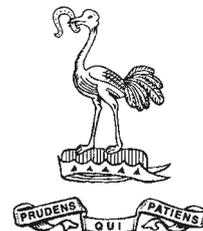


# HOLKHAM NEWSLETTER



Within my first introduction to the Estate Newsletter six months ago, I promised to continue my father's programme of change. Change has to be handled sensitively, as some people find it difficult to adapt to. However, it may amuse many of you who know me, to discover that I have been 'hoisted by my own petard', in that I have not found taking over responsibility of the Estate to be as seamless as I had expected. During the past 10 years, I have been very 'hands-on' at Holkham, running three or four Estate businesses and getting involved in the nitty gritty. Now, I too am learning to let go, step back from the detail and take on more of a Chairman's role.

On the subject of change, Holkham Farming Company will shortly be moving to its newly built premises at Egmere, alongside the grain store. This re-location should make its previous base at Longlands, a safer place and also allow Holkham Building Maintenance to continue to expand. As you will read on page 14, Building Maintenance has taken on nine Hector's Housing employees and the management team has been strengthened by the appointment of David Smith, to a new position of Property Manager. Property forms a huge part of Holkham Estate's portfolio with approximately 400 buildings (many of them listed), including 325 houses, farm barns and commercial property. It is important we accord these historic assets the care and respect they deserve, not least because of their increasing value. To this end, I was particularly pleased to welcome back Marianne Suhr, of the Society for the Protection of Antique Buildings to Holkham for a seminar in May, when she enlightened homeowners and some of our staff in the traditional techniques of maintaining old buildings.

Holkham is increasingly in the public eye. The BBC television programme, *The Curious House Guest*, featuring the Hall, broadcast in March was directly responsible for our best-ever Easter visitor numbers, while *The BBC Antiques Roadshow* filmed at Holkham in May (see photograph below) attracted the highest number of people in the show's 29-year history. The programme is due to be broadcast early next year, when we hope it will have the same effect as *The Curious House Guest*.

Over the course of the Easter weekend, The Victoria and The Globe served over 2,500 meals — an incredible performance. The Stables Café had its best ever day when *The Antiques Roadshow* was filmed. I would like to express my thanks to all staff involved, including those at Pinewoods and the shops, for their unstinting hard work in breaking all records; and for still smiling! Let us all look forward to a long, hot summer, plenty of contented visitors and of course, our two exciting open-air concerts, featuring José Carreras and Jools Holland on 1st and 2nd September.

Viscount Coke



ABOVE: Michael Aspel, *The BBC Antiques Roadshow* presenter, surveys the crowds at Holkham when the programme was filmed in May.

Picture by: (c) Eastern Daily Press/Colin Finch.

# Archives

DURING the past few months, we have received the family papers preserved by Lady Silvia Combe, the fifth Earl of Leicester's youngest sister, who was very much the custodian of the family history and died in November last year.

They include many letters and other papers belonging to her grandmother, Alice, wife of the third Earl, and her mother, Marion, wife of the fourth Earl, as well as her own memories of Holkham. There are delightful letters from the future fourth Earl, dated around 1890, showing that schoolboy humour has changed very little, and another from his head teacher when he was ill (aged 13): 'he takes Mattins & Parrish's food 3 times a day; he has an egg beaten up in a glass of milk with a tablespoon full of brandy twice a day, beef tea twice a day, a glass of Burgundy with his dinner and 2 glasses of plain milk. Of course he has regular meals besides.' Another gem is the only letter to survive from the second Earl, written probably in 1864, when he describes setting 103 men, women and boys to work one evening, to clear a field of barley before it rained.

Other personal memories have come from Mrs Maureen Rayner (néé Dowdy) of Wells, who has kindly written down her memories of working as a teenager in the Estate Office in 1943-47, in the days of a hand-cranked telephone, wax stencils for copying (one sheet at a time) and a wage of 10 shillings per week, paid fortnightly. She cycled to work from Wells and grew to rely on one of the Italian prisoners of war, from the prison camp in Church Wood, to open the gate for her. The Italian prisoners made flower brooches from coiled copper wire and coloured 'Sylko' thread, which they then sold to gain a little pocket money.

Both photographs featured in the last Newsletter have been identified: the group of women (and one man) were staff at The Victoria, and the other photograph was taken at an auction of horses at Branthill in the 1920s.



ABOVE: Holkham School, Miss Davison's Class, 1948-49.



ABOVE: Part of a letter from Tom Coke (future fourth Earl of Leicester) to his mother, circa 1890.

BELOW RIGHT: Mrs Burrows remembers helping to pick dessert fruit from the glasshouses at the Holkham Walled Gardens.

The display of records and photographs in the Old School (now Adnams Wine and Kitchen Shop) has aroused considerable interest among local people, and now (thanks to three former pupils, Mr Harry Dye, Mrs Ann Emerson, néé Gookey, and Mrs Audrey Baker, néé Langley) we have a photograph of Miss Davison's class in 1948-49, with all pupils identified. I am hoping to find room to display it with the others.



## U is for Upton

Reuben Upton was the electrician at the Hall after the First World War. His daughter, Betty (later Mrs Burrows) worked in the kitchen (in the still room) when she left school, and later in the gardens, and has written for the Archives many fascinating memories from the early 1940s: scouring the big copper stock pot with a mixture of sand and vinegar; Ethel Butcher making cakes and jam in the lower still room, where she could be contacted from upstairs by means of a speaking tube; Lady Leicester consulting with the cook and writing the day's menus on a little porcelain slate.

Betty then joined the Land Army to work in the gardens, which she greatly preferred. As well as all sorts of gardening work, she helped the head gardener, Mr Patterson, to pick the dessert fruit (see photograph above) and arrange it in a large flat basket, the grapes lying on vine leaves and other fruit (nectarines, peaches, figs) on a bed of moss, which she would then take to the butler, Mr Surridge, in his pantry.

## V is for Vapour Gas

A file of papers reveals a short-lived experiment in the Hall around 1908: the 'Loco' Vapour Gas Light System. The 'vapour



**ABOVE: A Vapour Gas advertisement, circa 1908.**

gas' was 'ordinary air mixed with the minimum amount of petrol vapour necessary to form an illuminant'. Looking back, this sounds highly risky but it was advertised as non-explosive, inexpensive, clean and safe, and was enjoying a brief vogue in large houses, as a cheaper alternative to electricity. Indeed, having seen it at Holkham, Sir Savile Crossley made enquiries about it even though his house at Somerleyton was already lit by electricity. At Holkham, three machines, to run up to 80 lights each, were installed at a total cost of about £370.

The supply, however, was connected to the existing gas pipes, resulting in complaints by the Loco Company that 'the

foul and choked condition of the pipes is doing much harm to the reputation of our machine', and the verdict of the Holkham agent, on the other hand, that the system was 'disastrous'. Within a few years, it had been replaced by electricity.

### W is for William Coke

William is rather a shadowy figure, but he nearly inherited Holkham. Born in 1793, he was really yet another Thomas William Coke, nephew of T. W. Coke, 'the farmer', and for many years his heir presumptive. He was 'cut out when there was least expectation', when T. W. Coke's late second marriage (to the girl he had suggested William should marry) led to the birth of the future second Earl.

Apparently William bore this change of fortune well; he never married and enjoyed a life of shooting, hunting and deer stalking. He continued to visit Holkham, where he had one of the Tower rooms; one story relates how his shrieks of pain from sciatica (perhaps not surprising, considering how many stairs he had to climb to reach his room) gave rise to rumours that the attics were haunted. One or two more details have recently come to light in the Estate Office letter books and family deeds: he died at West Bilney in 1867, where he had lived with Elizabeth Coke, his brother's widow; she was to receive most of his estate but he also left £100 to his valet, £300 to Mary Botting (perhaps a housekeeper), £400 to his solicitor, £600 to his groom, and £1,500 to each of two 'natural children', William Heath and Henry Merrin.

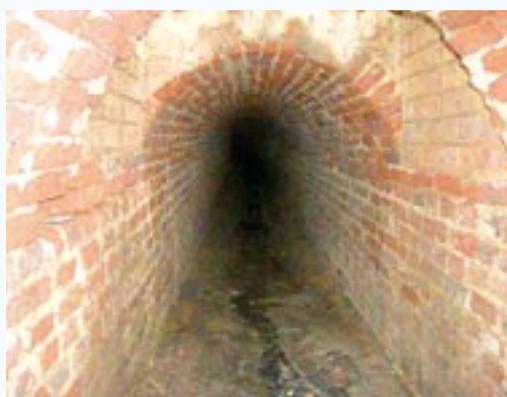
*Christine Hiskey  
Archivist*

## 18TH CENTURY SEWER UNCOVERED

ON 14th May, a visitor reported that a hole had appeared in the north lawn, near the road opposite the north-west wing of the Hall.

The stone slab covering a manhole had broken and collapsed into the sewer. This was not much fun for the men of Building Maintenance called to repair it, but a great opportunity to see some of the hidden 18th century craftsmanship connected with Holkham Hall. The Building Department's Darren Cave nobly went armed with a digital camera, the Archivist having declined a kind invitation to explore in person.

The same bricklayers who were building the Hall, built the main sewer or 'shore' as it was called, in 1757. It runs from the north corridor near Kitchen Wing, north-west towards a cesspool near the lake. It was obviously a major undertaking as, most unusually,



**ABOVE: The sewer discovered in front of the terraces at the Hall, dates from the mid 1700s.**

the bricklayer's bill specified the amount of excavation involved: a length of over 190 yards, the width at the top varying from 10ft to 12ft 6in, and the depth from 7ft to 9ft.

The brickwork cost over £36, plus £3 for 242 yards of 'brick flat paving' (for the base), and the excavations cost over £47. Three labourers worked a chain pump for over three weeks at the end nearest the lake, to keep the excavation clear of water; as it was in August, their pay went up from the normal 1 shilling 4 pence per day to

'harvest' wages of 1 shilling 8 pence.

The internal Hall sewer, an equally impressive construction, was piped in the late 19th century, but the external sewer still functions as built 250 years ago.

*Christine Hiskey  
Archivist*

# The Hall

IT IS a tale of maintenance, repairs and cleaning this time. For the first time in many a long year, the statues in the Statue Gallery have received a thorough clean. Lord Leicester engaged the Skillington Workshop from Grantham to give them all a good bath and the difference is remarkable.

Quentin Crisp once remarked that he never dusted his New York flat because dust never got deeper than a quarter of an inch thick! Well, tell that to the statue Diana, and her friends. As part of the project, Skillington were asked to examine the colossal statue of Lucius Verus who appeared to be shedding large amounts of white powder from his right leg. It soon became obvious that there was a serious crack in the marble and that an old plaster repair was breaking down. Since we believe the statue to weigh around two tonnes, urgent action was required.

It was discovered that the internal wrought iron posts had rusted and expanded and Lucius was beginning to lean forward and to one side. He was winched forward and upwards and suffered the indignity of the insertion of two stainless steel posts through the soles of his feet. A new heel was skillfully carved and set in place and Lucius restored to his plinth. Many thanks go to David Carrington, Paul Wooles, Paddy Connor and Theo Gayer-Anderson and the rest of the team for doing such a sterling job.



ABOVE: The statue of Lucius Verus during vital repair work.  
RIGHT: Ian Barrett in his workshop below Chapel Wing.

Not to be outdone, our own house team have undertaken the cleaning and restoration of the crystal chandeliers in the North and South Tribune. Colin Shearer, Mark Hooker, Ian Barrett and Lou Bailey have, over the past weeks, disassembled, cleaned and rewired these complex structures.

The results are stunning. Thanks are also due to Chantry Chemicals Ltd of Bingley for letting us have some very effective cleaning fluid.



ABOVE: The crystal chandeliers are now sparkling after a thorough clean.

Maurice Bray and Adam Lovick rise occasionally from the bowels of the house to work wonders on the windows and doors. One such venture saw the removal of the main entrance doors and their restoration in quick time looking resplendent after a new linseed wax treatment. Not only that, Maurice and Adam have cleaned off the locking bars — they're brass! Maurice, who do you think is going to get the job of keeping them clean?

This Easter proved to be one of the most successful ever. The lateness of the holiday probably had a bearing on the number of visitors, but the most significant factor seemed to be the BBC2 programme *The Curious House Guest*, which generated a great deal of comment from the public, all of it favourable — which is jolly nice. The house was buzzing throughout the holiday with Saturday being the busiest day, with 466 visitors. I hope they all enjoyed the Bank Holiday as much as we did. Certainly, there seemed to be an air of cheerfulness about, folk did seem to be enjoying themselves a great deal. Let's hope this bodes well for the rest of the season.

Finally, a quote from a visitor in the Red Parrot bedroom. The lady sidled up to Janet Bishop, the steward looking after the room, and asked: "What's the family connection with Scotland then?" There was a pause while Janet frantically scanned the room looking for evidence of tartan, grouse or claymores.

"Er, I'm not sure what you mean," she replied.

"The bottles of water," hissed the visitor, as Janet noticed that the manufacturer of the mineral water bottles on the bedside tables is 'Highland Spring'!



Mike Daley  
Hall Administrator

# BBC ANTIQUES ROADSHOW

THE time is 6.45am and Colin Shearer has opened the main door of the house to put out our sign advertising the Hall opening times. A gentleman steps out of the shadows and asks:

“Where do I queue to attend *The Antiques Roadshow*?”

“Anywhere you like, Sir, you’re the first one here,” Colin replied.

It was rumoured that there were folks sitting in their cars outside the north gate at 4.30am!

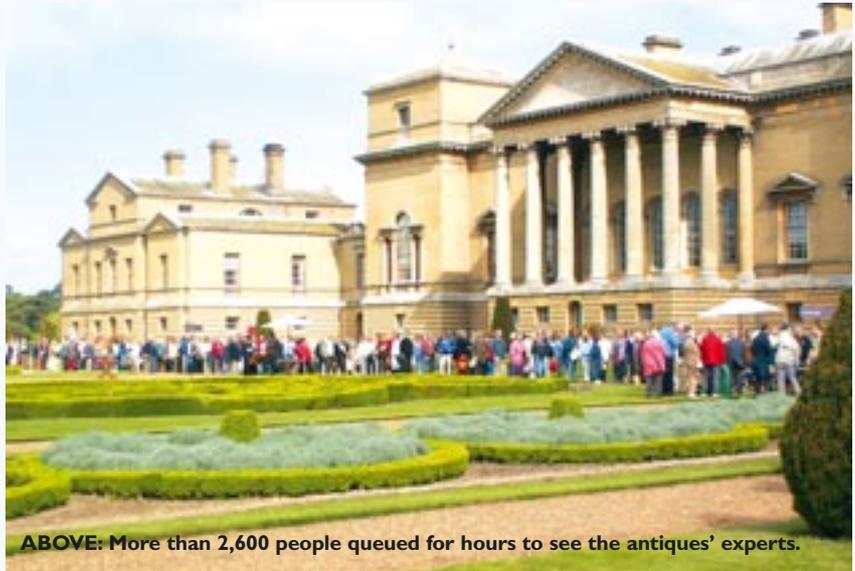
The day proved to be an enormous success. With more than 2,600 visitors to the show, *The Antiques Roadshow* (ARS) team was delighted with the response. Even the weather behaved, well OK, there was the monsoon just after three o’clock — all blue sky and sunshine would have been boring wouldn’t it?

These determined ladies and gentlemen stood in line for up to three hours to have their treasures assessed and valued by the experts. Those whom I spoke to were incredibly cheerful and patient, I do hope they all got good news at the tables.

We opened the house at 12noon and welcomed a good number of visitors until we closed at 4pm. I would like to thank all our stewards who were part of the team controlling the flow of visitors through the gardens to the experts. It was a very long day for all of them and they did a magnificent job. Thanks also to the ladies and gentlemen who manned the house and enjoyed waving at their colleagues outside as the rain came down!

While I’m on a “saying thank you” roll, Wendy Mason and her team in the Stables Café did an absolutely magnificent job of feeding the BBC crew and, on Wednesday night, produced a really first class buffet supper for the ARS and those of us lucky

**BELOW:** We managed to dodge the showers until the heavens opened mid-afternoon and everyone got drenched.



**ABOVE:** More than 2,600 people queued for hours to see the antiques’ experts.



**ABOVE:** The fifth Earl’s daughter, Lady Glenconner, listens as her items are valued.



enough to be invited to share the feast.

As well as filming the event itself, a crew was in the house on Wednesday morning following presenter Michael Aspel describing various aspects of the Hall. Having seen some of the shots on the camera monitor I know that we are going to be really pleased with the results.

The curious thing about meeting all of the experts is that you feel you’ve known them for years. All were friendly, amusing and well, just so expert.

Houseman, Mark Taylor has decided that he’s not going to retire to the south of France on the proceeds of the sale of his Luftwaffe, Second World War bombing maps. I don’t know if any other member of the staff took items to be valued, but a quick head count on Friday showed up no absentees, so, I guess we’re all going back to depending on the Lottery for salvation from working for a living.

All in all, it was a great day for all of us. Paul Gray our events manager must be glad to tick that one off his ‘things to do list’. Good job Paul, and thanks for all your help.

**Mike Daley**  
Hall Administrator

# Holkham Farming Company Ltd

WITH the ever-increasing size of modern farm machinery and it seems, the increasing number of children at Longlands, it was becoming more and more difficult to operate the farm headquarters from its traditional base. So, after giving a presentation to Lord Coke and the Agent, we agreed that it would be sensible to move the farm's centre of operations to our grain store at Bunker's Hill, Egmere.

As you can see from the photographs, we have just started building the new workshop, office and machinery store. The contract was given to Bacon Engineering from Hingham and we are looking forward to moving to our new home, hopefully in late June, early July. Although the old sheds at Longlands have served us well, our new base will be a purpose-built, insulated building, so hopefully, the winters should not be so cold from now on.

With the future of sugar beet in the balance, a lot of thought has been going into future cropping and we may well see more oilseed rape locally as the price keeps rising. The demand for oilseeds is increasing as fuel prices rise. The ability to convert oilseed rape oil for use in diesel engines has driven this demand. Along with ethanol derived from wheat, we could easily see a sizeable area of crop grown for energy in the near future. Some people are predicting the demise of set aside in the next five years if oil prices remain high.

The saga over the new Single Farm Payment has caused a few cash flow problems, but I know we have suffered far less than many other farmers. Ironically, we received our payments for 2005 on the same day that the application for 2006 was posted.

## FORESTRY

As part of the Estate's Conservation Objectives, the woods team has been widening woodland rides to improve the edge habitat by letting in more light.

This process has been greatly speeded up following the purchase of a chipper. This machine can convert round timber up to a diameter of 10in, into wood chips.

In future we plan to use these chips for heating. Clearing rides used to be a rather more labour intensive job. When I first started at Holkham two men spent three to four months on the rides working with "slashers" (a long-handled billhook), nowadays, of course we use chain saws.

Several miles of hedges have been cut back over the winter as part of the Countryside Stewardship Scheme, and we planted up the gaps in the spring. We also planted two new hedges at Waterden Farm and Peterstone Farm, again as part of the scheme.

**Ian McNab**  
Head Woodsman



**ABOVE:** The new farm headquarters at Egmere is under construction. **RIGHT:** New mechanic, Stephen Hall, tries out one of the Piaggios for size!



It seems that our new minister at DEFRA managed to pull some strings that the previous incumbent could not, and 80% of our payment arrived within a week of him taking office. I just hope the balance will not be too long in arriving.

On the staff front, we unfortunately had to make Stephen Attridge redundant at the end of March. This was due to uncertainties over the future of beef prices following reform of the CAP last year, we had to make the difficult decision to simplify the system to a one man unit with occasional help from other HFC staff. We wish him well with his future, and thank him for his service over the past eight and a half years.

With the retirement of John Hall looming in January 2007 we have taken on an apprentice for him ('you're hired!'). Some of you will have met him at Longlands or followed him along the dry road for hours. He is Stephen Hall (yes, a relation) and he is always willing to lend advice on anything mechanical. With two mechanics in the workshop, we have now taken on the contract to maintain and service all the Estate's vehicles, including the Pinewoods Piaggios (see photo above)!

Summer will be with us shortly and those long barmy, sorry balmy, carefree days, so let's hope for a smooth running harvest and a kind autumn.

**Michael Turner**  
Farm Manager

# Holkham Foods

THE 2006 season sees a new look at the Stables' Café at the Hall, with the refurbishment of the dining room being completed the week before Easter.

The room is now light and airy, with fresh plants, a new colour on the walls and new chairs. Not to mention a selection of Mike Daley's photographs of the Park and Estate. These have been enlarged and framed to decorate the walls.

We have a full compliment of staff to start the season this year, and we welcome back all but one of last year's staff, plus one or two young faces to swell the numbers.

Easter turned out to be a great success this year with the weather being good and it being a little later in April. All the staff seemed to enjoy being back in the swing of things. The visit from the BBC to film *The Antiques Roadshow* programme on 18th May brought the Stables' busiest day so far this year, as many visitors popped in for refreshments. Everyone worked flat out all day with no break and I would like to say a special thank you to my team, who really pulled out the stops.

We were also busy the night before when we organised our first evening function in the form of a champagne reception for all the TV crew and many key Holkham staff in the Marble Hall, followed by a full sit down buffet for 50 in the Stables. We received many favourable comments about the catering and hope to be able to put on similar functions and wedding receptions in the future.



**ABOVE:** The Pottery Yard at the Stables' Café at the Hall.

We have continued to make Holkham Ice Cream steadily throughout the winter and we should be able to make even more now that Jonathan Thompson is available to help me out.

In addition, we are now able to guarantee the availability of ice cream, as, during the winter, we had a walk-in fridge adapted to become a walk-in freezer. The new freezer gives us twice the storage space and should ensure we never run out of ice cream. The demand for Holkham Ice Cream is definitely still there and two new outlets wishing to sell our ice cream this year have already approached us.

*Wendy Mason*  
Holkham Foods

## GARDENS DEPARTMENT

DURING the past six months we have once again expanded the list of gardens that we maintain, with the addition of Lady Coke's property at Burnham Norton, which we will be looking after on a weekly basis.

With our ground maintenance contract well under way at Pinewoods Holiday Park in Wells, we have got into a routine for cutting the grass, and weeding the beds. The new regime seems to be working and we have received many positive comments about the grounds from both caravan owners and visitors alike. The overflow tent field has been given its first cut and has been extended, and we are just in the process of tidying up the field after the drainage system was put in. The Pitch and Putt area now has its greens cut at least twice a week, usually three. This has not only improved the standard of play, but also the greens' appearance, as the grass is now long enough to be cut into both fairways and areas of rough.

With the grass starting to grow well, we are all busy trying to keep up with the cutting, which, it has to be said, has been a bit of a struggle with all the rain at the end of May. However, we are taking on two students in July, who will hopefully help to

ease the pressure! The flower beds at The Victoria Hotel and Cuckoo Lodge have been dug out and the plants moved about, to give us gaps to fill with new plants, which will extend the beds' flowering season.

We are still working on the Walled Garden when we have any spare time, which, to be honest, is not often! But the grass is cut on a weekly basis and we are still tidying the borders and weeding the paths.

One of the new machines we bought late last year, an Italian Ferris, zero turn stand-on mower, has proved invaluable in the cutting of not only the grass at the Walled Garden, but also the arboretum at Model Farm. The new mower means that the grass at both locations can be cut in around six hours, where it used to take us eight hours to just cut at Model Farm: a valuable time-saving exercise as we take on more work

So, all in all, the Gardens Dept has a busy season ahead, let's hope it's a warm one at last!

*Peter Godwin*  
Head Gardener

# Business Objective Groups update

SINCE the end of 2004, the Estate has formalised its Statement of Strategic Intent and identified a series of objectives with milestones to measure how well we are doing. In 2005, Lord Coke introduced the Environmental Objective, and the milestones it aims to achieve are set out on the 'Energy Watch' update on page 23.

Our Managers have been responsible for steering these through and by the end of 2005 we had achieved against the majority of our Year 1 milestones. This is no mean achievement and it demonstrates how working together towards an objective can be very beneficial.

## Business

*'The Holkham Estate will manage its business and assets profitably and efficiently and will develop profitable new ventures'*

- During 2005 the Estate has communicated all plans and expectations to all staff.
- Developed or acquired one new business – The Globe Inn.
- Significant progress has also been made on budgeting, business planning and Key Performance Indicators. All main entities now have an annual budget, with increasing levels of sophistication. The Succession Business Plan has been produced as well as Business Plans for Pinewoods Partnership, The Viotoria and The Globe. A series of other Business Plans are timetabled for delivery in 2006 for major estate entities.

## People

*'The Holkham Estate will engender a sense of belonging across the Estate, which will encourage commitment, enjoyment, pride and reward'*

- The Estate has ensured that each employee has a Written Statement of Main Terms and Conditions and a copy of the company handbook on arrival.
- The Estate has provided every employee with the relevant Health & Safety Staff Manual, necessary training, induction, appraisal and a development programme.
- Involved key employees in departmental budgets.
- Provided job descriptions for each role on the Estate.

## Customer

*'The Holkham Estate commits to deliver to all customers both internal and external an excellent level of service thereby enhancing perception of the Estate and encouraging repeat business'.*

- Significant progress has been made on communication and defining job shadowing.



**ABOVE: Head Gardener, Peter Godwin, and Headkeeper, Simon Lester, display the award and the certificate that the Estate won in June at 'The Work with Schools BBC Radio East/School Business Partnership Awards', at Newmarket Racecourse where we were highly commended for our work with Alderman Peel School in Wells.**

- There has been continued investment in training as evidenced in Heads' Minutes. Welcome Host courses are still held, which are especially relevant in this context. There is a strong perception that various parts of the Estate are more aware of their inter-relationship with others. This is very much the case at Manager level, where good formal and informal channels of communication are apparent.
- The management team for Holkham Enterprises (including Foods) has formed and begun to address the medium and long-term milestones. It was very pleasing to receive recognition during 2005 as Best Small Visitor Attraction as chosen by The Enjoy England Excellence Awards. There has been more positive feedback on customer suggestion cards.

## Conservation

*'The Holkham Estate will continue to manage the land in its custodianship through innovative conservation techniques and responsible farming to improve the rural environment and achieve increased biodiversity'*

- We have planted wildflower margins along the route of the farm walk.
- Updated and revised the Conservation Policy, including how it is explained and presented on the Holkham website.
- The nature trail route in the Park has been planned, proposed and implemented.
- Many wildlife surveys are currently on-going on the Estate.

## Education

*'The Holkham Estate will educate and inform so as to enhance understanding of the role of the Estate within the local community and wider world to encourage access to all the Estate has to offer'*

- A site has been identified and drawings prepared for an education facility and open air Classrooms.
- During 2005, the Estate has hosted 18 school visits involving more than 600 pupils, has a key employee appointed as a governor for a local school and has five students working once a week on the Estate as part of an NVQ in Rural Science.
- The Estate has been highly commended at 'The Work with Schools Employer Engagement Awards 2006', for its work with students from Alderman Peel School in Wells-next-the-Sea.

*Mike Wyard  
Finance Director*

# MARKETING

AS I write this, with Easter and the May Bank Holiday behind us, the 2006 season looks as if it will be a very promising one. Records were broken all over the Estate at Easter with the Park looking as busy as it ever has!

The BBC Two programme *The Curious House Guest*, which was broadcast on 30th March, has brought many 'curious' visitors to see the wonders of the Estate for themselves. The timing of the programme was ideal, coming as it did before Easter and just before we attended two major tourism exhibitions in the county. On 1st and 2nd April, Holkham exhibited at The Forum in Norwich at Norfolk Tourist Attractions Association's event, 'Big Ideas for Great Days Out' (see photo right). With an impressive display promoting all that the estate has to offer, along with a newly purchased television, to play the DVD of *The Victoria Hotel*, interest from the public was continuous. Holkham was fresh in many peoples' minds having watched the television some 48 hours earlier.

The following week, on 7th and 8th April at North Norfolk District Council's 'Day Out In North Norfolk' Exhibition at Pensthorpe, immense interest based on the television programme was similarly created. The visitor figures over these two Bank Holiday weekends unquestionably identify that the healthy media relationship we maintain plays a major role in promoting the Estate.

Exhibiting further-a-field in Brentwood at the Essex Tourism & Leisure Show and slightly nearer to home at the United States Air Force Base, RAF Lakenheath, along with intense marketing



**ABOVE:** Laurane Herrieven, and PR Advisor, Paula Minchin, promoting Holkham at a tourism exhibition in Norwich.

and advertising campaigns to raise awareness of our attractions, forthcoming events and concerts, has made the winter months pass by all too quickly. It is now time for me to get my welcoming hat on and to get out to meet and greet the many groups that have booked in to visit.

**Laurane Herrieven**  
Promotions Manager

## *Expansion at Burnham Deepdale*

BEARING in mind that Burnham Deepdale has a residential population of under 40, Deepdale Farm has just built facilities fit for a small town, which we hope will prove to be a real boost for the community and visitors.

Leftley's of Wells has opened a new large convenience store, including the petrol station and Lin Murray has opened Deepdale Café, which serves breakfast from 7.30am, sandwiches, light lunches and a delicious range of cakes. Fatface, the fashion clothing company, has also taken on a shop.

In the coming weeks, another five shops and two workshops will open. All these facilities fit well with the hostels, campsite and information centre next door and cater for both the local market and the second/holiday home market that is so prevalent on the north Norfolk coast. All the businesses look forward to welcoming you for the first time if you haven't already visited.

*Jason Borthwick*  
[www.deepdalefarm.co.uk](http://www.deepdalefarm.co.uk)



**A group of 100 Second World War veterans came to the Estate on 12th & 13th May to visit the old airfield at Egmere, which used to be RAF North Creake's headquarters.**

**Robert Walden, Hon Trustee of the City of Norwich Aviation Museum said: "The trip went very well and there were many things that the veterans could remember and recognise quite clearly."**

**The picture shows Alf Cooke, Frank Elliot and Harry Freeguard, who all served at North Creake during the Second World War and was taken looking back towards the dry road and the ABN site and Holkham Farming Company's grain store, from the north end of the north-south runway.**

# Gift Shops

FROM the early 1950s when Holkham Pottery was founded, one of the most talented people involved in its conception was Cyril Ruffles. Sadly, Cyril, who was Chief Thrower at Holkham for many years, died just before Christmas last year. Cyril's very individual hand-thrown pieces are unique to Holkham and will continue to be admired and sought out by discerning collectors.

In January this year, Lord Coke agreed to a partial refurbishment of the Ancient House gift shop, and work began on 20th February. Clifford Jeffrey and his team were waiting for me on the doorstep at 7.30am on the day to help pack up and clear three rooms ready for work to begin. I had anticipated a problem with one of the floor areas, and my worst fears were confirmed when the carpet was removed, as the whole floor and joists were rotten and had to be replaced before work could continue.

Despite this setback, the work was completed on schedule and after a long and hectic previous day spent cleaning and setting up displays, we opened again for business on the 2nd March.

I would like to say a big thank you to all the ladies in the shop for working so hard to help get this done, to Barry Turner and Clifford for their organisation of the project, and, of course to Lord Coke, for approving the works.

The refurbished rooms look much brighter and lighter, and a new tiled floor replaces the old drab looking carpet — and we kept within budget. We continue to receive lots of enthusiastic and complimentary comments from new and existing customers alike, about the improved appearance of Ancient House. Many people ask where we obtained the tiles



**ABOVE: The Ancient House Gift Shop in Holkham Village during refurbishment earlier this year.**

for the floor. We are also complimented on the variety and range of stock offered for sale in both shops.

A combination of good weather and a late Easter, proved to be a success story for us at both shops, and at Ancient House sales of tickets for the José Carreras and Jools Holland open-air concerts in the Park in September, have been selling very well.

Finally, the visit from the BBC Antiques Roadshow was enjoyed by all of us. It attracted lots of people to the Park and the Pottery Shop at the Hall was quite busy at times. Lady Glenconner was interviewed about Holkham Pottery for the programme, and talked about how her mother, Elizabeth, Countess of Leicester, started up the Pottery in 1951. We hope that this is included in the programme when it goes out next spring.

*Sylvia Daley*  
*Retail Manager*

## THE MARSH LARDER AT HOLKHAM

THE Marsh Larder has been trading for nearly a year now, and we are looking forward to year two with great anticipation.

The business has grown way beyond my initial expectations and me and the team have learned some valuable lessons on the way.

The real success story of The Marsh Larder though, has to be the production of our own homemade cakes. We consistently receive praise for them, and special thanks should go to Dawn Dewson for her skill and hard work in making them so well.

The tearoom continues to be very busy. A new layout, new tables and the comfortable coffee lounge have raised a few eyebrows in Norfolk, prompting much positive comment.



The summer will bring lots of new challenges, not least of all the development of our website. We are hoping to use the website as another way of getting our product to our ever-increasing customer base. Shortly, picnic hampers, cakes and Holkham venison as well as many other shop products will all be available to buy online from: [www.themarshlarder.co.uk](http://www.themarshlarder.co.uk)

Following the success of The Marsh Larder's welcome hampers, which we supply to the Estate's holiday house, Dairy Farmhouse, in Burnham Overy, let through Rural Retreats, we plan to expand this side of the business and hope to place our welcome hampers in other holiday cottages along the coast.

*Vicki Brown*  
*Manager*

# HOLKHAM GALLERY

THE launch on Easter Saturday of the book showing 170 favourite photographs by the late John Hansell was very successful with the sale of a large number of books and subsequent sales of framed and unframed photographs.

Having received good publicity thanks to a double page spread in the *Eastern Daily Press*, the event brought a large number of visitors to the village, plus many local people who admitted that they had not visited Holkham for some time. The gallery was full of visitors throughout the day and included many of John's former colleagues when he was a forensic photographer for the Norfolk police, and students in addition to all those who admire his work so much. John was a very popular likeable man and is greatly missed.

There are further new exhibitors to the gallery contributing to the diverse range of quality work on display covering a wide price range. It is looking very colourful and currently the work



**ABOVE:** A stunning photograph of Holkham Bay by John Hansell.  
**RIGHT:** Tim Hansell (John's son) and Jane Hansell (John's widow), raise a toast to John at the retrospective book launch at the Gallery in April.



of Susan Graham and Colin Bygrave is proving very popular in addition to the continuing attraction of the photographs by John Hansell, but who knows who will be in favour later in the season!

Recently, there has been a definite preference for lighter more contemporary framing for all work. Traditional gilt frames are still more suitable for some work, but use of darker brown mouldings is definitely outdated.

The gallery continues to receive many very complimentary comments with a number of regular customers returning to purchase further pieces of work and an increasing number of sales and enquiries are being received via the telephone and email. We are now looking forward to a busy summer season.

**Suzanne Pannell**  
Gallery Manager

## Backing new businesses at Holkham

HOLKHAM Estate continues to encourage new businesses on the north Norfolk coast by supporting two evolving enterprises in Estate properties.

*Bringing The Outside In*, a studio run by Martin Billing, featuring landscape photography alongside coastal artefacts opened this spring, a few hundred yards from Holkham Village, on the coast road. The 21-year-old thought the location of the shop was ideal to showcase his portfolio of work, being so near to The Ancient House, the Adnams shop and The Victoria Hotel, and his reasonably priced, atmospheric photographs of the Norfolk coast should appeal to locals and holidaymakers alike. Martin, who is self taught, decided to leave his job at CITB and turn his hobby into a business after demand for his work soared following exhibitions at Brancaster Staithe.

• *Bringing the Outside In* is currently open seven days a week. Tel: (01328) 713093, email: martin@bringingtheoutsidein.co.uk or go to: www.bringingtheoutsidein.co.uk



**ABOVE:** Martin Billing in his studio.  
**BELOW:** Vicki Brown's Marsh Larder tearooms and deli at The Ancient House.



Meanwhile, The Marsh Larder in The Ancient House, which opened last year, is a stylish deli and café serving a wide variety of locally produced, seasonal food. Vicki Brown feels that Holkham offers a varied retail centre for visitors, who can pop in to The Marsh Larder for lunch, do some shopping and then pick up a bottle of wine at nearby Adnams, all in one location. Her future plans for the business include offering picnics for people to take to the beach, as well as year-round grocery hampers.

• From 1st July, The Marsh Larder is open every day, from 9am – 5.30pm. Tel: (01328) 711285, or email: vicki@themarshlarder.co.uk

With their ventures, Martin and Vicki have brought enthusiasm and new ideas into the village and their shops are well worth a visit.

**Natalie Barrows**



## STARS TO SHINE AT HOLKHAM'S FIRST OPEN-AIR CONCERTS

JOSÉ CARRERAS and JOOLS HOLLAND are set to take to the stage at Holkham Hall for an inaugural weekend of concerts on 1st and 2nd September this year.

It is the first time that the famous north Norfolk estate has hosted two major outdoor concerts, when up to 10,000 people a night are expected to flock to the stunning Deer Park in front of the 18th century home of the Earl of Leicester.

Viscount Coke, is to open the gates of the stunning Palladian family home, near Wells-next-the-Sea, for the picnic-style concerts, by arrangement with Stately Home Tours.

### SPECIAL 2 FOR 1 TICKET OFFER FOR STAFF

ALL current Holkham employees are entitled to buy one ticket for one of the two concerts, and that ticket will, in turn, entitle that member of staff to another free ticket to the same concert.

Staff will only be able to purchase tickets for one of the concerts and this offer ends on 31st July 2006.

Please note that all 'buy one, get one free' tickets must be applied for and paid for at the Estate Office.

Lord Coke commented: "We are so excited about these first concerts at Holkham. To have secured two such famous performers in our first year, is a real coup and the Park in front of the Hall should be perfect for these events as it is a natural amphitheatre."

On Friday 1st September, one of the world's greatest Tenors, José Carreras, who sells out shows all round the world, will be accompanied by the City of London Sinfonia, conducted by David Giménez, with tickets priced at £37.50. Then, on Saturday 2nd September, Jools Holland and his Rhythm and Blues Orchestra, will deliver a high-impact performance featuring Gilson Lavis and guest vocalists Sam Brown and Ruby Turner. Jools promises to light up Holkham Hall with his unmistakable boogie-woogie style that will have everyone on their feet, with tickets for his show priced at £32.50. Both shows will culminate in fantastic firework finales that will illuminate the night sky.

Demand for tickets, which are on sale NOW, is expected to be high, so it is essential to book early. Tickets can be purchased from the Ancient House Gift Shop in Holkham village, two miles west of Wells-next-the-Sea on the A149 or by calling the credit card hotline on 08700 667733.

In addition, a limited number of VIP packages, where guests can enjoy exclusive access to the Terraces in front of the Hall, are also available. For full details of VIP packages only, call the Front of House Organisation, tel: (0161) 928 2233.

# Events at Holkham

SINCE I arrived in November last year, we have set about organising several high profile events to be staged at Holkham, not least the first-ever open air concerts to be held in the Park with José Carreras and Jools Holland in September (see left).

Tickets sales for the concerts on 1st and 2nd September are going well and we are already looking to book more star acts to appear at Holkham next year, possibly over two weekends.

We also have a number of outdoor theatre productions taking place in the Pottery Yard during the summer. It is possible to buy tickets for all the shows from our two gift shops at Holkham. The series of four shows kicked off with Heartbreak Production's play of Oscar Wilde's comedy, *The Importance of being Ernest*, on **Thursday 22nd June**.

The Chapterhouse Theatre Company's *A Midsummer*

## OUR EVENTS MAN

THE man behind the open-air concerts is Holkham's Events Manager, Paul Gray, who joined us last year, having previously worked for the National Trust at Blickling Hall, near Norwich.



ABOVE: Paul Gray.

Paul, who is married to Alison and lives in Fakenham with his two Springer Spaniels, started off working for the Forestry Department at Blickling, before taking charge of events at the Jacobean property.

He helped organise Blickling's first concert in 1998, which featured Chris de Burgh and sold 6,000 tickets. The concerts become more popular year by year. By 2005, Paul was organising shows over two weekends a year, featuring a variety of acts, such as Van Morrison and Westlife, with sell-out concerts being attended by 10,000 people each time.

During this time, Paul also became involved in setting up an Art Gallery in the east wing of the Jacobean mansion and got a good programme of art going in the area.

For a while, he also filled in as part-time House Manager at Blickling Hall, when he got involved with the running of a large house and conservation work there. Paul assisted with a particular project concerning the Ellys Book, which involved cataloguing and storing 4,000 15th to 17th century books. While work was being carried out, all the books had to be put up in an attic up four flights of stairs and kept in a controlled environment. Paul then went on to set up a very successful cycle hire operation around Blickling Park, before starting at Holkham in November last year.

• Paul's direct line is tel: (01328) 713117; and his email address is: [p.gray@holkham.co.uk](mailto:p.gray@holkham.co.uk)

*Night's Dream*, a romantic comedy by William Shakespeare, will be performed on **Friday 21st July** at 7.30pm, with adult tickets priced at £12. To book, please contact See Tickets, tel: 0871 220 0260 or go to: [www.seetickets.com](http://www.seetickets.com)

The Distraction Theatre Company's production of *The Marriage of Figaro*, takes place on **Saturday 5th August** at 7.30pm, with tickets priced at £10 for adults and £8 for concessions, to book please tel: (01485) 210256. Finally, a Mad Dogs Production of *Macbeth*, by William Shakespeare will be staged at 7.30pm on **Friday 11th August**. To book tickets, tel: (01953) 888499.

Theatre-goers are asked to bring rugs or low-back seating, a picnic, extra clothing and insect repellent, to maximise their enjoyment of the productions. Please note that the Stables Café and Pottery Shop will be open until 7.15pm on the evening of the performances.

Lady Leicester has also organised a Diva Opera production of *Madame Butterfly* on Saturday 1st July. This is a black tie event and will be held in the Marble Hall, with tickets priced at £55 each for the performance, which starts at 7pm. Guests are asked to bring their own picnic to enjoy on the terraces or in the Park, during the interval. Tickets are available from Marilyn Franklin, tel: (01328) 713101 or email: [m.franklin@holkham.co.uk](mailto:m.franklin@holkham.co.uk)

There has been a lot of interest in Holkham as a venue for weddings and we are going to licence the Marble Hall and some staterooms for civil ceremonies, linking up with The Victoria Hotel for receptions. The other main event we've had so far was the visit from the *BBC Antiques Roadshow* in May, which came about through my contacts at the BBC, having worked with them in the past at Blickling. It was a great day and I hope to be able to set up some more opportunities with the BBC in the future.

With Holkham just going into large events I feel positive that the Estate has an exciting future in entertainment. I am looking forward to working with the Holkham team on future events and ensuring that more people will be able to enjoy what we have on offer here.

Paul Gray  
Events Manager



ABOVE: There is a production of *A Midsummer Night's Dream* in the Pottery Yard at the Hall on Friday, 21st July.

# HOLKHAM BUILDING MAINTENANCE

FIRSTLY, we would like to welcome the Hector's Housing staff who transferred to Holkham Building Maintenance at the end of last year — we are pleased to have them as part of our team.

As far as maintenance work is concerned, we had a flying start to the year in January when The Victoria Hotel was closed for one week to enable us to refurbish the gents' toilets, re-decorate the ladies toilet, re-decorate the dining room, lay a new wooden floor in the lounge bar, fit a new external door in the kitchen and repair the sash windows. Even though at times the scene looked like one of those home makeover shows when time is running out, I'm pleased to report that all this work was completed on time and we thank the team for working long hours to achieve this.

In February, we refurbished three of the Sales floors at The Ancient House gift shop. We originally intended to take up the carpet in two rooms and replace it with ceramic tiles, but in the third room, we found that the floor joists were completely rotten and the whole floor had to be renewed. Once completed, we re-decorated all the rooms and our joinery shop made some new display stands. These changes have made a vast improvement to the gift shop's sales areas, and once again the building maintenance team worked well to complete the project on time.

In March, we re-decorated the dining hall at the Stables Café and linseed painted the entrance doors, which has really smartened up the building for the start of this year's visitor season. We have at last received the go ahead for the rebuilding of the

Windowcraft workshops that were destroyed in the fire last year. The contract has been awarded to Fisher & Sons (Fakenham). The work, which will be managed by our consulting engineers, Plandescil, will cost around £95,000 and will take approximately nine weeks to complete. A number of special bricks have been commissioned from The Bulmer Brick & Tile Co in Sudbury, as the originals were so severely damaged.

With summer approaching, our cottage external re-decoration programme will soon be under way. This year we will be aiming to paint all the properties within Holkham Park.

We welcomed the Society for the Protection of Ancient Buildings and some 40 or so of their members to hold an Advanced Homeowners' Course at Longlands from 19th to 21st May. Longlands was chosen as the venue because of its facilities and proximity to an extensive range of outbuildings that are ideal for demonstrations. Marianne Suhr, presenter of the BBC TV *Restorations* programme, who hosted the event with her team of experts, and gave a most informative series of lectures on the problems of owning and maintaining old buildings.

Finally, following Lord Coke's move to the Estate Office to take over from Lord Leicester, the department has taken on a new Property Manager. We would like to welcome David Smith (see below) and hope he will enjoy working on this great Estate.

**Barry Turner**  
*Building Maintenance Manager*

## *New Property Manager*

FIRSTLY I would like to say thank you to everyone who has made my first month at Holkham so enjoyable.

Taking on the challenge of the Estate's new Property Manager means a great deal to me. It brings together so many of the skills, desires and ambitions that I have and I hope to couple these with my firm belief in the development of the team ethic to deliver to the Estate a service to be proud of. The future is in our hands, Lord Coke has given us the opportunity to grow the business and with teamwork, we will do so.

I previously worked as a Contracts Manager and was responsible for ensuring that 60,000-plus repairs per year for Norwich City Council's tenants and leaseholders were carried out. By introducing new initiatives and working practices my team delivered the highest levels of performance recorded. Within my role, I was also responsible for the Disabled Adaptations and Decent Homes Projects, both these received commendations for their levels of service.

Before working at CityCare, I spent two years with Clinton Cards, firstly as National

Maintenance Manager (responsible for all of the company's premises) and then as Development Manager. Both of the roles allowed me to travel extensively throughout the UK and parts of Europe.

I have lived in Norfolk since 1986; I have a small cottage, which I share with my wife Elaine and our five cats. We have three children and a grandson (Freddie) who has just turned one. My working environment seems, for some odd reason, to encompass most of my hobbies of bird watching, wildlife, and walking, cycling and historic buildings, so you can see why I am so enthusiastic about my job!

**David F Smith**  
*Property Manager*



# Repairing the North Gates

ON 23rd June 2005, a lorry delivering timber from Sweden to Holkham Building Maintenance collided with the arch over the main North Gate entrance to the Park.



**ABOVE: SS Teulon's original vision of the gates, drawn in 1847.**

Unfortunately, the driver did not stop to report the significant damage he had caused to the Grade II listed structure. However, the incident was witnessed by Mr S Arnold of Swanton Morley who was visiting the Estate that day, who saw that once the lorry driver had realised that his lorry was not going to be able to pass under the arch, he reversed and drove back down Park Rd to gain entrance via the South Gate. The Victoria Hotel's CCTV camera also managed to capture the vehicle on tape.

Holkham Building Maintenance Manager Barry Turner was contacted and immediately attended; his team erected safety fencing and secured the area. Fishers builders were instructed to remove the damaged section and set it aside for reuse; and the North Gates were closed for approximately two weeks.

Following a protracted insurance claim, where the driver initially denied all knowledge of causing the damage, the case was settled. Again, we were fortunate that additional video evidence from the ferry operators detailing sections of broken brickwork lying on the vehicle's roof were included in the evidence, along with several statements from Estate tenants who heard the vehicle hit the arch and saw the effect of its impact.

Canham Consulting were instructed to complete a specification for the rebuilding and

following a tender process G.F. Atthowe of Norwich were awarded the contract. GF Atthowe has completed various major projects on listed buildings including Norwich Cathedral. The work, which started on 2nd May, is costing approximately £40,000; and should be completed by the middle of July.

On Thursday the 18th May, Jill Bennett of *BBC Radio Norfolk* interviewed Keith Jenkins of GF Atthowe, and me regarding the restoration project, and it was broadcast as a news item on Monday 22nd May.

*David Smith*  
Property Manager



**Numbered bricks cut by stonemasons when the gates were first built.**



**ABOVE AND BELOW: The damage inflicted by a timber lorry last June.**



**BELOW: Levelling the first row of the arch detail above the gates.**



## HOLKHAM LINSEED PAINTS

WE have had a slow start to the year, but unsurprisingly, business picks up during periods of dry weather.

The last week of April was one of our busiest yet and enabled us to beat our budgeted figures for the financial year. With just days to go, an order was confirmed for a special colour to match the paintwork on Belvoir Castle in Rutland. This has improved the balance sheet no end!

Lord Coke and our Sales & Technical Manager, Amanda Taylor, went to Atherstone in Warwickshire to welcome a new retailer, Abbotts Coatings on board. Hans and Sonja Allbäck flew in from Sweden to assist with this by presenting two one-day seminars to both Abbotts Coatings' staff and customers. They have increased our coverage in the UK considerably, as they sell and

distribute paint to more than 200 customers across the whole of the Midlands and Heart of England from Shropshire to King's Lynn and South Yorkshire down to Wiltshire.

We are currently awaiting news from Hans and Sonja of several new colours they have created, including a grey used on the King of Norway's Castle, plus a new paint and putty remover, which we hope to add to our existing range in the near future.

As we operate a policy of using recycled cardboard boxes to ship out our orders, any boxes would be greatly appreciated. If you have any for us, please contact the office, tel: (01328) 711348.

**David Ingram**  
Holkham Linseed Paints

# Game Department

THERE have been a number of changes in the Game Department since the last Newsletter was published.

We have recruited three new beatkeepers, including: Neil White, who has replaced Richard Futter on the Burnham Overy beat; Mark Watson, who has replaced Julian Bond on the Warham Beat, as Julian is now in charge of the Park Beat, following Richard Bailey's departure at the end of the season; and Tim Rothwell, who is now on the Wells Beat, as Chris Sharp has moved to the Waterden Beat.

Mark Watson did his Phd on sparrowhawk predation of grey partridge and he and his wife Becky have just moved back to the UK following a year in Panama, where Mark was studying the Harpy eagle. Tim Rothwell, has worked as a keeper in Lincolnshire and at the Shadwell Estate in Norfolk. He and his wife Sally and their four young children are settling in well at Golden Gates Lodge. Neil White previously worked at Boughton Estate in Northamptonshire.

Richard Futter has not moved far however, as he is now underkeeper to Ted Streeter on the neighbouring West Barsham estate; while Richard Bailey has taken up a position as a deer lecturer at Sparsholt Agricultural College in Hampshire.



**ABOVE: 56 young blue tits have hatched in our nest boxes.**

Other new arrivals include eight red deer (see Julian Stoyel's report below) and six, shiny new red quad bikes! Also, thanks to all the nest boxes we put up around the Park in February, I am pleased to report that we have 56 young blue tits. Last weekend, Dr Stephen Browne from the Game Conservancy visited the Estate and ringed a leg of each chick, so that we can keep tabs on their progress.

We are continuing to try to improve the wildlife habitat on the Estate. The margins that we planted in the Park are beginning to look good, and, hopefully, if the weather improves, they should help to produce a good crop of wild game for the coming season.

*Simon Lester  
Headkeeper*

## THE DEER PARK

IT has been a long winter for the deer in the Park and I didn't finish feeding them until the end of April, a month longer than I expected to have to do it for.

The cold weather we had in the spring seems to have affected the deer as they usually start to cast their antlers in early April, but I didn't find my first antler until 19th April. What with the cold coastal winds that we often have here at Holkham, the grass has been slow to start growing, nevertheless, I hope that a spell of warmer weather will give it a kick start. We have been able to continue the fencing programme in the Park and have erected 1,000 metres of fencing from the East Park to the Obelisk. This work was essential as the 19th Century fence was rapidly deteriorating and not likely to be able to contain all the deer as they are very good escape artists — if deer can get their heads through any holes, then they will usually get through the fence. Fortunately, the new fencing now contains a larger section of the Old Park, which will provide the deer with more grass and a bit more room.

We have some new arrivals this year as I have purchased some Red deer, which are currently being held in a separate area of the Park to allow them to acclimatise. They have settled in well and it looks as though most of them are in calf, which is good



**ABOVE: We now have some Red deer.**

news. They should start calving in the first week of June, so if you'd like to have a look, give me a call on: 07774 584638.

Having been here for nearly a year now means that I have been able to observe the deer in the Park and work out ways to make them feel happier in their environment. As Fallow deer in particular are very shy and are easily on their guard, I have noticed that they are easily rattled when the public roam all over the Park.

I have therefore put up a number of signs asking everyone to keep to the marked paths, so as not to disturb the deer too much. I have also put up some coloured posts so that people can choose from a number of marked routes.

We still have venison available at £4.50 per kg for a whole carcase and £5.50 per kg for a half carcase, plus a 10% staff discount, so, if you'd like to place an order, please contact me as soon as possible. Finally, as the deer are dropping their antlers at the moment, it would help me greatly if anyone does pick some up, if they could please drop them into the Estate Office for me as it helps me to keep up-to-date records on individual deer.

*Julian Stoyel,  
Deer Park & Game Sales Manager*

# HOLKHAM PENSION PLANS

THERE has been speculation in the Press recently on the future of pensions. Even in the UK, where we save more into pensions than all the other EU countries put together, the average private pension produces an income of less than £7,500 per annum in retirement, as a top-up to State provisions.



**ABOVE: Quentin Holland of PQR Financial Planning will be advising staff on the pension system.**

Holkham has had a stakeholder pension scheme in place since March 2001, and this is widely used by employees on the Estate. Indeed, those employees sensible enough to have joined the Estate's stakeholder scheme when it was launched, will benefit from windfall payments when Standard Life demutualises later this year. In conjunction with PQR Financial Planning (who deal with my family's pension and life insurance affairs) and the Estate's pension provider Standard Life, one of the UK's largest and strongest insurance companies, there has been a thorough review of the Pension scheme.

Therefore, in the light of recent changes to the law and our views as to the future of pension planning in the UK, we are as interested in your future wealth as you are and we see pensions as a vital part of our total benefits package to our workforce. Rather than wait for the government to come up with a workable idea, we have decided to take action now with a view to starting to contribute to your pensions.

To help you understand the advantages of joining the scheme we will be running a series of 'Pension Awareness' presentations with Standard Life later in the year. The pension is designed to be easy to access, flexible and have a diverse and changeable range of investments to suit all employees.

Saving into a pension plan is something to think about carefully and is all about aiming to give you the income you want when you retire — having enough money to enjoy all the things you'll have time for when you are no longer working. Although, most people are entitled to a state pension, we doubt whether this will provide an adequate sum for your retirement. A contribution to your pension from the Estate, should help to make saving for your retirement more affordable.

There are tax benefits and it doesn't have to be a costly commitment. However, the cost of putting it off can be high. In the simplest terms, the sooner you start saving, the better, and if we can help you save, then it will be to your benefit. Over the next few weeks we will be notifying staff of details of this pension initiative and we feel sure that there will be a great deal of interest in this exciting development.

*Viscount Coke*

## *A message from Marilyn Franklin*

I know I have already thanked many of you personally, but I wanted to extend an official thank you to everyone who contributed to the lovely presents I received at the Holkham Christmas Staff Party.

I will look forward to using the camcorder in France next month, and will try to learn to produce film that does not give the impression that I had the camcorder in one hand and a bottle of wine in the other! I have now spent the jewellery voucher on a really unusual ruby and diamond ring, and the Boots voucher has purchased a very clever set of bathroom scales — that, unfortunately, give body fat analysis (groan) as well as weight.

Although I am still working for Lord Leicester on Mondays and Thursdays, albeit in the Hall, I shall cherish lots of lovely memories, of working in the Estate Office and the gifts will be there to remind me of you all. Thank you all for your help and your friendship over the past 30 years.

*Marilyn Franklin*



**IT has been a big year for Lord Leicester's brother, the Hon Johnny Coke and his wife Carolyn, as their daughter Ros has given birth to a son, Harry John. Ros and her husband, Justin Gibbs, are currently working as teachers out in New Zealand, but Johnny and Carolyn hope to be able to fly out to see their first grandchild soon.**

# Pinewoods Holiday Park

A BUSY Easter weekend meant that Pinewoods was pretty much full to bursting, with the Beach Road car park, the shop and the café doing lots of business over the Bank Holiday.

The past few months of the 2005 season continued with the significant increase from previous years in the levels of occupancy of caravan holiday homes usage.

The number of owners extending the season doubled and a similar increase was seen from our hire fleet with all our units being booked over the New Year weekend. This substantial change is changing our business and the length of time for repairs and development work is now hardly more than two months. This winter, we continued with our road and drainage improvements with the road now completed to the bridge, and a new pavement for pedestrians. The on-site maintenance team again carried out major works with land drains, low level lighting and redecorating the toilet and shower blocks.

Pinewoods has continued to develop its own newsletter, which is now in full-colour and printed on four sides of A4. The feedback we have received from our holiday home owners has been very encouraging. As usual, we printed more than we needed so we had some to give to new owners joining the Park, but we had used these all up before Easter. We would like to think it was for the content, but have decided it was probably due to the discount voucher for a meal at The Globe Inn. We also sent all our owners a Christmas card for the first time. This too was appreciated.

In preparation for the new season we undertook a major management reorganisation, with Jacki Ramm being promoted from Sales Manager to Park Manager, Rebecca King being promoted to Retail Manager, Alan Coe being promoted to Site Foreman and Maggie Law promoted from receptionist to



**ABOVE: The new Iseki mower that was purchased specifically to keep all the grass at Pinewoods neat and tidy. RIGHT: Oliver Forrest, from the Holkham Gardens Department is heading up the team now in charge of ground maintenance at the Park.**



Holiday Home Sales Advisor. As with all reorganisation, it took time for us all to settle into the new roles and routines. Personally, I feel the moves have been for the better and this Easter proved the point with almost no problems and trading well above the levels of last year. I hope these moves continue to allow key members of staff to develop and grow their careers with Pinewoods and I wish them all continued success.

This continuity enables us to consistently raise the levels of customer service and our managerial roles are made easier by not having to train people every year.

The 2006 season offers us all plenty of challenges, the number of caravans we hire out has increased by 50%, the Park is full and at the time of writing this article we do not have a vacant pitch, so a waiting list for new owners is starting to grow very early this year.

We have two significant new partners in the Park operation with Holkham Gardens taking on all our ground maintenance and Ecoclean taking on the cleaning of the hire fleet and the toilet and shower blocks. All the initial signs point to us having made the right decision with our standards being higher over all than ever. So all we need now is a summer similar to 2003, then Pinewoods will truly have a year to remember.

*Richard Seabrooke  
General Manager*

## COKE FAMILY ENGAGEMENT



THE Hon Johnny and Carolyn Coke's son, Anthony, Lord Leicester's nephew, has announced his engagement to Nadia Magers. They will be married in Germany later this year.

# Holkham National Nature Reserve

BY the end of 2005, the weather had turned very cold and I guess few people would have predicted this situation lasting continually into April.

Very low temperatures, in particular, were experienced in March, and it was noticeable that some birds were experiencing difficulty in locating sufficient food. This was particularly evident for Barn Owl and Little Egret. Both species have thrived in recent years but appear to have taken a knock back during the winter. To my knowledge, four Barn Owls were found dead locally and at least one other was picked up and found to be in an emaciated state. This lucky bird was cared for at the RSPCA sanctuary at East Winch. Little Egrets showing signs of weakness were seen in a few places, whilst their winter roost in the Holkham Decoy was reduced to 36 birds by March (137 in December). This is a large reduction, but it's likely some egrets will have moved south in search of food and warmer conditions.

The Victoria Hotel was the venue for the English Nature, Norfolk Team volunteer warden's annual gathering. More than 60 volunteers attended the event, which was held on 21st January. After a splendid buffet lunch, the gathering was treated to a very interesting illustrated talk entitled "Wild Geese in North Norfolk" by Holkham's own Andrew Bloomfield. Andrew's knowledge and enthusiasm rubbed off on many of those present who duly embarked on a guided tour of the Holkham reserve; where all were treated to the amazing spectacle of huge flocks of Pink-footed Geese coming to roost on the Holkham marshes.

The dry weather helped considerably in getting us through



**ABOVE: Natterjack toads were one of the few creatures which seemed to be unaffected by the cold start to the year.**

the winter programme of habitat management work. Our main effort was concentrated on the north side of the Holkham pinewoods where Corsican pines have steadily encroached northwards to the detriment of nationally important species rich dune grassland. We were helped in this task by workers from the Community Punishment Scheme who also assisted in clearing a large area of Sea Buckthorn at the Wells end, where dune grassland is also threatened by scrub encroachment. The reduction in scrub/pine cover will benefit grassland species such as orchids and butterflies.

By early April, it was evident we were experiencing a slow start to the spring with many plants and animals up to three weeks behind their normal activity at this time of the year. An exception to this was the Natterjack toads, which although showing in lower numbers early on, were producing spawn as early as the 22nd April; i.e. in line with past years. As mentioned earlier, some of our larger birds experienced difficulty getting through a cold winter, but, fortunately some of our smaller birds, such as Cettis Warbler, Bearded Tit and Stonechat appear to have come through the winter relatively unscathed and were engaged in breeding activity by early April.

The Colchester based Army Bomb Disposal Unit visited the nature reserve twice in the second half of April. On the first occasion, they attended to two mortars that were left by a visitor by the gate at the west end of the Holkham Pines. Presumably, this trusting person had located the mortars somewhere in the sand dunes and then carried them to this point: an action not to be encouraged! In the event, the mortars were detonated by controlled explosion. The second visit involved a 25lb bomb discovered by Lady Leicester's brother, Nick Forde, in the dunes down toward Gun Hill. This device was also detonated by controlled explosion.

*Ron Harold  
Site Manager*

## FAMILY ALBUM



HERMIONE and Juno Coke were bridesmaids when their nanny, Sabrina, married Ian Hardy earlier this year. While their younger sister, Bess (right), who was born in January 2006, was recently christened at All Saints church, Waterden.



# *The Victoria Hotel*

SUMMER is fast approaching and yet again, change is upon us. Both The Victoria and The Globe have had a rather good off-season. While The Globe has been pushing on with new ideas and making new friends along the way, The Victoria continues to astound me in the level of business it manages, even on a cold wet day in February.

Several staff have joined the team at The Victoria during the past few months and all have enjoyed the growing partnership with The Globe. Nearly all the team at The Victoria have had some experience of working at The Globe and all have enjoyed the change.

2005 ended with a bang with our now famous fireworks display. More than 150 revellers saw in the New Year with us including a great many familiar faces from Holkham. We look forward to a similar turnout later this year.

2006 started with a planned closure of the hotel, which gave us a great opportunity to tackle some large jobs, which had previously not been possible. These included a long overdue renovation of the gents toilet, a new wooden floor in the lounge area and several improvements to the bar and kitchen areas. A special thank you must go to Sue Biddle, Neil Dowson, Valerie Bray and Mervyn Watts who all worked extremely hard over this period while the rest of the staff enjoyed a well-earned holiday. Equally, Holkham Building Maintenance must be credited with undertaking so much work in such a short space of time and enabling us to open the hotel on time.

Easter proved an extremely busy time for The Vic. The good weather led to record numbers of customers eating at the BBQ and in the restaurant. In total, The Victoria and The Globe served more than 2,500 meals over the Easter weekend and credit is due to all the staff involved in making this period a success. In addition, Piotr Tarka and Bartosz Borczuch must be commended for their unwavering commitment to good service on the beach trailer on Lady Anne's Drive.



**ABOVE: The Victoria continues to offer some of the best food on the north Norfolk coast, thanks to its talented chefs.**



**ABOVE: The Victoria and The Globe served more than 2,500 meals over a very busy Easter weekend.**

The Victoria has much to look forward to in the coming months, including a charity pudding tasting evening in aid of Burnham Market playgroup. We hope that more than 150 people, who will have a chance to try our delicious desserts, will attend this event. We also have several weddings to look forward to including the bash for executive chef, Neil Dowson and his bride-to-be, Monica Buonocore.

Of course, like the rest of the Estate, we are all looking forward to the open-air concerts, scheduled for later in the year. Many of the team involved in bringing the event to Holkham will be staying at The Victoria and The Globe and we are making plans to take advantage of the huge crowds expected for the weekend.

I have now worked at The Victoria and, latterly, The Globe for three very enjoyable years and it is therefore with great sadness that I will be leaving in June. To save this sounding like an Oscar acceptance speech, I cannot thank everybody individually, but I would like to thank Lord and Lady Coke for their continued support and trust and for being so understanding when I gave them the bad news (or was it good news)?

I am also grateful to assistant manager, Sue Biddle and Neil Dowson for making my time at The Victoria such great fun. While I will miss everything about the business, I am looking forward to spending more time with my family and perhaps joining some of you on the other side of the bar!

*Paul Brown*  
*General Manager*

# THE GLOBE INN

EVER since we re-opened after major refurbishment last July, The Globe Inn has continued to strive to improve its service and it was good to see many of our customers from last summer returning at the Easter break.

To this end, we have taken delivery of an outside awning for the courtyard, which will be a great asset for the future. It is both floodlit and heated and we are sure it will encourage 'al fresco' dining on borderline nights during spring and autumn. Not to mention the protection it will give against the blistering sun we will have all this summer!

We will also be putting it to good use for the forthcoming football World Cup when we will be putting up a 10ft TV screen in the courtyard to show every game. With an outside bar and accompanying Hog Roast, the scene should be set for some excellent afternoons and evenings — so, please come to join us to watch the games.

Our decision to be the first pub in the area to go 'non smoking' has been met very positively, with many people from Wells coming to dine and even drink with us for the first time. Also it is nice to see that the hardened smokers who said that they would never cross our doorstep again are still visiting us without too many complaints! Some smokers have told us that the new policy may even help them give up smoking.



**ABOVE:** The Globe's new no smoking policy is proving popular with both customers and bar staff.

But, perhaps more importantly, the bar staff are very grateful for the move.

The new minibus shuttle service from Pinewoods to The Globe and The Victoria has been well received by our Pinewoods regulars and brought us several new visitors. If Easter and the bank holiday weekend are anything to go by, we should be in for a busy summer.

**Peter Hudson**  
Assistant Manager

## *Adnams Wine Cellar & Kitchen Store*

WE are fast approaching our first year anniversary on 1st June at the store here in Holkham; it sounds very strange saying this, as I am really not sure where the last 12 months have gone. It seems like only last week I moved up from our store in Southwold to live in Wells. How does the saying go? "Time flies when you're having fun!"

From the day we opened, there has been a buzz about the shop, with visitors and local customers alike eager to see quite what we are all about. Our success is testament to the hard work put in by everyone at Holkham who have put both the Estate and the north Norfolk coast on the map.

I would also like to remind everybody of our Tasting Bar in the shop; which is ideal to help you become familiar with our every increasing range of wines, now totalling nearly 500! With new wines being added to our range almost every week,



we regularly have more than a dozen wines open to try. So, please feel free to come in to have a chat over a glass of wine, or a more serious wine tasting.

With some warm, barbecue weather hopefully on the way, we have a massive selection of great value wines, including more than 20 rosé wines and fizzes, plus 35-pint polypins (plastic barrels) of Adnams Best Bitter.

We look forward to seeing you all soon and wish to thank everyone for your continuing support. Don't forget to bring your Holkham Staff Card when you visit, to ensure you get your 10% discount on everything in the shop, including kitchenware.

**Tom Mead**  
Assistant Manager

# ENERGY WATCH UPDATE

The Environmental Objective is our sixth Holkham Estate objective. Its clearly stated aim is: *'The Holkham Estate will reduce reliance on fossil fuels. It will also reduce energy consumption through education, prudence and selection of energy conservation measures.'* Over the next 10 years, we intend to achieve the following:

## Short Term Milestones (by 31st December 2006):

- (a) Identify and audit all areas where energy and water are consumed to provide a record of usage and costs.
- (b) Identify and audit all the Estate's (non) domestic waste.
- Set in process mechanisms to reduce both quantum and cost of (a) and (b) above.
- Investigate alternative forms of energy.
- Review necessity of harmful chemical use.

## Medium Term Milestones (by 31st December 2007):

- Reduce energy consumption by 10% (in quantum).
- Establish Estate's carbon emissions and the carbon 'footprint'.

- Produce a plan to further reduce carbon emissions.
- Increase recycling and water conservation.

## Long Term Milestones (by 31st December 2010):

- To have reduced dependency on non-renewable energies by 25%.

Peter Godwin (Gardens) is leading a small and focused group including Paul Gray (Events), David Smith (Holkham Building Maintenance), Mike Robinson (Pinewoods) and myself and we are currently addressing all the short-term milestones.

Finally, as predicted six months ago, all our diesel vehicles (except agricultural) are now running on a 50% bio-diesel mix, which further reduces carbon emissions. Below are two further initiatives we have entered into which are making a difference.

**Viscount Coke**

## FUEL FOR THOUGHT

EARLIER this year as energy costs began rising with rumours of further large increases in the pipeline, Viscount Coke asked if I could look into fuel oil usage and cost across the Estate, including heating, vehicle and equipment use.

I soon discovered that all the various enterprises on the Estate were buying fuel from eight different suppliers for no particular reason, other than we always had. And, as you might expect, their prices varied a great deal.

We are now aiming to find a single supplier who will provide a competitive price combined with a good knowledge of our needs and be capable of providing a high level of service at all times.

Each supplier contacted has agreed that savings will be made if all this business was given to just one company, and with our annual costs for all types of fuel oil currently running close to £150,000 we will be looking for significant savings when negotiations are complete.

However, with prices predicted to rise still further, we will also be improving fuel efficiency across the Estate, in a bid to reduce costs and help the environment.

CO<sub>2</sub> emissions from fuel oil account for 25% of all emissions and I have found some startling statistics that can also be applied to Holkham. Firstly, filling one hot air balloon requires 1.8 tonnes of gas. Emissions from heating oil used across the Estate produce 385 tonnes every year, and another 345 tonnes is pushed into the atmosphere from our diesel-powered vans, Land Rovers and tractors — which is enough to fill over 400 balloons! In addition, an average sized car, which is driven 10,000 miles in a year emits 2.8 tonnes of carbon dioxide and every litre of fuel saved, prevents nearly 2.5kgs of carbon dioxide being produced.

**Mike Robinson**  
**Pinewoods Accountant**

## ROOF INSULATION

AS you have read above, one of the Estate's objectives is to reduce carbon emissions and energy consumption by 10%.

One of the ways where we can make a difference is to ensure that all Estate properties are properly insulated, so that energy is not wasted.

An independent review of the impact of thermal insulation on global warming was carried out recently, and it was recognised that thermal insulation can play a key role in the cost-effective reduction of carbon dioxide emissions in Europe and save up to 350 million tonnes per annum by 2010. Retrofitting of un-insulated or poorly insulated properties provides by far the biggest contribution to carbon dioxide (CO<sub>2</sub>) savings.

Insulating our homes effectively provides an opportunity to significantly reduce the damage done to the environment by the waste and pollutants which energy production causes. The cost of heating a home has never been higher, both in financial and environmental terms. Many people have reported savings on the amount of fuel they use, which in turn has saved them money, bearing in mind that fuel costs have gone up in the past few years.

At present, 90 of the Estate's 325 houses have been insulated and we hope to have the remainder completed by 2010. The Estate has been receiving 98% grant funding for this work through Climate Energy, which, in turn receives its funding from the big utilities companies such as British Gas. The total funding received to-date is nearly £30,000. I would not be surprised if the total financial savings to our tenants on their oil and utility bills didn't amount to the same sort of figure.

So, roof insulation is a good way to help protect the environment and save money!

**Barry Turner**  
**Holkham Building Maintenance**

# Finance Department

AS regular readers will know, last autumn Holkham Estate underwent a number of significant changes in its structure and operation following the retirement of Lord Leicester.

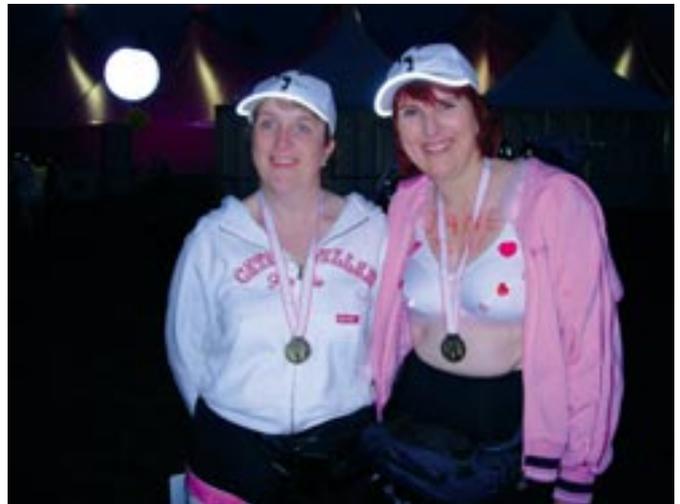
Many of you may have been directly affected by these developments, but I thought that it might be of interest to let you know something of the impact on the Finance Department. There have been many issues to deal with:

- *The creation and establishment of new trusts and other concerns. We now administer 35 different legal entities in total, and amongst our new businesses is Holkham Enterprises, the tourism arm of the main Estate (excluding Pinewoods, The Victoria and The Globe).*
- *Dealing with various property transfers on our Estate database.*
- *Re-budgeting for the new Estate structure.*
- *Ensuring adequate finance and funding exists for the new era.*
- *Necessary business plans are produced, shared and actioned.*
- *Payrolls are created and transferred as necessary.*

All new concerns are correctly accounted for as well as making sure that the existing businesses continue to function financially! As we know, deciding to make changes can be hard — implementing change is much more difficult and the Finance team has done well in seeing through complex and involved issues over the past few months.

On a personal note, we all wish Karen Griffiths well as she is now on maternity leave, following the birth of her daughter, Alara.

*Mike Wyard*  
*Finance Director*



## *MoonWalk raises cash for cancer*

JANE Bloomfield and Teresa Abel from the Finance Team recently took part in a 'MoonWalk' through London in the dead of night, to raise money for Breast Cancer Awareness.

The MoonWalk took place on Saturday 20th May night, through to early Sunday morning. It is an annual event in aid of Breast Cancer and takes place on the streets of London, following a similar route to the London Marathon. More than 15,000 people took part.

“After everyone had been divided into four groups, our group left Hyde Park at midnight and we arrived back just before 4.30am on Sunday. It was a fun occasion with a great atmosphere. Most of us did the walk as required in just our bras, duly decorated. Most importantly we raised around £800 and would like to thank all colleagues who were generous enough to sponsor us. We are already considering trying to get a place again for next year,” said Jane.

## PAYROLL GIVING

AS most permanent employees are aware, the Estate operates a Payroll Giving Scheme. This allows employees to regularly donate a sum of money to a charity of their choice, directly from their wages.

This method of donating can further benefit the charity that receives the donation, as the government matches the employee's donation pound-for-pound, up to a maximum of £10 per month for the first six months. It is also cost effective because of the immediate tax relief that is received on the donation. Any employee is eligible to join the scheme, just contact me at the Accounts Office, fill in a form, choose your favourite charity and I will do the rest.

When this scheme was set up, the government was giving each company that had employees who joined the scheme, an

incentive grant, which amounted to £300 for each company. To date, we have employees from five companies on the Estate that have joined the scheme, which means that the Estate has received a total of £1,500.

Lord Leicester and Viscount Coke have proposed that this incentive money also be given to charities, through their existing Charities Aid Foundation Account. This is a generous supplement to the charitable giving of the 24 employees who have used this scheme. Charities employees have so far chosen to give to include: Breakthrough Breast Cancer; The Salvation Army; Songbird Survival, The East Anglian Childrens' Hospice; The Teenage Cancer Trust and Macmillan Nurses.

*Teresa Abel*  
*Payroll Officer*

# Holkham People

## Welcome to:

**ACCOUNTS OFFICE:** JANINE WOLSTENHOLME, who will be covering for KAREN GRIFFITHS while she is on maternity leave.  
**GAME DEPARTMENT:** Beatkeepers, MARK WATSON, TIM ROTHWELL and NEIL WHITE.  
**HOLKHAM ENTERPRISES (Gift Shops):** MARGARET CHUBBOCK who was appointed as Supervisor at Ancient House in February and SUE FISHER who started mid-April and has settled in quickly. **(Holkham Hall):** New Room Stewards, SHELIA JONES and STAN WHITEHOUSE, plus Lord and Lady Leicester's new housekeeping couple, POITR RZECZKOWSKI and his wife, AGNIESZKA. **(Bygones Museum):** CHRISTINE HAWKES who has taken over from JILL BARRETT as the cashier at the museum.  
**PINEWOODS HOLIDAY PARK:** STEVE BATCHELOR in the maintenance department and LAURA MARSHALL in reception.  
**HOLKHAM BUILDING MAINTENANCE:** New Property Manager, DAVID SMITH, SHARON YATES, who joined as an assistant administrator in April and ROBERT SAVORY, an apprentice carpenter, who will become part of the team in July.  
**WATERDEN:** Lord and Lady Coke's new nanny, JESSICA NEALE, from West Raynham, who started in April.  
**STABLES CAFÉ:** EMILY GOULD, REBECCA FOWLE and JANE KNIGHTS.  
**HOLKHAM FARMING COMPANY:** Mechanic STEPHEN HALL, a relation of JOHNNY HALL, who has joined the workshop with a view from taking over from Johnny when he retires in January 2007.  
**THE VICTORIA HOTEL:** NIC CROW, a chef and GEORGE BIDDLE, driver of the new Pinewoods Express minibus service.

## Welcome back to:

**HOLKHAM HALL:** PHIL BISHOP rejoins us as the boatman on the lake having finally had his knees sorted out.  
**PINEWOODS HOLIDAY PARK:** Many of last year's seasonal team members have returned for another year including: JODIE ELLIS, FRAN GIBBS, JANE EMERSON, YVONNE JAMES, DANIEL DURRANT, PAUL WILLIN and GEMMA FLOWERDEW.  
**THE VICTORIA:** There are lots of staff returning, including: LUCY WAGSTAFFE and SARAH SEABROOKE, plus BARTOSZ BORCZUCH and MARTA TRZCINSKA, who will rejoin the ever increasing Polish contingent at the hotel.

## Farewell to:

**GAME DEPARTMENT:** Beatkeepers RICHARD BAILEY, RICHARD FUTTER and ROBERT HEATON.  
**THE VICTORIA:** General manager, PAUL BROWN, who has run both The Victoria and The Globe with great success during his three years here and will be much missed, along with: RORY WADDINGHAM and BECKI DAVIES both of whom have also worked at the hotel for three years.  
**WATERDEN:** SABRINA HARDY (néé MACK), Lord and Lady Coke's nanny, who has moved to Germany following her marriage to soldier, IAN HARDY, at which HERMIONE and JUNO COKE were bridesmaids (see photograph on page 19). "After five years with us as our much loved nanny, Sabrina will be much missed," says Lady Coke.  
**HOLKHAM FARMING CO:** STEPHEN ATTRIDGE who has worked at Holkham for eight and a half years.

## Congratulations to:

ERIC ROWE, who has worked at Holkham for 50 years! Along with MAURICE BRAY, IAN MCNAB and KENNY ROWE, who have all worked here for a mere 49 years!  
Executive Chef, NEIL DOWSON, who is to marry MONICA BUONOCORE at St Withburga's Church, Holkham, on Saturday 24<sup>th</sup> June.  
NICK FORDE, Lady Leicester's twin brother, who is engaged to JESSICA MAUFE.  
JANA SEDLINSKI, who has been promoted to Restaurant Supervisor at The Victoria.

## Births:

A daughter, ELIZABETH VALERIA (BESS), to LORD and LADY COKE on 7th January 2006.  
To MATTHEW and SUSY HARRISON, on 6th February 2006, a daughter, REBECCA SARAH ELIZABETH, a sister for JOSEPH and second grandchild for MARK and HEATHER HARRISON of Vale Farm, Stiffkey, tenants at Church Farm, Warham.  
Congratulations to KAREN GRIFFITHS of the Accounts Department who gave birth to a little girl, ALARA BETHAN, on 15th May, weighing 7lbs 13oz.

## Deaths:

CYRIL RUFFLES, who died in December 2006. Cyril was a talented thrower, who helped to launch Holkham Pottery in the 1950s. Our thoughts and best wishes go to his widow, EILEEN.