PART OF YMCA DULVERTON GROUP



### YMCA Weston-Super-Mare and Town Council Partnership

Report for Community Services prepared by May Barnett and Alli Waller.

## 1. Purpose of report

This report covers services and work delivered and supported from the beginning of November 2019 to the end of December 2019 in the Weston-super-Mare area. This includes the development and progress of the programme and services for young people and the community at YMCA W-s-M, 2 Bristol Road Lower and Weston Youth and Community Centre, Coleridge Road.

## 2. Work with young people - Youth & Community Café

#### a) Open access:

The Youth & Community cafe provides a youth focusec, free, well-appointed space for young people after school and on Saturdays with additional opening during school holidays. Through this service we aim to ensure that every young person should:

- > Feel Safe and Welcome
- Have someone they can talk to and access to support
- > Have the opportunity to make friends, socialise and be active
- > Feel more connected with their community
- Have the chance to achieve and challenge themselves to reach their full potential
- ➤ Have Fun

The YMCA Youth and Community café operates 6 open sessions per week (5 after school & on Saturday) entry for young people is free and all equipment is available.

The work we have been doing to increase numbers at our open sessions has been showing an impact. Having held sessions like our carnival catch-up night, young people are now accessing our services from a broader area and numbers have risen, most notably for Saturday sessions at the café.

Plans for our wellbeing day on January 25th are being finalised. The event will be aimed at 13 – 18 year olds and we aim to highlight a range of opportunities, activities and support which can support their wellbeing. We will be offering taster sessions such as Yoga, Holistic healing and ways to deal with Anxiety. Information will also be available for young people to take away



on the day, include the related services and activities we have on offer.

We attended the YMCA England & Wales Youth Matters awards in November and although we did not win we were proud to make the final 3 in the" Diversity" and "young campaigner of the year" categories, all staff and young people found the experience to be inspiring and enlightening. They were able to meet other young people from around the country and learn more about the work of different YMCAs.

Throughout the festive two weeks we continued to offer open access sessions at the Youth café. Pool tournaments, Christmas card making and baking flapjacks were among the activities young people got involved with.

### b) Targeted work:

We recognise that for some individuals or groups what we regularly offer may not be easily accessible to them. So we look at targeted work to support people to access our facilities and services who might not otherwise be able to. This work is predominantly carried out in partnership and we currently work with:

- ➤ **Young Carers** Junior & Senior sessions 2<sup>nd</sup> Wednesday of each month
- > Home Education Network youth project every Friday
- ➤ Young people with disabilities Weston College brings over an average of 15 young people on a Tuesday in the day time to encourage them to use the social space and feel more confident about attending open sessions.
- Ups & Downs South West Youth Project Tuesday evenings fortnightly
- > Adult young carers- Once a month on Thursday evenings
- > Care Leavers- Every Monday afternoon
- ➤ **Groups tackling isolation for young people** We work in partnership with Weston College with young people not in education, employment or training Wednesday mornings weekly.



# 3. Work with young people - satellites & outreach

#### Big Worle

The numbers at Big Worle have stayed consistent with several of the younger members not being able to attend due to the darker evenings. A few members have bought along friends who are now attending.

With the approach to Christmas, our focus was on fun and enriching activities that allowed the young people to develop new skills and be creative. This included decorating biscuits, making Christmas cards and cooking pizza muffins.

The group also developed their idea sharing and communication skills to plan a trip for an Ice Skating session at Icescape. Thanks to Big Worle this was offered as a free trip and 16 young people were attended and enjoyed the session, many of whom had never been ice-skating before.

### Castlebatch

The group of young people who attend Castlebatch remain quite disengaged despite efforts to involve them in session planning. Activities have been provided that they said they would like to try and but this did not really change engagement. Through discussion with the group, they were able to reflect on their disengagement and what a youth club actually means to them. They told us that they feel it keeps them from getting in to trouble and that they enjoy being able to access the session. At the end of the term, we put on a Christmas party with games and food and the young people who attended engaged well and really enjoyed the session.

## **Weston Youth centre**

The Friday open access session is continuing to offer support to young people from Bournville, Oldmixon and Coronation. Several members who attend the youth club helped to organise the lantern parade on the day, helping to set up the stalls and fetch and carry supplies. They made lanterns to carry and won the group lantern prize for their save the planet lanterns. Young people within the 14- 17-year age range are engaging more with Youth workers and numbers have risen. Drug



awareness and healthy relationships are still at the forefront of conversations. Young people are beginning to consider and implement more positive choices.

The community action project that took place over October half term and we were heartened and impressed with the contributions of Young people. They took ownership over their specific projects and enjoyed being involved and giving back to their community. The year ended with a Christmas party where young people had the opportunity to choose the food and music they wanted.

#### Uphill

We have begun to look at the opportunity to restart a youth provision for Uphill. We had our first meeting just before Christmas and initial focus is around a potential suitable location.

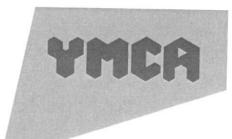
### 4. Youth Council

The youth council have been focusing on raising their profile through social media. Having re-elected a New Chair, Vice – Chair and various other positions they are working together to create a newsletter that is scheduled to be launched in February as an e-magazine but some paper copies will be available. The Youth Council held a rather wet community action day where they helped with terra-recycling over in Grove Park. The weather wasn't kind but they were able to shelter in the youth café after where they listened to a talk on plastic pollution from Debbie Apted. This has strengthened their awareness and the youth council want to continue to work on environmental projects.

## 5. Work with community

**Young carers-** The valuable work we do with the young carers was recognised in November at the North Somerset Young Carers celebration evening. Youth workers attended to pick up an achievement awards. Young Carers use our space weekly on a Tuesday, we provide a welcoming space to make them feel at ease and we support them with their activities to help them gain skills and confidence.

**Bournville Lantern Parade**- Young people from all three estates came together to plan and make lanterns to carry at the parade in November. They then held a litter pick at the youth



centre where the parade was going to be held. On the day they helped to set up gazebos, fetch and carry stuff and ended the day taking part in the parade.

Over the fortnight 70 young people gave 407 hours of their time to make their project a success. Please see photos below.

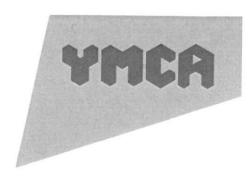
**Food Donations** – Every week staff at YMCA Weston pick up food donations from two supermarkets. The food is distributed to those in need, such as the homeless, YMCA young residents and food cycle. As we entered into the festive season, Youth workers identified two families that needed a little help. The families were given a complete Christmas package, everything from the turkey to presents. Many of the items were donated from other local families. They were delivered anonymously to the families just in time for the festive season.

**Training**- We are currently organising some of our staff to attend mental health first aid training and sexual health training. This will help staff to offer young people we engage with more help, advice and guidance.

## 6. Volunteering

We are currently in the process of recruiting two new volunteers; they will help us to deliver the session at Weston Youth Centre.

We currently have the network participation officer from South West Activity Network, Kally Critchley volunteering with us every Friday. This partnership has proved to be very valuable as it enables us to provide South ward with a more joined-up approach to youth work provision.



#### 7. Monitoring and Feedback

	November 2019	December 2019	Target 2019/20
KPI 1 - Total Attendance	522	385	8,000
KPI 2 – Total Engagement	269	186	4,000
KPI 3 – Volunteering Sessions	8	8	156
KPI New – Targeted Sessions	28	20	120
KPI 4 - Community Sessions	25	22	700

#### 8. **Links to Town Council Strategy**

The work being undertaken always strives to meet the presented needs of the community whilst building the quality of provision for young people and developing the scope of the work that the Town Council supports with Young People. We are always keen to look at addressing the needs of young people across the area and are happy to look at establishing any new work or work in new areas that there is an identifiable need for.

### Community Services Committee – Monday 13th January 2020

#### **Grounds Department**

## Report from the Grounds Manager Fay Powell

### **Dog Bins**

It was approved at Expenditure & Governance on the 9<sup>th</sup> September 2019 that Weston Town Council would bring the dog bin service in-house when the contract with Greenways Grounds Maintenance was due to end 31<sup>st</sup> March 2020 or should Greenways terminate early we were prepared to start the service with immediate effect.

On Tuesday 19<sup>th</sup> November 2019 a contract performance meeting took place between Greenways Grounds Maintenance and the Grounds Team. We provided the contractor with evidence of missed collections and an inconsistent service, this was supported by numerous public complaints.

On Wednesday 20<sup>th</sup> November 2019 the contractor terminated the contract with immediate effect. The Grounds Team was prepared to run the service in house and after 2 days of preparation work the service began on Monday 25<sup>th</sup> November 2019. To date we have not received any complaints, we have had some queries but these have been North Somerset Council owned bins.

Our agency member of staff Simon has hit the ground running, he has already identified a schedule of frequency for bin collections and has been litter picking all of our parks and play areas.

Simon has received numerous compliments about the service with residents recognising there has been a vast improved in recent weeks. Social Media feedback has been positive and we look forward to growing the service within time.

The Grounds Manager has sought approval from the Chairman and Vice Chairman of Community Services for permission to reinstate two bins located behind Priory School and Maltlands. These were removed by the previous contractor for his ease, however it has come to light that this is not a benefit to the community.

We will be carrying out a consultation process with all Ward Members and reviewing locations of bins in their specific areas in the New Year.

The Grounds Manager would like to thank the Dog Bin Working Group for their continued support.

#### **Toilets**

The Grounds Manger working with the Toilet Working Group identified a list of priorities to address ongoing issues with WTC public toilets. These were prioritised

and over the past couple of months the Grounds Team have been working on the following priority - Grove Park Toilets:

- North Somerset Council agreed to carry out tree works at the entrance to Grove Park to make the area lighter and less secluded. These works have been carried out.
- Improved signage has been designed clearly stating CCTV is operating in the area. Our Grounds Team have installed these.
- A meeting took place with Ed Mckay from Streets & Open Spaces at North Somerset Council and he has agreed to us planting the beds around the toilets. We will be using sustainable planting and carrying out this project with Friends of Grove Park and Westhaven School.
- We have instructed John West to change the blue lighting in the toilets to white lamps. This is for a number of reasons and was one of the recommendations by the Avon and Somerset Constabulary's Designing Out Crime Officer, it also ensures we comply with the latest standards.
- We have an ongoing dialogue with the local beat police team regarding individuals using our toilets for anti-social behaviour and drug taking, this is across all of our toilet sites.

We continue to monitor all sites and address issues as they arise.

In the new year we will take the first steps establish a Community Toilet Scheme.

The Grounds Team will continue to work closely with the Public Toilet Working Group and would like to thank them for their support to achieve our objectives.

#### **Grit Bins**

The Grounds Manager has sought approval from the Chairman and Vice Chairman of Community Services for permission to install a grit bit on Arden Close, this has been investigated by North Somerset Council's Area Officer from Highways who agrees the need for this bin.

#### **Grounds Review**

An update report was presented to Expenditure & Governance Working Party on Monday 6<sup>th</sup> January 2020. For members' information the report has been attached.

#### Members are recommended to:

Note the report.

#### **Fay Powell Grounds Manager**

### Community Services Committee 13th January 2020

Report to the Expenditure & Governance Working Party on the 6<sup>th</sup> January 2020

### **Grounds Review Update**

### Report from the Grounds Manager Fay Powell

The Grounds Manager along with the Grounds Team have been working over the past couple of months to implement agreed changes and explore new ways of working. To date we have implemented the following:

- Successfully recruited Amenities Officer post
- Dog bin contract now in house
- Water Contract for flower beds and Weston in Bloom now in house
- Effective use of Public Sector Software (PSS LIVE) to monitor both internal and external services
- New staffing structure developed and approved at Personnel Committee

### Current work areas being reviewed and investigated:

**Waste -** Review of waste across the Grounds Team to include recycling, green and general waste. Currently collating prices from companies to dispose of waste and make financial savings. In the future we hope to enable other services to benefit through cost savings and in turn contribute to our environmental goals. We are also looking at composting which we will use for our flower beds across the town.

**Water** - Currently finalising suitable locations for water butts to be installed across the Cemetery, enabling us to conserve water and promote the use of this throughout the Cemetery. Furthermore, we will be identifying other suitable Town Council sites.

**Vehicle -** The Grounds Manager and Head Groundsman are looking at fuel consumption as part of the team's route optimisation. They are currently looking at a variety of vehicles that are fuel efficient, environmentally friendly and practical.

**Environmental -** The team have been looking at ways to reduce the plastic cord used through our strimming machinery. As a result of investigating this we are pursuing the opportunity to trial the first bio degradable strimming cords.

**Tree Planting -** Working with our Tree Surveyor we hope to generate income from a tree planting scheme which would include sponsorship and adoption of both new and current trees. This would allow us to increase the number of trees planted, generate income which could then be reinvested back into the conservation work we would like to carry out in the Cemetery.

**Cemetery Chapel -** We are investigating the possibility of using the Chapel for Weddings and other social events and days of celebration throughout the year.

Permission has been sought from the Diocese of Wells by the Town Clerk. The logistics of how these events could be run are still being thought through.

For the next scheduled Expenditure & Governance Meeting in March costings and plans for the above will be produced.

## Members are requested to:

Note the report.

Report from the Grounds Manager Fay Powell

## Report to the Community Services Committee – 09th September 2019

## **Literary Festival 2019**

Zoe Scott, Community and Grounds Officer

## Literary Festival -

Please see below an up to date list of events for this year's Literary Festival.

In May 2020 a review report will be presented to the committee and options for future events presented.

## Saturday 29th February

Time	Info	Location	Type of event	Cost
4.00pm	Justin Newland - The Coronation. Join author Justin Newland for the launch of his 3 <sup>rd</sup> novel – The Coronation. Have your chance to speak to Justin and get your copy!	Waterstones	Meet the author	FREE
2.00pm - 5.00pm	Mark Breckon - In this introductory 3hr script workshop we will look at dramatic conflict and what drives it, character development and writing dialogue. There will be lots of practical exercises during the session. Please bring along an idea you're interested in developing as a script. This can be very basic, but we'll do some work that will help you to develop this further during the session! The workshop is suitable for writers interested in any kind of scriptwriting; theatre, TV/film or radio. Beginners welcome!	Museum Learning Space	Workshop	£15
7pm	Availability			

## Sunday 1st March

10.30am-	Samantha Ball - 'A History &	Museum	Author	FREE
11.30am	Celebration of The Playhouse	Learning	Talk/Q&A/Book	
11.000	Theatre'	Space	Signing	ļ
	Join Samantha to hear about			
	how she managed to juggle the			
	process of researching, writing			
	and publishing her book;			
	alongside working full time. This			
	talk will cover all the positives			
	and struggles it takes to write a			
	book with a deadline! A great			
	talk for any budding author.			
12noon –	Jane Duffus – The Women	Museum	Author	£5
1.30pm	Who Built Bristol Behind every	Learning	Talk/Q&A/Book	
1.00piii	strong city, there is an even	Space	Signing	
	stronger army of women		- · · · · · · · · · · · · · · ·	
	creating the bricks with which to			
	build it. The trouble is, most			
	other history books have			
	forgotten to include many			
	women.			
	Across two volumes of 'The			
	Women Who Built Bristol', we			
	meet 500 inspiring females who			
	fought tooth and nail to shape			
	not only Bristol and the			
	surrounding towns of Weston-			
	super-Mare, Clevedon and			
	more, but also the wider world.			
	Olympians rub shoulders with			
	boot makers; suffragists beside			
	grocers; scientists are as one			
	with artists. In today's talk,			
	author Jane Duffus will share			
	some of the stories of these			
	astonishing local women.			
	Jane is the author of four books			
	and the editor of several others.			
	She has worked as a journalist			
	and editor for numerous best-			
	selling magazines and			
	publishers for more than two			
	decades. Jane has also			
	appeared on numerous TV and			
	radio shows including across			
	the BBC, ITV and is a regular			
	guest on BBC Radio Bristol.			

2.00pm -	'Be More Poetic'	Museum	Workshop	£10
4.00pm	Come and spend 2hrs with	Learning		
*	Macaque, a local poet and a	Space		
	regular feature of Weston's			
	Word mustard open mic			
	evenings since their inception.			
	The workshop focuses on what			
	constitutes 'good poetry', and			
	how writers of both poetry and			
	prose can think more carefully			
	about their choice of words to			
	make their writing more			
	powerful, interesting, and			
	ultimately more poetic.			
	Common pitfalls, such as being			
	a slave to rhyme and form, and			
	not being succinct enough, are			
	discussed, and there are			
	exercises to illustrate			
	techniques for avoiding these.			

## Monday 2<sup>nd</sup> March (Museum Shut – Other venues to be used)

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## Tuesday 3<sup>rd</sup> March

3.30pm	Laurie Lee. The Lost	Museum	Talk/Q&A/Book	£5
3.30pm – 5pm	Recordings — An illustrated talk by television programme maker, David Parker. Reflections on love, landscape, childhood, poetry, music and much more from the voice of one of the great writers of the last century. Television producer, David Parker was fortunate to spend a glorious few weeks in the summer of 1994 recording a series of interviews with Laurie Lee. Laurie did not 'do' television so these recordings are unique. In this session David will play extracts from the interviews to	Museum Learning Space	Talk/Q&A/Book Sale	£5

	our times. David Parker's book of the recordings; 'Down in the Valley' A writer's Landscape' is published by Penguin Books.			
7pm	Douglas Lindsay, The boat crew wrens of world war two -  During World War Two British women were called on to serve and to work in a way never known before. Danger, tough conditions, and adventure became the norm and they rose to the challenge magnificently, laying the foundations for the post-war feminist revolution.  Nowhere was this truer than in the Royal Navy's ports where Wrens, the young women of the Women's Royal Naval Service, provided crews for their launches and small craft. These worked round the clock in all weathers and their Wren crews never faltered.  Driving fast boats with urgent messages or open cutters with fifty boozy liberty men all trying for a date, these girls took it all in their stride with poise and good humour.  This illustrated talk tells their story from the first training course in Autumn 1941 through to 1946 when the last were disbanded.  And from their stories came the genesis for my series of novels, focussing on the adventures of the very first experimental pioneer and how she overcomes prejudice, tradition and hostility to be an outstanding success. With the first four books now published and number five being written they offer an opportunity to read about high adventure and low trouble on the seas, and to see what one high-spirited young lady could achieve.	Museum Learning Space	Talk/Q&A/Book Sale	£5

## Wednesday 4th March

3.30pm	Hidden gems - fascinating discoveries through novel research Novelists Ali Bacon, Jean Burnett, Kerry Postle and Heather Child share the three most amazing things they found out while researching their books. Delve into the secrets of famous Italian artists, the birth of photography, the Spanish civil war and the deep fakery of artificial intelligence. You are sure to learn something new!	Museum	Panel Discussion	£5
7pm	'Talk wordy to me', brings back those words that have negative a perception surrounding them and take back the power of those words hosted by Emily Chiswell and Lydia Scott.  "We take a negatively perceived word, and talk about it, motivated by a strong belief that anything we feel or are can be a truly positive thing. Free to come, but please buy a drink as a 'thank you' to Clara's cafe."  Emily Chiswell is a broadcaster and voice artist, who brings insight and energy whether she is presenting a BBC Radio Bristol show, interviewing entrepreneurs for her Passion Pods 'London's bestInterview Podcast' (Evening Standard), voicing The Royal Academy audio guide with Stephen Fry, or introducing The Royal Wedding to an audience of 20 million on BBC 1. Emily has also recently stepped out of her recording box, hosting and compering a number of live events and panel discussions.  Lydia Scott is a theatre producer who has worked in all walks of theatre from regional subsidised producing houses to commercial West End musicals.	Museum	Talk	FREE

She has had the pleasure of working with such brilliant theatres and theatre companies as Wiltshire Creative, The		
Old Vic, Mark Rubinstein Ltd.,		
Punchdrunk, Metta Theatre, Tobacco		
Factory, York Theatre Royal, and the		
Really Useful Group. Working on		
projects from one-man rural touring		
pieces, to commercial theatre		
productions on the West End, she		
loves that theatre can mean such		
different things to different people, and		
values the collective experience above		
all else.		

## Thursday 5<sup>th</sup> March

3pm –	World Book Day at Weston	Weston	Children's	FREE
5pm	<b>Museum</b> – Come and join us at Weston Museum for a fun filled	Museum	Activities/readings	
	afternoon celebrating all things			
	wordy! Joined by author Sue			
	Purkiss who wrote the			
	adventures of 'Jack Fortune' as			
	well as Michelle Cassar with her			
	wonderful story of 'Seb and Polly			
	Planet & their ocean quest'.			
	Come along in your World Book			
	Day costumes and join in the fun!			
7.00pm	Open Mic Writer's Night –	The	Interactive	FREE
	For one night only, we are	Stable		
	gathering together the town's			
	most exciting up-and-coming writers for an evening of story-			
	swapping. Expect to be			8
	transported to different realms			
	and introduced to a whole cast of			
	intriguing characters as we delve			
	into the creative works of Weston			
	writers.			
	NAME and a supplier of the second disconnection			
	Whether you're a budding writer			
	or just want to spend an evening listening to some great fiction,			
	we'd love for you to join us at our			
	Open Mic Weston Writer's Night.			
	In collaboration with the Weston			
	Literary Festival, we want to			
	celebrate the stories and poetry			

	coming out of the town by giving	
	writers a platform to share their	
	work.	
	Are you a local writer? Come and	
l	read your work to a captive	
	audience! This is a great	
l	opportunity to share your stories,	
	boost your confidence and get	
	feedback on your writing, all in	
	one evening. And who knows,	
	you might even make some	
	writer-friends along the way. We	
	will give all writers advice on	
	reading their work aloud in a	
	friendly, supportive atmosphere	
	and hope to welcome local	
	publications to the event, giving	
	you the opportunity to secure a	
	spot for your story in print.	
	If you are interested in taking	
	part, please email weston writers	
	and we will be in touch with more	
	details.	
ı	hello@westonwritersnights.co.uk	

## Friday 6th March

3.30pm	Stories of Inspirational Women -	Museum	Talk	FREE
- 5pm	Stories of inspirational Women	Learning		
	focuses on historical women, who	Space		
	were thinkers and actioners ahead of			
	their time. As part of Weston's			
	Literature Festival we welcome			
	author and stand-up comedian Becky Walsh to interview a fabulous			
	female panel, including historian			
	Lucienne Boyce (author of The			
	Bristol Suffragettes and historical			
	fiction set in the 18th century), writer			
	and explorer Jacki Hill-Murphy and			
	biographer Kathryn Atherton, author			
	of Suffragette Planners and Plotters:			
	The Pankhurst/Pethick-Lawrence.			
	Expect laughs as well as literature			
	during this thought-provoking debate			
	on the subject of "Inspirational			
	Women head of their time."			

We will be putting up a Blue Plaque		
for Emmeline Pethick-Lawrence to		
be unveiled on March 6th 2.00pm at		
the Gate pillar of 80 Bristol Road,		
this talk at the Museum will follow	81	
this event.		

#### COMMUNITY SERVICES COMMITTEE - 13TH JANUARY 2019

# REMOVAL OF PUBLIC TELEPHONE BOXES REPORT OF THE TOWN CLERK

A communication has been received from North Somerset Council that BT are now consulting on closing a further 13 public payphones at various locations across the district. Six of the payphones are in Weston-super-Mare. The locations are:

- Mead Vale,
- · The Maltings,
- Lonsdale Ave.
- Locking Rd,
- · Berkley Crescent,
- Walliscote Road.

#### BT's consultation letter states:

'To ensure that the local community are fully informed we have placed consultation notices in the relevant payphones, and a sample is enclosed... The consultation period will close on 6 February 2020.'

This consultation process gives your local communities the opportunity to adopt a traditional red 'heritage' phone box and make them an asset that local people can enjoy. It's really simple to do and costs just £1- <a href="http://bt.com/adopt">http://bt.com/adopt</a>

Overall use of payphones has declined by over 90 per cent in the last decade and the need to provide payphones for use in emergency situations is diminishing all the time, with at least 98 per cent of the UK having either 3G or 4G coverage. This is important because as long as there is network coverage, it's now possible to call the emergency services, even when there is no credit or no coverage from your own mobile provider.

You may want to consider the recent Ofcom affordability report which found that most people do not view payphones as essential for most consumers in most circumstances

http://stakeholders.ofcom.org.uk/binaries/research/affordability\_report.pdf

On 14 March 2006 the Office of Communications (Ofcom) published a statement following their 2005 review of universal service in the Telecommunications market, which includes a requirement for payphone provision to meet reasonable needs. Part of that statement amended our obligations with regard to the removal of payphone service – http://stakeholders.ofcom.org.uk/consultations/uso/uso\_statement/'

Before considering adopting a phone box you would need to consider what the box would be used for and how it will be maintained. A copy of the consultation letter has been emailed directly to all town councillors, who are of course free to respond individually.

North Somerset Council have asked that any comments the Town Council has about this consultation should be sent to them by **17**th **January 2020**.

#### Recommendation

That the Committee decide if they have any objections or comments on the proposed removal of the public telephone boxes listed above.

Malcolm L Nicholson LL.B (Hons), DMS, PSLCC Town Clerk 16<sup>th</sup> December 2019