting.

The Pavilion Committee

31. I can't remember when the Pavilion Committee was actually set up. I think this would have been about May 2015. We were aiming to open up the Pavilion on the 31st of August 2015 and we were getting to the summer. I started realising how many jobs needed to be done and we needed some type of structure to take bookings and deal with marketing strategy.
32. When we met we were not considering terms of reference, we were considering the practical things like the booking form. John Carey was away for most of the summer and I would highlight the time scales this was taking place in. Maybe in hindsight what I should have done was have the Pavilion Committee set up at the very beginning so I didn't have to run around and do everything myself. But I didn't do that. I thought the Clerk was there to give guidance on this and I didn't care about a resolution to set it up, so I would refer to him. All I know is the amount of time and energy I was putting into it. You asked me to do a job and I get it done (and that is what I did on time and on budget). Our Clerk provided advice on the fact that this would have to be a Sub Committee of the Council and that Tony Baxter would be Chairman, and that John Carey should be Vice Chairman.
33. What is forgotten in all of this is that we were simply people donating time to get the Pavilion up and running. I have no personal benefit or interests, unlike others such as Alex Farmer, who were members of clubs there.
34. Comments were made about the Parish Council minutes and those being on the website and that is a good question who deals with those. The Clerk did not put the minutes up on the website; he provided the minutes on pdf format to upload. Will Phillips spent about a year trying to set up the website and that was then taken over by Alex Baxter when he was a Parish Councillor. I started up the Facebook site. Volunteers send off some of the minutes that the Clerk writes to get loaded up - that was only in the summer. If they are not on the website now, it is not down to me.

2 & 2.1 Parish Council Meeting of 6th of October

Member obligations 1 & 2; alleged breach: respect, bullying and intimidation

35. I was sitting next to the Tony Baxter in the Parish Council meeting.
36. When Alex Farmer spoke she had a whole list of things she was asking about during the residents' comments.
37. She started speaking again and that was when I said to Tony Baxter "what is she criticising". It was a question. Alex Farmer was criticising and that is why I asked the question. I only used the phrase once. I

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couldn't work out what she was trying to say. I did not say "what is she criticising now" as claimed. She had criticised me for buying a coffee machine, this is wholly untrue and a claim without foundation as I had not purchased a coffee machine; she stated and accused that I had misappropriated taxpayers money, this is a very easy and damaging statement to make however there was no evidence to support this claim and I whole heartily refute such a claim. At best I viewed it as mischievous and at worse possibly slander.

38. I was then accused of raising my eyes, I can not recall if I did or did not but this is a very subjective issue. A complaint was being presented in an aggressive and accusing manner. I felt very demeaned as it was all directed at me.

39. Alex Farmer says in her complaint that she has seen the minutes of the Pavilion Committee. She not only saw the minutes, she was part of the Pavilion Committee and attended the meetings. A copy of minutes of the September meeting were sent to Fred Pavey, Chairman of the Sports Association, when items were discussed under item 2 "Finance" and these minutes were agreed. These were not questions, as she knew some of these things already, as she had been in the Pavilion Committee meeting. I exhibit SB3 a copy of the email from Fred Pavey of 2 July 2015 indicating that Alex Farmer would be one of the Sports Association reps for the Pavilion Committee and the minutes from July 2015; email from Mrs Farmer 2 September clarifying issues in the Pavilion Committee minutes; email of 24 August 2015 showing that the Pavilion Committee minutes from August 2015 were sent to Mrs Farmer; email from Mrs Farmer 26 August 2015 discussing finance from the Pavilion Committee minutes and minutes of September 2015 (that were sent to Fred Pavey). We also discussed the Pavilion project at the 15 September Sports Association meeting, the cafe and the TV when Alex Farmer attended as the rep (exhibit SB4).

40. I therefore believe she used her 'questions' to direct criticism at me personally. I had responded that it wasn't tax payers' money we were using but donations. I also responded that we had not bought the coffee machine as this had been bought by someone else who runs the cafe. Alex Farmer responded that I had put this on Facebook and I said that as I had been typing that "this was being bought" not that we had done so. Obviously Alex Farmer was desperate to hang onto any fact that could be twisted in an attempt to discredit and humiliate me. I believe facts were knowingly misconstrued to her advantage – for what ultimate purpose I am still at a loss to explain except that I was continuing to challenge the private tennis club giving no free access to the courts that belong to the parishioners and particularly the children. She is a member of the tennis club and is their representative on the Sports Association.

41. I do not consider the use of the term 'criticising' to be disrespectful bullying or intimidating, as I was just trying to understanding what she was asking about and I only used the term once. In my opinion it was



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factual because she was continually antagonistically critical and looking to inflame the situation.

42. I accept that the Parish Council is a forum for asking questions, but this was above and beyond. It is not reasonable to set the questions, to which you know the answers and to frame them in a way to demean public servant. I believe that Alex Farmer planned her questions so as to be combative and became dogmatic as she would ask the same questions over and over even if she had an answer. Alex Farmer is a clever lady, and I believe she was manipulative with the things she said looking to illicit a reaction of a response she would use to her own ends.
43. I have reflected on the meeting numerous times and I have concluded on each occasion I don't believe the answers that I gave Alex Farmer were dismissive or rude. I simply corrected what she said about the coffee machine and corrected the assumption she had made as to regard the TV and answered all her points – several times when the same question was asked. .
44. Alex Farmer was sitting in front of Mrs Wetherall and Mrs O'Neill who also then made complaints against me (which were both dated 6 October – the night of the Parish Council meeting, but then clearly referenced my apologies to them personally the next morning).
45. The questions from Mrs Wetherall and Mrs O'Neill were the same questions that Alex Farmer had asked. I offered their money back to them and they refused this.
46. All three parties asked the same question in the same way. The way they asked the questions with reference to tax payers' money being misused – I believe and can only assume that they had already had a discussion with Alex Farmer and agreed to ask the same question. On the back of that, she said she wanted her donation to go to the structure of the building and not the every day costs of the cleaner. This statement was reiterated approximately eight or nine times. I accept that I said that if this was not acceptable, I could arrange for her money to be refunded by me.
47. I did pass a note after this to Tony Baxter and I said I would apologise for any offence caused and he said to do so at the end of the meeting. I did apologise at the end of the meeting, if I said or did anything that offended them. I went round to speak to both of them, and did so with Sue Wetherall the next day. I sent a message to Marianne O'Neill and she responded that it was unnecessary to come round, she understood that I was upset and really 'hope that things are better now'. I exhibit as SB5 those messages of 8 October. I was surprised that they then put complaints in. I can only assume this was a collective decision by the parties after the event.

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48. I personally think that there was collusion in the complaints and they were made to marry up and support what Alex Farmer had said. I think they supported Alex Farmer as they did not want to pay for the cleaner. Also please consider this is a small community and people are reluctant to upset “powerful” wilful people. As with all small communities the complainants are all connected through one group such as the Tennis Club, Drama Group, the Neighbourhood Plan, the Sports Association, the Recreational Trust and the Church etc. They found a common enemy in the person who was challenging what they were protecting for themselves and that was me. Also we had had Cllr Hunt on saying he was going to apply to disband the Pavilion Committee, I could be wrong, but they appeared to say the same thing.

2.2 Member Obligation 4: alleged breach not using Council resources in accordance with its requirements, cleaner, architect, TV etc:

49. As I said at the meeting we did not use Council tax payers’ money to pay for things for the Pavilion. We used the donations. We raised around £14,000 from donations, some from Buy a Brick. We spent around £4,000. We received a donation of £5,000 from Mr Morrison for the Pavilion and he was happy for this to cover running costs. So we did not use Council resources or tax payers’ money. Also the Clerk sorted this out with John Carey and the expenses were approved. This is a statement of fact.

50. Finances were discussed at the Pavilion Committee meetings and minutes distributed to at least Fred Pavey, the Sports Association Chairman. No issues were raised about this prior to the meeting of 6th October by them.

51. I wrote the advertising for the Buy a Brick. I do not know whether people misinterpreted how this would be used. I do not believe so. The fundraising was for the Pavilion, at the end of the day the idea was to get the Pavilion up and running and the money was used for that. If we had not been challenged about this, then no one would have objected. Alex Farmer did not buy a brick, so I find it ironic that she was questioning where that money was being used. I believe this was a “mud slinging” exercise hoping something would stick.

52. I would add that I’m not an accountant, I’m not a legal adviser or have any accountancy expertise, but apparently I’m alleged to be an accountant. I just did the task as requested by the Parish Council as a benefit for the community as a whole. As training was not mandatory I relied on the Chairman, the Clerk and those that had experience for guidance. At no point did I believe I had done anything that was contrary to procedure; if I had done something wrong then I would have corrected it. I do not think either Tony Baxter or I did anything wrong.

2.3 Alleged breach of principles of objectivity and accountability against Tony Baxter:

53. I have nothing but positive things to say about Tony Baxter and his monumental efforts as Chairman. He was balanced, fair, extended time

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for residents' questions in a huge push to be inclusive and open and he worked extraordinarily hard to the detriment of his own Company. I fail to understand how it is claimed he breached the Code of Conduct and continue to maintain that neither of us did.

54. The accusation that he treated me differently or not the way Mrs Farmer would have liked, because we were friends, is, in my opinion, ludicrous, without substance and fanciful
55. We became friends during our time in the Parish Council as did Mike, Richard and John. We became friends as we all worked together and gained mutual respect for each other through that work.
56. There have been occasions where Dr Baxter and I have disagreed and he has never just given me lip service or showed me any special lenient treatment. I believe the facts and minutes will bear this out.
57. Again in the balance of history and context, combined with my experience of a lot of vocal provocation and obstruction from Mrs Farmer in her role in the Sports Association, I think he and I were, frankly, restrained.

3 Member obligation 4 – alleged use of resources contrary to Council requirements by me- Pavilion locks

58. Alex Farmer was not at the Pavilion Committee when we discussed the locks, as this was an emergency item that arose and needed immediate attention thing. I was told by Charlie Sullivan (of the Football Committee) that we needed certain doors and locks to prevent the away football team from coming into the carpeted area. I believe this was approved in discussion.
59. The Sports Association said the Pavilion locks were sufficient but anyone could break into the Pavilion. We had to have a locking system, where the home team could have access. I was told we needed new locks. I did not have much choice, otherwise I was informed we would have been leaving a newly renovated Pavilion uninsured.
60. To the best of my recollection believe would have sent an email round or had verbal confirmation. There were discussions with various parties and this was not reported back until after the money was spent by me. In this issue time was deemed to be of the essence and action was required. Lack of communication and hindsight notwithstanding.
61. This was then approved by the Parish Council. Again the money we used was not Council Tax payers' money, it was part of the £4000 spent that came from donations.

4 Member obligations 1 & 2 – alleged failure to show respect, bullying and intimidation by me - correspondence with Fred Pavey:

62. Fred Pavey has been referred to as "elderly" by Alex Farmer. However I am not a human rights lawyer but I believe this is at best ageist. It

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also does him a disservice to his ability by its implication. He is the Chairman of the Sports Association. All these words are being bandied about to create an image in other people's minds. He is not "elderly" if you were to ask him to step down from running the Sports Association. I would never refer to people on their age, just ability. My only issue is that Fred Pavey is politically territorial and he is lobbying for his/their own interests – Alex Farmer has an interest in the tennis club and Fred Pavey has an interest in the bowls club.

63. This is the full email referred to by Alex Farmer (exhibit SB6) of 8th August 2015. My son was ill in Turkey and I was at my wits end with worry and cumulative lack of sleep. I was not in a good place and quite frankly I had had about enough mental abuse.

64. The other email reference where I said on 3 September 2015:  
*"Well either I can be helpful and find him for you in the village... get his details."* is taken out of context.

65. Fred Pavey had been terse, unhelpful and rude in meetings. I think the emails from Fred Pavey and Alex Farmer were an attempt at poking, passive aggressive bullying. It was clever but annoying.

66. I do not believe the emails that I sent were rude or disrespectful and Fred Pavey never complained about the email I sent to him, either to me, or to the Chairman of the Parish Council (as far as I am aware). It was frustrating, but in the context of the months before, the emails referred to by Alex Farmer were not rude, disrespectful, intimidating or bullying.

Allegations that Tony Baxter did not stop the alleged behaviour:

67. I understand that there was an agreement between William Compton and Fred Pavey in March 2015 that correspondence would go between the Chairs of the Parish Councillors and Sports Association. That stopped after William left the Parish Council and lots of other people became involved. We started up the Pavilion Committee as I needed help running it as I was doing everything. Fred did not complain about the emails as far as I am aware and various people were involved, including members of the Sports Association.

68. Finally, I would like to say that I am torn between not wanting to spend any more time on this and drag the fight on, and responding because of the complete injustice of it all. The complaints are a snap shot of a longer piece of time (over a year) and there is too much of it. It was relentless. The Sports Association did not want to give up what they had and share and this is why they put the complaints in. If they could get rid of me, then they would not have to share. I have no motivation to do any of this, but they had huge vested interests.

69. I do not think that I have breached the code of conduct. I believe I have always acted in the best interest of the parishioners; I have no angle or personal gain in anything I have done whereas Alex Farmer is trying to

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protect the tennis club. She has fought against any free use by the children and fights hard to keep it private. I threatened that position for two years by questioning the management and legal status of the deeds and the Sports Association. She joined the Sports Association to act as the tennis rep and the feeling is that this was to counteract me. She then became one of the people who was supposed to attend the Pavilion Committee meetings, of the few that we had.

70. Where I have been wrong I have taken responsibility and where necessary I have apologised, but an apology that does not constitute a breach of the code. I am not flippant and take this all very seriously as I did my role on the Parish Council. I felt that I had to stand up for the parishioners and represent them even if that meant upsetting clubs that were using the parishioners' grounds and land.

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

SELINA BANNERMAN

Dated this

3<sup>rd</sup>

day of

MARCH

2016



1

Dear Chairman

Please consider this my resignation letter. I would like to read this statement and attach it to the minutes of this meeting in its entirety.

This statement has been prepared with the assistance of a solicitor and each word has been approved. This is detailed because it represents an accurate account of the pavilion set up and aspirations of the Pavilion committee including those who have already resigned from the Parish Council and intends to clear up the accusations levelled at the Pavilion Committee and particularly myself for the sake of those parishioners who cannot believe what they are hearing amongst the High Street chatter... and for good reason they are not believing what they hear. I would like to thank all the people who have sent emails, and called to express their support for myself and those others on the pavilion Committee since the Oct 6<sup>th</sup> meeting and since the article in the paper was published. It was quite overwhelming.

When I put my name up for election to the Parish Council over two years ago, I did so because I was made aware at the school gates of a great deal of dissatisfaction at the lack of use by children of the Recreation Ground. There was a swell of feeling that the Sports Association was run by three lobbying groups who looked after their own interests before those of the Parish as a whole; men's football, tennis and bowls. These concerns were expressed to me directly by residents.

After I was elected I was asked by the Chair if I would like to take on refurbishing the existing run down and not fit for the purpose, pavilion. I said I would be pleased to do that. We managed to get a pavilion completely renovated and opened on time and on build-budget. It took a huge amount of personal effort and time from several of us to ensure this was the case. We did this because we wanted to create a facility for our generation to use and for generations to come.

On top of that, after some research into fund raising I devised and executed a donation scheme called Buy a Brick which would help to tie in the children of the Parish to the Pavilion in terms of them taking responsibility for the building if they felt some sort of ownership of it rather than being excluded. It was an opportunity to donate specifically to a parish asset and by the names of those who donated being written on the "brick wall" it was a visible community statement of asset ownership.

This idea took a considerable effort to develop, design, advertise and implement through setting up the on line donations and much behind the scenes action that no one ever sees or hears about. All of this was done with great enthusiasm and excitement about the new building taking shape and getting finished on time and a lot of help and ideas came from Helen Baxter and Lisa Keys, who in the process became friends. Fete day came and we opened with a flurry of manic activity and with the wall already set up so that people could come and sign their names on the wall for a donation if they wished. It was a huge success and many came that day and paid £10 per "brick" to write their name on the wall. Kids and adults ranging from 6 months to 99 years old have their names on this wall now.

The ultimate aim was to ensure that this pavilion was well maintained and looked after going forward and protecting this community asset. To this end a Pavilion Committee was formed in the summer of 2015. This committee was a subcommittee of the Parish Council with delegated powers as represented in the minutes.

Myself and Tony Baxter asked John Carey to come on as Vice Chairman because his energy, time and enthusiasm for the pavilion and the Rec ground was well known. He has three young children and wanted them to have the use for the Pavilion and the field as they grew up. He was a chartered accountant and in fact is my families chartered accountant and as such had the required skill set to assist with the finances. We then asked Mike Keogh to come on as a parishioner and in fact shortly after that he put himself forward for co-option to the Parish Council. Likewise Richard Key joined as a Parish Councillor as he had joined the Parish Council also with a view to establishing cricket on the Rec ground again and promoting that sports ground. Annica Farley was asked if she would help set up a booking system and despite being very busy she said would set this up for someone else to then take over and manage as needed. All these people were giving up many hours and worked tirelessly which is why the PC needed them to be on the committee in the first place.

Once we had the pavilion up and running and a fully functioning booking system and self funding the intention was to for a couple of us to step away to concentrate on other parish matters but it was essential that a system of responsible management was in place before that could happen. Hence the Pavilion committee has been working tirelessly to ensure that this is the case.

It was and still is, intended that the Pavilion becomes self sufficient so it can sustain itself financially and to achieve that, we needed to collect an income. To collect an income we needed to furnish it and make it fit for this purpose. We needed to protect the building by buying locks and ensuring that we are within insurance regulations, Fire regulations and Health and safety. We needed to provide toilet paper and cleaning materials and a cleaner for

John Carey and myself have acted as caretakers. We met people that needed access and made sure the building was locked back up and often in unsociable or awkward times. We did it for free. We have not hired a caretaker in order to keep the costs down. Ideally we should have a caretaker and ultimately if we can achieve enough rental this is what should happen rather than rely on volunteers who have no real reporting obligation. The cleaner that cleans the pavilion is a local lady who was totally flexible and is paid for by the money that any rental incurs. She only cleans if there has been use of the building and that is then paid for by the hirer so she is no cost.

Another local lady Jill, opens up the outside toilet at 2pm on weekdays, cleans and locks it again at 4pm and is paid £10 a day. In the holiday she opened at 11am and cleaned and locked at 4pm so that children and families in the play ground could access a toilet for a greater part of the day- still for £10 a day. This has provided a huge amount of community involvement in the play ground and the Rec after school. Families stay longer to play and



kids get fresh air and exercise. Family time is spent outside and the children have social interaction and play-time which is what the space should be all about.

We were thrilled. Thrilled as the majority of the Parish and those who donated money for Buy a Brick. The £10 cleaning bill for the playground and the the fixtures and furnishings did not come for free as any reasonable person would realise. These were paid for from the pot of money that came in via the marketing strategy including Buy a Brick. We used the concept to engage with people to ask for donations privately. One was with a gift of £5000, a very significant contribution to the campaign with the request that his name was not acknowledging on a brick. The other was The Play Much Hadham group who gave us £4448.00 towards the cost of the toilet that would service the playground that 'Play Much Hadham' had built and also towards the veranda for kids and parents to shelter under whilst using the playground and recreational field. Rachel Lawson who represented that charity has received a confirmation of this from the PC .

All this money went into one account and that was the Much Hadham Parish Council bank account. The private cheques, the cash donations, the Go Fund Me online donations all went into the only account that the Parish Council has. This is not precept money raised through taxation. These are donations. It is accounted for as donations and an account of income and expenditure has been kept in a running tally by the Vice Chairman of the Pavillion Committee John Carey. This was in coordination with our very experienced Clerk John Ingham. All receipts were kept and handed into John Carey for logging and then were checked again by John Ingham for reimbursement. Only John Ingham has the cheque book. No cheques have been written without the proper signatures of which there have to be at least two, and none without an accompanying receipt.

The work was a huge team effort from the Pavillion Committee with The Key family, The Carey family, The Baxter family and the Keogh Family and Annica Farley, who also spent their own time, donations, fuel and energy on these expeditions as well as hours on line and on the phone trying to work out where the best deals were, Costco trips for cheaper cleaning supplies and researching the cost of the tables and chairs trying to keep costs to a minimum all for the benefit of the Parish pavillion. A significant amount of free labour was provided by us all and our children. Calum and Richard spent a whole weekend and follow up every evening preparing and bedding in turf around the pavillion to ensure it looked great for the opening despite this not being the remit of the Pavillion committee.

The Pavillion was finished on August 28<sup>th</sup>. Three days early and on budget. A dishwasher and fridge was donated by John Carey .

With the Pavillion built everyone was happy; kids and parents happy to have a toilet to use whilst in the play ground, parents happy that their kids are outside playing, church lunch happy as they have tables and chairs to sit around, children's parties and footballers with great new change rooms; all happy.

We have a lady who wants to sell cake that she's made at home and coffees that she has made so she bought a machine with her own money. She set up her mobile cake and coffee business and pays money to the pavillion at the same rate as everyone else of £10 per hour.

She very kindly saved us a trip to Ikea and spent her own time and buying cheap and easily replaced, white crockery for the use of the pavilion. She has been refunded for this.

She is a local Mum with two very small kids at the local school. She had noticed there is nowhere for local parents to go to after the school run for a social gathering with the children and somewhere for parents and also dog walkers to meet and chat, compare notes and their young children interact.

We thought this was a great idea. The community spirit and support that we all aspire to live amongst, in a venue others aspire to have and with someone who benefits as an entrepreneur and offering a service as well. This provides the Pavilion with £20 per day income from 9-11 am Monday to Friday, That's £100 per week. That pays for the cleaner for the outside toilet which is £50 per week and leaves £50 extra which goes into the account on the plus side.

And there we were! Self sufficient to a degree within less than 4 weeks and providing a free service to the families of this community covered by the café rent alone. We have rent from the Café, the footballers and parties, lunches etc all within four very short weeks.

However, since then there have been allegations made by a member of the public in an open committee meeting on Oct 6<sup>th</sup> that the Pavilion Committee had misappropriated tax payers money. The specific allegation was the Buy a Brick money was there to repay the loan but was in fact being used to pay the toilet cleaner which was not what they wished their donation to go towards. As I have previously stated, all monies raised through donations have been used to finance the setting up of the pavilion and establishing it as a venue to rent with the rental income thus supporting its running costs. The exact penny that was raised through the Go Fund me site and the selling of the 'bricks' is still in the bank account. That member of the public had site of the accounts and the running costs have always been transparent to the Clerk for the entire 5 weeks that the furnishing etc occurred.

However, during this time and since my joining the Parish Council, there have been several attempts at trying to get the Sports Association and some of its members to understand that they were viewed as non contributing and in fact exclusionary of the Parish residents to no avail. I made no secret of the fact that I thought that this process was deeply flawed and benefitted no one other than the three existing inhabitants of the Rec Ground and Sports Association. This was a group who clearly did not want change and particularly not if it involved sharing. It demonstrated no initiative to encourage sport.

Since challenging the Sports Association there have been readings of the 1947 and 1949 Deeds when the land was given to the Parish and also many questions asked by some, as to the use of the Rec ground by a private tennis club and the lack of benefit of the rec ground as a whole to the Parish and particularly the children who were mentioned specifically in the deed. It is quite clear that the land was intended as a community asset.

This line of enquiry and my point that in my view there has been a dereliction of duty on the part of the Sports Association towards the Parish not been popular with some members of the sports association although I would like to say that the gentlemen footballers have been

really helpful since we started the last leg of the pavilion and have treated it like gold since its opening.

The fundamental problem we have in the parish is very simple. There is a conflict that is derived from the makeup of three parties and their legal and social responsibilities.

There are assets that you the parishioners own. The main assets you own are the Village Hall and the Pavilion and Recreation Ground. The assets are owned by the Parish Council on your behalf and are therefore responsible for them.

However, the management of the Rec Ground and until Aug 31<sup>st</sup> 2015, the Pavilion, is the responsibility of the Sports Association. They are not answerable in any proper fashion to the Parish Council, which is you. The Deeds written state that the grounds are to be for the benefit of the school children and others. There is no method of redress however when the Sports Association does not do what is stated in the deeds.

There is a huge conflict of interest in having a ground being run by a group of people that lobby for their own interests and not necessarily those of the Parish. There is no neutral party but a group of individuals who, unless they are selfless and community spirited, look after the ground, tennis courts and bowls club for themselves.

A simple request to allow children one free hour of tennis a day during the school holidays started what we have here today. A few people, and by no means the majority of the members of the tennis club, who seem to demonstrate a sense of entitlement so great that sharing is beyond them. The deeds didn't specify that the children should get free access but the courts are empty most of the time, most days. Sharing was free. After one and half years of trying there has been 6 free hours given under the supervision of a tennis instructor who was there to promote the club getting new paid members. The idea was that the kids didn't have to become members.

If this parish wants to have fully functioning and maintained assets there needs to be some work done to bring the deeds in line with accountability. There is little scope to remove the existing SA body and until some of those personnel are changed there will always be conflict.

It is with great regret that I am resigning but the campaign to derail all the good that has been done by building the pavilion and the appalling way I feel myself and the members of the pavilion committee have been treated makes it impossible to continue. I wish I could say I am leaving you the shiny new pavilion in safe hands but in my view I am not. Cllr Hunt has already proposed that the pavilion be handed back to the Sports Association so I have no doubt that this will soon become a venue for the use of the tennis club and not much else.

As George Orwell said:

"The further a society drifts from the truth the more it will hate those that speak it".



**Jeanette Thompson**

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**From:** Selina Bannerman <  
**Sent:** 17 February 2016 17:19  
**To:** Jeanette Thompson  
**Subject:** SB2 part one ... Pavilion plans

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**From:** Fred Pavey [mailto:  
**Sent:** 21 January 2014 17:28  
**To:** Allison Purviss; Barry Brett; Brian & Pat Ellis; Charlie Sullivan; Darren Bruton; Dave Devoll; Ian Aldridge; Jan Liversage  
**Subject:** Fw: Pavllon floor plan

Forwarded for information.

Fred

**From:** S BANNERMAN  
**Sent:** Tuesday, January 21, 2014 12:51 PM  
**To:** JanLiversage ; frederick.pavey ; WilliamCompton  
**Subject:** Pavilion floor plan

Please find attached the floor plan fyi.

Many thanks  
Selina

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

**From:** John Diaz <  
**To:** 'S BANNERMAN' < >  
**Sent:** Tuesday, 21 January 2014, 9:54  
**Subject:** RE: Planning application acknowledgement and Pavilion

Hi Selina,

Please find attached the pavilion plan. We are just about there with all the forms and aim to submit the application by the end of the week.

Best Regards  
John Diaz

-  
Hox Design Architects

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**From:** S BANNERMAN  
**Sent:** 20 January 2014 18:15  
**To:** John Diaz  
**Subject:** Re: Planning application acknowledgement and Pavillion

Hi John  
Any chance I could bug you for the floor plan as well John ?  
Many thanks  
And is there an update on how long it will take to present to Planning department ?  
many thanks  
Selina

**From:** John Diaz  
**To:** 'S BANNERMAN'  
**Sent:** Monday, 20 January 2014, 16:57  
**Subject:** RE: Planning application acknowledgement and Pavillion

Hi Selina,

Please find attached a drawing with the elevations for the Much Hadham Pavillion.

Best Regards  
John Diaz  
-  
Hox Design Architects

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**From:** S BANNERMAN  
**Sent:** 20 January 2014 15:29  
**To:** John Diaz; johnclarke  
**Subject:** Re: Planning application acknowledgement and Pavillion

Hi John thank you very much.

Can you please send me a brief elevation picture of the Pavillion as I have a Parish Council meeting tonight and need to show the Sports Association via the Council - I just need an attachment so I can email it to them ?

Many thanks  
Selina

**From:** John Diaz  
**To:** selinabannerman  
**Sent:** Monday, 20 January 2014, 12:45  
**Subject:** Planning application acknowledgement

Dear Mrs Bannerman,

Please find attached the letter of acknowledgement from East Herts district council for our recent application for the

**Roof Lantern & Rear Gable End Extension**

to

**52 High Street, Much Hadham, Herts, SG10 6BU**

Kind Regards

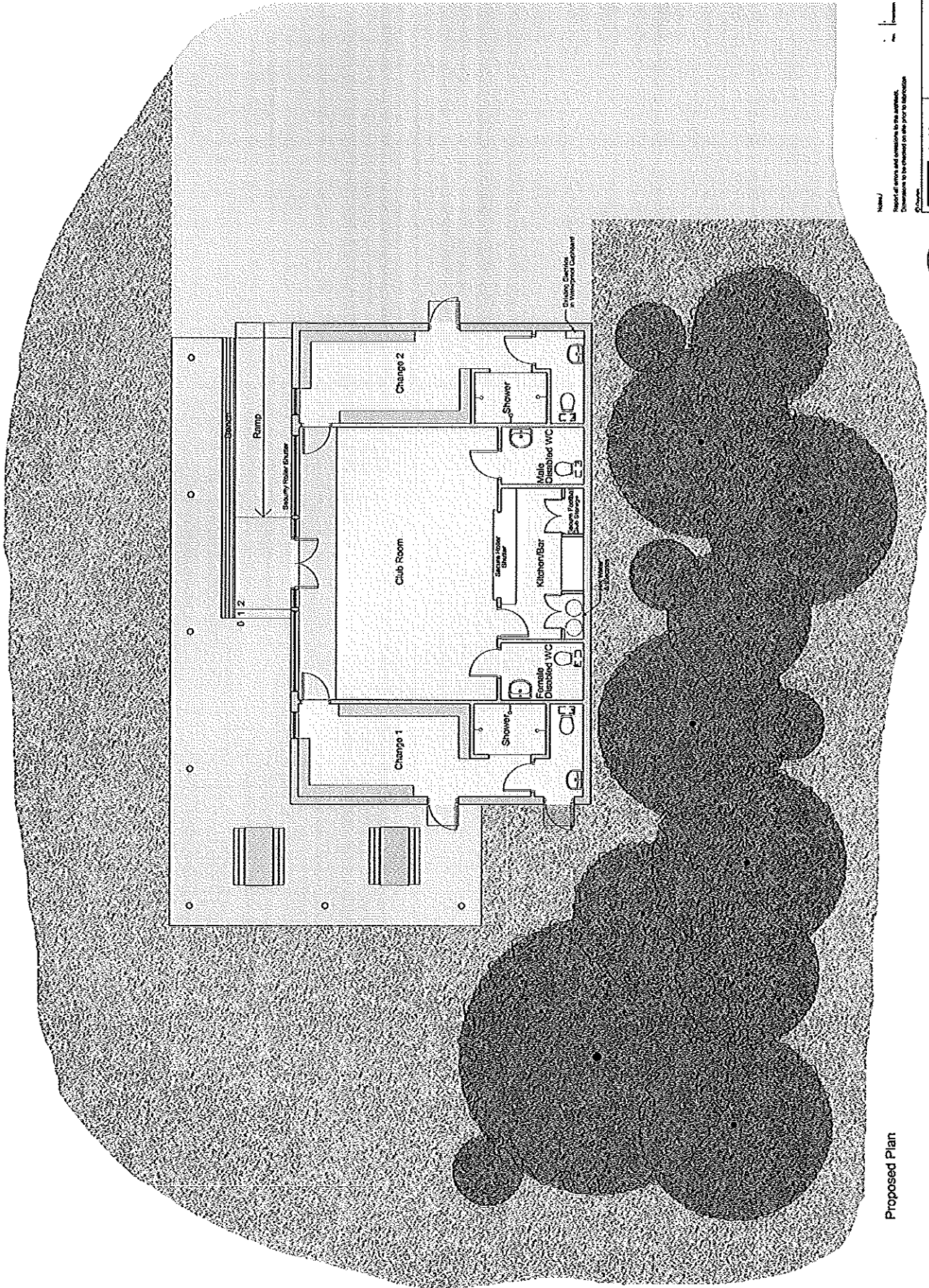
John Diaz

-

Hox Design Architects

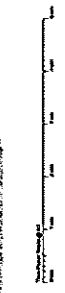
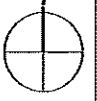




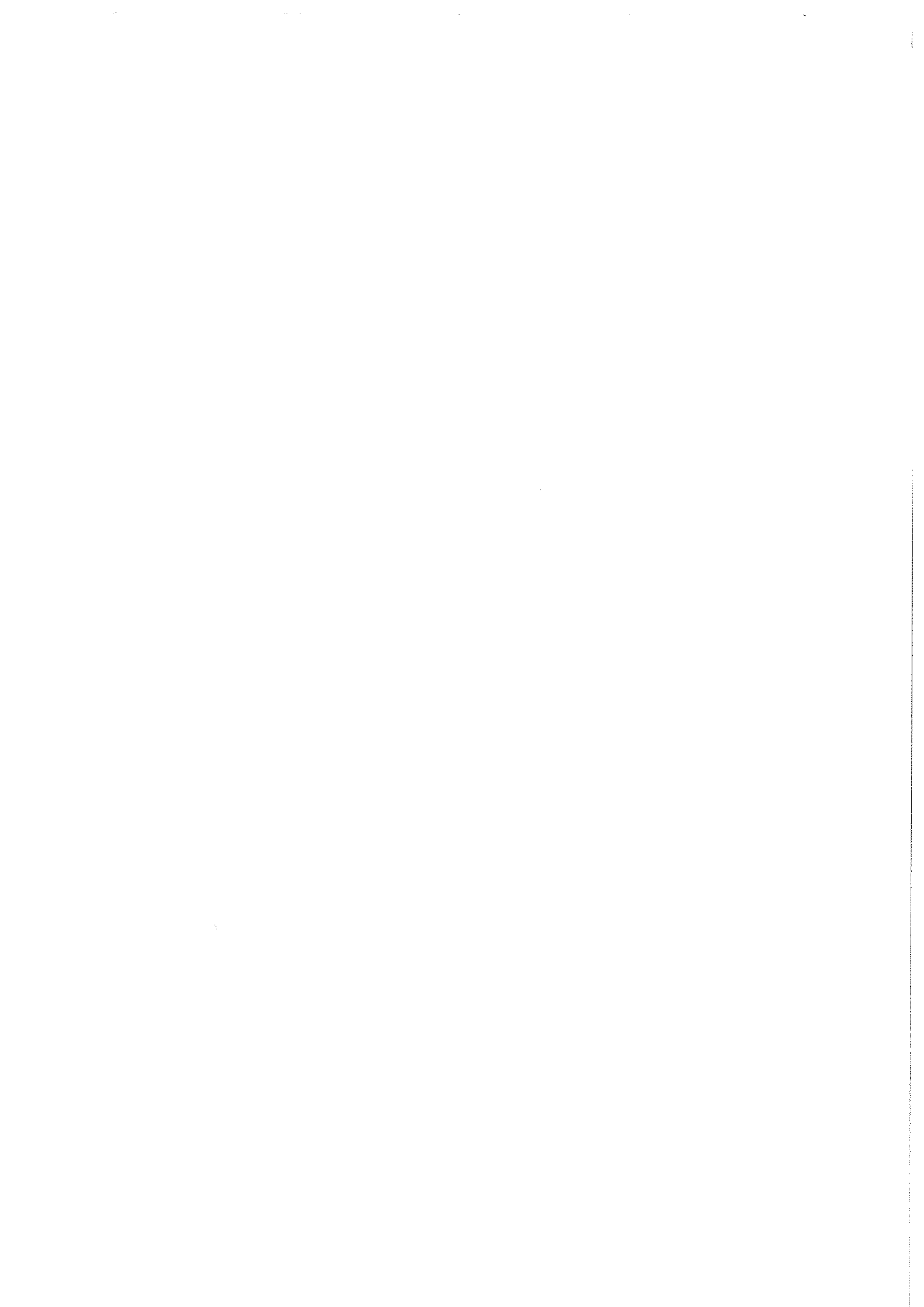


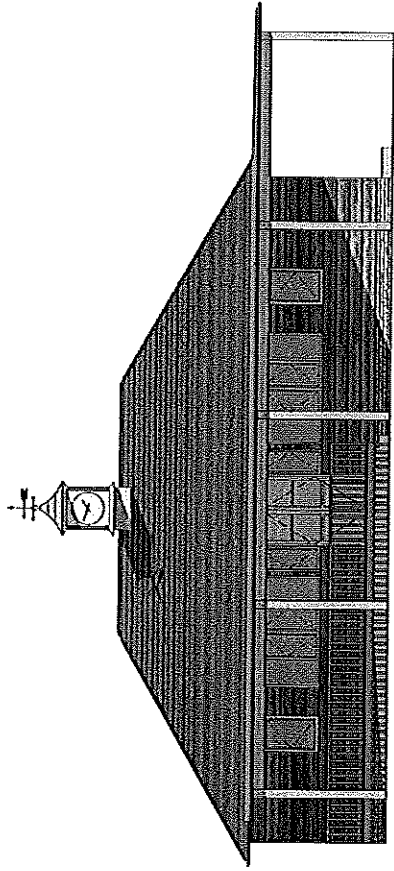
Proposed Plan

Notes:  
 1. Read all notes and dimensions in the schedule.  
 2. Dimensions to be finished or site prior to construction.

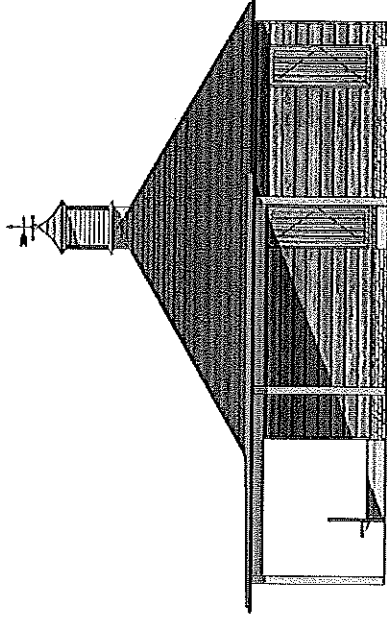


<b>Architects</b> <b>HOX DESIGN</b> Unit 2, The Mill No. 20179-2000 No. 20179-2000 No. 20179-2000	Name <b>610/2-01B</b>	Drawing No. <b>610/2-01B</b>
	Date <b>Nov 2013</b>	Drawn by <b>MAB</b>
Project Name <b>Much Hatham Pavilion Internal Alterations</b>		
Project Description <b>Proposed Ground Floor Plan</b>		

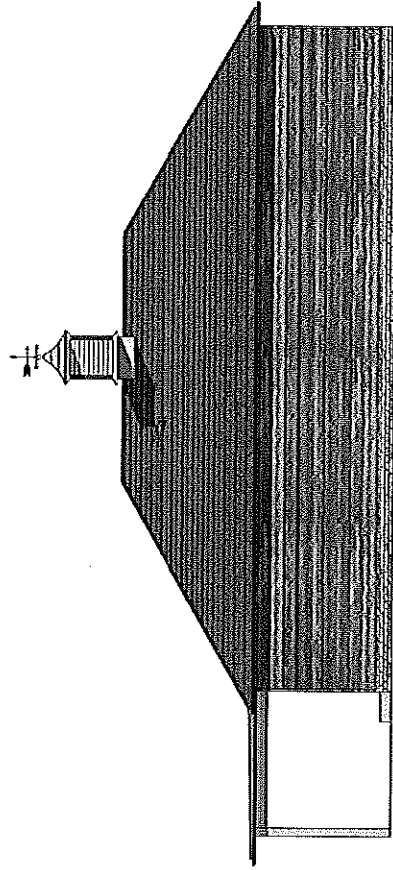




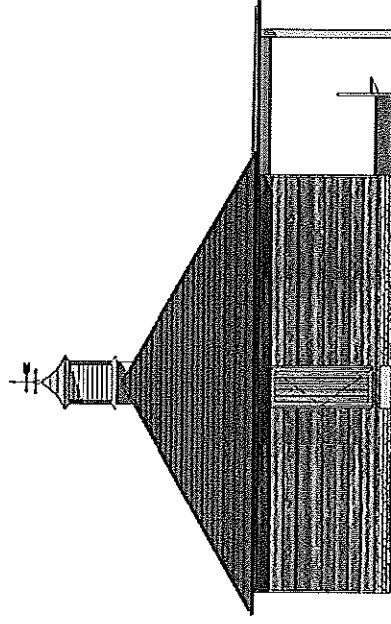
West Elevation



North Elevation



East Elevation



South Elevation

Name: \_\_\_\_\_  
 Date: \_\_\_\_\_  
 Scale: \_\_\_\_\_  
 Drawing No. \_\_\_\_\_

Architects: **inox design**  
 100-250, 100-250  
 100-250, 100-250  
 100-250, 100-250  
 100-250, 100-250

Client: **Much Hadham Pavilion**  
 Internal Alterations  
 Proposed Elevations

Date: **Nov 2013**  
 Drawing No.: **610/2-02B**  
 Rev: **PB**





## Jeanette Thompson

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**From:** Selina Bannerman  
**Sent:** 17 February 2016 17:38  
**To:** Jeanette Thompson  
**Subject:** SB2 continued...

Jeanette i am not sure if this is required or not but it does show the intention to work together and be cooperative which was all i had ever done.

**From:** S BANNERMAN  
**Subject:** Re: Pavilion  
**Date:** 28 January 2014 21:36:49 GMT  
**To:** Charles Sullivan

, "[john.clarke](mailto:john.clarke)

**Cc:** Jan Liversage  
Allison Purvis  
Ellis <

, Fred Pavey  
Barry Brett

Darren Bruton  
Ian Aldridge

, Brian & Pat  
, Dave Devoil

, William Compton

**Reply-To:** S BANNERMAN

Thank you John for coming to the meeting tonight .

Further to our meeting this evening I can confirm the following

1. An external door to each changing room will be added
2. The showers will consist of three shower heads and a minor adjustment to reduce the size of the shower room to lend more room to the changing areas.
3. There will a secure area in the bar for your safekeeping.
4. The verandah will remain for the wider community
5. There will be individual store sheds at the back of the Pavillion
6. The outside items on the plan ie the clock tower, the weather vane and the veranda are not removing resources away from the Football teams internal priorities.

With the exception of the reduction to three shower heads these changes were all confirmed in various earlier emails and I am glad that all your concerns were addressed.

Your outstanding objection to two public/disabled toilets vs one will be discussed but there has already been a great deal of research as to what all the various groups of potential users within the community might require and two toilets was the most expressed requirement due to the state of most mens rooms. I will revert to you after further discussion .

When John Clarke had made the changes on the drawings I will email them to you for your confirmation that the changes are as we agreed. Once you have done that (and I would request that's done within two days) we will submit them for planning approval.

Any further detail considerations can be made once we have the bigger picture approved by the planning department .

I think it would be helpful for us all to remember that we are supposed to be working towards the same goal and that is the construction of the Much Hadham Pavillion for the use of all Parish members. Whilst we recognise that right now the Football on Saturday is the majority user and tenant which is why we sought out your opinion, it is the intention of the Parish Council to make this a venue that all members of our Parish can and want to use.

The Pavillion as it stands now is not desirable or functional for anyone including yourselves. I have no idea why there appears to be the assumption that we are trying to take something away from Saturday football or that in some way the Football will suffer. On the contrary the design provided all you asked for and then every change you requested in relation to your change rooms you were granted. The territorial tone of tonight is not one I found necessary or one I wish to repeat. I would like to think we can go forward in a more collaborative manner.

Kind regards  
Selina

**From:** Charles Sullivan  
**To:** Selina Bannerman  
<[john.clarke](mailto:john.clarke)

**Cc:** Jan Liversage ; Fred Pavey Allison Purvis  
; Barry Brett ; Brian & Pat Ellis  
Darren Bruton ; Dave Devoil Ian Aldridge  
; "[blaise.morris](mailto:blaise.morris)"  
"john.clarke" William Compton

**Sent:** Monday, 27 January 2014, 14:47  
**Subject:** RE: Pavilion

Selina ok Barry Ian and I will see you there cheers  
Charlie

**From:** Selina Bannerman  
**Sent:** 27 January 2014 10:49  
**To:** Charles Sullivan ;  
**Cc:** Jan Liversage; Fred Pavey; Allison Purvis ; Barry Brett ; Brian & Pat Ellis; Darren Bruton; Dave Devoil ; Ian Aldridge;  
< [blaise.morris](mailto:blaise.morris) William Compton ; [john.clarke](mailto:john.clarke)  
**Subject:** Re: Pavilion

Charlie I have rearranged my Monday for my Tuesday and will meet you there . I don't know if John Clarke can make it but I have addressed this to him as well .

See you there  
Cheers  
Selina

Sent from my iPhone

On 27 Jan 2014, at 09:00 AM, Charles Sullivan

wrote:

Selina good morning thank you for the e-mails Barry Ian and I can meet you up at the pavilion on Tuesday night 7-30 pm. The architect can attend if he wants to .We have a few problems that can be discussed as we think they need addressing .

Charlie

**From:** Selina Bannerman

**Sent:** 26 January 2014 14:39

**To:** Jan Liversage

**Cc:** Fred Pavey; Allison Purvis ; Charles Sullivan ; Barry Brett ; Brian & Pat Ellis; Darren Bruton; Dave Devoil ; Ian Aldridge; <[blaise.morris](mailto:blaise.morris)> William Compton ; [john.clarke](mailto:john.clarke)

**Subject:** Re: Pavilion

Great jan - I am sure what's left can be done by email but if not I can make tomorrow eve

Cheers

Selina

Sent from my iPhone

On 26 Jan 2014, at 12:28 PM, Jan Liversage <

wrote:

**From:** S BANNERMAN  
**Sent:** Saturday, January 25, 2014 5:31 PM  
**To:** Allison Purvis ; 'Charles Sullivan'  
**Cc:** <mailto:frederick.pavey> 'Barry Brett' ; 'Brian & Pat Ellis' ; 'Darren Bruton' ; 'Dave Devoil' ; 'Ian Aldridge' ; 'Jan Liversage' ; <mailto:blaise.morris>  
**Subject:** Re: Pavilion

Hi Alison I did hear back from Charlie and I offered up other dates as they weren't able to make tThursday at my house - I have offered Saturday but that's gone so I can do tomorrow or Monday eve ?

Cheers

Selina

**From:** Allison Purvis

**To:** ' S BANNERMAN '

Charles Sullivan '

**Cc:** <mailto:frederick.pavey>

Barry Brett

' Brian & Pat Ellis'  
' Darren Bruton'  
' Dave Devoil '  
' Ian Aldridge'  
' Jan Liversage'  
[blaise.morris@pvm.co.uk](mailto:blaise.morris@pvm.co.uk)

**Sent:** Saturday, 25 January 2014, 17:17

**Subject:** RE: Pavilion

Hi Selina,

Sorry but I was under the impression that a meeting had been sorted for Thursday or Friday last week. I can

meet on Monday evening but, as I said in my email, it is the Football Clubs who use the pavilion on a weekly basis who need to meet with you. I can't imagine concerns or comments can be sorted via email so I'm sure you'll hear back from Charlie, Barry and Ian shortly.

Rgds,  
Allison

---

**From:** S BANNERMAN

**Sent:** 25 January 2014 14:02

**To:** Charles Sullivan ; Allison Purvis

**Cc:** <mailto:frederick.pavey> ; 'Barry Brett'  
' ; 'Brian & Pat Ellis' ; 'Darren Bruton' ; ' Dave Devoil ' ;  
'Ian Aldridge' ; 'Jan Liversage'  
; [blaise.morris](mailto:blaise.morris)

**Subject:** Re: Pavilion

Hi Charlie

I haven't heard back from anyone re a meeting time. I am free tomorrow and Monday evening . I can meet you where ever you want. Can we do this by email if its too hard to get us all together? Could you let me know what your concerns and comments are on the plans? Perhaps we can make any changes through email ?  
I would like to get this in for planning ASAP.

many thanks  
Selina

**From:** Charles Sullivan

**To:** S BANNERMAN

Allison Purvis

**Cc:** "[frederick.pavey](mailto:frederick.pavey)

' Barry Brett '  
' ; 'Brian & Pat Ellis'  
'Darren Bruton'  
' ; ' Dave Devoil '  
'Ian Aldridge'  
'Jan Liversage'

' <[blaise.morris](mailto:blaise.morris)

**Sent:** Wednesday, 22 January 2014, 12:46

**Subject:** RE: Pavilion

Selina good afternoon we can not make the meeting you suggested after speaking to Barry and Ian, they would like to discuss these plans one evening quite soon. In the football pavilion or bowls club, at a time that is



convenient to everybody and possibly the committee of MHSA. The committee was of the understanding we would see and have a discussion about the plans before anything being submitted to the planning department. Thank you

Charlie

**From:** S BANNERMAN

**Sent:** 22 January 2014 11:42

**To:** Allison Purvis

**Cc:** <mailto:frederick.pavey> Barry Brett  
' ; 'Brian & Pat Ellis' ; Charles Sullivan ; 'Darren Bruton' ;  
' Dave Devoil ' ; 'Ian Aldridge' ; 'Jan Liversage'

**Subject:** Re: Pavilion

Sure , no problem Alison -  
There is no problem sorting out the details -  
Can whoever wants to meet me come to my  
house tomorrow evening ? 52 High Street  
Much Hadham - 6.30pm ?  
cheers  
Selina

**From:** Allison Purvis  
**To:** 'Selina Bannerman'

**Cc:** <mailto:frederick.pavey> ' Barry Brett  
'Brian & Pat Ellis'  
' ; 'Charlie Sullivan'  
'Darren Bruton'  
' Dave Devoil '  
'Ian Aldridge'  
' ; 'Jan Liversage'

**Sent:** Wednesday, 22 January 2014, 10:02  
**Subject:** RE: Pavilion

Hi Selina,  
As I very rarely set foot in the Pavilion, I would rather you deal directly with the people who do, namely Charlie, Ian and Barry. They are the ones who know how the Pavilion is used at the moment and how the proposed changes would help or hinder activities. For instance, one issue discussed was the need for a side-door for footballers to enter the changing rooms without having to go via the main entrance. Apparently there is always a big problem with mud. Storage was also discussed, as was the bar and kitchen amalgamation.

Can I suggest that you liaise with Charlie, Ian and Barry and arrange a meeting? I and other MHSA Committee members will be happy to attend if the

date/time is convenient but I think the priority is to talk with the Football Clubs to ensure their requirements are covered.

Please be assured that we will all be more than happy to see the Pavilion upgraded and fully appreciate the work you have done so far. However, it would be good to incorporate specific requirements, if possible, to give everybody the best use of the new facilities.

Best wishes,  
Allison

---

**From:** Selina Bannerman

**Sent:** 22 January 2014 09:01

**To:** Allison Purvis

**Cc:** <[frederick.pavey](mailto:frederick.pavey)> ; Barry Brett ; Brian & Pat Ellis; Charlie Sullivan; Darren Bruton; Dave Devoil ; Ian Aldridge; Jan Liversage

**Subject:** Re: Pavilion

Hi Alison

Could you give me a brief note of what the objections are ? I had incorporated all the requirements put forward by the football committee for a bar , showers change rooms etc and then worked them back in with the structural report . We have I fact got two change rooms , two sets of showers and a bigger bar !

I am surprised that there are a lot of issues but very happy to listen to them

I am around the village so perhaps you and I can meet and discuss them ? I am free later this morning and tomorrow afternoon it evening if you can make it ? Anything you let tell me I will put by the architect and we can look at the structural ramifications .

Many thanks  
Selina

Sent from my iPhone

On 22 Jan 2014, at 08:43 AM, " Allison Purvis " wrote:

Dear Selina,

Many thanks for sending copies of the floor plan and elevation drawings to Fred last night, which he passed on to myself and the rest of the Sports Association Committee as soon as he received them. As you are probably aware, a Sports Association meeting took place last night and the new Pavilion upgrade was an Agenda item.

Brian, our Secretary, was absent from the meeting due to holiday so I took the Minutes. I was asked to inform you that, as a Committee, we have quite a few reservations with the plans we have seen. In this regard, we would request that you hold back on submitting them to Planning, or whatever the next step would be, please. The MHSA Committee were under the impression, from your presence at our meeting in November, that we would be consulted and discussions would take place well before any plans were submitted. The Football Clubs, who use the Pavilion regularly, have several views on how the plans should be altered and it would be appreciated if you could let me know when a meeting could take place to discuss their issues.

Thanks and regards,  
Allison Purvis  
MHSA



## Jeanette Thompson

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**From:** Selina Bannerman  
**Sent:** 22 January 2016 18:01  
**To:** Jeanette Thompson  
**Subject:** Fwd: Much Hadham Pavilion  
**Attachments:** 610-02-01B-PB.pdf; ATT00001.htm; 610-02-02B-PB.pdf; ATT00002.htm

Again , showing respect and courtesy....

Begin forwarded message:

**From:** "Fred Pavey"  
**Subject:** Fw: Much Hadham Pavilion  
**Date:** 30 January 2014 16:39:14 GMT  
**To:** "Allison Purviss"  
"Brian & Pat Ellis"  
Devoil"  
Liversage"  
**Cc:** "Selina Bannerman"

"Barry Brett"  
"Charlie Sullivan"  
"Darren Bruton"  
"Ivan Aldridge"  
"Dave"  
"Jan"

Hi All

Forwarded for your urgent attention. I think we should fully accept the proposed alterations as shown in Selina's amended drawings. Brian is away at present but I feel that he will be in agreement.

Fred

**From:** S BANNERMAN  
**Sent:** Wednesday, January 29, 2014 4:35 PM  
**To:** frederick.pavey  
**Cc:** WilliamCompton  
**Subject:** Fw: Much Hadham Pavilion

Hi Fred

I would be grateful if you would email the attachments to your committee . They show the two changes that were made which the addition of the two external to change room doors and the showers reduced in size from 4 to 3 units.

Perhaps I could have confirmation that this meets the expectations of your members by tomorrow

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

**From:** John Diaz

**To:** [selinabannerman](#)

**Sent:** Wednesday, 29 January 2014, 15:44

**Subject:** Much Hadham Pavilion

Dear Selina,

Please find attached the amended plan and elevations for the Much Hadham Pavilion.

Kind Regards

John Diaz

-

Hox Design Architects

**Jeanette Thompson**

---

**From:** Selina Bannerman  
**Sent:** 22 January 2016 17:19  
**To:** Jeanette Thompson  
**Subject:** Fwd: Pav Comm Agenda July

Selina Bannerman

Begin forwarded message:

**From:** FREDERICK PAVEY  
**Subject:** Re: Pav Comm Agenda  
**Date:** 2 July 2015 12:02:56 BST  
**To:** john  
Anthony Baxter  
"Selina Bannerman"  
"Michael"  
"Richard Key"  
**Cc:** Alex Farmer  
Dave Devoil  
**Reply-To:** FREDERICK PAVEY <

Hi John

Thanks for the agenda. Alex Farmer, Dave Devoil and myself will be attending for the SA.

Fred

On Thursday, 2 July 2015, 9:58, john

> wrote:

Hi All

Sorry for the delay – small matter of a wedding to deal with.....

Fred – can I ask who is attending tonight?

Agenda – 7.30pm, Batemans, High Street, MH

1. Apologies
2. Last minutes

6. Other costs – goal posts, shed, corner flags, moving posts etc – source of funds
7. Caretaker and cleaners update
8. AOB

Let me know if you need to add anything

Regards

John



Pavilion Committee

Meeting Minutes – 2<sup>nd</sup> July 2015

1. Apologies

Present JC, SB, RK. Apologies from AB, AF, MK – we welcomed three representatives from the SA – Fred Pavey (FB), David Deliol (DD) and Alex Farmer (AX). SA members advised it may not be the same SA reps at each meeting but someone would represent them.

2. Last minutes – accepted

3. T's & C's/Code of Conduct/Booking Form – agreed to circulate MK's last draft via email for final sign off – can any comments be made by Monday please (email to follow)

4. Booking fees/Diary Management – AF to update on progress made on booking diary. Actions agreed:

- Mens football to be block booked when fixtures are confirmed Saturday 1.30 to 5.00, Sunday 9 to 1.30
- U15's to also be block booked and any overlaps discussed with both sides asap
- Cup games to be managed as and when
- Hourly rate for pavilion only (and cleaning deposit) to be decided by email – NEED INFO ON VILLAGE HALL FEES
- Per match cost (full pitch and pavilion use including cleaning) £60 - £30 to SA
- Per match cost (smaller pitches and pavilion use including cleaning) £30 - £15 to SA
- FP stated that the SA had not agreed to mark the three pitches, but they 'may' mark them if and when there was a demand. SB/JC stated that we wanted the pitches marked now as per AB's letter to attract youth to the facilities and encourage the local kids to use them immediately. FP/AX refused to accept this and when asked why AX explained that given what had happened with the pavilion which the PC had taken over without any reference to the SA there is a breakdown of trust between the SA and the PC and the SA were concerned that if the PC paid towards movement of pitches they would then take these over as well stated that the SA didn't want the PC to pay for it as there was a huge mistrust in the SA as to what the PC's motives were. SB explained the motive was to encourage youth to use the rec ground and had no intention of taking it over. SB asked if AX realised that what she was saying was to prevent youth from playing due to some paranoid, legal potential for the PC to take over the rec ground. AX denied this was what she was saying and SB stated that it most certainly was. SB stated that she was sick of this attitude and that this negative unconstructive situation was ruining things for the village. SB added that the reason the PC had "taken over" the Pavilion was due to the neglect it had received and that the PC had an obligation to the parishioners to keep their assets in good order. JC asked FP if he realised the ground was 'first and foremost' for the youth of the parish, FP replied it was not first and foremost for youth but was for everyone. JC added that if they didn't want the PC to pay for the pitches, he would make a private donation to enable them to be marked now – this was met with

silence. JC returned to this at the end of the meeting to ask if they would now mark all three pitches as the barrier of money/mistrust had been removed and was told by FP that the SA would discuss (no guarantee of when).

- DD's team to pay £60 per game as the headline rate and DD to be paid by SA for his groundwork on the pitch(es)
- SB confirmed that the offer of the (rec facilities) the newly marked pitches to the school governors the previous night had been (refused) declined by the school management which mystified many governors as to why the school would refuse to use such a facility on their doorstep and SB stated that she had resigned as a governor due to the politicisation of the best interests of the children .....
- AX asked if the toilet could be opened at certain times for the tennis club, SB responded that it could and would and then asked if the £1 play had been agreed, AX confirmed it had NOT. SB/AF had a long discussion about the merits of letting the children play for £1 – AX restated that the £15 for membership was not ~~too~~ expensive for anyone—added that if you had more than one child it is expensive for some people and so is £15 for some people. JC stated that maybe they were living in an ivory tower as it IS expensive for some and it's the principle of 'free' tennis that we wanted to promote and see the courts used more. The offer of the toilet being open was then retracted by SB, FP stated they could use the bowls club toilets, JC said that's great. SB said that for use of the pavilion the tennis club would have to pay an hourly rate and was appalled at the lack of charitable attitude of the tennis club who had som much . AX stated that the TC members didn't want to have any free users as they had to pay. AX stated that the TC had only received one supporting email for the PC proposal of £1 membership and that was from Sherrall Illston. SB pointed out that Mrs Illstons email had also stated that the proposal as presented to the members was wholly inaccurate as the TC had referred to a £1 per play, not £1 per year and there was inaccurate reference to separate insurances and that the £1 per play would not cover this. SB said that she was exasperated at the continuing need to correct the proposal as it was continually being misrepresented and misquoted. That she had corrected this again in minutes during the last SA and PC meeting and expected a corrected version to be represented back to the members. She was aware this had not been done. Given that the TC members of course would not accept as stupid a proposal as had been explained by the TC there was no way of knowing what they thought. .
- RK stated he visited the courts a few times, especially at 3pm on Saturday and they were empty and that this was obscene
- AX said the tennis club were looking into a coach providing two hours supervised sessions a week during the summer hols for free as the tennis club committee felt that this would be more beneficial for the juniors as someone would be on hand to help them and give them tips and provide rackets and balls – SB stated that is not what was requested as it was again making the idea formal –but to offer both again would be great – the courts are sitting there anyway and she could not see what harm it would do to open them to kids for practice sessions. SB also stated that JC , SB and RK also had racquets which they were going to donate to the pavilion along with balls for any child who wanted to have a go so that the parents didn't have any

## Jeanette Thompson

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**From:** Selina Bannerman  
**Sent:** 22 January 2016 16:49  
**To:** Jeanette Thompson  
**Subject:** Football Coaching and Alex Minutes

After a huge effort we got this far with the kids ....

Also attached is a comment from Alex about the minutes which means she obviously received them .

Begin forwarded message:

**From:** "Alex Denison"  
**Subject:** RE: Football Coaching  
**Date:** 2 September 2015 14:51:17 BST  
**To:** <[selinabannerman](mailto:selinabannerman)>  
**Cc:** "Tony Baxter"  
"Dave Devoil"  
Brett"  
"FREDERICK PAVEY"  
"Jan Liversage"  
"Ian Aldridge"  
"Barry  
"Charles Sullivan"  
"Richard Key"  
"Brian & Pat Ellis"  
"John Jarrett"  
"Mike Keogh"  
"john"

Just to clarify and as evidenced in the 2 July minutes what I said was summarised as follows in those minutes

“AX explained that given what had happened with the pavilion which the PC had taken over without any reference to the SA there is a breakdown of trust between the SA and the PC and the SA were concerned that if the PC paid towards movement of pitches they would then take these over as well”

Alex

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**From:** [selinabannerman](mailto:selinabannerman)  
**Sent:** 02 September 2015 14:34  
**To:** FREDERICK PAVEY  
**Cc:** Alex Denison; Tony Baxter; Jan Liversage; Dave Devoil; Ian Aldridge; Barry Brett; Brian & Pat Ellis; Charles Sullivan; John Jarrett; Richard Key; Mike Keogh; john  
**Subject:** Re: Football Coaching

Dear Fred

Glad to hear you are paying for the pitch marking. As I recall at the PavCom you didn't want to so John Carey said he would ... and then we had to indemnify you against the costs to get you to agree to mark the pitches ... you then had a choice of three options. Alex came back and said the SA would pay to stop the PC taking over the grounds . That all took place in my living room .

As for the under six football , you haven't heard because he only approached us on Monday at 4 pm at the Pavilion. Since then I have been flat out finishing pavilion jobs and going to the PC meeting.

I will put you in touch with him when I have spoken to him and introduce you on email .

Regards  
Selina

Sent from my iPhone

On 2 Sep 2015, at 13:01, FREDERICK PAVEY < > wrote:

Hi Selina

Dave and Jim have agreed on the format for the marking out of the field to accommodate his coaching sessions.

You mention under 6's coaching sessions - who or what is this all about as the Sports Association has no knowledge of any additional use of the field being requested? If someone is organising this can you please ask that they get in touch with the Sports Association so that details can be finalized.

On another point - the moving of the men's pitch and the marking out of any additional "pitches" will be paid for by the Sports Association as the managers of the field and payment for this will not be requested from the Parish Council or the Pavilion Committee.

Regards

Fred

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**From:** "selinabannerman"  
**To:** Alex Denison < >; FREDERICK PAVEY < >; Tonv Baxter < >; Dave Devoil < >; Ian Aldridge < >; Barry Brett < >; Brian & Pat Ellis < >; John Jarrett < >; Mike Keogh < >; Charles Sullivan < >; Richard Key < >; john < >

**Sent:** Tuesday, 1 September 2015, 18:52  
**Subject:** Re: Football Coaching

I have just spoken to Dave D who has very clearly explained what he has arranged with Jim.

The pitches are being marked out Fred but on a grid system - the grid will be 40 M by 80M which was established by Dave and Jim as being the best layout for kids . It's also big enough for two groups of kids at the same time so we can incorporate the under 6 s with Jim's group of -11 year olds .

So , the pitches are being marked but in a different format ... I will speak directly to Dave regarding any pitch marking and grounds questions .

Also, when I asked Dave if he minded the men paying a bit more than the kids he confirmed he had no problem with this .

Thank you Dave for getting a brick for Hadham Villa FC .

Regards  
Selina

Sent from my iPhone

On 1 Sep 2015, at 18:05, [selinabannermar](#) wrote:

Yes of course they can .

We have agreed to pay and have the pitches marked.

In will leave Tony Baxter to comment on the rest when he responds to your email complaining about men being charged £1.20 more per head to use the pavilion than a bunch of 14 year olds because they were "outsiders" .... I doubt very much that Charlie Sullivan or any of the football men mind at all that kids get a discount to enable them to play - they wouldn't be that mean.

Regards  
Selina

Sent from my iPhone

On 1 Sep 2015, at 17:30, Alex Denison wrote:

Fred  
Can't the small pitches be used at the same time as the senior pitch?

Alex

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**From:** FREDERICK PAVEY  
**Sent:** 01 September 2015 16:42  
**To:** [selinabannermar](#)  
**Cc:** Jan Liversage; Dave Devoil; Ian Aldridge; Barry Brett; Brian & Pat Ellis; Charles Sullivan; John Jarrett; Alex Farmer; Richard Key; Mike Keogh; Tony Baxter  
**Subject:** Re: Football Coaching

Selina

Sunday afternoon is not an option and Sunday mornings and Saturday afternoons the ground is required by Hadham Villa FC and Much Hadham FC.

A discussion has been held with Jim Duggan and as a result he does not require a small sized football pitch but would prefer training grids to be placed on the field which Dave will arrange to do. As there does not appear to be a need for a 7x7 or a 5x5 pitch at present there appears no point in painting these on the recreation field. These can always be put in place in the future when a need is guaranteed.

Fred

**Cc:** Jan Liversage ; Dave Devoil ; Ian  
Aldridge ; Barry Brett ; Brian & Pat Ellis  
< ; Charles Sullivan >; John Jarrett  
< Alex Farmer ; Richard Key  
< Mike Keogh Tony  
Baxter  
**Sent:** Monday, 31 August 2015, 10:19  
**Subject:** Re: Football Coaching

Fred  
Can you pursue them for using the kids pitches in sat afternoon , Sunday morning or Sunday afternoon ?

Thanks  
Selina

Sent from my iPhone

On 31 Aug 2015, at 09:07, FREDERICK PAVEY wrote:

Forwarded for information. Youth coaching will commence on Saturday 19th September  
9am - 10am.

I will not take the other option forward.

Fred

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

**From:** Jim <  
**To:** [frederick.pavey](mailto:frederick.pavey)  
**Sent:** Sunday, 30 August 2015, 19:51  
**Subject:** RE: Football Coaching

Hi Fred

Really sorry for delayed response I've been really busy with work and one thing and another  
and have only just checked my emails.....just to confirm on your last email our first coaching  
session would be on Sat 19th Sept 2015 9- 10am. Everything else is fine and look forward to  
starting in a few weeks.

Many thanks Fred

Jim Duggan

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**Date:** Tue, 25 Aug 2015 11:42:34 +0000  
**From:** [frederick.pavey](mailto:frederick.pavey)  
**To:** [jim-duggan](mailto:jim-duggan)  
**Subject:** Fw: Football Coaching

Hi Jim

Further to my earlier email. To clarify the Saturday dates for 2015 I should have quoted from 19th September to 12th  
December inclusive (which will be 13) -- in your email you mentioned commencing week commencing 13th September which  
would not include the 12th September which I included previously.

On Sunday, 23 August 2015, 12:33, FREDERICK PAVEY  
wrote:

Many thanks for your reply.

The Much Hadham Sports Association agree with you using the recreation field for youth coaching on the following conditions :-

1. You require the use of the field between 9am and 10am on Saturday mornings from 13th September to 13th December 2015 (inclusive - 14) and from 9th January to 25th June 2016 (inclusive - 25).
2. The coaching will be for age groups between 6 to 10 years.
3. It is agreeable that you may on the odd occasion find it necessary to cancel a booking - this should be done by informing the secretary of the Sports Association Brian Ellis who can be contacted on [redacted] or by email on [redacted]. There will not be a charge for days cancelled with due notice.
4. The fee for use of the field will be £10 per session (not £15 as mentioned to you) as it is for coaching for youngsters to be paid in three instalments at the end of December, March and June.
5. If you wish to use the pavilion you will have to negotiate this with the Pavilion Committee.
6. The 7x7 pitch may not be marked out when you start your sessions as this cannot be done until after the fete.
7. If at any time you use the 7x7 pitch for matches or for longer than the 1 hour coaching sessions the charge will be increased to £15.
8. If you wish to extend your coaching to older children in the 10 to 14 age group this should not be a problem and the terms would be similar to the above.

Payment can be made by cheque made payable to "Much Hadham Sports Association" and can be sent to me at [redacted] or it can be left in an envelope in the post box situated on the corner of the equipment shed on the recreation ground.

If you are agreeable to the above then we wish you well with your coaching.

Yours sincerely

Fred Pavey  
Chairman & Treasurer MHSA

On Wednesday, 19 August 2015, 16:49, Jim <[redacted]> wrote:

Hi Frederick

Many thanks for your email, we would be interested in coaching at the Recreation field on Saturday morning from 9:00 am - 10:00 am with the view to possibly extending from 10:00 am - 11:00 in the future if numbers grow and would be opening it up to children age 6 to 10 years and possibly 10 to 14 if the interest is there. We would be charging a fee per child on a weekly basis and would ideally require the use of the seven aside pitches but could also function without them should they not be available.

We would run in line with the school terms times so probably require the venue every week from Sept 13th to Dec 13th 2015 then again fro Jan 9th to June 25th 2016. We would give good notice period if for any reason we didn't require the venue on the odd occasion (illness holiday etc.)

John suggested that the charge would be per hour and would be 15 for just the pitch or 25 per hour if we would like the use of the pavillon? Can you confirm or clarify if this is accurate?

Look forward to your reply

Many thanks

Jim Duggan

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Date: Mon, 17 Aug 2015 08:42:33 +0000

From: [frederick.pavey](mailto:frederick.pavey)

To: [jim-duggan](mailto:jim-duggan)

Subject: Football Coaching

I understand from John Carey that you would like to take football coaching on Saturday mornings for youngsters on the recreation field in Much Hadham which should not be a problem.

The Sports Association are the managers of the recreation field and in order to ensure there is no double booking of facilities and set an appropriate fee will you please give the following details :-

1. On what date would you like your coaching sessions to commence and finish.
2. Confirm the times of your sessions (assuming they are on the Saturday mornings)->
3. What is the age range of your youngsters?
4. Will you be charging a fee for the coaching?
5. It has been suggested that you would like to use a 7x7 pitch - Is this correct?

You probably understand that any use of the pavilion will have to be arranged with the Pavilion Committee.

Yours sincerely

Fred Pavey  
Chairman MHSA



## Jeanette Thompson

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**From:** Selina Bannerman  
**Sent:** 17 February 2016 17:44  
**To:** Jeanette Thompson  
**Subject:** Pav Comm Minutes - 15-8-15  
**Attachments:** Pavilion Committee Minutes 15-8-15.docx; ATT00001.htm

Sent to Mrs Farmer/Dennison

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**From:** john  
**To:** selinabannerman ; A.Baxter ; keoghm ; richar  
dkey2 ; annica ; frederick.pavey ; alexdenison

**Subject:** Pav Comm Minutes - 15-8-15  
**Date:** Mon, 24 Aug 2015 09:49:55 +0000

Sent from Mail for Windows 10



## Pavilion Committee Minutes

Saturday 15<sup>th</sup> August 2015

Present: A Baxter, S Bannerman, J Carey

Apologies: M Keogh, R Key, A Farley, 2 x SA members (undefined as to who and no apologies actually received)

### 1. Buy a Brick

SB re-stated the objective of this is to raise funds, **not** to repay the loan.

Cheque donation box now in Londis, banner on pavilion hoardings, Go Fund Me page, leaflet drop to all houses in village – all donations encouraged and welcome - £2 a balloon for race on fete day along with Buy a Brick live!

### 2. Furniture inspection with SA

Will go back in after a thorough clean up.

No new external furniture required – benches on each side and front for boot removal.

Signs to be provided – no boots in pavilion/nor muddy shoes

Lock to be put on inside of bar as requested

JC donated a dishwasher and fridge from his old office – to be moved to pavilion

### 3. Pavilion funding

To be clear, the pavilion is to be self funding from this point onwards – the running costs must come from fees or donations.

Previous PC agreed to take the loan to refurb the pavilion, this PC has taken on the mantle of how to pay that loan back and make sure the pavilion funds itself.

The decision to refurb is FULLY supported by this committee and the PC.

Again, to reiterate due to questions, the loan had to be taken to engage a contractor – no contractor would take a project of this size on without proof of funds.

### 4. SA letter from FP

Please refer to the letter for relevant items raise, answers as follows:

1. Yes as agreed at meeting on 15/8

2. Yes as agreed at meeting on 15/8
3. SA notified of all requests – the Chairman asked can small pitches now be marked as requested many times?
4. Supplied to Fred Pavey
5. Agreed at Pav Comm Meeting in July – see minutes
6. Replied to many times over – see minutes of Pav Comm meeting in July – benches will be provided, no muddy footwear of any kind permitted inside the pavilion at any time
7. Real Stortford have pulled out of using our facilities due to the state of the pitch and pricing – both issues we should have been able to deal with but we have just let them walk away.....again.....regards the booking – this was ALSO agreed at the meeting in July – see minutes.
8. Confirmed
9. Confirmed
10. There will be a shed outside as the SA have no room in the current one, the cupboard inside the pavilion is not for sport equipment but for cleaning materials and tables
11. Is this a request for a discount? Unclear....
12. Noted - To be dealt with by AB

Pav Comm comments on this letter is that this is again treading a lot of old ground of items already discussed and dealt with 6 weeks prior.

5. Finances – JC is dealing with John Ingham on how to process income and expenditure for the Pavilion. JC to also ask his accountant to audit the accounts on an annual basis.
6. Booking system – no one has volunteered so JC will set one up via Gmail and share logins with relevant persons on Pav Comm and SA. Now done. Annica to manage for short term for Pavilion.,  
  
Suggested that we have a pavilion and Village Hall and SA page on the MHPC website asap with online booking facilities and payment mechanism – therefore one website, one voice, one advert and NO OVERLAP OF BOOKINGS!
7. Caretaker – options being explored by SB and JC

## **Jeanette Thompson**

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**From:** Selina Bannerman  
**Sent:** 22 January 2016 16:54  
**To:** Jeanette Thompson  
**Subject:** Alex discussing finance from the minutes of the Pav Com

Alex discussing finance from the Pav Com minutes.....

Begin forwarded message:

**From:** "Alex Denison"  
**Subject:** RE: Football Coaching  
**Date:** 26 August 2015 19:16:45 BST  
**To:** "Selina Bannerman"  
**Cc:** "Ian Aldridge"

"FREDERICK PAVEY"  
"Barry Brett"  
"Brian & Pat Ellis"  
"Dave Devoil"  
"Charles Sullivan"  
"John Jarrett"  
"Anthony Baxter"  
"Jan Liversage"  
"Alex Young"

"Richard Key"  
'john'

I am replying on Fred's behalf as he is having IT problems and is out this evening.

As the minutes say it was agreed at £15 for the small pitch per match.

We are charging Jim £10 as he is only using the pitch for an hour for training which is what we used to charge Prolink football.

As you will have seen from Fred's email to Jim (point 7 of email 23 August) and in line with what was agreed at Pav Comm meeting on 2 July, Fred has told Jim that if he wishes to use the 7 v 7 pitch for a match then the fee will be £15.

Please feel free to call me if you wish to discuss

Alex

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**From:** Selina Bannermar  
**Sent:** 26 August 2015 17:29  
**To:** Alex Denison  
**Cc:** Ian Aldridge; FREDERICK PAVEY; Barry Brett; Charles Sullivan; Brian & Pat Ellis; John Jarrett; Dave Devoil; Anthony Baxter; Jan Liversage; Richard Key; Alex Young; john

He has said in his email that the pitch would be £10 , not £15 as they were told.... highlighted below .... in red.

Selina Bannerman

On 26 Aug 2015, at 17:10, Alex Denison < > wrote:

Selina

I attach a copy of the minutes of the Pav Comm Meeting dated 2 July . Under paragraph 4 you will see that what was agreed was £30 for the senior pitch and £15 for the smaller pitches. My understanding was that Real Stortford were going to use the senior pitch.

Alex

---

**From:** [selinabannerman](#)

**Sent:** 26 August 2015 16:53

**To:** FREDERICK PAVEY

**Cc:** Alex Denison; Ian Aldridge; Barry Brett; Charles Sullivan; Brian & Pat Ellis; John Jarrett; Dave Devoil; Anthony Baxter; Jan Liversage; Richard Key; Alex Young; John

**Subject:** Re: Football Coaching

Fred

Given that at the Pavcom meeting with yourself and Alex Denison and Dave Devoil agreed that the rate was £15 which was half the adult fee .

Can you please tell me why this was changed and why we weren't informed ?

Thank you  
Selina

Sent from my iPhone

On 26 Aug 2015, at 13:36, FREDERICK PAVEY < > wrote:

For your information I forward the two emails I have sent to Jim Duggan re youth football coaching - I am awaiting a reply.

Fred

On Tuesday, 25 August 2015, 12:42, FREDERICK PAVEY < > wrote:

Look forward to hearing from you to confirm.

Best wishes

Fred

On Sunday, 23 August 2015, 12:33, FREDERICK PAVEY

wrote:

Many thanks for your reply.

The Much Hadham Sports Association agree with you using the recreation field for youth coaching on the following conditions :-

1. You require the use of the field between 9am and 10am on Saturday mornings from 13th September to 13th December 2015 (inclusive - 14) and from 9th January to 25th June 2016 (inclusive - 25).
2. The coaching will be for age groups between 6 to 10 years.
3. It is agreeable that you may on the odd occasion find it necessary to cancel a booking - this should be done by informing the secretary of the Sports Association Brian Ellis who can be contacted on \_\_\_\_\_ or by email on \_\_\_\_\_. There will not be a charge for days cancelled with due notice.
4. The fee for use of the field will be £10 per session (not £15 as mentioned to you) as it is for coaching for youngsters to be paid in three instalments at the end of December, March and June.
5. If you wish to use the pavilion you will have to negotiate this with the Pavilion Committee.
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7. If at any time you use the 7x7 pitch for matches or for longer than the 1 hour coaching sessions the charge will be increased to £15.
8. If you wish to extend your coaching to older children in the 10 to 14 age group this should not be a problem and the terms would be similar to the above.

Payment can be made by cheque made payable to "Much Hadham Sports Association" and can be sent to me at \_\_\_\_\_ or it can be left in an envelope in the post box situated on the corner of the equipment shed on the recreation ground.

If you are agreeable to the above then we wish you well with your coaching

Fred Pavey  
Chairman & Treasurer MHSA

On Wednesday, 19 August 2015, 16:49, Jim ·

wrote:

Hi Frederick

Many thanks for your email, we would be interested in coaching at the Recreation field on Saturday morning from 9:00 am - 10:00 am with the view to possibly extending from 10:00 am -11:00 in the future if numbers grow and would be opening it up to children age 6 to 10 years and possibly 10 to 14 if the interest is there. We would be charging a fee per child on a weekly basis and would ideally require the use of the seven aside pitches but could also function without them should they not be available. We would run in line with the school terms times so probably require the venue every week from Sept 13th to Dec 13th 2015 then again fro Jan 9th to June 25th 2016. We would give good notice period if for any reason we didn't require the venue on the odd occasion (illness holiday etc.)

John suggested that the charge would be per hour and would be 15 for just the pitch or 25 per hour if we would like the use of the pavilion? Can you confirm or clarify if this is accurate?

Look forward to your reply

Many thanks

Jim Duggan

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Date: Mon, 17 Aug 2015 08:42:33 +0000  
From: frederick.pavey  
To: jim-duggan  
Subject: Football Coaching

Dear Jim

As Chairman of the Much Hadham Sports Association I recently sent an email to you regarding the above but I am not sure if the message actually got to you.

I understand from John Carey that you would like to take football coaching on Saturday mornings for youngsters on the recreation field in Much Hadham which should not be a problem.

The Sports Association are the managers of the recreation field and in order to ensure there is no double booking of facilities and set an appropriate fee will you please give the following details :-

1. On what date would you like your coaching sessions to commence and finish.
2. Confirm the times of your sessions (assuming they are on the Saturday mornings)>
3. What is the age range of your youngsters?
4. Will you be charging a fee for the coaching?
5. It has been suggested that you would like to use a 7x7 pitch - is this correct?

You probably understand that any use of the pavilion will have to be arranged with the Pavilion Committee.

Yours sincerely

Fred Pavey  
Chairman MHSA



## Jeanette Thompson

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**From:** Selina Bannerman  
**Sent:** 22 January 2016 18:51  
**To:** Jeanette Thompson  
**Subject:** Fwd: Pav Comm Minutes 10-9-15  
**Attachments:** Pav Comm Sept 10th.docx; ATT00001.htm  
**Importance:** High

sent to the Chairman of the SA

Begin forwarded message:

**From:** john <  
**Subject:** Pav Comm Minutes 10-9-15  
**Date:** 13 September 2015 19:22:28 BST  
**To:** Charles Sullivan

"FREDERICK PAVEY  
"Dave Devoil  
Selina Bannerman  
>, "Richard Key  
"Mike Keogh

**Cc:** Tony Baxter

All

Minutes attached

Regards

John Carey



## Pavilion Committee

### Meeting Minutes – 10<sup>th</sup> 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 19<sup>th</sup> 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

- 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.

**Much Hadham Sports Association Committee Meeting**  
**Tuesday 15<sup>th</sup> September 2015 at 7.30pm**

Present: Fred Pavey (MHBC) Chairman & Treasurer (Co-opted), Charlie Sullivan (MHFC/Sat), Ian Aldridge (MHFC/Sat) Co-opted, Alex Farmer (Donlson) (MHTC), Brian Ellis (MHBC) Secretary, Barry Brett (MHTC) Co-opted, Richard Key (MHPC), Selina Bannerman (MHPC)

Item	Description	Action
1.	<p><b><u>Apologies:</u></b> Jan Liversage (MHPC) – at a School meeting,            Dave Devoli (MHVFC) – on duty            The Chairman welcomed Richard and Selina to the meeting.</p>	
2.	<p><b><u>Minutes of Meeting held on 6<sup>th</sup> August 2015</u></b></p> <ul style="list-style-type: none"> <li>• The Minutes were agreed to be a correct record and signed by the Chairman.</li> </ul>	
3.	<p><b><u>Matters arising from 6<sup>th</sup> August meeting:</u></b></p> <ul style="list-style-type: none"> <li>• <b>Defibrillator</b> – Equipments are now located at the Drs' surgery, Dentist and Fire Station. No current plans for the sports field.</li> <li>• <b>Flood Defence Equipment</b> – will be arriving later for storage. Currently in Tony's garage.</li> <li>• <b>Refuse Collection</b> : It was agreed that users (including those renting the Pavillion) should remove their own rubbish to avoid the need to pay for disposal.</li> <li>• <b>Quotation to replace the large 6inch Gatepost</b> at the rear of the area between the Bowls Club and the Tennis Club. This was for £235 from the same Contractor that replaced the main Gate post at the top of the car park slope. FP reported that this had been completed at a cheaper price</li> <li>• <b>CS</b> said that there were problems with <b>Rabbits</b> causing dangerous holes in the football pitch. It was agreed that CS should provide a Letter to permit shooting of the Rabbits by a trusted Contractor at night. CS reported that the Contractor had been busy and at least 25 Rabbits have been shot.</li> <li>• The football clubs also complained about the <b>back hedge</b> of the field which was overhanging the pitch. RK said that Tony Baxter had looked at the problem last Saturday and would arrange for the hedge to be cut.</li> <li>• <b>Tennis Club</b> – JA has sent a Letter to Tony Baxter concerning the use of the new Pavillion by the Tennis club including the use of the Toilets and also block-booking rates. No response received from the PC to the Letter. SB said that any use of the Toilets at the Pavillion would require a cleaning fee of <b>£10 per session</b>. This £10 fee would apply to the Tennis Club. Alex said that only a few Ladies would use the Toilet on Wednesday evenings. SB also said that the Toilets would be open every day from 2-4pm for the use of the children after school.</li> </ul>	TB

	<ul style="list-style-type: none"> <li>• <b>Football Clubs</b> – Very concerned about booking rates and terms and conditions for the use of the new Pavilion. The Pavilion Committee need to realise that football fixtures can change mid-week and may be cancelled on the day of the game. This situation must not incur charges. SB said that there was a £15 Cleaning fee for the Football Clubs but that was included in the Booking fee.</li> <li>• The subject of the <b>Web Site</b> for the MHSA was discussed again. SB suggested that the MHSA could be added to the MH Parish Web Site. It was hoped to also include the Village Hall, Scouts and the Pavilion.</li> </ul>	
4	<p><b><u>Finance</u></b></p> <ul style="list-style-type: none"> <li>• FP presented Income and Expenditure details for the period 1<sup>st</sup> Jan – 13<sup>th</sup> September 2015</li> </ul>	
5	<p><b><u>Maintenance of the Grounds</u></b></p> <ul style="list-style-type: none"> <li>• BE mentioned that the wooden fence at the rear of the car park was in need of repair (often damaged by reversing vehicles).</li> <li>• The 2 gates to the field should be secured by chain and padlock – one new padlock is required urgently.</li> <li>• A new post is required to block access between the Pavilion and the car park (by the bin).</li> <li>• It was agreed that Selma and Barry would work up and estimate for new fence and barriers.</li> <li>• SB said that she had noticed nettles in the Childrens play area by the Jumpy trail. SB requested that these should be strimmed by the SA gardener. FB to talk to the gardener.</li> </ul>	SB, BB  FB
6	<p><b><u>Club Issues</u></b></p> <ul style="list-style-type: none"> <li>• Bowls Club – no current issues</li> <li>• Football Clubs – It was confirmed that the footballers were pleased with the Pavilion. Keys for the Pavilion are held by SB, CS, DD and the cleaner.</li> <li>• Tennis Club – Alex said that there had been another attempted break in at the corner of the Courts. She also confirmed that free coaching was continuing but that Liz was retiring and that a new coach was being recruited. It was also mentioned that a new Memorial bench has been positioned by the Tennis courts - thanks to the Brett family for this facility.</li> </ul>	
7	<p><b><u>Much Hadham Parish Council</u></b></p> <ul style="list-style-type: none"> <li>• SB and RK said that the main outcome of the Pavilion opening at the Fete was a lot of interest expressed to bring Cricket back to the sports field.</li> <li>• Tag Rugby would be starting on Saturday mornings for 3-5 year olds. The Grid has been marked out by Dave Devoll (thanks expressed to Dave). There would be no charge for this activity.</li> <li>• It was hoped to start Diamond Cricket sessions for 11-14 year old girls. This was effectively Rounders played with a Cricket bat. Times are to be arranged – Julie Small is helping with this.</li> </ul>	

8	<ul style="list-style-type: none"> <li>• <b><u>Pavilion Project</u></b></li> <li>• SB said that the Pavilion would be used as a coffee bar after the School run. There may also be a baby weigh-in clinic at the same time.</li> <li>• A TV was being procured and would be used for Movie mornings to promote the Social side. (TV Licence has been paid).</li> <li>• RK said that there was interest from the Village to re-establish Cricket on the field. He had spoken to Ben Wallis (Hertfordshire Cricket). A programme of work to be undertaken on the existing cricket square has been listed and suggests that £5000 would be needed to bring it back to the required standard.</li> <li>• RK said that an existing Club side could use the field on a Saturday with youth sides using it on Sundays. HCC Grants were available to help fund the new Green plus a Roller and sight screens etc but this must be a multi-sport facility.</li> <li>• It was suggested that the square plus the football pitch should be sprayed and over-seeded.</li> <li>• It was pointed out that the zip-wire area could be a problem and may need to be repositioned.</li> <li>• Concern was expressed about dog mess on the field and the danger to player's eyes. It was felt that new signage should be installed – warning about no dog mess on the field and threatening £1000 fines. If this was not adhered to then dogs would be banned. Football Clubs – Also very concerned about booking rates and terms and conditions for the use of the new Pavilion. The Pavilion Committee need to realise that football fixtures can change mid week and may be cancelled on the day of the game. This situation must not incur charges.</li> </ul>	
9	<ul style="list-style-type: none"> <li>• <b><u>Much Hadham Fete and Bids to Recreational Trust</u></b></li> <li>• FP said that there was a good turn out on the day in spite of the weather and that all the SA Clubs had supported the Fete very strongly.</li> <li>• The Tennis Club would be bidding for 3 new floodlight bulbs (at £200 each plus the hire of a Cherry picker)</li> </ul>	
10	<ul style="list-style-type: none"> <li>• <b><u>A.O.B.</u></b></li> <li>• SB said that the loose wire by the Pavilion was electrically safe and can be cut out.</li> </ul>	
11	<ul style="list-style-type: none"> <li>• <b><u>Date of Next Meeting</u></b></li> <li>• Thursday 26<sup>th</sup> November at 7.30 in the Bowls hut</li> </ul>	

SB does not recall great concern being expressed about the football rates for the pavilion as the rates had been agreed and included the cleaning and were the same rates as the players paid last year. SB understands that this has been happily accepted by CS and DD ,JJ.





EE WiFiCall 

06:27

 Recent

Marianne Oneill &gt;

Facebook



Invite Marianne to Messenger

dear Mairianne i came by  
your house this morning  
to apologise and you  
weren't in - is there a  
time i can come to your  
door ? Selina

8 OCT, 07:31

Hi Selina ...sorry I missed  
you ...it's really not  
necessary to come round  
to apologise...I think  
emotions were running  
quite high the other  
night...I felt dismayed  
about the money thing  
because I don't want it to



Invite Marianne to Messenger

Hi Selina ...sorry I missed you ...it's really not necessary to come round to apologise...I think emotions were running quite high the other night...I felt dismayed about the money thing because I don't want it to negate all the hard work you have put in with the Pavillion. I understand you were quite upset and really hope that things are better now.

Marianne....



Invite Marianne to Messenger

Just going to walse as  
Alex farmer suggests. We  
have to get a business off  
the ground and cant rent  
a venue with no tables or  
chairs. xx

8 OCT, 10:22

Phewy ...thanks for  
that ...you didn't need to  
explain in such  
detail...but I appreciate it.  
Marianne



8 OCT, 10:46

Sorry about the dreadful  
spelling and typos !!! X



Type a message



**Jeanette Thompson**

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**From:** Jeanette Thompson  
**Sent:** 02 March 2016 17:56  
**To:** Jeanette Thompson  
**Subject:** SB6

**From:** [selinabannermar](#)  
**Subject:** Re: Pavilion & Use of Pavilion  
**Date:** 12 August 2015 16:15:59 BST  
**To:** john < >, FREDERICK PAVEY

**Cc:** FREDERICK PAVEY

Ian Aldridge < >  
 , Dave Devoll  
 Alex Farmer < >  
 Charles Sullivan < >

Anthony Baxter  
 , Barry Brett  
 Brian & Pat Ellis  
 John Jarrett  
 Mike Keoch

< >, RICHARD KEY < >

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 2016, 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 2016, 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

On 12 Aug 2015, at 14:00, FREDERICK PAVEY

wrote:

Dear John

This is one of the problems that the SA thought would arise when bookings were being made for persons requiring use of the pavilion and the recreation field.

The pavilion committee have no authority to promise the use of the recreation field to anyone as the use of the recreation field has to be approved by the SA who have not yet received any such request from the person wishing to use a 7x7 pitch although this was requested in a recent email via Councillor Keogh.

The Pavilion Committee can advertise the use of the pavilion but any use of the recreation field has to firstly be approved by the SA.

I suggest that the person requiring the use of the recreation field supplies details to the SA to include who is making the request , for what reason, when required and for how long. Also required is details of any charge being made to the persons who will be using the facility.

When we have this information the SA will consider the request and decide on any fee for the use of the field but until this is done there is no permission for the use of the field as mentioned in your email.

Regards

Fred

On Wednesday, 12 August 2015, 13:14, john  
wrote:

Fred

As requested many times at the Pav Comm meetings, we would like the pitches marked so we can promote their use.

We/you have a booking for Saturday mornings commencing September for the 7x7 pitch.

More news at this weekends Pav Comm meeting.

Regards

John

On 12 Aug 2015, at 13:11, FREDERICK PAVEY  
wrote:

Hi Tony

The smaller pitches will be marked out in due course but at present the SA have not received any request for the use of small pitches from anyone so there does not appear to be an urgency about this but Dave Devoil will be marking them out.

The adult football pitch has now been moved so I think a more urgent matter is the cutting and trimming of the trees and hedgerow at the top end of the field which is now quite close to

the football pitch. This really needs to be done before the football starts so as to prevent any problems and danger to the footballers. We were informed some time ago that this would be dealt with by the PC and I did send a reminder to Jan Liversage recently.

Best wishes

Fred

On Wednesday, 12 August 2015, 9:33, Anthony Baxter wrote:

Thank you Fred.

As an aside I have asked to ask you when the other junior pitches will be marked out (if they haven't been done already)?

Best wishes

Tony

Dr Anthony D. Baxter

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**From:** FREDERICK PAVEY

**Sent:** 12 August 2015 08:44

**To:** Anthony Baxter

**Cc:** Ian Aldridge

Barry Brett

Devoil

Ellis

Dave  
Brian & Pat  
Alex Farmer  
John Jarrett  
Charles Sullivan

**Subject:** Re: Pavilion & Use of Pavilion

Hi Tony

Many thanks for your email. it would probably be a good idea to meet as suggested. I have copied in other members of the



sports clubs as I feel that the football representatives in particular should attend as they will be the main users of the pavilion.

Regards

Fred

On Tuesday, 11 August 2015, 14:03, Anthony Baxter wrote:

Hi Fred,

I will get back to you on the points raised in the next few days. There is as you know a Pav Comm meeting coming up soon and Joh Carey will be able to answer some of the questions.

With regard to the fixtures and fittings I am supportive of having the old heritage photographs put back up and there are some other fittings (a wooden plaque commemorating the Queens jubilee if memory serves amongst others) and old benching that should also be looked at for reuse. I understand that the Pav will be finished on or about the 25<sup>th</sup> Aug and I wondered whether you, John Carey (and Selina if she's available) and I could meet on Friday or Saturday to go through the fixtures and fittings to see what should be kept and which should be disposed of (at least on a first pass basis).

Best wishes

Tony

Dr Anthony D. Baxter

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**From:** FREDERICK PAVFY

**Sent:** 08 August 2015 10:54

**To:** Anthony Baxter  
**Cc:** Selina Bannerman

Tony Baxter

> Justin Godfrey

Ian Hunt

Mike

Keogh

Richard Key

Jan Liversage

Alex Young

John Carey

**Subject:** Pavilion & Use of Pavilion

Dear Tony

Please find the attached letter in respect of the pavilion and arrangements for its use.

As it appears no member of the SA is available to attend the next Pavilion Committee meeting you will notice I have copied in members of the PC and also John Carey.

I will also send a copy to members of the Sports Clubs.

Your sincerely

Fred

—