



**VOLUNTEERS
PROJECT
REPORT**

SOME COMMENTS RECEIVED FROM VOLUNTEERS IN 1993

"I was very impressed with the organisation and quality of the service provided. I felt good to be part of such a professional & experienced team - very valuable experience. I would welcome the opportunity of working for you again. This time doing some of the more unpopular shifts."

"Once again (team work) proved to be a rewarding experience for us and it was a real pleasure to be working with you - hard work, both physically and mentally, but extremely worthwhile."

Some aspects that volunteers enjoyed

- a) meeting the clients and seeing them become less anxious having come to FWS b) the camaraderie and friendliness of most of the volunteers c) being part of a useful service. I love the way we give what food is left over away on departure- a really appreciated gesture if this event is typical. (All those bread rolls!)
- meeting fellow volunteers. Dealing with a wide variety of problems. This helped me in understanding the needs of young people. I liked the sense of humour amongst other staff and the fact that just helping someone made me feel better.
- working on enquiries and the Quiet Area.
- working with the children and 'Poorly Clients'.
- helping to make the event better for people e.g.. finding out information for them regarding site services or helping in dealing with their problems and stress. Do you hold training events re: drugs or first aid etc.?
- the experience of working in crisis conditions under pressure. Also the support of more experienced people.
- working as a valuable member of a team, and the variety of work. Festival organisers should promote and value FWS services more. Everyone I came across, from management down was helpful, supportive and knowledgeable.
- meeting other volunteers many of whom I only meet at festivals. Over Festival Weekends a sense of belonging and camaraderie develops.
- people expressing their views openly to you on their misuse of drugs and feeling they can without being judged!
- the night shifts - a chance to spend time talking to people.
- co-working with others, effectively addressing requests promptly & without fuss.
- hands - on contact with people, both other professionals and members of the public.
- we enjoyed giving HIV counselling {Body Positive Helpers}

VOLUNTEERS PROJECT REPORT 1993

Chair's Foreword (Reverse)

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INSIDE FRONT COVER Comments from Volunteers received by FWS

INSIDE BACK COVER FWS Staff & Management Committee

Report written by Andrew Power, Volunteer Team Organiser.

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Volunteers Project Report 1993

Chair's Foreword

FWS has had another busy, but successful year. A key element of the work has been the Volunteers Project - described in this report.

This, the third year, we have been able to raise additional funds to employ a part time worker during the festival season. As before we found a dedicated worker - Andrew Power - who was able to organise groups of excellent volunteers from all over the U.K.

Numerous local services were contacted to work at one off events, which ranged from community fayres to megafestivals. Many had their first opportunity to work with the young people who attend concerts in such numbers. Links and networks were established which will continue to be of benefit long after the festivals itself is finished.

As in previous years FWS learnt a great deal more about the needs of young people. We also added to our knowledge about the best practices in service delivery - including issues of volunteer accountability, training and debriefing.

As in previous years we found that the part-time Team Organiser's post limited the full use of the potential that festival volunteering provides.

Finally, FWS itself, faces a very difficult year. Our long term funders - the VSU of the Home Office - have indicated that, whilst they recognise the unique value of FWS, its effectiveness and efficiency, their criteria for grant giving have changed. This change has effectively excluded FWS.

During 1994 we must find new finances if FWS is to survive.

ROGER DUNCAN,

Chair, FWS Management Committee.

December 1993.

FESTIVAL VOLUNTEERS PROJECT 1993

Development Of The Volunteers Project

From over sixteen year's experience at festivals, FWS has learned that many young people may be vulnerable and at risk at such events. Although first aid services are usually available on site, other help provisions may also be needed. A lack of those facilities at many events led us to seek funding to set up a separate Festival Volunteers Project (FVP) to provide a general welfare service ourselves at such events and to run a preventative health education programme. In 1991 the Jubilee Trust helped us to set up the FVP by funding a temporary Volunteer Team Organiser for that summer.

For the past three years we have continued to raise enough money for a separate FVP with a part time worker (for the festival season only) to expand and co-ordinate the expertise of young volunteers and train them, in conjunction with youth; alcohol and drug projects local to each event.

Our volunteers are trained to provide general welfare services, including preventative health education, specifically with regard to drug/alcohol misuse, HIV/ AIDs, and the importance of safe sex practises. The worker manages the volunteers on site who form a team to provide advice, education and help to their peers, run lost property & lost children sites, assist in the provision of facilities for the disabled, counselling services, rest tents and emergency shelter. The volunteers provide a feedback mechanism between attenders and organisers regarding health and safety matters, encouraging the promotion of waste recycling practices at festivals, and the provision of adequate toilet facilities etc.

On the administrative side our Volunteer Team Organiser has researched festival information, arranged training workshops and organised and evaluated the festival based work.

Young people at festivals need welfare services which organisers are not bound by law to provide. The FVP fills a gap in that it is an essential service that no other organisation provides.

This Project has been so successful and has so much potential that we wish it to become an integral part of our work throughout the year. While promoters do support the work of the Project at their events, the financial contribution they make is only a part of the whole cost.

Funding

FWS receives a core grant of approximately £42,000 per annum from the Home Office. This money pays for administration, consultative work, persuading/ educating promoters on the need for welfare services at outdoor events and the production and distribution of information packs nation-wide. It does not cover our on-site festival activities and we therefore rely on additional funding for this area of our work. To run the Festival Volunteers Project on a year round basis would cost approximately £20,000 per annum. This year we raised £10,720, enabling us to run the Project for six months. We are very grateful to those who have supported us in our work, and would very much like to raise more funds to run the Project on a year round basis in future.

The Trusts that have supported our work this year are:

Lyndhurst Settlement	£ 3000
Thames Telethon & Princes	
Trust Joint Grant	£ 2000
Goldsmiths Trust	£ 750
Marsh Christian Trust	£ 250
Drayton Trust	£ 50
All Promoters are asked to pay a contribution towards the cost of providing the service at their events, and from this source we raised £4670.	
Total	£10,720

Staffing The Project

Andrew Power worked on the Project as Volunteer Team Organiser (supervised by Penny Mellor, FWS Co-ordinator) from early May to November. He came from a voluntary sector background and so has experience of managing volunteers. As events had already started by early May this year, some preparatory work had been done by Roisin Tierney, our Administration Assistant, until Andrew stepped in and started learning on-the-job about FWS equipment and procedures and co-ordinating volunteer teams. FWS is very disappointed that Andrew has had to leave due to the funds for the Project running out. It takes a whole summer to learn the job and FWS loses a wealth of experience and investment by not being able to afford to retain someone like Andrew, especially as there is still much work to be done in developing the Project, as can be seen in the following discussions.

Promoting Voluntary Work

The Festival Volunteer Project provides an excellent opportunity to promote both the concept and the realities of voluntary work. Being a festival volunteer is an attractive proposition for many young people who may not have thought about doing voluntary work, as it gives them an opportunity to attend festivals held through the summer, and, as most of these festivals do not last more than two or three days, it is not a long term commitment to make. These things make it an ideal introduction to voluntary work and the experience that a person would gain could be put to use in many other ways, both in a voluntary and a professional capacity.

As FWS usually has a number of experienced volunteers working at the larger events someone new to voluntary work need never feel isolated - there is always plenty of support and help at hand. These experienced volunteers usually come from a background in the "caring" profession i.e. drug counselling, HIV and AIDS counselling, general health care, etc. This provides the inexperienced volunteer with an opportunity to pick up new information and skills from sources they may not usually come across. The service FWS provides is a very hands-on and face-to-face service. Many students in the caring professions apply to work with FWS at Festivals for this reason, because it gives them a practical insight into welfare provision.

Outreach Opportunities

The service that FWS provides at festivals is an ideal opportunity for welfare agencies to do outreach work. Working at festivals gives these agencies the chance to make contact with many young people who may not have previously been exposed to the information and welfare services.

Many young people feel more relaxed and can be more open to a service at a festival, - it may be seen as less "embarrassing" or more anonymous than making an appointment or visiting their local health/ drug/ HIV centre. Once this contact has been made, if both the individual and agency are willing, it is possible to maintain this contact outside the festival environment. Young people are also referred to local agency's in other parts of the country.

Recruitment

During 1993 the demand for FWS to provide welfare teams at festivals increased and due to this some changes are required in the recruitment procedure to make it more efficient and to ensure the quality of service that FWS is known for is maintained.

Because festivals tend to be annual or irregular events it is difficult to maintain the contacts that are made by the previous year's Project. Volunteers move on to other areas or different work which restricts their continuing involvement with FWS.

At present when FWS receives an enquiry from an individual interested in becoming a festival volunteer, a skills list is sent to them to fill in. This list includes all the skills and experience that would be useful to FWS and is kept on file. When recruiting an individual who is not from an agency, it is useful if a reference can be given for FWS to keep on file.

When using agencies to provide volunteers FWS depends on the contact person in the agency to recruit people with the necessary skills and experience. A lot of the work done for the recruitment of volunteers involves making the various agencies or individuals aware of what FWS does.

It is quite difficult to explain FWS's work and the rewards and requirements for volunteers in one telephone conversation, so it is necessary to send out as much information as possible to the agency. This works well if FWS has plenty of time to arrange a team for an event but often we have very little notice of an event which makes it very difficult to get the sort of team the promoter or organiser has asked for. It is also very difficult to inform the volunteer of exactly what to expect at an event. You can explain about the usual queries and problems but each event throws up something unexpected.

One way that could perhaps improve the quality of volunteers that an agency provides would be to use letters of recommendation/reference (Another organisation who regularly work at festivals do something very similar). This would make the contact person in the agency more careful of whom they put forward to FWS and help to emphasise the fact that although they are working on a voluntary basis they should still be as responsible as if they were working in a professional capacity.

Giving deadlines to agencies to supply the names of volunteers they would provide was tried for a couple of festivals in 1993 (advanced notice permitting) with varying success. The main problem was that by the time the event came around some volunteers dropped out, so the names were different anyway.

Recruiting through an agency has some benefits such as taking some of the workload off FWS. It is however, no guarantee of quality. Many of the best volunteers from the teams in 1993 have been individuals who approached FWS on their own.

Training

During the 1993 Project FWS was only able to arrange a few training sessions for festival volunteers. Training is not so essential for the volunteers working at one day events as FWS staff are always on hand. At these one day events the training is carried out on site which is usually sufficient. At weekend events FWS staff cannot be expected to be present at all times, and as volunteers generally arrive at different times it is difficult to do on-site training, so all the volunteers need to be fully briefed on procedures and practices before the event.

The benefit of a training session, in addition to improving the quality of service provision, is that it also gives FWS the chance to meet the volunteers before the event and assess their suitability and skills. This makes the running of the service far easier and more efficient. It is also very beneficial for the volunteers as they have the opportunity to raise any questions or doubts that they may have.

The cost of proper training is considerable, involving bringing together as many volunteers as possible (plus reserves) for each event, to a venue central to the event site. A training session lasts about four hours, when the Team Organiser can explain the event, and general duties, using FWS resources and responding to the questions and anxieties of the volunteers.

Inter-Agency Liaison

Some of the best teams were those whose members were a mix of experienced FWS helpers and volunteers from several local agencies. For example, youth services, drug agencies, tourist information offices etc. This gave a very good range of skills with workers from different backgrounds. It also enabled workers from different agencies to meet and work alongside each other and establish links between local organisations. It is an area of work we would very much like to build on, as it has benefits for immediate service provision and for furthering co-operation within the local community.

We hope that our support of local agencies in working together at outdoor events will enable more teams to be provided at events independently of FWS. To assist this process we are developing the role of voluntary regional co-ordinators to work with agencies in their areas. They could identify local volunteers and put together teams from various agencies with support from FWS's models of good practice in service provision.

Volunteer support

Support for team members whilst working at festivals has improved and ideas are in hand for further developments. However, the support of volunteers after an event is an area which needs a lot of work and thought. Volunteers coming from an agency will often already have a support network within their agency but individuals working with FWS may not have access to such a network.

Due to the nature of the work that FWS does, volunteers tend to see the less pleasant side of things at events. This affects different people in different ways. Some will be able to cope with and deal with their own feelings easily and quickly. For others it may take longer and may not be as apparent as they think. FWS should make every effort to remain in contact with volunteers after events and always be available to discuss any problems that may have come to light at a later date. Post-event support is very time consuming but it is essential to any good work practice.

Part of the difficulty FWS has in providing this support is due to the part-time nature of the Project - the Team Organiser has not been employed for sufficient time to put this support into practise.

Volunteering Issues

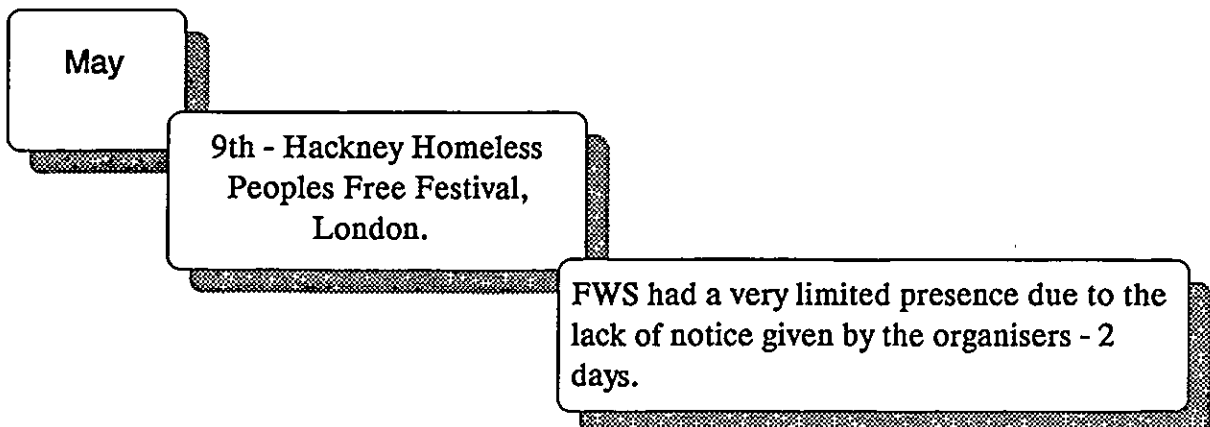
Working at a festival is a very different work environment than most people are used to and it is sometimes difficult to get this across to potential volunteers. This often applies more to volunteers who already work in welfare in a professional capacity rather than those who do not. The work can be very rewarding and also quite exciting but it can also be very frustrating and exhausting. It can also be very intense and some volunteers could find it difficult to switch off or distance themselves, this is especially important at longer events where volunteers are staying on site.

Due to the short notice that is often given to FWS by promoters it is very difficult to follow a strict recruitment procedure. This is part of a bigger problem with any kind of voluntary work, trying to make people aware that being a volunteer does not mean being amateurish.

Commitment is also a prerequisite for welfare team work - again this comes back to the problem of people's perception of voluntary work. At nearly every event someone has pulled out at the last moment or not bothered to turn up at all. On most occasions FWS was able to find replacements but in a number of cases teams have been left short at events. This is an area of great concern and could have severe implications in an emergency. Letters of recommendation/ references would not solve this problem completely but they could make some difference which would be worthwhile.

We are now sending out questionnaires to volunteers who have worked with FWS during 1993 so that any constructive feedback received can be considered and incorporated into the team management.

Festivals Attended and Team Descriptions



14th - 16th - Forest Fayre,
Gloucestershire

The second time we had arranged a small team at this event, to provide a general welfare and over-night information service. Eight volunteers were recruited, mainly from Swansea Drug Project, through the assistance of Roger Duncan, plus other local volunteers. There were no major problems and all the volunteers worked well together. It was a good introduction for the Team Organiser (apart from the weather, which was awful!)

22nd - SunFest Festival, St
Neots, Cambridgeshire.

FWS provided a general welfare service at this small, one-day community festival. It was well organised by local young people, who were very supportive of the welfare services. Recruitment of volunteers provided a few problems when an agency pulled out late in the day. Eight volunteers were recruited : two from a Volunteer Bureau had nursing/ child care skills; the other six were from drug and youth agencies. One volunteer did not turn up to this event and did not contact FWS before or after the event. The event itself was very quiet and no major problems arose.

29th & 30th - Guns 'n' Roses
June 5th - Metallica,
Milton Keynes.

Large one-day events at the National Bowl, under new management. FWS provided a general welfare service and liaised with a representative from the local Tourist Information office to provide information. All volunteers came from Pegasus, a local drug agency. At Metallica, only six volunteers showed up. These events were attended by a young audience and there were quite a few distressed young people who had lost friends. The main problem was people trying to get home at the end of the event. Apart from that, there were few major problems to deal with.

June

24-26 Glastonbury Festival,
Somerset

2 teams arranged by Vicki Stangroome and Mary Treacy, as had been done in previous years. These teams were fairly independent.

July

16th - 19th - Phoenix
Festival,
Stratford On Avon

FWS provided a general welfare service at this new event, requiring recruitment of volunteers from an area where we hadn't worked before. There were some problems with people pulling out, but a team of 20 volunteers was eventually recruited. FWS was able to do a pre-event training session with a number of volunteers from Warwickshire Drug Advice Service in Stratford. This proved to be very useful and the volunteers from this agency were excellent. The team also had a number of experienced volunteers who provided support to the less experienced volunteers when necessary.

We introduced a new shift system due to the size of the event. At all times there was an experienced volunteer working as shift leader and their shifts were six hours long, rather than four. This meant that the shift changes ran smoothly and people coming on duty could be made aware of any necessary information.

There was a major problem at this event, with an incident involving security staff and festival-goers. FWS had to provide emergency first aid assistance to casualties injured in the incident, as the Red Cross had been advised to temporarily withdraw by the police. Volunteers had to deal with a number of young people with head injuries, until they could be treated by first-aiders. The volunteers worked under very difficult circumstances and coped very well. The promoters should acknowledge how these volunteers probably stopped the injuries being a lot worse.

August

14th - U2 Zooropa 93, Leeds.

Local agencies provided volunteers for a mixed team which worked well, although again some helpers who turned up were not those whom were expecting and therefore had not been fully briefed in advance. It was a large event, the main problems being people losing their friends and people experiencing difficulty getting home at the end.

27 - 30th Reading Festival

The first time FWS directly organised and managed the welfare team here, providing a general welfare service. Very good support from the organisers.

Recruitment for this event was very difficult. A number of people pulled out and one person was expecting to be paid! Twenty volunteers were recruited, but one turned up intoxicated and stayed that way through the event (not on duty). The rest of the team worked fairly well, but because of people pulling out and some volunteers not doing or changing their shift, the team did not work as well as some others. The event was fairly quiet.

September

18th & 19th - Bon Jovi, Milton Keynes

The final team arranged with mainly local helpers. FWS provided a general welfare service and local information was dealt with by the Tourist Office. Both days of this event were quiet for welfare and no major problems arose from these events.

Evaluation

The aim of the Festival Volunteers Project is twofold - to promote volunteering amongst young people and to provide a support and health promotion service at outdoor events. The Project has been successful in both these aspects during 1993.

As can be seen from the previous discussions, the Project provided support and encouragement for young volunteers around the country, in the development of their skills and contribution to event safety. During the summer 200 volunteers participated in the provision of a range of welfare services. Appendix A shows the total number of helpers at each event, the length of time the service was provided on site, the average number of volunteers on duty at any time and the total number of hours of voluntary input into these festivals (almost 6000 hours).

We are now analysing the responses to the questionnaire we sent out during the Autumn to all volunteers who had helped during the summer. The responses will enable us to improve our team management. Some comments we received from volunteers are included at the front of the Report.

FWS provided teams at more festivals than planned (11 instead of 6-8). This was due to more demand on FWS by event organisers and because we were able to employ the Team Organiser from early May, so we had the resources to meet this demand. These events (attended by around 440,000 people) provided the opportunity to disseminate information on health-related issues - specifically drugs, HIV/AIDS and safer sex - in addition to directly assisting festival-goers in distress. The statistics at Appendix B show the breakdown of contacts made at festivals - age, sex, help requested and length of time with us.

FWS is very pleased with the support we received for this work from event organisers. Not only did they make a financial contribution towards the team costs, but they also provided us with other on-site assistance, such as good working conditions (marquees, lighting, furniture, radio or telephone). We also received entry passes for the volunteers, although there were anxious moments before some events when we thought the passes would not reach the office in sufficient time to distribute to the team members.

Summary

The FVP provides valuable support to young people at festivals and provides valuable learning experiences for helpers. Each time FWS runs the Project, we learn many things, especially about management of volunteer teams. We look forward to putting into practice new ideas in 1994, and are delighted that a grant has already been secured from Charity Projects to continue this work in the new season. With additional funding being sought from other sources, we hope to be able to offer a better managed service which is more rewarding to those involved.

APPENDIX A TEAM SIZES AND DURATION

FESTIVAL	ATTENDANCE ESTIMATE	TEAM SIZE (Helpers)	SERVICE DURATION (Hours)	AVERAGE SHIFT SIZE (Helpers on Duty)	VOLUNTEER HOURS
Forest Fayre	6500	12	48	5	240
Sun Fest	1500	5	11	3	33
Guns 'n' Roses x2	11500	16	20	4	80
Metallica	62000	8	11	4	44
Glastonbury	82000	90	144	30	4320
Phoenix	30000	20	96	7	672
U2, Leeds	85000	12	8	4	32
Reading	40000	20	72	6	432
Bon Jovi x 2	120000	16	20	4	80
TOTAL	438500	199	430		5933

APPENDIX B FESTIVALS 1993

@ = FWS Team Arranged

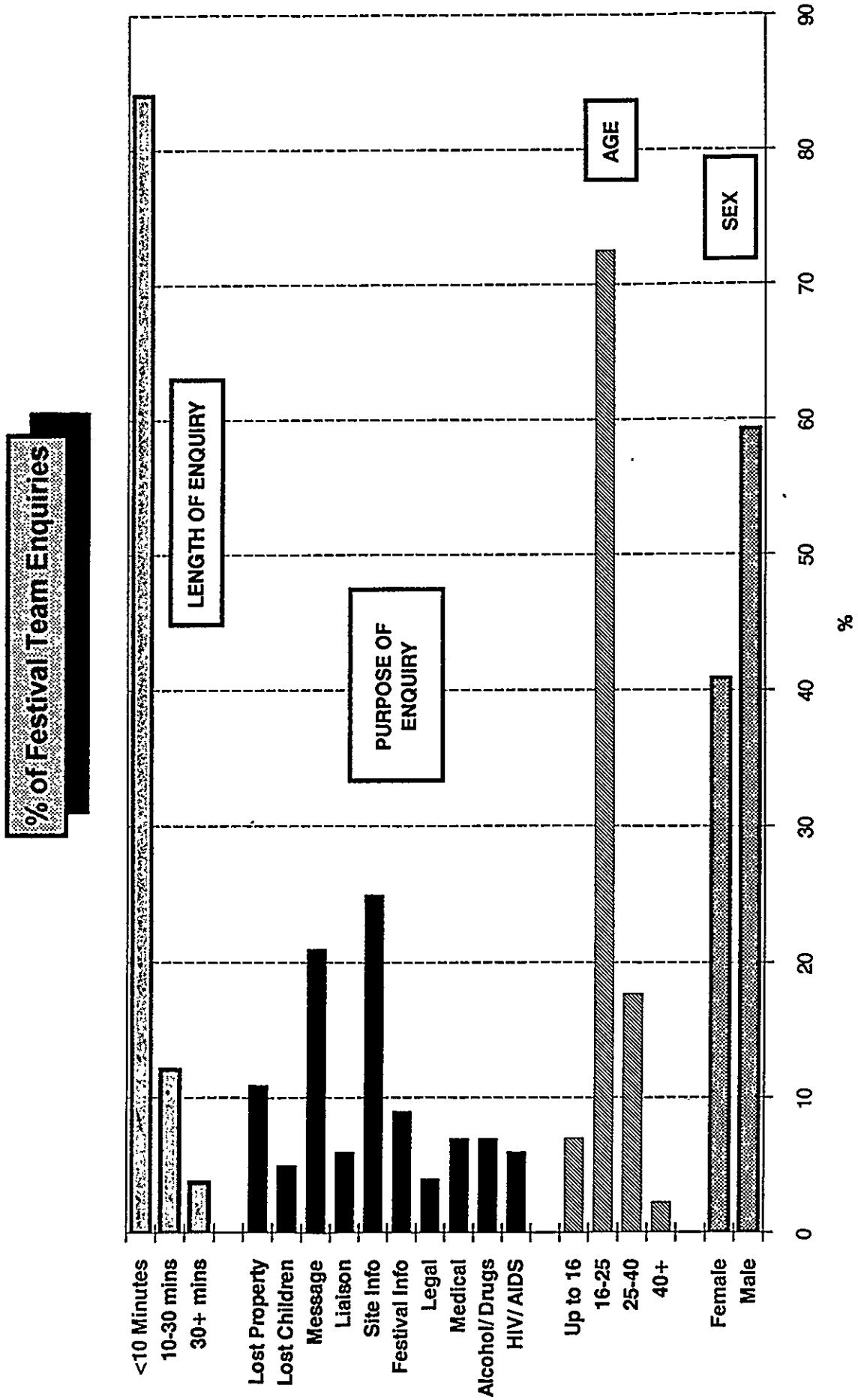
May 8th		Youth Against Racism concert, Kennington Park, London.~~CANCELLED~~~
May 9th		Hackney Homeless People Festival, Clissold Park, London (Free)
May 14-16	@	Forest Fayre, Blackthorne Farm, nr Coleford, Gloucs.
May 22		Bruce Springsteen, National Bowl, Milton Keynes.
May 22	@	Sunfest '93, Priory Park, St Neots, Cambs. (Free)
May 22+23		Big Top Frenzy, Portsmouth Festival.
May 29	@	Guns N' Roses, National Bowl, Milton Keynes.
May 30	@	Guns N' Roses, National Bowl, Milton Keynes.
May 30		Redbridge Festival, Essex (Free)
May 31		Kingston Green Fair, Canbury Gardens.
June 3/5		East Sussex Stanmer Park Carnival
June 5		Fleadh, People's Palace, Glasgow Green
June 5	@	Metallica, National Bowl, Milton Keynes.
June 5		Community Festival, Birley Fields, Hulme, Manchester.
June 5+6		Gloucester Docks Folk Festival, Gloucester.
June 5		Strawberry Fair, Midsummer Common, Cambridge. (Free)
June 6		Def Leppard, Thunder etc, Don Valley Stadium, Sheffield
June 10/13		Heineken Music Big Top, Stanmer Park, Brighton, (Free)
June 11/13		WOMAD Weekend, Morcambe Bay, Lancashire
June 12		Fleadh '93, Finsbury Park, London
June 12		Unity Festival, Nuns Moor Park, Newcastle upon Tyne. (Free)
June 13		"Great Xpectations", Finsbury Park, London
June 19		PRIDE 93, Brockwell Park, London (Free)
June 19		Indie-Pendance Festival, Earlham Park Festival, Norwich
June 25/27		Heineken Music Big Top, Avenham Park, Preston Guild. (Free)
June 25/27	@	Glastonbury Festival
June 27		Wandsworth Festival, London
July 2/4		Bracknell Festival, South Hill Park, Bracknell, Berks.
July 3		Hackney Show, Hackney Downs, London (Free)
July 4		Lazy Sunday, St Mary's Gardens, Bedford (Free)
Jul 9/10/11		Urban Free Festival, The Level, Brighton.
July 8-11		Heineken Music Big Top, Wollaton Park, Nottingham (Free)
July 9		Bad Manners, Shooter Farm, Emborough, Somerset.
July 9/11		Kent Custom Bike Show, Angel Park, Dimchurch.
July 10		All-Dayer, Town Square, Harlow, Essex.
July 10		Castle Park, Colchester, Essex.
July 10		Village Festival, Walthamstow, London
July 10/11		Mediaeval Fayre, Vineyards Fields, Tewkesbury, Glos (Free)
July 11		Day in The Park, Finsbury Park, London
July 11		All-dayer, Honor Oak Recreation Ground, London
July 16/18	@	Phoenix Festival, Long Marsden, Stratford-upon-Avon, Warks.
July 16-18		WOMAD Festival, Rivermead, Reading, Berks.
July 16,17,18		Chiltern Show Music Festival, Stoke Mandeville, Bucks
July 17		Hereford Festival, George V Fields, Hereford.
July 17		Old Eldon Square, Newcastle (Free)
July 17+18		Lambeth Show, Brockwell Park, London (Free)
July 18		Rowheath Roots Festival, Birmingham. (Free)
July 22/25		Heineken Music Big Top, Roundhay Park, Leeds (Free)
July 23/25		Stainsby Folk Festival, nr Chesterfield, Derbyshire
July 23/25		Pump Festival, Trowbridge.
July 25		Aids Awareness Festival, Embankment, Peterborough. (Free)
July 25		Island Fair, Walton on Thames, Surrey ## CANCELLED ##

July 25+26 Rock & Reggae Festival, Forest Recreation Ground, Nottingham
 {Free}
 July 25+26 Tamworth Castle Rock Festival {Free}
 July 29 Prince & The Power Generation, Meadowbank Stadium, Edinburgh.
 July 30/31 Rock & Blues Custom Bike Show, Coneygrey Showground, Ripley,
 Derbyshire
 Jul30/Aug 6 Sidmouth Festival, East Devon.
 Jul30/Aug 1 Folk Festival, Cherry Hinton Hall, Cambridge
 July 31 Urban Free Festival, Fordham Park, Deptford, London
 July 31 Rhythm 'n' Blues Festival, Walpole Park, Ealing, London W13.
 July 31 Prince & The Power Generation, Wembley Stadium, London
 July 31 Depeche Mode etc, Crystal Palace Sports Centre, London

 Aug 5/8 Heineken Music Big Top, Singleton Park, Swansea. {Free}
 Aug 7 Anti-Racist Benefit, Kennington Park, London. {Free}
 Aug 7 U2 Zooropa '93, Celtic Park, Glasgow - SOLD OUT -
 Aug 7 Ashton Court Community Festival, Bristol. {Free.}
 Aug 7+8 Big Weekend, City Hall Lawn, Cardiff {Free}
 Aug 8 U2 Zooropa '93, Celtic Park, Glasgow
 Aug 8 Minchery All-Dayer, Littlemore, Oxford
 Aug 8 WOMAD's World in the Park, Royal Victoria Park, Bath.
 Aug 11+12 U2 Zooropa '93, Wembley Stadium, London. - SOLD OUT -
 Aug 13/14 Universe Big Love, Lower Pertwood Farm, Warminster, Wilts.
 Aug 13/14 Fairport Reunion, Cropredy, Banbury, Oxon.
 Aug 13/15 Big Heart of England Charity Rally, Weatheroak, Worcs. (Barnardos
 benefit)
 Aug 14 @ U2 Zooropa '93, Roundhay Park, Leeds ##SOLD OUT##
 Aug 14 Abbey Park, Leicester. {Free}
 Aug 14+15 Melton Medes Festival of Asian Arts & Music, University Park,
 Nottingham.
 Aug 14/15 Rezerection, Royal Highland Showground, Edinburgh
 Aug 15 WOMAD's World in the Park, Bath.
 Aug 18 U2 Zooropa '93, National Ground, Cardiff Arms Park .
 Aug 19/22 Heineken Music Big Top, Southsea, Portsmouth. {Free}
 Aug 20+21 U2 Zooropa '93, Wembley Stadium, London
 Aug 20/22 Woodstock 2, Fen Farm, Milton Keynes ##CANCELLED##
 Aug 26/30 Chelmsford Spectacular, Hylands Park, Chelmsford, Essex
 Aug 27/29 @ Reading Rock Festival, Littlejohn's Farm.
 Aug 27/30 29th Towersey Village Folk Festival, Oxon.
 Aug 27/30 WOMAD Bank Holiday Weekend, Coliseum, St Austell, Cornwall
 Aug 27/30 Greenbelt '93 Christian Arts Festival, Dean Park, Corby
 Aug 27/30 Festival of the Sun, Whittington, West Norfolk.
 Aug 28 Jean Michel Jarre, Wembley Stadium, London.
 Aug 28 Sunrise Love Energy '93, The National Bowl, Milton Keynes
 ##CANCELLED##
 Aug 28 Moondance Special, Lydiard Manor House, Swindon, Wilts
 Aug 29 Bottlenecks & Banjos, Ravenscourt Park, Hammersmith, London
 {Free}
 Aug 29 Abbey Park, Leicester
 Aug 29+30 Nottingham Carnival, London.
 Aug 30 Folk & Blues Festival, Stoke Park, Guildford.
 Aug 30 Anti-racist Festival, Walton Hall Park, Liverpool {Free}
 Aug 30 Environmental Fair, Carshalton Park, Sutton. {Free}

 Sept 1 Jean Michel Jarre, Manchester City Football Ground.
 Sept 4 Rock Blitz '93, Foley Park, Birmingham. #### CANCELLED ####
 Sept 4 Outdoor Show, Edinburgh Castle.
 Sept 18+19 @ Bon Jovi, Billy Idol, National Bowl, Milton Keynes
 Sept 25+26 Madonna at Wembley Stadium

APPENDIX C SAMPLE OF WELFARE PROVISION STATISTICS



FWS STAFF AND MANAGEMENT COMMITTEE

• Staff

Penny Mellor, Coordinator

Roisin Tierney, Project Administrator - part-time

Andrew Power, Volunteer Team Organiser (temporary, part-time Spring - Autumn 1993)

• MC Trustees

Don Aitken

Roger Duncan (Chair)

Roger Holmes

Walter Lloyd

Alan Lodge

Trevor McCarthy

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Christine Williams

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Anne Foreman, Church of England Youth Service

Dugald MacInnes, Association of County Councils

Bob Nightingale

Carolyn Oldfield, National Youth Agency

Lyn Covey, British Red Cross Society @

L.F.Thomas, Department of the Environment

Resigned during the year

@ Appointed during the year.

Festival Welfare Services is a Registered Charity - Number 277251



FESTIVAL WELFARE SERVICES

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