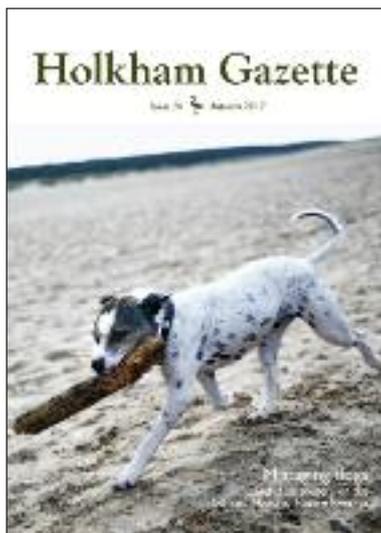


Holkham Gazette

Issue 26  Autumn 2017



Managing dogs
...and their owners on the
Holkham National Nature Reserve



The problem of unrestrained and uncontrolled dogs on the Holkham National Nature Reserve and beach is of great concern to many local people. In this issue of the Gazette, reserve manager Sarah Henderson makes a plea for people to control their dogs – the countryside is not one big doggy playground and wildlife suffers hugely from the intrusion.

Holkham's Halloween and Christmas events are laid out, plus the second part of Lord Leicester's discussion about local housing. Plenty to read for all.

Sara Phillips, Editor

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First words

Wells Carnival chair Patrick Weston says thanks for all the help

Wells Carnival Committee would like to thank all the businesses in and around Wells that offered sponsorship and help in organising events, donated raffle prizes and gave up their time to help with the Wells Carnival in August.

Patrick says, "One of our biggest sponsors and supporters is the Holkham Estate. This year, Pinewoods Holiday Park

has donated £14,130 from the car park revenue to Wells Carnival, for which the carnival committee says a heartfelt thank you. Holkham's help with the events has always been generous. In addition to sponsorship, The Victoria helps with the Carnival Bike Ride, feeding and watering the riders, the Beach Café helps with the Carnival Beach Party, Pinewoods Holiday Park assists with laying out the area for the Sandcastle Competition and the Teddy Bears' Picnic and Holkham's Education Department runs the Fantastic Beasts and children's activities in the pine woods.

Holkham's financial and on-the-ground help is greatly appreciated by all the carnival committee and it allows us to put on a carnival that we can be very proud of. We look forward to working with Holkham into the future."



Photo © Cy

Halloween at Holkham

Thursday 26th to Sunday 29th October, 10am-5pm

Halloween at Holkham is a 'spooktacular' occasion! Join in the fun and get hands-on with the amazing Kiddy Cook team in the old kitchen and decorate your own terrifyingly tasty creation. Follow the fun trail around the hall to discover frightening factoids and creative crafts and have a spooky time solving the macabre murder mystery. Find out what lurks in The Field to Fork Experience for Halloween adventurers. There's bewitching poetry, spooky skulls and a creepy quiz to keep you on your toes – beware scares galore! Jump on board the Halloween Express over to the wicked walled garden. It will be a hoot with 'Wild Encounters' and their real-life owls. A storyteller will be there too, enthralling you with spell-binding and mystical tales. Come dressed for the occasion and join in the fancy dress parade, get gory grazes or weeping wounds with face painting and test your powers of pumpkin carving. Mind-boggling games, trails and Halloween crafts will make your visit truly terrifying!

Tickets: Hall, Field to Fork and Walled Garden: Adult £15, Child (2-16 yrs incl.) £7.50, Family (2+3) £41.

Field to Fork and Walled Garden: Adult £7, Child (2-16 yrs incl.) £3.50, Family (2+3) £19. Save 10% and book online.



Holkham to Hatfield

Lord Leicester sums up David Horton-Fawkes' time at Holkham

Polish ponies graze Castle Acre common

By Henry Barringer, Holkham rural surveyor

Castle Acre common, a large area of unimproved grazing marsh on the banks of the River Nar, is a hugely important site for wildlife and biodiversity. It is classified as a SSSI, Site of Special Scientific Interest, due to its exceptionally diverse grassland communities, and is thought to be the most important valley grassland in Norfolk. It is owned and managed by the estate. Holkham put the common into Higher Level Stewardship in 2013, to help promote fen plants and to encourage the growth of species rich grassland.

Any walkers enjoying the Nar Valley Way may have noticed the introduction of some Konik ponies to the common. The Koniks are vital to the management of the site; grazing all year, keeping on top of the vegetation and ensuring some of the rarer species of plants can thrive. The ponies are stocky, hardy animals, native to Poland and have been used by organisations such as the Norfolk Wildlife Trust to good effect. Holkham Estate bought the ponies from Wicken Fen NNR last year and so far they have done a wonderful job of grazing Castle Acre common.

Having received a few calls from concerned locals about the ponies, the estate would like to assure everyone that they have not been abandoned and are well looked after.



David Horton-Fawkes joined Holkham as estates director on 1st May 2009. Prior to David's appointment, the estate had undergone significant growth, expansion and diversification. They were exciting times, but in truth, we had probably taken on too many projects and spread ourselves too thinly.

One of David's great skills has been rationalising the estate's activities, deciding which to undertake ourselves, for instance cafés

and farming, which to choose excellent partners to team up with; Holkham Emerald for the potato joint venture and Norfolk etc. for cycle hire and lake-based activities and, of course, which activities to discontinue. An avid reader of business books, David taught me a couple of phrases from them, including that from time to time I had 'to kill my favourite children' – Holkham Fine Foods and Holkham Linseed Paints (we still use it all over the estate, we just don't retail it) were culled!

He helped me formulate the estate strategy and has turned my vision into the reality of what we see around us – a fully-functioning, wonderful estate where all visitors are welcome and all staff valued. David instituted the three 'Ss' I gave him when he started in 2009; 'Strategy, Structure, Standards'. He is an excellent judge of character; look at the calibre of the managers he recruited. Incidentally, congratulations to Laurane Herrievien, Neil Morrell and Richard Seabrooke, who have outlasted him!

David never forgot that Holkham is a family business; he always put the family at the centre. His first priority was to ensure that the family was happy. My father and his wife Sarah, my wife Polly and I have been hugely happy with his management of the estate. Luckily, I didn't believe a mutual friend who told me after David's appointment that he was a rabid Communist!

The happiness at the centre of the estate filters down through our wonderful staff, enlivens them all and helps them to enjoy their work and, of course, that leads to greater commitment and better performance.

David leaves us at the end of the year but in December 2018, I'm delighted to report, he re-joins us as a trustee. We look forward to that moment, but in the meantime our heartfelt thanks to him for overseeing an amazing transformation at Holkham, and the best of luck to him as he takes on the role of chief executive at Hatfield Estate for the Marquess of Salisbury.

Holkham's housing and development

Lord Leicester considers the many houses Holkham has built over the course of the last 23 years



*Above and below: Manor Farm Barns in Wells
Right: Almshouses in Burnham Market*

In the last *Holkham Gazette* I promised that in this issue I would “discuss some of our plans for the future and look back with a degree of pride on the houses we have built.” Well, plans for the future will now have to wait until next spring’s publication, but a round-up of all we have achieved in terms of house building seemed appropriate for this issue.

So what has been built and where did it all start? I suppose the start was being brought up in Burnham Thorpe, Burnham Norton and then Holkham Hall from the age of 16, followed by a History of Art degree at Manchester University with an Architecture subsidiary. I think we can forget the Officers’ Mess I lived in in Germany; a WWII Luftwaffe barracks – somewhat brutalist! Then back to Norfolk at Wighton, then Waterden and ten years ago back to Holkham Hall.

I like to think living in north Norfolk most of my life has shaped my interest in, and understanding of, materials and architectural form and the context in which buildings sit in our beautiful landscape. When I walk the streets of towns and cities, my eyes rarely take in the shops and neon signs, but gaze upwards at the elevations, roofs, materials and styles of the buildings.

So I’m not an architect, but I am an amateur enthusiast and a builder; the first three months of 1994 were spent on the cement mixer whilst undertaking my first project, Temple’s Barn in Wighton, in which I ended up living. They say you only learn from your mistakes and on this project there were plenty! Amongst many other failings the barn was the coldest place I have ever lived and, with neighbouring Chalk Farm Barn, we ended up destroying the wonderful barn-



like feel by building a house inside it. I clearly remember the day I saw this breeze block wall growing to divide such a beautiful space. We used cement on lime mortar, modern plastic paints whose longevity is questionable and terrible quality joinery timber. Today we use the correct mortars, linseed oil paint and we import our own five-star joinery timber from a specific sawmill in central Sweden.

I dislike featureless façades and shining white plastic windows on many houses built in the last fifty years. I like to think that the houses we have built have rhythm, tone and depth generated from a variety of features such as string courses at first floor level, windows and doors set back four inches from the facing bricks, protruding eills, clay pantiles and corbelled oversail. All little details, but together the sum of the parts...

I remember forcing Jason Byard, my first foreman, against his better judgement, to use many of these features on properties 1 to 3 Kirkgate Lane,

I like to think that the houses we have built have rhythm, tone and depth generated from a variety of features

Wighton, the first project the newly-formed Hector's Housing Ltd undertook. The houses looked great and I asked Jason what he thought. "Well, they don't look too bad". Praise indeed from a Norfolk lad born and bred!

In a 17-year period between 1994 and 2007, a total of 55 houses or barns were converted in-house by Holkham or Hector's Housing Ltd. Of those, 42 were sold and 13 retained for rent to local people and key workers.

In Wighton, two barn conversions (both sold) and seven houses were built (one retained). In Burnham Thorpe, two houses were built and sold, with a large extension doubling the size of a retained house. In Warham, four houses were built and retained. In Burnham Market 22 dwellings were built at St Ethelbert's, of which the six Millennium

Almshouses have been retained. I remember Gary Maufe, who farmed at Leith Farm, Burnham Thorpe, being accosted by a woman walking her dog who said that it was a disgrace that the Holkham Estate was building all these houses in Burnham Market.

Gary sweetly reminded her it was lucky that the estate was taking pride in building them itself, rather than selling the plot to a large housebuilder like Persimmon. And that is the point: all things being equal I shall live here for the rest of my life, and there is not one house that I have built that I don't drive or walk past and look at with pride.

Four houses in Hindringam, all sold. Thirteen houses in Wells, all sold. Then a bit of a lull from 2008 when the recession came, but we resumed in 2014, undertaking barn conversions. This time, with barns being such wonderful but often uncomplicated spaces, I insisted that we chose a partner, Bryan Williams, who has been doing barn conversions for nearly 30 years. He has a great eye and so again it is with pride that I can look upon the seven barns at Manor Farm, Wells, the four at Great Farm, Burnham Norton and the nine at Warham we are currently working on.

We cannot let these lovely buildings deteriorate and fall down. Finding a new use for them breathes life back into them and I like to think we are enhancing them.

So next issue: our plans for the future and in the meantime I hope these two property articles have sparked a debate. Do write in with your views, good or bad, regarding what we have done. Email: enquiries@holkham.co.uk



Holkham National Nature Reserve – dogs and wildlife

Reserve manager Sarah Henderson makes a plea for better dog control on the Holkham NNR

Photo © Andrew Bloomfield



Life is tough enough when you are a tiny ringed plover chick. Having your nest disturbed by humans or dogs only adds to your problems

The benefits of walking are widely known and for many people taking their dog out every day gives them the impetus to get some exercise, come fair weather or foul! Many dog walkers are fortunate enough to see and hear the diverse and special wildlife, a unique opportunity to get up close to nature. Many regulars who walk their dogs on the nature reserve are valuable ‘eyes and ears’ for us. They report all sorts of goings-on to staff which helps us enormously – with 10,000 acres to keep an eye on, any extra help we get is greatly valued. However, as Holkham and its nature reserve have become ever more popular, poorly controlled dogs have become a nuisance not just for wildlife but also for other dogs and visitors.

The reserve and beach are great places for seeing wildlife all year around. Large flocks of wintering birds can be found on the beach and the developing saltmarsh. Not many beaches can boast breeding colonies of little tern and ringed plover. In winter especially, birds need to take in a huge amount of food daily to turn into energy and to conserve this energy as much as possible, so that they are in good condition for migrating and breeding. Being disturbed, or even chased by dogs, and continually having to move away from their feeding areas, is a waste of their precious energy and also cuts down on the time they have to feed.

The alarming effect that dogs can have on wildlife can be devastating. Ground nesting birds are particularly vulnerable to disturbance and predation. Whilst efforts are made to make people aware of where birds such as little tern, ringed plover and oystercatcher are nesting, by putting up cordons and signs, it is very easy for an unrestrained and poorly-controlled dog to enter a cordoned enclosure and disturb the



birds. Many birds protect chicks by using distraction techniques but sometimes whilst they are doing this another predator such as a gull or kestrel sneaks in and takes the young.

Seals are becoming an increasing presence on the beach at Wells and whilst a seal is big enough to defend itself against a dog, it would be wise to avoid this situation in the first place, as a bite from a seal is highly infectious.

Earlier in the year I was sent a photo of a dog viciously attacking a muntjac deer on the grazing marshes at Burnham Overy. This is a surprisingly common event but it is seldom caught on camera. The pictures show what a dog can get up to when it is not kept on a lead or under close control.

Another problem that arises from dogs roaming far away from their owners is that they can become lost. This happens frequently and, whilst an owner might have to add an extra couple of hours to their walk whilst they look for their dog, we have had instances where the dog has been missing for a week and an anxious owner has to visit once or twice a day to look for it. You can imagine what impact a dog might have on the wildlife of the reserve if it is having to fend for itself.

Finally, no article about dogs in the countryside would be complete without mentioning dog poo. We have a 'bag it and bin it' policy at Holkham and Wells and there has been a dramatic improvement as a result with many visitors following the rules. Dog poo is unpleasant in many ways. I wonder if people are aware that one effect of not picking up after your dog is that the presence of so much poo changes the plant communities that grow on the reserve? The modern dog eats a very good diet so what it deposits is high in nutrients. The rare and interesting plants found on the reserve much prefer nutrient poor conditions to thrive, so adding nutrients to the land by means of dog waste means the plants quickly get lost, as nutrient greedy species such as coarse grasses, nettles and brambles take over.

Holkham's social media comments following the incident of the dog attacking a muntjac were very interesting, as they showed how many dog walkers enjoy Holkham and love the wildlife but get extremely annoyed by the irresponsible minority. Please, for the sake of all of us – human, animal and plant – keep your dog under close control when visiting the nature reserve.

...the presence of so much poo changes the plant communities that grow on the reserve

Simple ways you can help wildlife

- Keep your dog under close control, this means that you can see it at all times and that it will respond to your command.
 - If you can't rely on your dog's obedience put it on a lead.
 - Always give cordoned areas a wide berth.
 - Don't let your dog chase flocks of birds on the beach, especially in the winter.
 - Bag it and bin it.
 - Help spread the word!
-



New on board – but not to wildlife conservation

David Lyles, local farmer and one of the new directors of the Holkham National Nature Reserve, has a vision



David Lyles

“I am a local boy born and bred – half of my family can trace its roots in Norfolk back to the early 1500s. We live at Muckleton, between Burnham Market and Stanhoe. My working life has been spent running my own farming business which also included running other people’s farms. I had my own machinery/engineering business for over 40 years. I am involved in a number of leisure businesses, including being a past chairman of Fakenham Racecourse where I remain a director.

I have experience in running support groups and have worked with several conservation charities. This has included some with educational interests and facilities and I helped set up an educational charity. We also have a business involved with boats for both storage and repair.

My passion is wildlife, in which I have been interested all my life. We have done much to improve the habitat where we live to broaden the range of wildlife that we can support and we will continue to do so. Last year we won a Farming and Wildlife Advisory Group award for this work. My hobbies are managing my grandchildren, training working dogs and photography.”

My new role is as one of the four directors of the Holkham National Nature Reserve. I am looking forward to working with the Holkham team to help secure the future of the reserve for future generations.

To many, the reserve may seem to be just about birds but there is much more to this diverse site. Its habitats range from foreshore, tidal salt marshes and sand dunes, to forest, heath and grazed marshes. The site provides habitats for an abundance of species, many of which are rare and some of which are specific to this site. The reserve extends from Burnham Norton in the west to Stiffkey in the east and covers nearly 10,000 acres.

In July Holkham was awarded Approved Body Status under Section 35 of the Wildlife and Countryside Act. This will make Holkham one of a select few privately owned estates in England to hold this status and follows a lengthy application process. This special status will enable the estate to manage the Holkham National Nature Reserve itself; until now it has been managed by Natural England. The reserve is managed by a full time warden, Sarah Henderson, and a team comprising retained staff and volunteers. They will be supported by a board drawn from academic and practical backgrounds to be chaired by Lord Leicester.

So what are the key management points? I believe they are as follows: we need to maintain the current habitat and look carefully at managing this to encourage other species and to ensure dominant plant species do not take over the site to the detriment of less vigorous species. The dependence on EC handouts will soon become a thing of the past so it will be necessary for the reserve to be sustainable and therefore economics will play a big part. To achieve this we will need to balance public access with protecting wildlife and this may be one of our hardest tasks. Education must play a part, not only of the young but also of our visitors so that they understand our aims and objectives and they feel encouraged to share in nature’s successes and failures through the year.



A HISTORY OF **Holkham** IN 50 OBJECTS

Ribs of beef!

Retired archivist Christine Hiskey sheds light on a strange exhibit

In a ground floor room at the hall, a glass case displays a plaster cast of a large joint of ribs of beef. It has no label, nothing to indicate when or why it was placed there. There is no clue in the name of the room. In 1760 it was called the Beefsteak Room but in the 20th century it mistakenly became known as the Mutton Room.

The answer to the puzzle was found by chance in a letter book in the archives, which reveals that on Christmas Day 1818, one of TW Coke's tenant farmers, Thomas Moore of Warham, sent a present to the hall accompanied by this note: "Having by your advice & example been encouraged to rear and feed Devon cattle, I trust you will pardon the liberty I now take in soliciting your acceptance of three ribs of the Devon steer I had the honour of showing at Holkham last summer. This being the first Devon beef (slaughtered in Norfolk) of my own breeding and feeding, I am inclined to hope that you will not consider it a bad specimen for a beginner."

Thomas William Coke had been breeding Devon cattle since about 1814 and Thomas Moore had quickly followed his landlord's example. Great significance was attached to the gift at the time, for as Coke's agent, Blaikie, wrote when acknowledging it on his behalf "Perhaps there can be no greater example given of true patriotism than when the landlord and tenant go hand in hand in using their best endeavours... in improving the breeds of domestic animals destined by the Divine Providence to become food for man."

So the model, commemorating a cut of beef from an animal that had been proudly exhibited at one of the famous agricultural meetings, the Holkham Sheep Shearings, has for nearly 200 years borne silent witness to the great days of agricultural improvement at Holkham.



We must be part of a joined-up landscape and not an island reserve, so we will need to work closely with our neighboring reserves and landowners, with whom we share much of our visiting wildlife. We would like to encourage more local participation and plan to recruit volunteer assistants, whom we would train to help with guiding and managing the general public, so if you are interested, watch this space.

We have to look at people traffic to avoid damage to plants and wildlife. This will mostly be about managing corridors of access. Will there be conflict with people's perception of the site? I would sincerely hope not but just to illustrate one point, please forgive the next statistic. During one year nearly 50 deer were killed by members of the public's dogs on the reserve! I am a dog

During one year nearly 50 deer were killed by members of the public's dogs on the reserve... to have this damage being done by out of control dogs is totally unacceptable

lover but to have this damage being done by out of control dogs is totally unacceptable. Dog walkers have been asked to keep their dogs on leads but it seems as soon as they are on the beach the dogs are released to cause mayhem. We need everyone's help to overcome this as we do not wish to ban dogs from certain areas. But if this number of deer can be lost what hope is there for other wildlife?

We are extremely grateful to the specialist volunteers that have helped Sarah Henderson's team catalogue different species. This work is invaluable and helps increase the scientific knowledge to support future decisions. If you are an expert in a specific field and have time to cover a transect of the reserve and report on it, we would like to hear from you. I would like to look very carefully at how best we can allow more controlled access and into the feasibility of building new viewing hides and the possibility of relaying pictures from inaccessible areas of the reserve to give the public a better understanding. I look forward to the challenge ahead!

Make Christmas Special at Holkham

The festive season is sure to be a magical one



Join in the festivities as we open the doors for our seasonal celebrations. Candlelight Tours of the hall, seasonal opera, a food fair, craft workshops and a visit from Father Christmas and his cheeky elves are all part of the magnificent line-up at Holkham this winter.

The celebrations commence with two sparkling evenings of carols and songs with Diva Opera, perfect to get you into the festive spirit. Our Candlelight Tours of the hall are an ideal opportunity to see the magnificent state rooms decked out for Christmas and bathed in subtle candlelight. For those who would like to take a special festive memento home, our selection of Christmas Craft Workshops are a great way to explore your creative side.



Tick off your Christmas list with a visit to our gift shop stocked with great ideas. There's also a chance to buy some of the tree decorations used in the displays in the hall.

Our grand finale is the arrival of Father Christmas and his elves who will be visiting the hall in the run up to the big day itself. Join us for our special family event 'An Audience With Father Christmas' and make Christmas special in true Holkham style!

CANDLELIGHT TOURS

Sundays 3rd and 10th December, 12noon-5pm, Wednesday 6th to Friday 8th, Wednesday 13th to Friday 15th, Tuesday 19th and Wednesday 20th December, 3pm-8pm.

Tours start every 15 minutes.

A magical opportunity to see the magnificent state rooms adorned with Christmas decorations and beautiful candlelight. Our knowledgeable guides will show you the wonderful decorations, explain how they were created and tell intriguing stories of Holkham's history and of its residents past and present.

Tickets: Adult £18, Child £12.

We recommend the tours are suitable for ages 10 years and over. Your ticket includes a glass of Prosecco, or a soft drink and a mince pie on weekday tours and a glass of mulled wine, or a soft drink and a mince pie, on Sunday tours.

Christmas calendar

1 Diva Opera
Christmas Shopping

Diva Opera
Christmas Shopping **2**

3 Candlelight Tour
Craft Workshop
Christmas Shopping

Christmas Shopping **4**

5 Christmas Shopping

Candlelight Tour
Craft Workshop
Christmas Shopping **6**

7 Candlelight Tour
Christmas Shopping

Candlelight Tour
Christmas Shopping **8**

9 Christmas Shopping

Candlelight Tour
Craft Workshop
Christmas Shopping **10**

11 Christmas Shopping

Christmas Shopping **12**

13 Candlelight Tour
Craft Workshop
Christmas Shopping

Candlelight Tour
Christmas Shopping **14**

15 Candlelight Tour
Christmas Shopping

An Audience With
Father Christmas
Festive Food Fair
Christmas Shopping **16**

17 An Audience With
Father Christmas
Festive Food Fair
Christmas Shopping

Christmas Shopping **18**

19 Candlelight Tour
Christmas Shopping

Candlelight Tour
Craft Workshop
Christmas Shopping **20**

21 An Audience With
Father Christmas
Christmas Shopping

An Audience With
Father Christmas
Christmas Shopping **22**

AN AUDIENCE WITH FATHER CHRISTMAS

Saturday 16th to Sunday 17th December
Thursday 21st to Friday 22nd December
Performances start at 10am, 11.15am,
12.30pm, 2.15pm, 3.30pm & 4.45pm and
last for approximately 45 minutes.

Join us for our special 'Audience With Father Christmas' as he stops off at Holkham during his busy schedule. Meet Father and Mother Christmas in the Saloon for tales of wonder and magic while our band of cheeky elves will entertain you with musical interludes. We also suspect they will have a trick or two up their sleeves! All our younger visitors receive a present and there's a glass of Prosecco or a soft drink for everyone plus a biscuit for children.
Tickets: Adult £17, Child (0-12 years) £17.



DIVA OPERA

Friday 1st and Saturday 2nd December, 7pm
'Tis The Season – a sparkling evening of song, perfect to get you into the festive spirit. A group of friends celebrate the start of the Christmas season in style and recall Yuletide stories of old. As their thoughts turn to warmer seasons they make plans for the year ahead.

Tickets: £40, includes a glass of Champagne in the Saloon during the interval and an opportunity to view some of the other state rooms in the hall decorated for Christmas.

CRAFT WORKSHOPS

A Natural Christmas – Sundays 3rd and 10th December, 10.30am & 1pm

Children can help prepare for Christmas by making their own decorations.

Tickets: £5 per child. All children must be accompanied.

Festive Wreath Making – Wednesday 6th December

11am-1pm & 2pm-4pm

Create your own wreath with greenery from Holkham park.

Tickets: £40 per adult incl. materials, mince pie & hot drink.

Gingerbread Creations – Wednesday 13th December

11am-1pm & 2pm-4pm

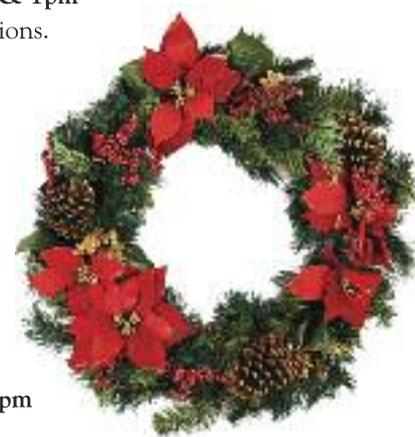
Make your own edible wreath using gingerbread.

Tickets: £40 per adult incl. materials, mince pie & hot drink.

Festive Flowers – Wednesday 20th December, 11am-1pm & 2pm-4pm

Create your own floral arrangement to display at home.

Tickets: £40 per adult incl. materials, mince pie & hot drink.



FESTIVE FOOD FAIR

Saturday 16th and Sunday 17th December, 10am-5pm

A delicious collection of food and drink from the best local and regional producers. Stock up on ingredients for your Christmas feast, or find treats for the food lovers on your gift list. 'It's Not All About Turkey' is a cookery theatre with a difference featuring local chefs and there's musical entertainment to make you feel truly festive!

Free entry

Visit www.holkham.co.uk for more information and to book tickets

Apprentices thrive in the right environment

Milly Hall is one of a growing number of local young people being given the opportunity to develop their skills



Partners in progress

Beach Café manager James Platten explains how the partnership between Holkham and Poultec works



As part of Holkham's partnership with Dereham-based training providers Poultec, I have been working towards a Level 4 Diploma in Hospitality Management. The course has been varied, including sessions at Poultec, observations, assignments and research projects. I have been very lucky in that my assessor, Alex Sellers, has a great deal of experience in the sector including managing a Carluccio's restaurant. In Alex I have an excellent mentor with industry specific knowledge, helping to broaden my understanding of the business and honing my practice at the Beach Café.

I have been studying alongside my work as manager of the Beach Café. During the last twelve months we have embarked upon a full scale refurbishment of the café, improving our food and beverage offer and we continue to develop the team. For my part, and in recognition of my contribution to the Beach Café and progress on the course, Alex nominated me for Hospitality and Catering Learner of the Year at the 2017 Poultec Awards.

Milly Hall is 16 years old, comes from Blakeney and is doing her dream job. Milly has recently been taken on as an apprentice stockperson at Holkham's farm at Chalk Hill, Warham and is having the time of her life.

She has been riding since she was two years old and from the age of 11 she knew that she wanted to work with animals. Despite having no farming background, Milly has enjoyed helping out with lambing at Cockthorpe for three seasons.

Milly was a student at Alderman Peel High School in Wells and worked at Holkham for two years in the cycle hire centre as a summer job. She heard about the offer of apprenticeships with the estate and realised that an apprentice stockperson's job was an ideal, if unusual, route into animal husbandry. She sent in her CV and was asked for an interview with stockman Jon Smith and farm manager James Beamish. She was subsequently offered the apprenticeship, with which she is delighted.

Milly is working on the farm for two days a week and is attending Easton College for the other three days while she studies for two years to gain her Level 3 Advanced Diploma in Agriculture. At the moment Milly thinks that this is as far as her ambition will take her, but she is a bright and determined person, so who knows where she may end up!

Cattle and sheep will definitely play a part in her future though – currently she is helping Jon to care for 700 head of beef cattle, the small flock of sheep that Holkham keeps for meat and, when the winter months are here, she will help with the large number of store lambs that the estate buys to overwinter and fatten up before sending them for sale in the spring.

Apprenticeships at Holkham

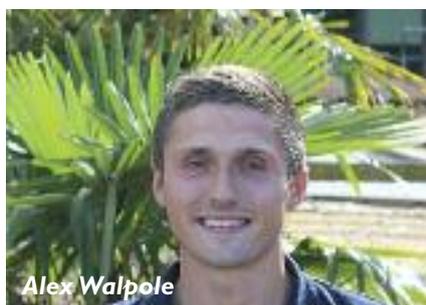
Holkham is always on the lookout for talented young people who would like to take their education further in partnership whilst working for the estate. We have had success by joining with Poultec to offer apprenticeships in hospitality, working at The Victoria, the Courtyard Café and at the Beach Café, but it is not just these areas that offer advancement. If you are coming to the end of your current level of education and if you think you might fit into an area of interest here, you are encouraged to send in your CV and a covering letter explaining why you might be just the person that we are looking for. Get in touch by email: careers@holkham.co.uk

I was very proud to have been nominated and delighted to have won the award. Developing our staff is going to be so important in the coming years. North Norfolk has, rightly, become a premier destination throughout the year and especially during the height of the summer. This has a knock-on effect on house prices for example, meaning local workers are finding it increasingly difficult to reside in the areas they work. Subsequently, this impacts on business, such as our leisure businesses at Holkham: recruiting and retaining staff becomes more difficult. While this is a problem on a macro scale and affects more businesses than the Beach Café, attracting school and college leavers to

Holkham and developing them through courses such as those offered by Poultec with all year round employment can be part of an answer to this conundrum. I am proud of the work Ashley Stewart (19) from Syderstone and Ella Davies (19) from Fakenham have been doing with their courses at Poultec. Ashley is working towards NVQ 2 Food Preparation and Cookery and Ella is working towards NVQ 2 in Customer Service. Alex Walpole, one of our supervisors at the Beach Café, will soon be starting a year-long internship as Leisure Graduate Trainee. He will also be working with Poultec on an ILM Leadership and Management programme.



Ashley Stewart



Alex Walpole



Ella Davies

Balancing nature and safety

Head forester Harry Wakefield addresses the problem of tree safety

Trees are integral to the Holkham landscape providing biodiversity, shelter and fuel. Management of over 2,000 acres of woodland keeps our team of four foresters permanently busy, along with the much needed support from local contractors.

Tree and forest management is the practice of controlling the establishment, growth, composition, health and quality of forests to meet diverse needs and values. The trees at Holkham are highly valued for their individual beauty, as an intrinsic and key element of the natural and historic landscape and for the wildlife they support. Even decaying trees create invaluable habitats.

The team at Holkham is committed to managing tree safety and has an agreed plan which respects conservation, heritage, recreation and the wider landscape objectives. Whilst the overall risk to human safety is extremely low, the estate adopts an

uncompromising and rigorous approach to tree safety when assessing and managing its trees. Although incidents or fatalities are very rare events in the UK, we are acutely aware of the challenge to provide a natural, holistic woodland setting and outdoor space, weighed against the associated risks of inviting the public onto private land.

Under both civil and criminal law, an owner of the land on which a tree stands has responsibilities for the health and safety of those on, or near that land, and there are potential liabilities arising from the falling of a tree or branch. Civil law gives rise to duties and potential liabilities to pay damages in the event of a breach of those duties. Criminal law gives rise to the risk of prosecution in the event of an infringement.

A tree will never be deemed 'safe'; it is a living organism which has its own way of growing that cannot be completely controlled by human intervention. Trees naturally lose branches or even fall over and they can have hidden structural deformities or defects. We are committed to managing safety in ways that do not compromise conservation, heritage, recreation and landscape objectives, whilst encouraging public access.

With increasing pressure from legislation and visitor numbers, mixed with the age and the nature of our trees, safety is a vital factor in management. The arboricultural work on the estate focusses on the above, with correct practices and the trees' and public's safety as the main priority.

A hollow oak (Quercus robur) which was felled as part of a safety report



Marston's makes it Holkham!

Estate barley shows its pedigree... James Beamish of Holkham Farming Company tells all



Crisp Malting Group in Great Ryburgh, south east of Fakenham, recently secured a contract to produce malted barley (the process barley grain has to go through before it can be used to brew beer) with the brewer, Marston's, of Pedigree beer fame, who are at the heart of the British brewing industry based in Burton on Trent.

Crisp Malting Group in turn contacted Holkham, with its history of innovation in agriculture and ability to produce quality malting barley, to source a regular supply of the barley variety Flagon to go exclusively to Marston's. We knew that Holkham Farming Company couldn't supply all the tonnage required itself, so in conjunction with Crisp Malting Group, Dewing Grain and H Banham, we contacted all the tenant farmers who farm Holkham land to ask them if they would like to be involved in growing winter barley so that the total tonnage supplied to Crisp would meet requirements. I hope that some of the Holkham tenants will come on board and we see the contract with Crisp Malting Group as a good thing for all concerned.

Holkham has a long tradition of growing both winter and spring barley for the brewing industry. Indeed, it is said that the maritime microclimate found in the north Norfolk area makes for superlative malting barley that has been prized by brewers for many years.

Southwold brewer Adnams has been buying Holkham spring barley for around four years. We grow a specific variety, Concerto, expressly for Adnams and 75% of all the crop goes to them. The arrangement suits both parties – Adnams knows what the quality of the grain will be and Holkham knows it has a guaranteed market for most of its crop. Adnams takes spring barley in preference to winter barley as the spring crop has a dual purpose – it can be used to make beer, but it can also be distilled to make spirits.

Winter barley, on the other hand, goes only to make beer. It also has the attraction that it fits really well into our crop rotation scheme. It is planted in mid-September into fields that have previously grown potatoes. After growing through the winter and spring, it is harvested early, around the third and fourth week of July, which leaves plenty of time to condition the soil before it is next planted with oil seed rape in mid-August.

Much like with the Adnams contract, if Crisp Malting's specification is met all involved are assured of a guaranteed market. The tenant farmers who choose to join the scheme will receive a premium on their grain prices instead of taking their chances on the open market and Crisp, and ultimately Marston's, know exactly where their barley is coming from and the quality they can expect. This means that there is traceability and provenance, all the way through from farm to pint.



Last words

The modern Downton Abbey: memories of Althorp, Lowther and Holkham

An illustrated talk by David Horton-Fawkes

On Thursday 23rd November, Holkham's David Horton-Fawkes will be giving an illustrated talk on 'Running an estate: the modern Downton Abbey' in aid of the Warham Village Trust. Taking place in the newly refurbished Warham Reading Room, the talk will start at 7.30pm and a supper will be provided comprising a venison stew and apple crumble, with ingredients sourced from the estate. Tea and coffee will be available, but if you would like to drink anything stronger, please bring your own bottle. Tickets are £10 each and can be obtained from Holkham Estate Office on 01328 710227.



Robson Construction takes space at Holkham Studios

Robson Construction liked Holkham Studios so much it rented office space there

The transformation of the old buildings at Longlands into bright new office space has garnered prizes and mentions in architectural journals recently. This is a source of particular pride to Peter Roberts of Robson Construction because he is the man who oversaw all the building work when Robsons won the contract to undertake the regeneration of the site. In fact, he was so pleased at the final result and impressed with what the estate was offering, he took space there himself.

Robsons has a large number of projects currently underway locally, including two prestigious jobs for Holkham. One is the new orientation centre at Lady Anne's Drive and the other is Hill Farm on the coast road in Holkham village. Robson Construction is also involved with the build of the Maltings community space in Wells which will create

a building of which the town can be proud.

The offices at Longlands also act as an advert for the company and the quality and standard of its work. Peter is able to invite potential clients to the studios to show them what the company can achieve. As a result, the company has picked up work that it wasn't even in the frame for and the pile of tenders on Peter's desk gives proof to the success of both the studios at Longlands and the skill and craftsmanship of the building and finishing work that Robsons delivers.



Space for rent

Holkham Studios provide complete commercial flexibility for any size of business. You can rent just the space you need and if your business grows, the estate will work to accommodate your requirements.

The individual offices have high ceilings and light interiors and each office's layout can be customised to meet individual business needs. There is space for two or three workspaces per office and each one has VOIP phones.

The studios have a high-speed internet connection, installed by the estate in recognition of modern business needs and the offices are secure and contemporary in their styling, though with many a nod to their traditional setting. The rent is inclusive of electricity, heating, water, domestic telephone calls and there is use of a shared kitchen. The offices can be used by the day or month by agreement, negotiated on an individual basis.

Please get in touch by emailing h.warmington@holkham.co.uk