

The urban village hall

**in the heart
of Loughborough**

17-18

ANNUAL REPORT

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THE CAFÉ IN THE HALL

**JOHN
TAYLOR
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SPECIAL
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& BISCUITS**

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SANDWICHES
& SNACKS**



- Tea 80p
- Coffee 80p
- Cakes from £1.50
- Cold drinks 60p
- Milkshakes £1.00
- Hot winter
Spiced Apple £1.00
Drink
- CAKES +
Slices
80p - 9.30

CAFE. cafe.
CAFE. Cafe.

Sausage & chutney £2.50
sandwich

fried Egg & chilli
chutney sandwich £2.00

soup + bread £2.00

your choice
on toast £1.20

Bacon
sandwich £2.00

ADD EXTRAS 50p





FCA

Fearon
Community
Association

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ACKNOWLEDGEMENTS

Legal Status

Charitable Company
Limited by Guarantee

Governing Document

Memorandum and Articles
of Association

Charity Number

1130457

Company Number

6852232

Address

Fearon Community Association
Fearon Hall
Rectory Road
Loughborough
LE11 1PL

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Website

www.fearonhall.org.uk

Our team

Directors

Andy Rhodes
Richard Thorpe
Michael Wellbourne
John Leney
Nichole Brown
Carolina Escobar Tello
Rachel Marlow

Centre Manager

Meg Bezzano-Griffiths

Café in the Hall

Emma Pimm
Jessica Jinks (Volunteer)
Peter Scott (Volunteer)

Activities Co-ordinators

Julie Booker
Amanda Bolton

Office

Andrew Creswell (Volunteer)

Cleaner

Lorraine Dickinson

Exciting

leaps forward

CASE STUDY

Kunal is a student in digital and creative media.

He is a shy boy who suffers from anxiety attacks, but is immensely talented. Many of his peers have arranged summer internships in London and other major cities to boost their CV and increase their chances of securing a good job upon graduation. Kunal does not feel able to do this, he feels he does not know where to start and does not have the confidence to contact prospective employers. Kunal was introduced to us by a local community development worker who knew we were trying to strengthen our social media presence. Kunal accepted an internship with us during which time he developed our social media framework and provided hands on training to our staff and key volunteers. We are helping him to build a portfolio of work that he can show to future employers and will be delighted to give him a reference. As part of developing social media content for us, Kunal attended a number of our craft sessions and has found this has given him a great outlet for his creativity while also providing a safe space for him to develop and practice his social interaction skills.



We have made significant progress in maintaining a sustainable organisation, a home that is fit for purpose and an offering to our community that is increasingly more relevant.

After lengthy negotiations, putting pen to paper on a new lease and securing a £200K investment into making Fearon Hall wind and watertight has given us a springboard to move us on to the next level of our development and has opened up some very exciting opportunities. I would like to thank all those involved who have shown great faith in our vision and have given their invaluable support.

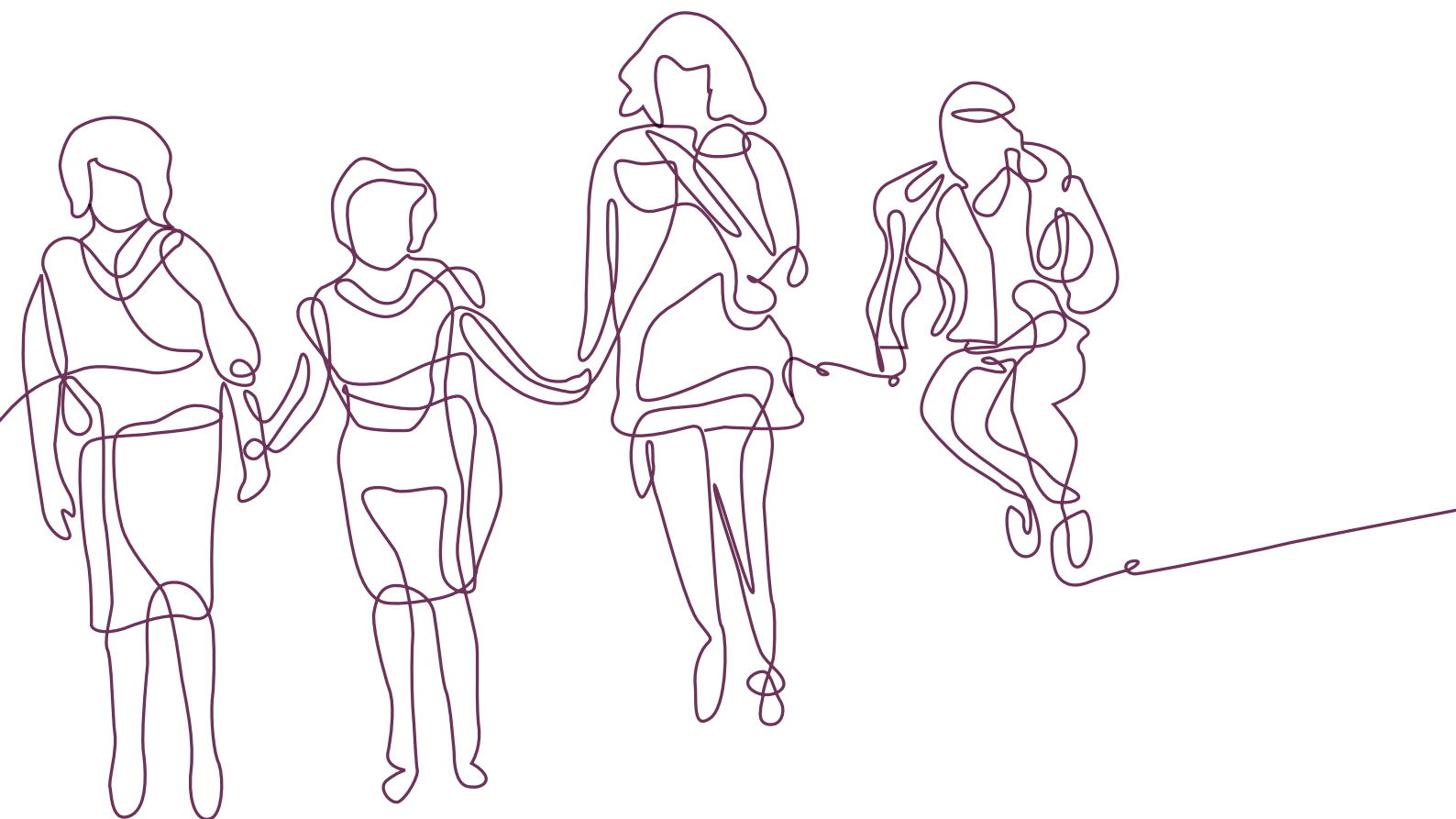
We have continued to develop and strengthen relationships with partner organisations, community members and users of the hall. The skills, knowledge and experiences of those around us is vital in helping to shape the future of the association and the wider community. Combined with this is our ever growing team of volunteers who continue to offer vital support and without whom we would not be able to do what we do.

Our monitoring and evaluation shows that we are moving in the right direction with our community offering. This data is vital in ensuring that we remain relevant and fit for purpose and informs our future plans.

We are keen to help facilitate a wider vision bringing together the rich heritage within the geographical area of Fearon Hall, All Saints with Holy Trinity, The Parish Green and the Rectory Museum and Wildlife Garden to create an exciting and vibrant heritage quarter.

Our vision is ambitious but we must continue to be realistic in the steps we can take. First and foremost we retain our community at the centre of everything we do and is the reason for us to be. We must combine our community ambitions with a drive to be more business minded, operating from a strong financial footing. Enabling us to continue to provide an exciting, vibrant community centre that we call the urban village hall in the heart of Loughborough.

Andy Rhodes
Chair August 2018



More Ups than downs

CASE STUDY

Kenneth is an elderly gentleman who has lost his wife and siblings.

He attends the hall every day for his lunch and companionship. We noticed over the period of a week that something was not quite right. Kenneth, usually a well presented man, was looking dishevelled. By Thursday he was noticeably confused, and arrived at the hall in his slippers. We had met his daughter at one of the hall's community lunches, and with Kenneth's permission we were able to contact her and ask if she could visit Ken to check on him. Kenneth was suffering from a urinary infection, his daughter arranged for an urgent doctor's appointment and after a short course of antibiotics Kenneth was back to his smiling and smartly presented self: enjoying a home cooked meal with his friends at the cafe in the hall.



It has been a challenging financial period but the overall outlook remains positive for the coming year. The agreement on the lease and a significant investment in the fabric of the building gives us wider opportunities for income generation and opens up access to new funding streams.

Overall there was a deficit of funds for the year of £8,106 compared to a surplus of £7,589 in the previous year.

Despite this we did see an increase in room hire income of £1,697 and other revenue of £2,196. The café was brought in house midway through the year and created turnover of £10,519 and a slight overall loss of £303. However, this is considered a great start for the café and we hope it will become more profitable in the next year.

The Association was not as successful in winning smaller grants this year, but there was a modest rise in the Strategic Partnership Grant from Charnwood Borough Council of £447.

This year saw some additional expenditure though which resulted in the overall deficit. Class and activity expenses increased by £3,810, cleaning expenses by £2,323, repairs and maintenance by £2,210, and this was the first full year of the manager salary which was a £5,050 increase. The other major cost to the Association was £6,740 of bad and doubtful debts. This will be a one off cost and should mean that all remaining debtors are collectable, and new procedures for dealing with invoices and credit control have been introduced.

The balance sheet once again shows a negative value of £11,110 but we do now have to include the deficit on the pension scheme which is currently at £26,405. If we exclude this then we have a positive balance of £15,295.

Michael Wellbourne
Treasurer August 2018

BALANCE SHEET As at 31 March 2018

	2018		2017	
FIXED ASSETS	3722		4378	
CURRENT ASSETS				
Debtors	5752		18245	
Cash	391		265	
Bank	23072		22418	
	29215		40928	
CREDITORS	17642	11573	18585	22343
Due within 1 month				
TOTAL NET ASSETS	15295		26721	
PROVISIONS FOR LIABILITIES & CHARGES	26405		29725	
TOTAL ASSETS LESS CURRENT LIABILITIES	(11110)		(3004)	
UNRESTRICTED FUNDS				
Accumulated Fund	(11110)		(3004)	

Full accounts are available on request.



KEY ACHIEVEMENTS

A
£200,000
Investment
and a
new lease

CASE STUDY

Patricia has recently retired from a long career as a teaching assistant at a local school.

She is a born organiser, and has attended many events at the hall over the years. She is a firm supporter of the aims of Fearon Community Association and the welcoming community atmosphere that prevails. We approached Patricia about becoming a volunteer and helping to lead one of our groups. We are delighted that she has recently agreed. Her experience and contacts are invaluable in helping drive the hall forward to deliver its vision. Patricia also feels glad that she can put her skills to good use, and enjoys the camaraderie of her fellow volunteers.



Charnwood Borough Council has invested more than £200,000 in essential maintenance into the hall to make it wind and water tight.

Over the past year much work has been carried out on the fabric of Fearon Hall. Charnwood Borough Council agreed to fund the building works.

Works carried included:

- Surveying and repairing drains
- Underpinning foundations in the boiler house area and repairs to rooms affected by the subsidence
- Updating of the fire alarm systems
- Further upgrading of the heating system
- Repairs to gutters and roof to stop water penetration

Fearon Community Association would like to thank Charnwood Borough Council for arranging these essential repairs. They have made the building structurally sound and wind and water tight. It means that we have the confidence to consider undertaking further improvements to the hall.



After a long period of negotiation we are delighted to have agreed a new lease with our landlord, All Saints with Holy Trinity Loughborough Parish Church.

This agreement secures our continuous use of Fearon Hall as a community centre. We are very excited about the opportunities that this lease will provide. Increasing our ability to deliver into the community, partnership working with key organisations and giving us the ability to access funds for ensuring further improvements and the future survival of an important historical landmark.



Social Impact

CASE STUDY

Fred is a quiet man who likes to sit and listen to music.

He is slow to speak, and it took him many weeks to feel comfortable enough to make friends. We watch out for him, always saying a cheery hello and enquiring about his day. It has been lovely to watch him open up to us at his own pace. In time he has told us his story. Alcohol abuse had led Fred into trouble and spent some time in prison. He lost his job and most of his social contacts. He wants nothing more than to have a second chance and prove that he is firmly back on the right track in life. Fred helps with little jobs around the hall. He has a great talent for organising, and as his confidence grows, we are seeing that he has a great way with people, making them feel welcome at the hall. Fred volunteers with us regularly, and the stability and experience that we are providing will stand him in good stead for a return to the workforce.



In 2017-2018 we further strengthened our monitoring and impact evaluation: now having 3 solid years of hall usage data to inform our planning and decision making complemented by research activities.

We continue to measure the number of hall users and our delivery against our charitable aims.

The number of groups using the Hall grew to 81, up 31% on the previous year. These groups delivered 1842 sessions to 1621 unique users. This meant that we were able to offer 38,088 touchpoints, 40% up on last year.

The number of sessions was marginally lower than last year (down 4%) which is attributable to the loss of 2 groups who held regular weekly sessions for small groups of users. These have been replaced by a number of new organisations who provide less frequent sessions for larger groups of people.

Breaking the groups that use the hall down by size reveals that 40% of our groups are small, with attendances of 10 or fewer people. 24% of our groups attract 11-25 people and 24% attract 26 or more people. The largest groups/events attract more than 150 people.

In terms of frequency 30% of our groups meet weekly and 59% meet occasionally, 5% meet daily and 6% meet monthly.

This variety underlines the diversity of hall usage with its accompany challenges for accommodating such a range of requirements. It reinforces the need to ensure that Fearon Hall continues to offer flexible space to suit all. →



MONITORING & EVALUATION



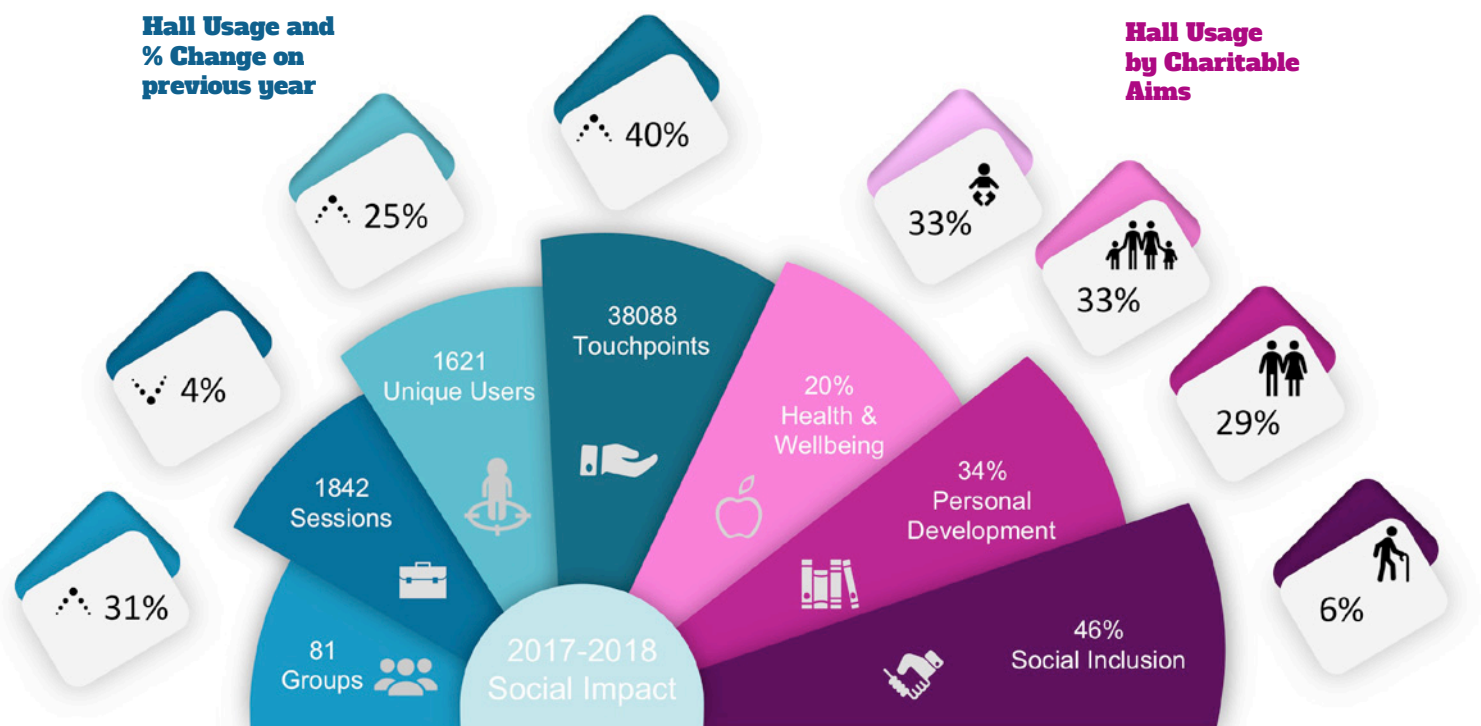
Examining hall usage by FCAs charitable aims reveals that 46% of our touchpoints support social inclusion, 34% support personal development and 20% support health and wellbeing. However, it is also recognised that the boundaries between these categories are difficult to define, and that each factor positively influences the others. For example, increased health and wellbeing enables an individual to take advantage of personal development opportunities.

Looking at our users by life stage we find that 33% of our users are children and young people, 33% are families, 29% are adults and 6% are the elderly. Although small, this latter group of the elderly has grown 100% compared to the previous year. We have developed new services such as our dementia café and forged strong relationships with groups such as Age UK, Transition Loughborough and Loughborough University.

We are satisfied that our monitoring activities demonstrate transparency and rigour. This has strengthened our discussions with stakeholders and funding partners. Our approach to monitoring has also gained local, county and regional level recognition.

Looking forward, we would like to achieve skills transfer within our own organisation and amongst the other community centres in our network: growing our capacity for data collection and reporting. We also aspire to bi-annual and eventually quarterly reporting so that our data can move from being retrospective, to facilitating continuous planning and evaluation. This has an attached overhead in terms of time and effort, and further emphasises our need to involve more people in this essential activity.

Social Impact 2017-18



Stakeholder Group

During 2017-2018 we strengthened our consultation processes by re-launching the Fearon Community Association stakeholder group.

This group meets quarterly to discuss plans for the hall, hear the views of hall users and local residents, agree stakeholder actions and recommend projects and larger actions to the board of directors. We have broad representation with 12 registered representatives. We are still growing the stakeholder group and are keen to encourage new members from our communities and user groups to join.



CASE STUDY

Sasha is a new mum who has only recently arrived in the UK.

A successful professional woman in her own country, she has found the move to the UK, and the change in her personal circumstances overwhelming. She often feels lonely and vulnerable. Sasha attends our Mother and Tots sessions and over a few cups of tea we found out about her and her needs. We introduced her to our multinational women's group, where she has made new friends and talks with others who had moved to the UK from cultures similar to her own. When she told us of her previous career, we were able to involve her in an infrastructure project at the hall. Her skills and knowledge are immensely useful to us. Her involvement in the project has boosted her confidence and given her practical experience that she can draw on in job interviews. Sasha has recently been interviewed for a mid-level role in a local authority and is looking forward to picking up her career.

Ambitious but Realistic

CASE STUDY

Allie is a local entrepreneur with a keen interest in community theatre.

She heard about the hall from a friend at her church and decided to come along and find out more. Allie was amazed to meet so many like-minded people at the hall and to find out that there are regular events where social enterprises can raise awareness of their business. She has learned a lot from speaking to the Charnwood Chai group, and is encouraging other local business to support the hall by taking stalls at seasonal fairs and other events. Allie was very excited to hear about the plans for the theatre/arts space in the ballroom at the hall, and has offered to help identify and apply for funding bids.

Connecting with Loughborough University

Fearon Community Association has developed a productive partnership with MA Design students from the Design School at Loughborough University.

The project brief focussed on how service design for social innovation could be used to generate income for, raise awareness of, and bring visitors to, Fearon Hall, in a financially challenging climate.

Monthly stakeholder workshop sessions were held over the duration of the project. Stakeholders included trustees of Fearon Community Association, other voluntary/community sector representatives, individuals from the area as well as local businesses and representatives from Leicestershire County Council and Charnwood Borough Council.

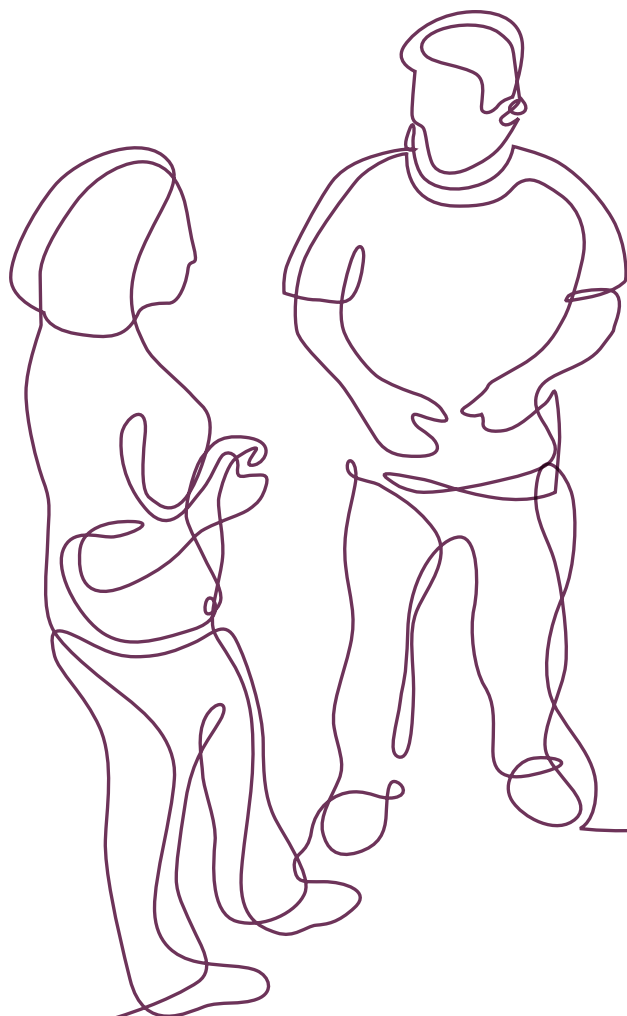
Six exciting projects were presented and are now in the process of being considered further by the Trustees of Fearon Community Association to see how best to implement some of the proposals.

The Association recognises the need to be ambitious and forward-thinking, but also realistic. We need to address the challenges that lie ahead and how we will overcome them and plan how to make the most of the opportunities available to us.

We will continue to focus on the strengths and assets within our community, making Fearon Hall available to diverse social groups and professional organisations that allows for a coming together and a sharing of skills and experiences. Identifying social issues and facilitating the community to resolve problems, promote partnerships and build relationships for the betterment of us all.

Over the coming year we will:

- Continue to develop, strengthen and expand relationships and partnerships within our community.
- Continue to provide activities based around the needs and aspirations of our users.
- Provide opportunities for those in our community with the skills and opportunities to share their knowledge.
- Further Improve the facilities within the hall through
 - Renovations to the toilets and cloakrooms on both floors.
 - Redecorating the meeting rooms to ensure they are fit for purpose and fully resourced with AV, WiFi, and equipment available for community use.
- Secure the Café in The Hall as a community café, central hub and heartbeat of the Hall and surrounding area.
- Refit the kitchen, making it more available to community groups, users and professional organisations for cooking baking, training and events.
- Work with the community and other stakeholders to develop and execute a business plan to regenerate the Ballroom space as a desirable and sought after venue for the arts, music and theatre and an available space for academic or business presentations, Hall driven events or external hire.
- Explore funding opportunities and structural implications for the addition of a lift.



The

Heritage Quarter

CASE STUDY

Charlotte is a young woman with a diagnosed mental health condition.

She had become depressed and despondent and rarely left her flat. The highlight of her day was the McDonald's meal that her partner brought home for her. Sometimes Charlotte forgot to take her medication and her situation would rapidly deteriorate, requiring intervention from health care professionals. Charlotte's case worker referred her to the hall. Charlotte joined our gardening group and found out that she has green fingers. She enjoys being outdoors and notices that it improves her mood. She is learning how to cook with the vegetables and herbs that she grows, and she hopes on Valentine's Day to cook a meal for her partner at home. Charlotte was quick to engage with staff and customers at the hall and now she volunteers several times a week. She calls the staff at the hall her new family and knows that they will support and guide her. Many of our staff have experience of working in mental health settings. They are able to spot the signs if Charlotte is having difficulties and can provide a quiet space where she can withdraw to compose herself. They have also found ways to constructively remind Charlotte to take her medication.





There is a rich heritage within the geographical area of Fearon Hall, All Saints with Holy Trinity, The Parish Green and the Rectory Museum and Wildlife Garden.

The wider vision is to link these areas with a strategic plan. Bringing the neighbouring organisations together and maximising the potential of the individual community assets to become an exciting and vibrant heritage quarter in Loughborough.

Fearon Hall would act as a central resource hub for users to explore the wider area. Making the Hall a destination venue for environmental, creative and educational activities in line with the vision and strategic aims of Fearon Community Association and allowing the whole area to benefit.

Whilst the initial concept requires further development and discussion, it does have support in principle from the relevant partners and sits comfortably within the legal framework of the Parish Green Partnership.

The benefits it will bring to the area include:

- Regeneration within the Hastings and Lymington wards
- Enrichment and partnership opportunities
- Secures green space
- Brings history to life
- Building on the strengths of the partner organisations and the community they serve
- Increased footfall and income generation
- Opportunities for exciting cross partner seasonal events and activities
- Potential to reduce anti-social behaviour
- Positively connects communities
- A shared common goal and a win win for all partners
- Stronger together
- Wider funding opportunities

ACKNOWLEDGEMENTS

Huge

Thanks

CASE STUDY

Hital is a refugee with three children who has been relocated to Loughborough.

When her eldest child turned 18, this triggered a review of her circumstances, and the family fell into panic. Through an unfortunate chain of events, Hital temporarily lost all financial support. She came to the hall distraught late on a Friday afternoon, desperate for help as she did not know where to turn. We were able to use our network of contacts with local charities and agencies to provide support until the situation was resolved. We connected with our surplus food network to provide food for her family for the weekend, and arranged to put credit on her energy 'key' so that she could heat the home and feed her children. Happily, on the Monday formal help was forthcoming, and Hital's situation was resolved. Crisis situations can strike quickly and devastatingly. We continue to build networks so that we can provide temporary support at short notice.



We greatly acknowledge funding and support from



FACTOR DESIGN

FEARON HALL COMMUNITY CENTRE OPEN DAY

TUES 20TH MARCH 10AM-3PM

Rectory Road Loughborough, LE11 1PL

There's more going on than you think at Fearon Hall! Meet the people who help run our community centre and discover the kind of events and activities that go on.

Enjoy delicious homemade refreshments in our cafe, explore our spaces for hire and find out about our recent refurbishments.

JOIN THE BUZZ AT Fearon Hall

To find out more and to register your interest visit www.eventbrite.co.uk/e/fearon-hall-open-day-tickets-4384193406 pop into the Hall or telephone 01509 230629



utilise more taste less waste SATURDAY SOCIAL CAFE

saturday 2nd december 10am - noon

fearon hall rectory road loughborough

Hot Drink and a Pudding £1.00

Warm Mediterranean Soup and Bread £2.50

Get Social and have a matter FREE

donations welcome

All proceeds go back into the Utilise project - providing delicious community meals made with perfectly good food that would otherwise have gone to waste in landfill!

in partnership with **enactus**

sponsored by **TESCO**

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www.fearonhall.org.uk

FAIRTRADE CAFE

SAT 10TH MARCH 10AM-12NOON

FEARON HALL Rectory Road, Loughborough

DROP IN ART WORKSHOP

Design and colour a paper teapot for our teapot tree with stories, recipes and messages for peace.

MUSIC AND DANCING

COME ON IN AND MEET FAIRTRADE

FEATURING CHARN WOOD CHAI

CELEBRATING TOGETHER THROUGH TEA

DON'T FEED EXPLOITATION CHOOSE FAIRTRADE

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LOUGHBOROUGH IN BLOOM 2017 SUMMER FESTIVAL

SATURDAY 17TH JUNE 10AM-2PM, FEARON HALL

A celebration of Loughborough in Bloom. Come and learn how to grow your own food, or get involved in a local community food project. Lots of stalls, friendly practical advice, and fun.

ARTS & CRAFTS • WORKSHOPS • PLANT SHOPS • REFRESHMENTS • UTILISE SOCIAL CAFE

FEARON HALL

THE CAFE IN THE HALL EASTER LUNCH

Thursday 22nd March, 12 Noon

FEARON HALL Rectory Road Loughborough LE11 1PL

Starter

Spring Lamb

Apricot

Casserole

Pudding

3 Courses £6.50

ADVANCE TICKETS ONLY

Available from The Cafe in the Hall

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CAFE IN THE HALL TRADITIONAL CHRISTMAS LUNCH

TUESDAY DECEMBER 12TH 12 NOON - 2PM

Fearon Hall, Rectory Rd, Loughborough

3 COURSES ONLY £6.50

Advance booking required

Tickets available until December 10th from the Cafe in the Hall

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RAFTERS ARE RINGING

SEPTEMBER 17th

LIVE MUSIC @ FEARON HALL 8pm

£5 ENTRY

The Kirkland Turn - Jess Urwin - The Mooncups

CHRISTMAS FAIR

SAT 9TH DEC 11AM-2PM

AT FEARON HALL RECTORY ROAD LOUGHBOROUGH

FOOD • TOMBOLA • CRAFTS • GIFTS • RAFFLES

ENTRY: GROWN UPS £1 KIDS 50p

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FÊTE ON THE GREEN

ALL SAINTS WITH HOLY TRINITY AND FEARON HALL PRESENTS

SATURDAY 1ST JULY 2017 2PM-5PM

PARISH GREEN - LOUGHBOROUGH

LIVE MUSIC & ENTERTAINMENT • CHURCH TOWER TOURS

ARTS & CRAFTS • STALLS • FOOD & DRINK

FUN & GAMES • BOUNCY CASTLE • AND MORE

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Jumping Tots

Come along with your preschoolers for fun in our soft playroom

Every weekday, 9am-2pm

£1.50 for first child 50p per additional child

Refreshments available from The Cafe in the Hall

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DEMENTIA FRIENDLY FILM SHOW LAUREL & HARDY

TUESDAY APRIL 10TH 2.30PM-4.30PM

FEARON HALL Rectory Road, Loughborough

Enjoy a classic movie from the golden age of cinema in our regular film show for people living with dementia. Make new friends and enjoy a chat in a safe, safe environment, supported by dementia trained staff.

£5 per person

pageuk

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garden buddies

Community Garden Project

People and Plants - let's grow together

Join our small, friendly gardening group, enthusiasm not experience required

Different structured activities each week

10am - Noon, Monday & Wednesday at Fearon Hall

£5 per person

JOIN THE BUZZ AT Fearon Hall

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Say hello to KNIT and NATTER

Join our friendly knitting group and share patterns, ideas and chat. For seasoned knitters or absolute beginners. Wool and needles available.

10am - 12 noon every Tuesday at Fearon Hall.

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I CAN TALK ABOUT MENTAL HEALTH HERE

In the toilet, in a lift, even up a mountain... wherever you are, talk about mental health this time to Talk Day.

#timetotalk 1st February 2018

time to change time to talk day 2018

www.time-to-change.org.uk

CAFÉ IN THE HALL

OPEN MON-FRI 9am-12 noon & 1pm-4pm MON & FRI only

SUMMER MENU

TEA, JUICES, MILKSHAKES FROM 60p

COFFEE 40p-£1.30

HOMEMADE CAKES & BAKES 10p-£1.30

TUCK SHOP TREATS FROM 50p

TRUCKS ON TROTS 12 TUCKS FROM £1.30

EGG, BEANS, JAM, BUTTER BUTTER ETC

BACON, EGGS, BUTTERS £1.30

FRESH FILLED PANINIS/CABARETTA FROM £2.00

UTILISE SATURDAY 9th AUG

JOIN THE SUMMER HOLIDAY BUZZ AT Fearon Hall

RECTORY RD, LOUGHBOROUGH

HOLIDAY ACTIVITIES FOR JULY AND AUGUST

ALL ACTIVITIES £1.00 PER PERSON

MON SPROUTS & SEEDLINGS 10AM-12 NOON COMMUNITY JARDINAGE AT NEW ROAD, SHEPHERD ARTS & CRAFTS 2PM-4PM

TUE GAMES 10AM-12 NOON BOARD GAMES, CARD GAMES, OUTDOOR GAMES

WED SPROUTS & SEEDLINGS 10AM-12 NOON COMMUNITY JARDINAGE AT NEW ROAD

THU ARTS & CRAFTS 10AM-12 NOON

FRI SPROUTS & SEEDLINGS 10AM-12 NOON COMMUNITY JARDINAGE AT NEW ROAD, SHEPHERD GAMES 10AM-12 NOON & 2PM-4PM BOARD GAMES, CARD GAMES, OUTDOOR GAMES

UPPER 50 SHORT PLAY OPEN DAILY KIDS £1.00 PARENTS GO FREE

FOR OTHER SPECIAL EVENTS VISIT FEARONHALL.ORG.UK OR @FEARONHALL

Upcycle your life

An exciting series of themed events and activities aimed at reducing waste and raising environmental awareness

No. 2 garden

Saturday 24th March 10am to 12 noon

Free

Waste and grow zone with two hour session that will help you recycle rubbish, and reduce shopping bills.

Add flowers to food with a little herb garden, then discover the amazing benefits and uses. Make garden gifts with old tins. Turn food waste into compost to feed your garden. Help wildlife with your waste.

Whatever your budget, gardening can be great for your mind and body - and make your plot more interesting too. No garden? No worries - find out about community gardens you can join. Get ready to grow with Timelines Loughborough. Growing with Timelines.

JOIN THE BUZZ AT Fearon Hall

www.fearonhall.org.uk