WHITNASH COMMUNITY HUB

FUNDING STRATEGY

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External Funding Support

Warwick District Council

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1. Introduction

Whitnash Town Council are leading the development of a Community Hub to host the community services, sports and social requirements of the residents of Whitnash parish. The Council, supported by Warwick District Council, commissioned a Feasibility Study by Tuffin Ferraby Taylor (TFT) for the project which reported back in July 2015. The Study included an Option Analysis, comparing the various possible layouts and facilities that could be incorporated within the new development.

The Town Council wish to bring together a number of dispersed services and organisations within a single community building to be located on the Acre Close site, to contain:

- Town Council meeting rooms
- Library, information, one stop shop services
- Community Hall for event and sports hire
- Drop in space for police safer neighbourhood plan
- Community organisation meeting rooms
- Café and social hub

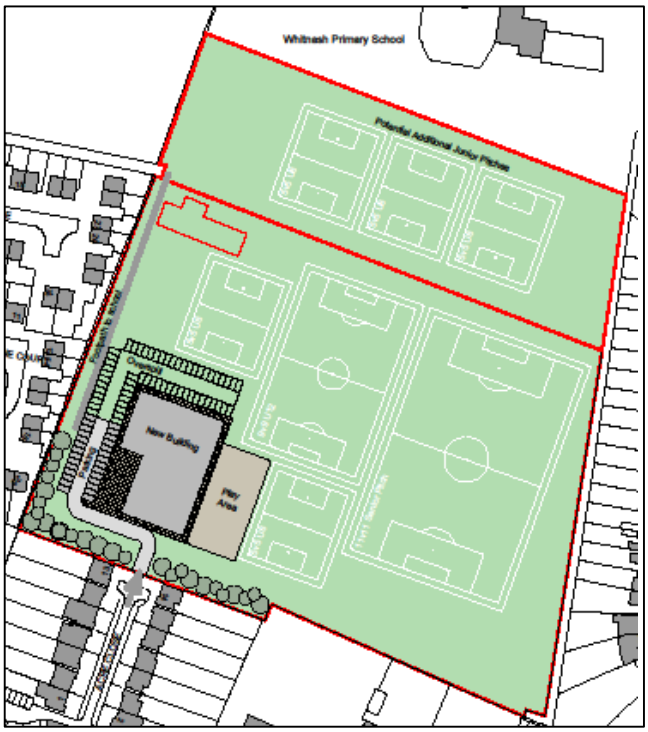
The scope of the Project will be influenced by the level of additional sports and social facilities that could be incorporated and will largely depend upon the 'project partners' and other stakeholder groups in the area. Of these, the 'organisations' who will have the major 'consideration' with regard to the Community Hub Project - apart from the Town Council - will be:

- Whitnash Primary School
- Whitnash Sports and Social Club
- Whitnash Library (in association with WDC and WCC)

2. Results of Feasibility Option Analysis

TFT concluded that Option 6 – shown right – was the most suitable option for the following reasons:

- New Community Centre closer to community and improves security (users and premises)
- Better use of space (especially required road access)
- Better car parking and safer pedestrian/vehicle interface
- Improved green space use and area for pitches maximised
- Incorporation of school grassland area



However this Option also has some issues which as yet have not been fully addressed or decided upon, including:

- **Duplication of sports area** and facilities (if WSSC not involved) – and thereby raising issues with grant funding bodies such as Sports England who would consider availability and access to sports facilities already in the area.
- **Existing Hub building** - demolish or keep? Has a feasibility study been carried out to assess the benefits, costs and pitfalls of refurbishment of this existing building – either as part of the main project 'new build' plan or as a cheaper alternative if grants prove difficult to raise for a completely new building and facility?
- **Relocation of play area** – fairly newly installed but new location has benefit of being away from vehicles.
- **Vehicular access** – has due consideration been given to permissions and routing in and out of the new site – whichever solution is decided upon, this will require a transport assessment plan.

3. Summary of Project Costings

Total Project Costs for Option 6 were listed as £3.632m – with 54% of the estimated costs (£1.961m) allocated to the new building – based on an area of 1,585m_2. External works including pitches, skateboard area, parking paving, lighting, security etc represent £515,000 (14% total costs).

Other key costs in the proposal are estimated as:

- Internal fitout including kitchens £225,000 (6.2%)
- Demolition site clearance inc asbestos removal if existing building demolished £105,000 (2.9%)
- Services £22,500 (0.6%)
- Fees £783,000 (21.6%)

4. Situation Update – a new Option?

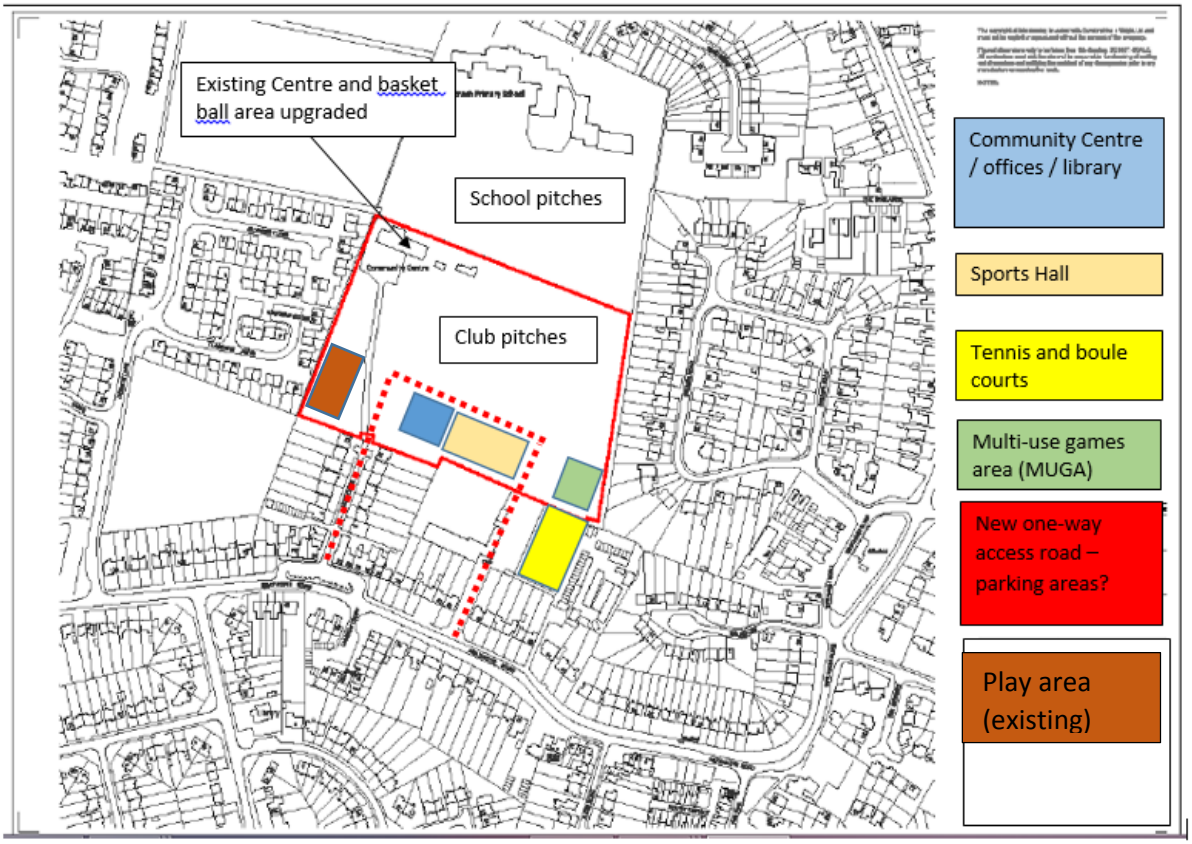
One of the major considerations within the TFT Report was the fact that the Whitnash Sports and Social Club (WSCC) were 'lukewarm' about the joint venture proposals and were more likely to want to maintain their independence. If this situation pertains then it is likely that WSCC will be making bids to funding bodies such as Sport England for facility improvements – and as such could be regarded as 'competitive' to WTC.

Clearly is this situation stays then the design and usage of the Community Hub envisaged would be geared more to space required for community services and social activities constructed as multi-purpose areas rather than including sport-specific facilities.

More recently the interest from WSSC has been more positive with regard to a shared Community Centre Project with the prospect of 'added value' for the three main parties resulting from this pooling of needs, wishes and ambition. This also raises the potential for stronger grant request applications and access to a wider group of funding sources.

As an initial outline and prior to any formal discussions, the author puts forward an outline site plan which might be regarded as 'Option 8':

Whitnash Community Centre Project ~ Draft Option if Sports and Social Club included) – (Draft for discussion only)



There are several advantages if this 'Option 8' becomes a reality:

- A single or a linked building could incorporate:
  - the Town Council-managed services such as offices, meeting rooms, library, computer suite, one-stop shop;
  - the sports and social facilities already offered by both WTC and WSSC – plus new multi-purpose facilities to extend the range e.g. badminton hall, MUGA;
- The linking of facilities into a single 'Community Sports and Social Hub' would maximise space, access and resources and avoid any duplication of resource or purpose;
- The management and operation of the sports and social facilities could be under the auspices of WSSC who appear to be a well-run organisation, have developed good facilities on its present site and have good experience with managing sports and social resources;
- A new sports and social centre could generate income from membership and community facility hire.

However, there are a number of implications and considerations which would need to be clarified at the outset. These would include:

- **Ownership issues** – currently there are distinct boundaries between the Council-owned Acre Close (land and buildings) and the area and buildings owned by WSSC. This option may require negotiations around land transfer or long term lease arrangements.
- **Changes in usage** – location of new building(s) could impact upon the grass pitch playing areas currently available.

- **Management responsibilities** – this would require clear contractual obligations being developed and agreed, especially with regard to 'non-club' users of the facilities.
- **Community access** – most community grants require a clear stated level of hours that grant assisted facilities must provide access to community users.
- **Transport and pedestrian access** – requires agreements by both main parties (WTC and WSSC) and WCC Highways to enable a one-way vehicle route via Acre Close and Heathcote Road (WSSC access road), along with parking space organisation.

5. Grant Funding Options

The TFT Report presented a list of possible funding sources for the Whitnash Community Project. And included Foundations and charities, and community funds. Whilst these should not be ignored (see point 3 below) and is included within the extended Grant Directory (Appendix A), the size and mixed nature of the Project irrespective of final option selected will require a more ambitious funding programme.

The Whitnash Community Hub Project is one with 'medium term' ambition with a view to completion 2018-19. Given that there remains some key consolidation work (e.g. project partners as outlined above) this suggests a prolonged period of project development and funding applications throughout 2016.

As indicated earlier, factors that could affect the funding strategy include:

- Whether to retain and refurbish the existing Community building in addition to a new Centre.
- Whether WSSC enters into a joint venture with the Town Council, Whitnash Primary School and WDC.

There are a number of routes to securing funding either as grants or loans:

- **Large grants** - The size of the proposed project of around £3.5m will require the majority of funding to come from larger grant awarding bodies e.g. Sports England, Lottery Fund.
- **Smaller grants** are possible e.g. Landfill Trusts, charities – but it is likely that these will be for specific purposes e.g. skate park, rather than used as contribution to the larger building and facilities improvement programme.
- **Targeted funds** can provide grants and loans as contribution to a particular outcome or community benefit e.g. Community Energy; Green Spaces.
- **Capital asset** realisation in terms of land for redevelopment e.g. WSSC tennis court area could be considered – supplying a match funding source based on land and market values.
- **Community Enterprise Schemes** providing office premises and start-up facilities for local people wishing to start their own business.
- **Company sponsorship** – this is an area which has become much less fruitful in recent years due to economic conditions. However, involvement of local companies e.g. Nat through organisations such as Business Improvement Districts (BIDS) and Business in the Community (BIC) should be investigated.
- **Loans** – there is an increasing movement for Government or commercially supported funding e.g. Big Society Capital to encourage the use of loans rather than grants e.g. Pure Leapfrog's Community Energy Fund which operates a grant/loan scheme for energy projects.

Grant Application ~ Timing and Process

All of the grant sources listed below in the Annex have a set of criteria which will determine the suitability of match of the project and the funder. The grant funding application strategy should consider the following:

- WHO – will be the project partners and stakeholders i.e. the grant funding applicants?
- WHO – will be responsible for project development, bid writing and ongoing project management?
- WHAT - are the project objectives, intentions and outcomes? Are they shared and agreed between all main parties?
- WHICH – funding schemes will be approached? Should the project focus on one main funding source or operate a multi-funding source approach?
- WHEN – will the project be 'application ready'?
- WHEN – are the application deadlines and does the project development plan match?
- HOW – should the project proceed? What are the next steps and is there an action plan in place?

Recommendations

The Whitnash Community Hub Project is ambitious in its design and intentions. However, the rewards could make a significant difference to the provision of community services, social infrastructure and sports facility for the Town. Therefore, the following suggestions are made:

1. WTC to meet with Whitnash Sports and Social Club to ascertain common interest and commitment to a joint venture project.
2. An early meeting to include the three main prospective partners should take place early in 2016 – WTC, Whitnash Junior School and WSSC to agree project timescales, main priorities, activity responsibilities and action plan.
3. A concept project design is drawn up to support either Option 6 (as per TFT Report) or Option 7 (as per this Report) dependent upon outcomes of discussions with WSSC.
4. A structural report is carried out on the existing Community Hub building to determine whether refurbishment is a viable option – either in tandem with a new Hub building – or as an alternative is grant funding limitations appear.
5. WTC to request officer support from WDC to coordinate the project development and grant application process.
6. A Project Development Plan with Gannt chart and showing project phases with grant application milestones and deadlines is drawn up.
7. Grant application time is focused initially upon the large funding pots e.g. Sport England, HLF – which will determine the scale of the Community Hub project possible.

Annex – Grant Directory

SECTION 1 – COMMUNITY SPORTS			
FUNDER	**GRANT**	**DESCRIPTION**	**WEBSITE**
Sport England	Projects can be up to three years and grant awards will range from £50,000 - £250,000.	**Community Sport Activation Fund** Designed in response to local demand, the Community Sport Activation Fund is a £47.5 million Lottery funding programme providing grassroots activity at a very local level. SE will invest in what works best in the area, based on local need and evidence. The kind of projects SE will fund include: • Activities reflecting a broad range of sports • Informal opportunities which could lead to regular participation • Multi-sport activities which provide people with a range of choices and opportunities to suit them • Family orientated activities with a focus on the 14 plus age group • Local activator roles that focus on directly organising and delivering new opportunities for participation. **Funding Round 5 - details to be confirmed in 2016.** The best projects will demonstrate the following key characteristics: • A focus on a clearly defined geographical area and community • Demonstrable understanding of sporting needs • Evidence of what potential participants want or need in order to take part in sport once a week • Local partners working together to deliver and help fund the project • A clear and robust delivery plan • Realistic, ambitious numbers for increasing and sustaining weekly participation.	http://www.sportengland.org/funding/our-different-funds/community-sport-activation-fund/

Sport England	Capital grants £150,000 to £500,000	**The Improvement Fund** Funding sustainable sports projects with a clear local need. The following criteria apply to the Improvement Fund: • Be submitted by an organisation entitled to receive public funding such as sports clubs, voluntary or community organisations, local authorities and education establishments such as schools, colleges and universities • Include a minimum of 25% cash confirmed and/or anticipated partnership funding • Request funding for the development of capital infrastructure**,** which can contribute to the costs of new build, modernisation or refurbishment and major fixed equipment where it is an integral part of a project. • Request funding for elements of a capital project which have not yet started on site • Be based on a site where the applicant holds ownership or long-term leasehold **Next Funding Round - 2015 funding round has closed – notification of continuation early 2016.**	http://www.sportengland.org/funding/our-different-funds/improvement-fund/ Sport England on 03458 508 508 Contact with Paddy Herlighy, WDC Sport Facilities adviser
Sport England	Grants are available from £20,000 to £75,000 (or up to £150,000 for statutory bodies)	**Inspired Facilities** Inspired Facilities is focused on making it easier for local community and volunteer groups **to improve and refurbish sports clubs** or transform non-sporting venues into modern grassroots sport facilities. Tired, worn out, old facilities make it harder for people to start or keep doing sport. They can also be more expensive to run and difficult to maintain. The Inspired Facilities fund could help refurbish or upgrade community sports facilities; or convert an existing building into a venue suitable for sport which becomes accessible to the whole community. Inspired Facilities will invest in most types of improvement or refurbishment work that will help develop sport locally. **Next Funding Round – Deadline Round 9 ~ 5pm on Monday 11 January 2016**	http://www.sportengland.org/funding/our-different-funds/inspired-facilities/

Sport England		**Protecting Playing Fields** Playing fields are one of the most important resources for sport in England but many of them become waterlogged or in a state of disrepair. Sport England is investing £33 million of National Lottery funding into **improving community sports fields**. The Protecting Playing Fields funding programme is part of Sport England's strategy which is focused on helping more people acquire lifelong sporting habits. It will invest in capital projects to either create new natural turf pitches or improve existing ones that need levelling or drainage works. **Next Funding Round - The programme is being delivered via funding rounds with approximately £3 million each round. Round 9 will open in the Autumn of 2016**	http://www.sportengland.org/funding/our-different-funds/protecting-playing-fields/
Football Foundation	Grants of up to £10,000 to a maximum of 50% of the eligible project cost	**The FA Facilities Fund Small Grants Scheme** Awards grants of up to £10,000 for the **provision of capital items, or to refurbish/improve existing facilities**. The aims of this scheme are to: • Support the growth of football clubs and activity. • Prevent a decline in football participation. • Make improvements to facilities to address any health and safety issues. Grants, which cannot exceed 50% of the total project cost, are awarded to support the costs of the following list of projects or items: • Replacement of unsafe goalposts • Portable floodlights • Storage containers • Changing pavilion/clubhouse refurbishment and external works* • Grounds maintenance equipment • Pitch improvement works (natural and artificial surfaces)* • Fencing **Next Funding Round – rolling applications**	http://www.footballfoundation.org.uk/funding-schemes/premier-league-the-fa-facilities-fund-small-grants-scheme/

Football Foundation	Projects over £100,000	**Facilities Scheme** The Foundation's Facilities Scheme provided grants over £100,000 for building or refurbishing large-scale grassroots facilities, such as changing pavilions and playing surfaces for community benefit, with money provided by The FA and the Government (via Sport England) and delivered by the Foundation. **FUND NOW CLOSED**	http://www.footballfoundation.org.uk/funding-schemes/facilities-scheme/
Football Foundation		**Premier League & The FA Facilities Fund** The Premier League & The FA Facilities Fund provides grants for building or refurbishing grassroots facilities, such as changing pavilions and playing surfaces for community benefit, with money provided by the Premier League, The FA and the Government (via Sport England) and delivered by the Foundation. The Premier League & The FA Facilities Fund gives grants for projects that: ▪ Improve facilities for football and other sport in local communities. ▪ Sustain or increase participation amongst children and adults, regardless of background age, or ability. ▪ Help children and adults to develop their physical, mental, social and moral capacities through regular participation in sport. Grants can be used for: • Grass pitches drainage/improvements • Pavilions, clubhouses and changing rooms • 3G Football Turf Pitches (FTPs) and multi-use games areas • Fixed floodlights for artificial pitches. NB - Priority given to deprived community areas	http://www.footballfoundation.org.uk/funding-schemes/premier-league-the-fa-facilities-fund/

SECTION 2 – COMMUNITY BUILDINGS			
FUNDER	**GRANT**	**DESCRIPTION**	**WEBSITE**
Big Lottery Fund	£100k - £5m	**Parks for People** is a joint initiative between the Big Lottery Fund and the Heritage Lottery Fund (HLF). The programme awards grants of between £100,000 and £5 million to revitalise historic parks and cemeteries. It is **based on the** vision that everyone should have access to a local park for enjoyment and recreation. Parks for People builds on the commitment of BIG and HLF to bring real improvements to local environments by making a lasting impact on the lives of local people and the places where they live.	https://www.biglotteryfund.org.uk/global-content/programmes/england/parks-for-people
	£10k - £500k	• **Reaching Communities** – grants of more than £10,000 for revenue projects and/or smaller land and buildings projects of up to £100,000. • **Reaching Communities buildings** – grants of more than £100,000 for land and buildings projects.	**Neither CV31 2JH nor CV31 2ND is eligible to apply for Reaching Communities funding.** https://www.biglotteryfund.org.uk/global-content/programmes/england/reaching-communities-buildings-england
Community Ownership & Management of Assets	Pre-feasibility grant between £1,000 and £10,000 Main Project Support Grant between £5,000 and £40,000	• **Community Buildings Pre-Feasibility Grant** • **Community Buildings Project Grant** Both of these grants apply to both community buildings and community housing projects. Grant programme is to help community groups to use the existing Community Asset Transfer powers to buy and manage local community assets such as village shops, pubs, community centres, heritage buildings, allotments and libraries. Groups in England, including registered charities, CICs and Parish councils can apply for feasibility grants of between £10,000 and £100,000 to develop investment proposals, carry out feasibility studies and equip themselves to take on asset ownership and management. **Applications made at any time**	Interested organisations should contact the Community Rights Advice Service in the first instance to assess their suitability for the grant programme www.mycommunityrights.org.uk/advice-service

SECTION 3 – LIBRARIES and COMMUNITY SERVICES			
FUNDER	**GRANT**	**DESCRIPTION**	**WEBSITE**
Arts Council England ~ National Lottery	Between £1,000 and £100,000	**Grants for the Arts ~ Libraries Fund** Grants for the arts are for activities carried out over a set period and which engage people in England in arts activities, and help artists and arts organisations in England carry out their work. Grants for the arts is funded by the National Lottery. The Grants for the Arts Libraries fund invests National Lottery money in projects delivered by public libraries or library authorities working in partnership with artists and cultural organisations across all art forms. The aim of the fund is to inspire innovative partnerships between libraries and arts organisations, and encourage library users and those living locally to take part in artistic and cultural activities **The fund will open to applications on 1 April 2015 and will run until 31 March 2018.**	http://www.artscouncil.org.uk/funding/apply-funding/apply-for-funding/grants-arts-libraries-fund/
Warwickshire County Council	Between £5,000 and £70,000 spent over 2 years	**Transformation Fund** Warwickshire County Council has created a one-off grant fund of £500,000 to give support to Third Sector organisations and Town and Parish Councils. The Fund will help eligible organisations to take on board the significant transformation which is necessary to ensure that communities have the capacity to meet the challenges associated with the delivery of Warwickshire County Council's One Organisational Plan. The Fund will provide up to 2 years of financial support to help eligible organisations to develop and pilot new business models that will provide sustainable and appropriate services into the future. Bids should clearly align with the purpose and one or more of the outcomes in the One Organisational Plan. **Next Funding Round - midday on Monday 1 February 2016**	https://www.warwickshire.gov.uk/fundinglocalprojects

SECTION 4 – COMMUNITY ENERGY AND EFFICIENCY (grants and loans)			
FUNDER	**GRANT**	**DESCRIPTION**	**WEBSITE**
Urban Community Energy Fund	Maximum grant £20k and £130k loan.	Government funding for community renewable energy projects – particularly project development feasibility stages rather than renewable capital expenditure	https://www.gov.uk/guidance/urban-community-energy-fund
Pure Leapfrog Community Energy Fund	On application	Pure Leapfrog is a business led charity that is the leading provider of social investment to community energy projects in the UK. They provide affordable finance to community-led projects across the UK to help fund the installation of renewable energy technologies and energy efficiency measures. Funding is intended to create long lasting social impact. The projects supported improve the financial stability of schools and community centres by reducing their fuel bills. They also directly reduce fuel poverty and create jobs and volunteer opportunities in new social enterprises. **Community Energy Fund** The Pure Leapfrog Community Energy Fund draws on a credit facility from Big Society Capital (BSC), whilst funders and sponsors contribute to it through donations. The fund provides small to medium loans to UK community renewable energy and energy efficiency projects. **Bridge Finance** The Bridge Finance Fund is a £15 million revolving loan facility from BSC to support large scale community energy projects. The facility is managed by Leapfrog Finance Ltd and is able to provide equity and construction finance. The fund is designed to enable community groups to acquire and/or construct renewable energy projects under the government's Shared ownership protocol.	http://www.pureleapfrog.org/page.jsp?id=94

SECTION 5 – COMMUNITY & SOCIAL ENTERPRISE			
FUNDER	**GRANT**	**DESCRIPTION**	**WEBSITE**
ACCESS The Foundation for Social Investment		**Access - The Foundation for Social Investment** A new charitable foundation developed in partnership with the UK Cabinet Office, Big Society Capital and Big Lottery Fund. **Access** will be a champion for those charities and social enterprises who are at early stages of developing new ways of creating income to bring real change to more people's lives. Access will help to provide these organisations with the finance and support they need, at the beginning of their development - when it is most valuable but often hardest to find. Access's activities will be delivered through partners, administrators and fund managers. Access will not deliver its programmes itself directly to the front line	www.access-socialinvestment.org.uk/
SASC SOCIAL and SUSTAINABLE CAPITAL	£250k - £1m	**Community Investment Fund** The Community Investment Fund (run by Social and Sustainable Capital) invests between £250,000 and £1m in community based, locally led organisations which are providing essential support and services to improve the well-being of local residents, developing the local economy and creating positive social change for all individuals in the community.	http://socialandsustainable.com/community-investment-fund/

SECTION 6 – LANDFILL COMMUNITY FUNDS (STATUTORY FUNDERS)			
FUNDER	**GRANT**	**DESCRIPTION**	**WEBSITE**
WREN	Between £2k and £50k	**FCC Community Action Fund** Offers funding of between £2,000 and £50,000 to projects that enhance the provision, maintenance or improvement of a public park or other public amenity in the vicinity of a landfill site. **Next deadline for submission of authorised applications is 5.00pm on 13 January 2016.**	http://www.wren.org.uk/schemes/main-grant-scheme Whitnash Community Centre is eligible
Biffaward	Small Grants Scheme (SGS) £250 to £10,000; Main Grant Scheme (MGS) £10,000 to £50,000.	**Small Grants** Scheme - for projects improving local amenities and conservation of wildlife. **Main Grants Scheme** - for provision and improvement of community facilities, including buildings, and outdoor recreation e.g. parks, woodlands, play areas (grants are for site-based improvements and not equipment or running costs). Priority is given to projects that can demonstrate innovative use of a community amenity e.g. building, open space to enhance, maintain or introduce real, community-led social, economic or environmental improvements. **This scheme operates a rolling application process**	www.biffaward.org/ Whitnash Community Centre is eligible
SITA Trust	Smaller Projects Fund - £1k - £20k Primary Fund - £1k - £50k	**Communities Programme** Funding awards for not-for-profit organisations **to improve leisure and recreation facilities** for the benefit of the general public. **Next deadline for submission of authorised applications is 5.00pm on 25 January 2016 - then 25th April 2016. Projects must be completed within 12 months of award.**	www.sitatrust.org.uk/apply-for-funding 01454 262910 Whitnash Community Centre is eligible

SECTION 7 – COMMUNITY CHARITIES (smaller grants)			
FUNDER	**GRANT**	**DESCRIPTION**	**WEBSITE**
Bernard Sunley Charitable Foundation	Small – £1,000 to £5,000 Medium – £5,001 to £24,999 Large – £25,000 or more	**Community Projects** Charity supports capital projects only, not running costs. There is a preference to support **projects related to the fabric of a building**. Two main themes under this category with the aim of creating cohesive and positive communities: 1. Every community needs a focus on which to build the cohesion of that community. The Trust are therefore advocates of the 'village hall', particularly in isolated rural areas where facilities are often very limited. 2. Trust aims to provide practical activities that help young people attain their full potential and take their place within society as responsible citizens. To this end, they support Youth Activity Centres, uniformed youth groups and youth clubs. **Types of application considered:** New build, refurbishment and improvements of village halls, scout huts, youth clubs, community centres and similar. This often includes access for the disabled, modernising kitchens, new storage space and updating toilets in line with Health and Safety regulations and the Disability Discrimination Act. For any building, length of lease will be taken into account.	http://www.bernardsunley.org/index.html
Screwfix Foundation		Screwfix Foundation raises funds to support projects that will fix, repair, maintain and improve properties and community facilities specifically for those in need in the UK. Organisation or project must be part of a registered charity; funds must help people in need (by reason of financial hardship, sickness, disability or other disadvantage or distress); project must relate to the repair, maintenance, improvement or construction of homes, community facilities and other buildings and must be environmentally friendly. **Funding application rounds - Quarterly**	http://www.screwfix.com/jsp/landing.jsp?id=ScrewfixFoundation

ASDA Foundation	Up to £20,000	This local programme allows colleagues to nominate initiatives which will make a real long term difference, benefitting the wider community with ASDA vision to 'Transform Communities, improving lives locally http://www.asdafoundation.org/applying-for-funding/#what-we-fund	Asda, Leamington Spa Manager Lee Gilks Chesterton Drive, Leamington Spa, CV31 1YD Tel: 01926 311656
IKO 'Fix that Hut'	Up to £20,000	The 'Fix That Hut' campaign seeks out needy projects such as village halls, scout huts and other buildings which are at the heart of local communities within the UK and require roofing and insulation improvements e.g Whitnash Community Hub (existing). IKO will donate free waterproofing materials for successful and deserving projects.	http://www.ikogroup.co.uk/About-Us/IKO-in-the-Community/Fix-That-Hut/
Wolseley UK	Various	Wolseley considers themselves as "a responsible member of the communities in which they work" and they seek to be contributing members to the communities in which they operate. The company supports local communities with a number of charity initiatives and recently won the National Mentoring Consortium's New Employer of the Year award for their work with black and ethnic minority students.	Neil Williams Head of Communications Tel: 01926 705565 neil.williams@wolseley.co.uk