WHADDON PARISH COUNCIL

VACANCY FOR A PARISH COUNCILLOR

ARE YOU INTERESTED IN BECOMING A PARISH COUNCILLOR?

Whaddon Parish Council currently has a vacancy for a councillor and is looking for someone to join it.

To find out more please contact Nigel Strudwick (Chairman) on 207434 or Gabby van Poortvliet (Clerk) on 208450, for an informal discussion. Alternatively you can email whaddonpcclerk@yahoo.co.uk

Closing date Friday 24th June 2011.

DATES FOR YOUR DIARY

18th June  Cricket match
1st July  Party in the Barn
11th July  Parish Council Collection of Fete Donations
16th July  Church Fete
14th Aug  Newsletter Deadline
3rd Sept  Whad Olympics
12th Sept  Parish Council
18th Sept  Cricket Match

ANNUAL PARISH COUNCIL REPORT

Want to know what’s been happening in the village over the past year?

Read the Annual & Monthly Report for the Parish Council and find out details of finance, bus services, Village Hall, speed limits, affordable homes, traveller sites etc..

NEWSLETTER DELIVERY

We apologise for the delay in the delivery of this issue of the newsletter. This was due to technical problems with the copying process.

www.whaddon.org
BRITISH RED CROSS

Thank you for supporting Red Cross Week. I am delighted to tell you that your efforts raised £137.50 to help vulnerable people in crisis.

Iris Green

CRICKET MATCH FIXTURES

18th June: The Independent
18th Sept: Hare Street & The Hormeads
Please come and support your village team.

Whad Olympics

3rd September
11am—4pm

Tea and Cakes—bring your own picnic

Wellie throwing, running events etc
There will be an entry fee for events

Any further event ideas to:
peter.haselden@sky.com
C 208192
andrew.buchanan10@btinternet.com
C 208863

CHRISTMAS FUNDRAISING

Shredded Beat & Disco

Dancing from 8 pm until Midnight

Bar, Champagne Bar & BBQ

Tickets on sale now!

Call Anne on 01223 207555 or Carolyn on 01223 208796.

Tickets are £10 per person (Over 18’s only).

Proceeds to be donated to the village hall front window restoration and playground maintenance fund.

www.whaddon.org
This report is based on that given at the Annual Parish Meeting held on 18 April.

The Council
I am pleased to say that there has been no change in the composition of the council in the year 2010–2011. Members of the council before the 2011 AGM were:

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
<th>Contact Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr Nigel Strudwick</td>
<td>Chairman</td>
<td>01223 207434 3 Town Farm Close, Church Street</td>
</tr>
<tr>
<td>Ms Malan Peyton</td>
<td>Vice-Chairman</td>
<td>01223 207358 Ermine Farm, Dyers Green</td>
</tr>
<tr>
<td>Mr Will Burchett</td>
<td>Councillor</td>
<td>01223 208897 7 Bridge Street</td>
</tr>
<tr>
<td>Mr Lee Ginger</td>
<td>Councillor</td>
<td>01223 207688 99 Meldreth Road</td>
</tr>
<tr>
<td>Mrs Jennifer Lewis</td>
<td>Councillor</td>
<td>01223 208500 20 Bridge Street</td>
</tr>
<tr>
<td>Mr Philip Neale</td>
<td>Councillor</td>
<td>01223 207706 104 Bridge Street, Dyers Green</td>
</tr>
<tr>
<td>Mr Chris Rose</td>
<td>Councillor</td>
<td>01223 207174 136 Church Street</td>
</tr>
<tr>
<td>Mrs Gabby Van Poortvliet</td>
<td>Clerk/Finance Officer</td>
<td>01223 208450 134 Bridge Street, Dyers Green</td>
</tr>
</tbody>
</table>

I would like to thank members of the Council and particularly the Clerk for all their work and support over the past year. I believe Whaddon PC is a very active council, with an excellent record of achievement. Since the APM, Cllr Burchett has resigned, and we thank him especially for his work and wish him every success in the future. This means that one of the Council’s first tasks for 2011–2012 is to fill the vacancy.

We continue to try and bring PC practices into line with what is “best practice” within local government. Bringing in these changes has not been easy, as changing what has happened in the past is never straightforward, but I wish to thank the council for their continued co-operation.

The Planning Committee continues to meet as required and in the last year has dealt with a number of applications. The Village Hall Management and Fundraising Committee was wound up at the 2011 AGM as its functions have now been taken over by the new Trust which is independent of the PC.

We continue to improve on the issue of training. I am pleased to report that our clerk is continuing her work towards the Certificate in Local Council Administration. Councillors have attended two stage training meetings, the first of which we organised here and the second at Litlington. By bringing the trainer to several parishes in one meeting we have made it very cost effective. The Chairman and Vice-Chairman have attended separate chairmanship courses in St Ives.

Finance
The Clerk will be submitting the PC’s accounts along with this report.

The 2011–2012 precept was set at the same level as that for last year, £15,950. The non-recurring items for which we are allowing is to help with the cost of restoring the hall window, and we are also allowing money for possible speed reducing measures. Although the precept is unchanged, the amount you pay has gone down this year as there are more houses paying in Cardiff Place. SCDC have been true to their word and informed us of this in advance.

In the current economic climate, one concern which most PCs share is how the current needs for the District and County Councils to reduce their budgets is going to affect the spending of PCs. In other words, are there going to be moves to get PCs to pay for some of the services currently provided by SCDC and CCC? The PC will be watching this with some interest, and will of course consult with
parishioners should anything like this be asked of us, lest it have an impact on the precept. PCs of course are not subject to the same capping as higher authorities, but we would not want higher authorities to take advantage of this. So far we are grateful to SCDC and CCC for doing their utmost to minimise the risk of this. But we must remain vigilant.

**Activities in the last 12 months, in no particular order**

**Buses:** the number of passengers being carried by the 127 bus on the experimental route through the village via Mettle Hill was not high enough to justify continuing that full route. However, thanks to the efforts of County Councillor Linda Oliver, it has been possible for the 127 to make two trips per day into the village by turning round at the top of Bridge Street, at no cost to us. Villagers are encouraged to use the service as much as possible. Those using pensioners passes should ensure that the driver records your presence and issues the appropriate ticket. We just hope that with cuts in CCC subsidies all our hard work of the last few years will not be frustrated; we have been assured that for the moment the 127 is safe.

The turning circle for buses was completed by CCC early in 2011. We must remind villagers and their visitors that this is purely for bus use and should not be used as a parking area.

**External meetings:** We have attended several Parish Liaison Meetings with SCDC. These meetings are useful fora for knowing the council and airing various issues. I believe our relations with district and county are good, and I would like to thank Councillors Linda Oliver, Nigel Cathcart and David McCraith for their help during the year.

**Traveller sites:** SCDC’s plan to add two pitches to the site in the village on the A1198 has been approved by the council in consultation with the residents of the site. The Spring Lane Bassingbourn site is now dead, but other sites are being looked at in the present review of the situation, including one at the site on the left coming out of Kneesworth to Royston.

**Litter picking:** a session of little picking took place on Easter Saturday.

**Handyman:** David Evans has been doing an excellent job and I wish to thank him.

**Maintenance:** Will Burchett has put together a maintenance schedule for the main items for which the PC is responsible.

**Administrative:** the Council has adopted up-to-date Financial and Standing Orders in line with what is recommended. **Progress towards “Quality Status”**. The PC will consider whether or not to apply for this status when the Clerk has completed her training course, as one of the main requirements is a qualified clerk.

**Hall:** All the formalities have been at last completed to set up the Whaddon Village Hall and Recreation Ground Trust, and to enable the hall to be leased from the PC to the Trust. I thank all those who took part in this process. The Hall and Rec are now run independently from the Parish Council and in due course will produce their own annual reports. The other major event of the year is that we were given a grant of £25,000 by SCDC towards the refurbishment of the hall, for which we thank our District Councillors. There is now some £50,000 available as initial funding on which it is hoped the remaining funds for the project will be raised.

**Localism Bill:** you will all have heard of the discussion of this piece of legislation introduced since the 2010 election. It could potentially have far-reaching ramifications for communities such as ours, lest certain limited planning and other powers be delegated to us which are currently held by local authorities. Other things which might be affected by it are, for example, the standards regime, by which councillors can be held to account. There is presently still a great deal of uncertainty as to what shape the legislation will finally take, as it is still going through Parliament; local authorities are making some provisional plans for dealing with items in it (e.g. Standards) but the PC wonders whether this is somewhat premature with the uncertainties.

**Speed limits: A1198:** our responses to CCC’s consultation on the speed limits has meant that the proposed 50 mph section to Kneesworth has been extended to north of Whaddon Gap. It is not clear when it will be implemented, and we are also left with the nonsensical possibility that the speed limit will revert to 60 from the A1198 until the village limit is reached. **Village:** Speedwatch checks
continue. Just before the APM, CCC decided to modify its policy on village speed limits to give villagers more say in the variation of speed limits in areas where the county is unable to fund a reduction in limits. The PC is aware of the strength of villagers’ views on this subject, and we will be working with CCC to try and implement lower speed limits through the village and in Bridge Street. It is plausible that we could use the money set aside for dealing with speeding to e.g. help the acquisition of new limit signs, or with the obligatory public notices which have to be given.

**Affordable Homes:** A revised scheme was submitted to SCDC for planning approval, and went to the Planning Committee in August 2010. I am pleased to say that it was passed after considerable discussion. A number of revisions were requested, and these were approved late in 2010. The provisional planning consent was issued early in 2011. Although the PC is strongly in support of the scheme, we will do our best to minimise the impact of the development on the village, and to do everything we can to assist the owners of Rose Cottage. Earlier this year, the required archaeological dig was done on the site, which revealed some evidence of mediaeval field boundaries. BPHA have now appointed a contractor and we await news on the starting date; BPHA are confident that they have the funding to provide five houses completely for affordable rent and three for which it will be possible for tenants to acquire up to 80% equity in the property.

The PC has pressed hard for completion and sight of the §106 document. §106 agreements are between developers and the district authorities, and put certain obligations on the developer over and above normal planning conditions. Our concern in Whaddon has been that we do everything possible to ensure that priority is given to occupants with village links. We do not have a formal role in the document, but we have been given sight of it, and the PC has approved it with a number of comments. We are fully aware that it is possible to circumvent the agreement, not least as we have no direct role; nonetheless, we believe it is as good as it is going to get. We are writing to SCDC to point out that some people with connections to Whaddon have already had to move away, and may even have lost their housing status in the eyes of SCDC in the process.

A welcome sideline to the §106 is that some additional financial duties are placed on the developer, including £20000 for Public Open Space improvements and £3000 for Community Space. These figures are arrived at by formulae. We have to enter into an agreement with SCDC to get the money, but we can use it without their prior approval, subject to sticking with the spirit of the intentions. This will be a welcome help for funds to continue the development of the hall and rec.

**Parish plan—past, present and future:** Councillors Chris Rose and Lee Ginger have been doing the groundwork for getting a new plan steering group off the ground. It is essential that such a group represents a wide range of views in the village and is not just the “usual suspects”. Offers to participate in the development of a new plan are highly welcome.

**Broadband in Whaddon:** In 2010 a small group of villagers commissioned a report from Rutland Telecom on the feasibility of bringing fibre-based broadband to the village. The results were not what we expected, in that we have found that village lines are either connected to the Arrington exchange directly, or to a cabinet in Orwell. This means that the “simple” solution of running a fibre cable into the village and switching our lines to that cannot be done without some more basic work by BT on the infrastructure. Linda Oliver recently organised a meeting with BT’s regional director, and while it is clear that BT’s commercial case for making improvements is not strong, there is some government funding for additional help to rural communities, and we will work with CCC to try and see if a scheme for Whaddon can be implemented. We are also exploring the idea of wireless broadband.

**The Whaddon News | The web site:** The editor of the newsletter is Joan Pascoe, and I would publicly like to thank her for all the efforts she has made over the years. The web site has been upgraded during the year, but what we need more for either publication is input from others. Joan and your web-master can format and output their publications, but they cannot create material for it. SO PLEASE WRITE FOR US!!
## WHADDON PARISH COUNCIL

### DRAFT ACCOUNTS - YEAR ENDED 31 MARCH 2011 (UNAUDITED)

#### INCOME 2010/11

<table>
<thead>
<tr>
<th>Description</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Precept</td>
<td>15,950</td>
</tr>
<tr>
<td>Grass cutting agency payment (verges)</td>
<td>648</td>
</tr>
<tr>
<td>VAT reclaimed</td>
<td>823</td>
</tr>
<tr>
<td>Other income</td>
<td>468</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>17,889</strong></td>
</tr>
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#### EXPENDITURE

<table>
<thead>
<tr>
<th>Description</th>
<th>£</th>
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</thead>
<tbody>
<tr>
<td>General Administration</td>
<td>1,457</td>
</tr>
<tr>
<td>Clerk’s salary and expenses</td>
<td>3,755</td>
</tr>
<tr>
<td>Chairman’s expenses</td>
<td>200</td>
</tr>
<tr>
<td>Insurances</td>
<td>2,442</td>
</tr>
<tr>
<td>Accountancy &amp; Audit</td>
<td>530</td>
</tr>
<tr>
<td>Recreation Ground Expenses</td>
<td>1,982</td>
</tr>
<tr>
<td>Village Hall Expenses</td>
<td>2,267</td>
</tr>
<tr>
<td>Grass cutting – verges</td>
<td>816</td>
</tr>
<tr>
<td>Assets purchased</td>
<td>950</td>
</tr>
<tr>
<td>Bus service trial</td>
<td>1,905</td>
</tr>
<tr>
<td>Charitable donation</td>
<td>50</td>
</tr>
<tr>
<td><strong>Total expenditure</strong></td>
<td><strong>16,354</strong></td>
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</table>

#### Excess income over expenditure

<table>
<thead>
<tr>
<th>Amount</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Excess income over expenditure</strong></td>
<td><strong>1,535</strong></td>
</tr>
</tbody>
</table>

#### Cash Position:

<table>
<thead>
<tr>
<th>Description</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash balance b/fwd at 1st April 2010</td>
<td>22,497</td>
</tr>
<tr>
<td>Income over expenditure 2010/11</td>
<td>1,535</td>
</tr>
<tr>
<td><strong>Cash balance at 31st March 2011</strong></td>
<td><strong>24,032</strong></td>
</tr>
</tbody>
</table>

#### Breakdown of cash holdings at 31st March 2011:

<table>
<thead>
<tr>
<th>Description</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barclays Community Account</td>
<td>8,189</td>
</tr>
<tr>
<td>Barclays Business Base Rate Tracker Account</td>
<td>15,843</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>24,032</strong></td>
</tr>
</tbody>
</table>

Further details can be found on the website or by contacting the Clerk.

www.whaddon.org
Councillor Will Burchett has announced his resignation from the Council. We would like to take this opportunity to thank Will for all his hard and dedicated work on the council over the past few years. Will was a key part of the team which championed the development of the children’s playground and the raising of the funds to pay for the play equipment. A notice will be presented soon to explain the process for electing or co-opting a new councillor.

Affordable Homes – The land at Church corner has been officially transferred to the Bedford Pilgrims Housing Association from Cambs CC. An amended S106 agreement has now been approved by the Council and this has been obtained to ensure that the new homes are available to those already resident in Whaddon, or those with a family connection to someone in Whaddon. As part of the development going ahead for affordable homes, SCDC will make a financial contribution towards open space and recreational facilities of £20,500 and towards community space of £3,400. These funds will be transferred by SCDC to the PC and would be separate to the grant already awarded by SCDC for the Village Hall refurbishment.

The proposal to erect safety signage for traffic in Bridge Street has moved forward with a survey completed identifying three possible locations for additional signs. The residents close to these proposed sites will be contacted for their views, before taking further action.

The lottery fund application for funds to refurbish the village hall has failed on its first application. The Fund has provided useful information indicating that the application should be more focused and explain in more detail how the refurbished hall will overcome some of the problems and lack of resources available in the village. Real differences to the Whaddon community are needed and it anyone in the village has any ideas for this then please contact one of the councillors. A revised application will be submitted once the further ideas and details have been collated. Productive discussion at the May PC meeting enabled resolution and agreement to how different grants and expenses will be paid between the Council and Village Hall Charitable Trust.

It was confirmed that when the speed limit on the A1198 is reduced to 50 mph each side of the Whaddon Gap junction, there will be no additional reduction in speed limit on the Whaddon Gap road. The Parish Council is still pursuing various options to ensure a reduction to the speed limit through the village to 30 mph.

A quotation for replacement of the decayed parts of the frame for the front window in the village hall has been obtained and this will now proceed using the funds generated from the Party in the Barn, taking place on 1st July.

At the April meeting, Police Community Support Officer Lynch gave a short talk about the role of PCSOs and about local police initiatives. Two Police speed checks had recently been carried out in Church Street. Questions were invited from the PC and the members of public. At the May meeting, the Emergency Planning Officer from SCDC presented plans in place in district to collect information and ideas from the village community to show how Whaddon could contribute to a large scale emergency occurring in South Cambridgeshire.

The next monthly open Parish Council meeting will be at 7.30 pm in the Village Hall, on Monday 13th June 2011.
It continues to be a challenge to produce something for the Whaddon News on Neighbourhood Watch for the very good reason that the village remains an oasis of crime-free calm. Problems such as anti-social behaviour, burglary and rogue traders do, however, continue in our local area but the scale does seem much lower than the days a few years ago when my neighbours in Bridge Street had to fortify their garage workshops to protect valuable tools and sheds were a regular target for unwelcome visitors. I may rue the day that I made this statement but rural crime does, in reality, seem to be less than in the past whether it be problems on farms or residential property. While Cambridgeshire police statistics show crime is on a downward path (and we know about statistics!) it would be unwise to take this for granted not least as the warm weather presents its own problems. House windows left open, external doors ajar, car windows down are always tempting targets for the intruder.

All village homes will be receiving a new laminated “yellow card” giving details of how to contact the police and your NHW coordinators. Try to keep it handy.

Can I remind you (again) that there is a new national website providing local information about crime and anti-social behaviour at street level. The site is: http://www.police.uk. The online mapping facility allows users to view local figures for crime under categories: violent crime, burglary, robbery, vehicle crime, anti-social behaviour and other crimes. This is presented on a monthly basis by simply putting in your postcode. It is also worth noting that some Whaddon postcodes can include Kneesworth Hospital and the western end of Meldreth which can distort the figures. The site also tells you about our local police team and other useful information for this area. It is worth taking a few minutes to see what is happening around Whaddon.

Incident Reporting: Please remember – dial 999 to report a crime actually happening or when lives are at risk. For a non-emergency matter call 0345 456 456 4. If you report an incident to the police would you also let your neighbourhood watch coordinator know so that we can keep in touch with incidents in the village.

Neighbourhood Watch Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Address</th>
<th>Postcode</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mike Monks</td>
<td>Whaddon Village Coordinator</td>
<td>58 Bridge Street</td>
<td>C208236</td>
</tr>
<tr>
<td>Malan Peyton</td>
<td>Dep Village Coordinator Parish Council NW Rep</td>
<td>Ermine Farm, Dyers Green</td>
<td>C207358</td>
</tr>
<tr>
<td>Anne Brandon</td>
<td>Lower Meldreth Road</td>
<td>132 Meldreth Road</td>
<td>C207347</td>
</tr>
<tr>
<td>Karen Coningsby</td>
<td>Upper Meldreth Road</td>
<td>17 Church Street</td>
<td>C207514</td>
</tr>
<tr>
<td>Carole Aldred</td>
<td>Church Street/Town Farm Close</td>
<td>104 Church Street</td>
<td>C208147</td>
</tr>
<tr>
<td>Wendy Evans</td>
<td>Church Street/Town Farm Close</td>
<td>108 Church Street</td>
<td>C207703</td>
</tr>
<tr>
<td>Maria Mould</td>
<td>Lower Bridge St/Ridgeway Close</td>
<td>39 Bridge Street</td>
<td>C207231</td>
</tr>
<tr>
<td>Andrew Townsend</td>
<td>“</td>
<td>36 Bridge Street</td>
<td>C208038</td>
</tr>
<tr>
<td>Geoff Lane</td>
<td>Upper Bridge Street (38-72)</td>
<td>52 Bridge Street</td>
<td>C208540</td>
</tr>
<tr>
<td>Mike Monks</td>
<td>Upper Bridge Street ( “ )</td>
<td>58 Bridge Street</td>
<td>C208236</td>
</tr>
<tr>
<td>Malan Peyton</td>
<td>Dyers Green</td>
<td>Ermine Farm, Dyers Green</td>
<td>C207358</td>
</tr>
</tbody>
</table>

Local law enforcement:

- Inspector Chris Savage (Sawston) Sector Inspector
- Sergeant Jon Capes (Cambourne) Sector Sergeant

Neighbourhood Policing Team:

- PC Clare List Neighbourhood Policing Constable
- James Lynch Police Community Support Officer (PCSO)
- Lyndsay Gardiner Police Community Support Officer (PCSO)

www.whaddon.org
**Petersfield School**

Grand Auction of Promises
June 10 at 7.30 for 8.00pm

All are welcome to attend to bid for some wonderful promises.
If you can offer a promise for auction then we would like to hear from you.
Proceeds will go towards the refurbishment of the school swimming pool.
Contact the school on 01223 207392 for more information.

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**Adult Education**

For many years, as you may know, Melbourn Village College has provided an excellent adult education programme. However, with the economic downturn, this service is in decline and come September may not exist at all.

The recent Melbourn Village Plan shows that there is still a need for this service particularly in the pre-retirement age group and we do want to provide that service but as they say

"If you don’t use it…you’ll lose it"

Are we not providing the classes that you require? Is it the cost?

Please let me know your thoughts and ideas and I will endeavour to provide the service you want.

Please call Julie on 01763 223408 (9-1 Monday to Friday) or Email comed@mvc.org.uk

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**Village Hall Available to Hire**

Special rates for those within the village - ideal for birthday parties and most functions
Contact Wendy Evans
108, Church Street.
01223 207703

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**WHADDON GOLF CENTRE**

01223 207325

OPEN: 8.30 ‘til late

MORE THAN GOLF

BAR

COFFEE AND SNACKS

FOOD

VILLAGE SHOP
PAPERS MILK BREAD
JUST ASK US TO ORDER

www.whaddon.org
June 2011

**Try your hand at croquet at Meldreth**

**Meldreth Croquet Club** – Club nights every Thursday from 5th May

Did you know that croquet is one of the few sports in which the UK is reigning world champion? And no, that's not because no-one else plays! Other croquet playing countries include Australia, USA, South Africa, Egypt and New Zealand. The game is a fascinating blend of tactics and ball play – a bit like snooker, but played outdoors. Croquet has a very effective handicap system and so people of all ages and levels of ability can play together.

There are two forms of the game, association and golf, the same basic skills are needed for both but golf is less complicated. Meldreth boasts its own Croquet Club which is conveniently located just behind the British Queen pub in Meldreth High Street.

Why not try your hand and come along to our club nights. Members of the club will be on hand to show you how to play either or both versions of the game and there will be opportunities to develop your skills over coming months. Nothing is required other than flat shoes.

So not only can you have a go wielding a croquet mallet you can also see (and sample) the considerable improvements that the new owners have made to the pub.

If John Prescott can do it I’m sure local people can – playing croquet that is.

For more information contact Janet Pope 01763 248342 (jacksonpope@tiscali.co.uk) Robert Skeen 01763 262269 (robertskeen@email.com) or Keith Harker 01223 207373

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**Petersfield School**

**Summer Fayre**

Saturday July 9th

Fayre — BBQ - Children’s Art Exhibition

All welcome.

Proceeds to the PTA

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**M.G. RADFORD & SON**

**LANDSCAPES**

**GARDEN CONSTRUCTION**

Established 1966

Tel: 01223 207772
Mobile: 07714 600323

Patios • Driveways • Fencing
Turfing • Brickwork • Decking
Water gardens

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**NEWSLETTER DEADLINE**

Deadline for the next newsletter will be August 14th Items of village interest are always welcome.

Joan Pascoe C. 208062
joanpascoe@aol.com

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www.whaddon.org