

Minutes of the Thornham Parish Council Meeting held on Wednesday 13 October 2021 at 7.00pm at Thornham Village Hall

Present: Cllr C Venes (Chair) Cllr A Chesterman (Vice) Cllr A Needham
Cllr S Mocatta Cllr I Barrett

Also present: Clerk, Cllr Lawton & 8 Members of the Public.

1. To receive and consider apologies for absence:

It was resolved to accept apologies from Cllr Gulliver & Cllr Greef.

Cllr Venes welcomed Cllr Mocatta back onto the Council and with the knowledge that the Council would be stronger with her presence.

2 To receive Declarations of Interest

Cllr Needham gave a personal interest in anything concerning Thornham United Charities and PCC. Cllr Barrett gave a personal interest in anything concerning Thornham United Charities. Cllr Mocatta gave a personal interest in anything concerning Thornham Village Hall and Playing Field Ltd and the Pavilion Committee. Cllr Chesterman gave a personal interest in Planning Application 21/01826/F.

3. Adjournment of Meeting to allow for public questions. (15 mins max 5 mins per Speaker.)

Queen Jubilee

A Parishioner advised that she was chairing a group that were organising events for the Village to celebrate the Queen's Platinum Jubilee which runs over four days starting on Friday 2 June. There are lots of suggestions currently on the table but obviously funding is one of the main issues that needs to be addressed. Cllr Barrett advised that the Parish Council would be looking to put something in their budget next year regarding the Jubilee and was happy for the group to send in a letter listing their requirements and what they would be requiring. Cllr Barratt advised that with a grant from the Parish Council it could be upfront payment which would help with the deposits for bands etc. Cllr Venes advised that there is a formal Grant Form. Another Parishioner advised that the Thornham Tavener's may be able to assist. Cllr Mocatta advised that Thornham Village Hall and Playing Fields Ltd would not be asking for hire charges. The Clerk advised that the Borough Council had also opened a fund. The Parishioner thanked the Council for the advice and would be giving an update at the next Big Tent Meeting.

4. To Receive Councillor Reports

4.1 County Councillor – Cllr Jamieson

Cllr Venes advised that apologies had been received from Cllr Jamieson as he had a clash in meetings. Please see report attached.

4.2 Borough Councillor – Cllr Lawton.

Cllr Lawton advised that he had nothing specific to report. Apart from the emailed he circulated earlier regarding Natasha Law on food allergies which came in place recently.

Cllr Venes thanked Cllr Lawton for his ongoing help and support.

It was resolved for the meeting to return to closed session.

5. Minutes of Annual Parish Council Meeting held on 8 September 2021

5.1 To consider and approve the minutes. **It was resolved to approve the minutes and for the Chair to sign as a true and accurate record.**

5.2 Matters arising from the minutes:

Wheelie Bin in Bus Shelter

Cllr Venes asked Cllr Needham how the situation of not having the bin in place is going. Cllr Needham advised that it is still in place as Cllr Greef was going to remove. **It was resolved for Cllr Venes to speak with Cllr Greef.**

Telephone Box

The Clerk advised that the Council could take on the Telephone box from the Heartbeat Trust for £25.00. **It was resolved for this item to be placed on the next agenda.**

6. Finance:

To review and consider any action necessary.

6.1/6.2 Finance Chair's Report/6.2 2nd Quarters Accounts July - September 2021.

- Cllr Barrett gave the following report: The Working Group has met, and we can report the following items which I am sure you have awaited with eager anticipation.

Cllr Chesterman and I have carried out the half year audit and can report that all is in order and are happy to recommend that you accept the first half of the year numbers. **It was resolved to accept.**

The bank position is £69442.69 at 30/09/21. Ongoing expenses for the year will be in the region of £5000 plus legal fees which could hit £10000 depending on decisions taken later. This will leave us with a cash balance of some £55,000 at year end which is obviously very healthy indeed. The unknown in all of this will be the final outcome of the current litigation and if there is any further litigation and associated fees re the ownership/registration of Shore Road.

The costs to point out in comparison to budget are the CIL income which will be lower than anticipated due to payment date changes made by KLWNBC plus the extra monies being paid for the grass cutting.

The budget for 2022/2023 process has started and will be completed for the January meeting 2023 at the latest. We will make recommendations for Council to consider for both the budget 2022/23 and the Precept in due course.

The Health and Safety policy documents are being reviewed and updated by the Working Group. These will be checked and audited by our H and S lead professional, Jan Mitchell, and once agreed will be put to Council for acceptance and approval. We plan to do this for the November meeting.

The Working Group has had a vacancy since Emma resigned. As Stephanie has all the skills needed by this Group, I would like to propose that SM fills the vacancy. I am aware that she is happy to do. **It was resolved for Cllr Mocatta to join the Finance Working Group.**

- 6.3 Monthly Accounts for Payment. The Clerk had sent round a payment list with the agenda and Cllr Venes read out all the payments. The Clerk advised that she had one extra one that had been added to the sheet Clenshaw Minns for undertaking the wages. **It was resolved for these payments to be made.**
- 6.4 Money Received. The Clerk advised that £1.46 bank interest had been received.
- 6.5 Bank Rec September 2021 Cllr Venes advised that this had been circulated with the agenda. Cllr Barrett advised that this was checked during audit process and was in order. **It was resolved to accept.**
- 6.6 Budget Setting. Cllr Barrett advised that the Working Group had started to look at the budget for 2022/23.
- 6.7 Ditch Clearing -Marsh Cllr Venes explained regarding trying to get hold of Mr Ebbage from Natural England regarding the annual clearing of the ditch that goes down onto the marsh which clears the water from Church Street. If this is not achieved this area is very likely to flood again. Cllr Venes proposed that due to Mr Ebbage's lack of arranging a meeting as promised and non- answering of numerous emails and with the need to get the work achieved. **It was resolved for Cllr Needham to contact grounds contractor used previously to obtain quote for maximum two days works with mini-digger. Cllr Needham also to liaise with marsh landowner.**
- 6.8 Clerk's Timesheet Cllr Venes said that he had checked the sheet and was happy for the Clerk to put in for payment. **It was resolved for the Clerk to undertake.**
- 6.9 100th Birthday Cllr Venes advised that there is a Parishioner who is 100 on the 5 November. Cllr Venes advised that he wished to use the Chairman's Allowance to purchase flowers. **It was resolved for the Clerk to purchase the flowers.**

7. Village Matters

- 7.1 TVH&PF Ltd – To receive report re Cricket Pavilion. **It was resolved to open the meeting to allow for the Pavilion Working Group to address the meeting.** The Group advised that they wish to consult with the Parish Council to gain support for the project. The plan is to replace the worn-out Cricket Pavilion with a new structure. This was a project that was started prior to Covid and was put on hold which is now up and running again. Cricket continues to develop in the village like many sports and it is hoped that this will put Thornham on the map. The building will have a number of uses and it is hoped that it will enable the Community/Schools and Disabled Sports to thrive in this area. There are two plans on the table one being a two-storey building with a balcony with a lift and stairs the other bring a single storey building which can be built over a two- or three-year period with the upper floor being built behind. The design depends on funding as lifts and stairs being additional costs. The single storey being able to be a staged build funding dependant. The architect then went through the proposed plans highlighting the reasoning behind the roof height and materials of natural timber with a matted zinc roof of a modern brief. Decent 14 person changing rooms for all ages and sexes and a separate Officials room for 6 plus disabled facilities. The group outlined the support of three well known names in Peter Parfit, Nick Pearce and Graham Gooch who have all given written support to the scheme. Cllr Venes asked when they were thinking of putting in for planning permission? The Group advised that they were hoping within the next two months. Cllr Venes thanked them for their presentation. **It was resolved for the meeting to return to closed session.** Cllr Venes advised that he felt it would be good to write a letter of support from

the Council. **It was resolved for Cllr Venes to write a letter and for it to be sent round and agreed by email protocol.**

7.2 Statement on Shore Road Cllr Venes read out the following report: Council has now received the result of the appeal re a costs decision made by the First-tier Tribunal. Disappointingly for TPC Judge Cooke did not find in our favour and has upheld the costs decision made by Judge Brilliant at the FTT. Judge Cooke noted,

'Costs are in the discretion of the judge who made the substantive decision. The Tribunal will not interfere with a costs decision unless it can be shown that the decision was irrational or involved an error of law or otherwise fell outside the range of reasonable decisions open to the judge. The mere fact that the appeal judge might disagree with the trial judge's costs order is not a reason why the appeal should succeed.'

TPC will now consult with its legal team before deciding on any future course of action.

7.3 Flooding

a. Flooding Emergency Plan - Emergency Flooding Plan and Liaison with Local landowners re flood mitigation measures. This work is on-going and will stay on the agenda.

b. Meeting with Anglian Water. 4 October 2021- Cllr Venes advised that the meeting was between Neil Elvy, Anglian Water Recycling Area Manager, Colin Venes, Parishioners included meadow landowner and owners of affected properties. Cllr Venes advised that it was a most helpful and productive meeting. Mr Elvy has practical experience of the water/sewage system locally from his previous background working in this area. He knows where sewers run and the infrastructure issues. Some 7 years ago he had realised the problem largely the result of the right-angled bend in the sewer below the cover in front of 3 Elder Cottages. When a substantial volume of water flows down the 6-inch pipe and hits the right angle bend the flow bounces back as angle too tight and water backs up, fills the cavity and then overflows out of the cover. This also backs up along the pipe leading to same problem in the cover at Ship Lane junction. Mr Elvy advised that there was a simple solution that would significantly reduce the problem. From the sewer point at Ship Lane/Church Street junction lay a new section of pipe just above the existing pipe to run under the field straight to the concrete chamber under the field where it would re-join the original sewer. This would ease pressure on the right-angle bend and so alleviate problem – if overflow was created at the new union point it would overflow onto field away from road and homes. Mr Elvy had asked for the work to be previously undertaken before changing roles. He did not know why it had not been achieved. He proposed to take this forward and to get it achieved. A landowner affected gave permission for the work to commence.

Cllr Venes then advised that there was a discussion regarding the growth of the village with new properties, caravan site, public houses with more B & B accommodation. Mr Elvy proposed that a new assessment/ modelling of water volumes should be undertaken by Anglian Water. He will need to get this officially commissioned through the system and this may take some months but will provide vital data. The difficulty that remains is that even if the analysis shows that the existing system is unable to cope with current let alone projected volumes of water Anglian Water will not renew the system while it continues to accept rainwater run-off. For some years all new builds must deal with run-off via soak-aways or alternative on-site measures. Anglian Water is not legally

obliged to deal with this problem. Responsibility for dealing with rainfall run off varies from place to place.

The one hope for resolving this is the Lord Dannatt Strategic Flood Alliance Report. It is confidently expected that this will resolve the current chaos where responsibility for water issues is shared between so many different bodies that they each pass the buck and so the poor customer/consumer is left not knowing who will resolve any problem. The report is expected to make one body responsible for all water issues whatsoever their source or origin. This may help us in the longer term.

Cllr Needham advised that he was sorry he was unable to make the meeting and had several points he wished to raise, and would it be possible still to talk about this issue with Mr Elvy? Cllr Venes advised that he could give Cllr Needham Mr Elvy email address so that he could take them up and report back to the next meeting. Cllr Needham advised that he would like to undertake as he was concerned regarding the need to lift the covers and look into the chambers especially for fats, oils and grease and make sure that the lines are clear. **It was resolved for Cllr Venes to give the email address to Cllr Needham.**

- 7.4 Coastal Path/National Trail **It was resolved for this item to be deferred until the next meeting.**

8. Planning Applications and Determinations:

The Chair noted the Neighbourhood Plan was now a Made Plan and would inform Council's decision making.

Applications:

21/01489/F Application for a proposal Proposed outbuilding at Hideaway 6 Old Field Lane, Thornham. **It was resolved to recommend approval.**

21/01826/F Application for Extension and alterations to existing dwelling at Thornleys Barn High Street, Thornham. **It was resolved to recommend approval.**

21/01588/F Application for Single storey rear extension at The Lincs, Thornham Manor, Church Street, Thornham **It was resolved to recommend approval.**

Determinations:

None received.

9. Borough Council of King's Lynn & West Norfolk

9.1 Local Plan – Response. This had been sent off to the Borough Council by Cllr Venes and **was resolved by email protocol.**

10. Governance:

10.1 Policy Review Schedule The Clerk handed round an updated copy of the original sent round with the agenda. Cllr Venes advised that he asked for the Neighbourhood Plan Management Policy to be added and adopted. **It was resolved to accept the Policy Schedule and the Adopt the Neighbourhood Plan Management Policy.**

10.2 NPTS Autumn Seminar Report Cllr Venes had previously sent round the following report: Organised by: Norfolk Parish Training & Support, Luisa, Julie and Sara.

Date: Thursday 30th September 2021 10.00 – 15.00

Venue: Queens Hill Community Centre, Costessey.

Tutors : NPTS team, Luisa, Julie, Sara and Di Dann supplemented by Tracy Allen, CAN, David Fowler, Retired Planner and parish councillor, Ally Newbon, NCC.

1st Session: Standing Orders: NPTS team. No major changes to note other than the return to face to face meetings and the consequent changes. Some discussion of the Handforth issues . More councils are moving to greater use of IT through meetings ie displaying agenda or key papers on big screen through meeting. Interesting discussion re public participation and making meeting welcoming/inclusive.

2nd session: Changes to Governance and Accountability in 2021: Di Dann. Key point her was the JPAG document, copy on NPTS website. Changes re the role of Internal Auditor to take effect this financial year. We need to check this. Role of IA important (our table discussion noted that a local Clerk a few years back stole £70K from a number of councils and faked all the IA reports and none of the PCs checked on this). PC's should discuss and respond to the IA following the report – Good practice but not statutory requirement.

3rd Session: Good Neighbour Schemes : Tracy Allen. Not normally led by PC's but PCs can encourage awareness. Now 22 in Norfolk but some 50 in Suffolk. Supports the vulnerable young or old with practical support. This is not specialist support that is the role of Social Services, Health care visitors etc. The scheme tries to avoid unnecessary bureaucracy but does need safeguarding protection for volunteers and beneficiaries. This would need a volunteer to emerge from the community to lead.

4th Session: Planning- How to make your voice heard: David Fowler Mostly stuff we know but stressed import of knowing/using references to Local Plan and Neighbourhood Plan. Also we need to look for 'Supplementary Planning Documents' on KLWNBC web-site as these give good guidance to planners thinking on a number of areas. Developing links as Ali has done with Planners and others also good practice. Informal chat with a Clerk confirmed the detailed use of NP policies when responding to planning apps. I will work on the Spreadsheet as this idea is apparently commonly used to guide PC's.

5th Session: Restorative ways of working & dispute resolution: Ally Newbon. Interesting approaches though in our small and relatively informal setting this is perhaps less crucial. Key is good relationships and respecting others even when you disagree. More information available on NCC web-site.

Breakout session 1: Welcoming New councillors. Discussion largely focussed on recruiting as this a common problem. Not all suggestions relevant to our demographic but I think we need to talk through as a PC, possibly by also talking with some non- PC members how we make the work of the PC more understood and more welcoming/less intimidating to others. A number of suggestions for the welcome pack/buddy/mentor/simple single sheet guidance not overwhelming people with heavy documentation all in one go. Key information for starters.

Breakout session 2: Planning – largely focussed on Greater Norwich Plan as this was the majority of the group for this session but some useful thoughts re NP use.

Cllr Venes asked that the Clerk check up on the update regarding Internal Auditors. **It was resolved for the Clerk to undertake.**

11. Outside Agencies

11.1 To receive report from TVH&PF Ltd and to consider the possible plan for replacement of the Cricket Pavilion. TVHPF Working Party to attend the meeting. **Please see 7.1**

11.2 Saxon Shore Report: Cllr Venes advised that there was no further information to report.

12. Health and Safety and GDPR Updates – if any

Cllr Barrett had spoken with Jan Mitchell regarding a review of the Health and Safety after the Finance Working Party had meet and gone through and updated the documents. Jan Mitchell had agreed to update the documents. It was also agreed for there to be a site visit with Jan Mitchell with Cllr Venes, Cllr Greef and the Clerk. The Clerk advised that she had attended a seminar and there was a GDPR update but nothing new to report.

13 Highways

13.1 To Note latest developments from NCC Highways re Staithe Lane Closure.

Cllr Venes advised that there was good news in that they were going to start repair of Staithe Lane. Cllr Needham had spoken with the Highway Engineer and had advised that there were high tides on the 1st to the 4th of November after that the tides were fine for the rest of the month so might be advisable to start after the 4th if possible.

14. Correspondence:

Nothing to report.

15 Items For Next Agenda

Policies that were due to be revised, Coastal Path and Telephone Box.

16. Date, and Place of next meeting.

Wednesday 10 November 2021 at 7.00pm at Thornham Village Hall.

EXCLUSION OF THE PRESS AND PUBLIC

To consider passing the following resolution: "That by virtue of the provisions of Section 1 (2) of the Public Bodies (Admission to Meetings) Act 1960, the public be excluded during discussion of the following business on the grounds that publicity would be prejudicial to the public interest by reason of the confidential nature of the business to be transacted.

17 Shore Road-to consider issue of Litigation.

The Council met virtually via Zoom with their legal adviser. Council listened to his summary of the situation and possible options for future. Council raised questions and considered the situation in the broadest context noting the wider implications of further action.

Council unanimously agreed not to proceed with an appeal to the high court re costs. Council will consider alternative ways of resolving any outstanding issues.

With no further business the meeting closed at 21:55pm

Action List

Cllr Venes

- Speak with Cllr Greef re wheelie bin
- Draft Letter of Support for Sports Pavilion and send round.
- Let Cllr Needham have Anglian Water email.

Cllr Needham

- Organise the Contractor re digging on the marsh.
- Email Anglian Water and report back at the next meeting.

Clerk

- Purchase flowers for 100th Birthday
- Look at Changes to Internal Audit.
- Make Payments
- Make Payments
- Planning Comments
- Make sure items for the next agenda go on the agenda.

Thornham Parish Council

Expenditure transactions - payments approval list

Start of

year 01/04/21

Tn no	Cheque	Gross	Vat	Net Invoice date	Details	Cheque
29	DD 02.10.21- 29	£55.85	£2.66	£53.19 01/09/21	E-OnEnergy - Electricity for Streetlights	£55.85
33	B/T 13.10.21- 33	£450.00	£75.00	£375.00 08/09/21	K & M Lighting Services - Fitting Bracket to Streetlight	£450.00
30	b/T 13.10.21- 30	£220.00	£0.00	£220.00 09/09/21	L A English Contractors - To cut the grass on the following areas within the village 17 times a year: Parish Signs at both ends of the village, Corner of Church Street and the Green, Ship Lane and Church Street Junction, Hall Land and High Street Junction and the Millennium Bus Shelter Green. There will be additional works e.g. pruning bushes and trees and these will be agreed with the Clerk. This is on an annual renewal by agreement of both parties	£220.00
32	B/T 13.10.21- 32	£240.00	£40.00	£200.00 10/09/21	PKF Littlejohn LLP - External Audit	£240.00
34	B/T 13.10.21- 34	£100.00	£0.00	£100.00 22/09/21	Stephen Martyn - Website Hosting	£100.00
35	B/T 13.10.21- 35	£128.64	£21.44	£107.20 22/09/21	Clenshaw Minns - Wages	£128.64
31	B/T 13.10.21- 31	£330.00	£0.00	£330.00 04/10/21	L A English Contractors - To cut the grass on the following areas within the village 17 times a year: Parish Signs at both ends of the village, Corner of Church Street and the Green, Ship Lane and Church Street Junction, Hall Land and High Street Junction and the Millennium Bus Shelter Green. There will be additional works e.g., pruning bushes and trees and these will be agreed with the Clerk. This is on an annual renewal by agreement of both parties	£330.00
Total		£1,524.49	£139.10	£1,385.39		

Cllr Jamieson's Report:

Funding routes for local community projects from Norfolk County Council.

At Cabinet on 4th October, two Resolutions were passed that will help local Councils and communities access funds for specific projects. As well as highlighting these, I thought it would be useful to repeat some of the ways in which local communities can access funds from NCC.

First, **Crowdfund Norfolk (CfN)** is a new online NCC crowdfunding platform for donation-based funding of eligible grass roots and community-focused projects across the county. The first phase of CfN will consist of a 24-month period during which projects will raise donations from the 'crowd' (community) matched by funding from NCC. To apply, complete an online application form provided by NCC. Successful projects will be awarded a grant conditional on them crowdfunding at least 50% of the total project budget. All projects that receive match funding from NCC will be asked to complete monitoring reports during the life of the project and following the conclusion of their project. The first phase will focus on supporting two Environment Team policy objectives. NCC will pledge a maximum of 50% of the total project budget up to a maximum individual grant of £15,000.

One Million Trees for Norfolk. NCC has set a target of planting 1 million trees by April 2026 (across the next five planting seasons). Tree planting can help with reducing flood risk, improving air quality, increasing biodiversity and add to people's health and wellbeing. Funded projects might cover a single tree on the edge of a sports field, or a small orchard on the boundary of a village. NCC also has ambitions to encourage community nurseries where trees can be grown from seed.

Norfolk Historic Mills and Pumps.

Norfolk has the finest collection of historic wind and water mills and pumps in Britain, twenty-one of the best examples being conserved by the Norfolk Windmills Trust for the nation as a whole. Their care and protection require skilled craftsmanship using traditional materials and techniques and we need to encourage and train a new generation of skilled craftspeople with the skills needed to maintain them in working order. The fund will focus on projects maintaining and improving these historic mills and pumps as well as others that local community groups are seeking to save.

Second, **The Highway Member Fund.** In April this year, the highways member fund was increased from £6000 to £10,000 per county councillor. The capital installation of **public EV charge points** in community car parks, such as at village/town halls, was also brought into scope. Since such community car parks will be within proximity of residential areas that will benefit from any such installations, it is likely that they will qualify for funding from the government's OZEV's On-Street Residential Charge Point scheme. This in effect means that the member fund could fund 25% of the installation costs, instead of 100% currently, with the remainder being met through the government grant scheme. So, the Electric Vehicle Strategy that was also passed on October 4th and can be seen here will enable councils and community groups to apply for funding. The EV strategy was passed at the latest Cabinet and can be viewed here. ***see attachment. Are you able to embed within the document? If not, leave it off....*

Third, the **Social Infrastructure Fund** is an annual scheme, allotting £1,000,000 yearly to local projects and causes. It is a capital grants scheme for voluntary and non-profit making groups. Set up in 2020, grants of up to £250,000 are available for groups who are involved in community projects and initiatives that benefit the residents of Norfolk. Groups can use the funding to make improvements to their existing facilities, or to fund new initiatives and projects. This grant is part of our commitment to voluntary and community organisations. It helps strengthen local communities by providing support for local buildings and facilities.

£1m of funding was available in 2021 and will be in 2022 as well. The fund is split into two pots, with £250,000 set aside for smaller projects of between £5,000 and £50,000, and the other £750,000 for larger projects between £50,000 and £250,000. If you have projects

that you would like to take forward, please let me know and I will guide you through the process. The hard yards will need to be done by you, however.

Fourth, **The Community Renewal Fund** was what the first tranche of the Levelling Up Fund was called. The Fund has four themes,

Investment in skills: Work-based training, retraining, upskilling or reskilling members of the workforce

Investment for local businesses: Supporting entrepreneurs and helping businesses with potential to create more job opportunities for current employees or take on new employees

Investment in communities and place: Delivering net-zero and local energy projects; Improving green spaces and preserving important local assets, Promoting rural connectivity

Supporting people into employment.

Bids for 2021 have closed and we await the results of our application, particularly as we were able to ensure that Kings Lynn and West Norfolk was deemed a priority area within the County. However, it is most important that Community Leaders start now to collate bids for projects, particularly coastal projects, for 2022. This is the big one: going forward the CRF will be superseded by the **Shared Prosperity Fund**. Now we have left the European Union, the government has committed to at least matching EU receipts through the new UK Shared Prosperity Fund, on average reaching around £1.5 billion a year. This new Fund will operate throughout the UK and, for us, will be delivered primarily by Norfolk County Council. We will have the opportunity to give real focus to our domestic priorities for people and places by championing local insight and reducing bureaucracy.

Fifth, District, Town or Parish Councils can apply for funding to instal **Changing Places Toilets**. There are currently around 1,200 registered Changing Places toilets in England – these are larger accessible toilets for people who cannot use standard accessible toilets, with equipment such as hoists, curtains, adult-sized changing benches, and space for carers. The top 3 venues where these facilities should be made available were: beaches and the seaside, motorway services, and parks or gardens.

Finally, **Parish Partnership Schemes** are available for a whole range of highway improvement schemes; SAM2, trod footways, bus shelters etc. this year I am working on extending this to community bus schemes so that villages might join together to fund, along with NCC, a local route that does not work for a commercial service.

Grant funding often appears like a game of Whack-a-mole, with bids appearing and vanishing before you know it. Vigilance is key and NALC are very supportive. www.Norfolk.gov.uk/business/grants-and-funding is a useful website as is newanglia.co.uk/funding/.

However, the funding listed above is available for 2022, subject to an application being approved. However, my experience is that time goes by quickly, so it's good to get ducks in a row quickly.