



# LASS Trustees Annual Report

2010-2011



registered charity number 1023914

# Leicestershire AIDS Support Services

## Report of the Trustees for the year ended 31st March 2011

The Trustees are pleased to present their report together with the financial statements of the Charity for the year ending 31 March 2011.

### Reference and Administrative details:

Charity Name: LEICESTERSHIRE AIDS SUPPORT SERVICES (LASS)

Charity Number: 1023914

Principal Office: The Michael Wood Centre  
53, Regent Road  
Leicester  
LE1 6YF

Auditors: Mayfield and Co Chartered Accountants and Registered Auditors  
2nd Floor  
27 The Crescent  
King Street  
Leicester  
LE1 6RX

Bankers: Unity Trust Bank  
Nine Brindley Place  
Birmingham  
B1 2HB

### Major Funders This Year:



Leicester  
City Council



Rutland  
County Council

  
*Leicestershire County and Rutland*



Leicestershire  
County Council





European Union  
European Social Fund  
Investing in jobs and skills






# LASS Aims and Objectives

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## Our charity's objectives as contained in the LASS constitution are:

-  To provide direct support to people affected by HIV/AIDS living in Leicester, Leicestershire and Rutland.
-  To provide education and awareness raising to promote positive sexual health.

Our constitution was amended at an EGM in February 2011 to introduce membership arrangements that give people living with HIV the majority of votes in decision making. Membership is now open on application to the following individuals and groups:

-  Individual people over 16 who are HIV+ and live in Leicester, Leicestershire or Rutland, and a person nominated by someone living with HIV as that key person in their lives who provides them with support with their HIV and uses LASS services as a member in their own right. (vote ratio 60%)
-  Individual LASS active volunteers who have volunteered for LASS in the 6 months prior to the meeting date/vote taking place. (vote ratio 25%)
-  Organisations that work in support of LASS to enable delivery of our mission and vision. (vote ratio 15%)

## The aims of the charity are stated in the mission and vision and fully reflect the purposes that the charity was set up to achieve.

### Vision

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'Supporting and empowering people affected by HIV/AIDS, promoting positive sexual health and combating stigma and discrimination.'

### Mission

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'LASS provides support, information and advocacy to people affected by HIV/AIDS. LASS works in partnership with others to promote positive sexual health, raise awareness about HIV/AIDS, and to empower people who are affected to live safe and fulfilling lives.'

### Public Benefit

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We review our business plan and strategic plan each year. This review helps us ensure our aims, objectives and actions remain focused on our stated purposes. It also enables us to look at the two key areas of our activities to evaluate the benefits we have delivered to the people we are set up to help.

Our main activities and who we help are described in this annual report. All our charitable work is undertaken to further our charitable purposes for the public benefit. We have referred to the Charity Commission's General Guidance on Public Benefit in the review of our work of 2010/11 presented in this report.

Our work is supported by appropriate policies, procedures, guidelines and governance documentation. We apply MedFASH standards (National Standards for HIV Services) where appropriate, use other quality systems and consult with service users, volunteers and staff to ensure we deliver and continuously improve our services.



## Directors and Trustees

The Directors of the charitable company (The Charity) are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

It was agreed at the AGM in September 2010 that LASS would hold an EGM in February 2011 to vote specifically on the issue of user-led membership. To ensure continuity in governance arrangements over this period the Trustees due for election were voted to continue in post for at least one further year.

The Trustees serving during the year were as follows:

			<u>Elected / Co-opted</u>	
<b>Elected Trustees</b>	Jo Chapman	(Chair) to	September	2010
		Co-vice Chair from	October	2010
	Cathy Akabi-Davis	(Vice-Chair)	September	2010
		Co-vice Chair from	October	2010
	Barbara Butler		September	2010
	Bernadette Charehwa		September	2010
	Lillian Nevins		September	2009
	Vincent Riley		September	2010
<b>Co-opted Trustees</b>	Patrick Bowe		September	2010
		Chair from	October	2010
	Rebecca Cameron		September	2009
	Mahesh Morjaria	(Treasurer)	September	2009
	Joseph Chivayo		January	2010
<b>Chief Executive Officer</b>	Jenny Hand			



# Chair's Introduction

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The Board has been working hard throughout 2011 to secure the future of LASS. Our priority has been to ensure that LASS remains in a position to serve the community of Leicester City, Leicestershire and Rutland.

We have maintained our close scrutiny of the management of LASS ensuring that the resources entrusted to it by our funders are used for the purposes for which they have been given.

We have an eye to the future at all times given the very insecure times in which we find ourselves. In particular the Board has been very concerned that our present funding streams maybe at risk. Charitable organisations are particularly vulnerable to cutbacks in this present climate. We have to be able to demonstrate to those who fund us, the local NHS Trusts, the three Local Authorities and others that we are providing to our service users the service that those funders require of us and that so far as is possible that service is in accord with the needs of the service users.

The Board acknowledges the central importance of service users and the significance of the voice of those service users. LhivE is an important development in raising the profile of the voice of the service users in LASS. LhivE has developed through 2011 and the Board very much welcomes this.

The Board has done considerable work redrafting the constitution of LASS and making more transparent how elections to the Board are conducted. We have also taken steps to ensure that we are better known and more accessible.

Notwithstanding some difficulties earlier in the year there has been some valuable work done in building and developing partnership working with other local charities in Leicestershire. Particularly those who work in related fields. I have met with the Chairs of both FAITH and TRADE with a view to building closer ties and I am pleased to report that those meetings have been positive.

Furthermore, we are building connections with sister organisations in Nottingham and Derby. It is my view that in the future we will have to demonstrate to our funders that we are working with other organisations in an attempt to reduce costs and improve efficiency.

Over the last year the team At LASS has been strengthened to such a degree that we are now considering making an application for an award from Investors in People. This marks a fundamental change in LASS. Last year we were addressing many difficult staffing issues upon which we had to seek assistance from external advisers. This year, such is the progress of the team, that we now hope to achieve Investors in People Award status.

On the point of awards, it was my pleasure to attend the Charity Awards in London with Jenny where we were shortlisted as among the top 30 charities in the country and the top 4 in our category.

This was a major achievement, one which we should all be proud of and I am very proud of.

On behalf of the Board I would like to express our gratitude to our funders for providing us with the wherewithal to do our work. Without LASS there would be major gap in service provision within the City, County and Rutland. What we do makes a very considerable difference to our service users and the City and County community would be greatly diminished without us providing that service which is funded by our generous benefactors.



Last but not least, I express on behalf of the Board, the staff and the service users our heartfelt gratitude to the many volunteers who give so generously of their time. Without that generosity much of the work that LASS does would just not be possible and in many ways would simply grind to a halt. Your unselfish efforts on our behalf are greatly appreciated.

To all at LASS I commend you to keep up the good work and with you I look forward to working together with optimism and anticipation into a challenging year.



*Patrick Bowe and Jenny Hand at the Charity Awards*

*Patrick Bowe*

## CEO's Report

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This year has been something of a roller-coaster ride. We had some amazing successes and some incredible challenges. We did get through the year and my thanks go to all the volunteers, staff and service users for taking this ride with us and steering us through the difficult journeys. It has been very exciting if you like change but deeply concerning if you need stability and re-assurance.

### **Starting with the ups**

We benefited amazingly through additional staff provided by our involvement with the future jobs fund (FJF) and later in the year the working neighbourhoods fund. We led on a partnership approach that also placed some of the future jobs fund staff with other local voluntary organisations. The other organisations taking part with us were Leicester Rape Crisis, Trade, the LLGBT Centre and Tomorrow Together. Many of the employees went on to gain further employment following their experience with us. They also benefited from a wide range of training opportunities that would not have been possible without FJF.

With the support of the National Lottery Awards for All programme work on our new staircase and stair lift was completed. We matched this with some ESF funding and extended our café at the same time. We also painted the outside of the building and improved the fire escape.

Our Hardship fund came to an end but we knew it would and we had succeeded in improving health opportunities for service users and established our social enterprise, which trades as 'Well for Living'. One of the part time temporary post holders was able to stay with LASS in a new post funded by Lloyds TSB. Gilead funded a mobile project and we are the proud owners of a small second hand VW camper van for mobile testing.

We had a great sponsored walk and BBQ hosted by the Horse and Groom in Rearsby with fantastic weather. In November a curry night helped boost our charitable funds.

New staff joined us on temporary contracts until 31st March.

There have been lots of opportunities to collaborate in many different ways. These include working with other local voluntary sector chief executives, to work in partnership with Leicester University, the



Zimbabwe Association and Leicestershire Congolese Mutual Group; to be involved at a regional level with One East Midlands and at a National level with NCVO (National Council of Voluntary Organisations); and, to work with Derby, Nottingham and most recently Corby in a new East Midlands African HIV partnership funded by NAHIP. We couldn't make so much difference for people living with and affected by HIV locally if we didn't join together and learn from each other. Partnership also increases our awareness raising.

We delivered an amazing number of outcomes, over delivered on our contracted targets and created a really powerful advert to promote our HIV testing service thanks to the staff and volunteers.

The Lord Mayor and local Councillors came to visit and supported our work.

### **And then the downs**

We joined others nationally in campaigning for the continuation of Local Authority AIDS Support Grants and lost! The money from the Government to Local Authorities for supporting people living with HIV is no longer ring-fenced for this work and can be used in any way a local authority decides.

Until the very end of March we had staff on temporary contracts where we were unable to tell them if their posts would continue or not.

We were short staffed for over 6 months at management level and couldn't act on this because we didn't have any secure funding for the future. Not all funding bids are successful and considerable time is spent putting them together.

Unfortunately, due to the recession and lower levels of donations, we made the difficult decision to end the free therapy service for our service users.

So while the downs were not so many they have had a big impact on stability and make strategic and business planning almost impossible. We were able to start the new financial year with good news for temporary staff as they have been retained for a further year, but who knows what journey this year will bring?

### **Jenny Hand**

## **Our People**

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During the year we had a real boost to our staff team, training and hence delivery capacity through the future jobs fund (FJF). This was government funding accessed locally by Leicester City Council in partnership with Job Centre Plus to provide employment of 25 hours a week for people who had been unemployed for more than 6 months. LASS formed a partnership with Trade, the Leicester Lesbian, Gay, Bisexual and Transgender Centre, Rape Crisis and Tomorrow Together to recruit a total of 11 new staff to this work on this programme. Five of the FJF staff were extended for a total of 51 weeks through the City Council working neighbourhood fund.



*Staff outside The Michael Wood Centre*



Short term project funding means that posts and post holders are often temporary. It also means that where appropriate and possible we are able to utilise some individuals' strengths and experiences in new roles.

### Sickness Absence

LASS staff of 29 people had a total of 127.5 days off sick in the year. The amount of sick time taken throughout the year was 3.17%, down from 5.04% in the previous year.

## Staff Training and Development

Staff Training and Development ensures we continue to deliver higher quality, legally compliant and up to date services. Employees undertook a wide range of training and development opportunities this year including completing over 20 different training courses listed as below. Other staff development opportunities included work shadowing, attending conferences and seminars and learning from talking to others.



*Staff receiving certificates for training*

- 🎗 City & Guilds Award In Understanding HIV/AIDS
- 🎗 Making It Count
- 🎗 Mentoring and Befriending
- 🎗 Delivering Sex and Relationships
- 🎗 Personal Safety
- 🎗 Education With Confidence
- 🎗 PTTLS Preparing to teach in the learning sector.
- 🎗 Discrimination In Employment
- 🎗 Rapid HIV Testing
- 🎗 Drugs, Alcohol and Sexual Health
- 🎗 Sex, Law and Policy
- 🎗 Emergency First Aid At Work
- 🎗 TB In Your Community
- 🎗 HIV and The Body
- 🎗 Therapeutic Casework
- 🎗 Influencing Change Through Knowledge & Power
- 🎗 Training The Trainer – Rapid HIV
- 🎗 Using Your Voice
- 🎗 ITQ Level 2
- 🎗 Volunteer Training
- 🎗 Life and Knowledge - Muslim Toolkit
- 🎗 Working With Boys and Young Men
- 🎗 Your Business and The Equality Act



# Staffing

<b>Name</b>	<b>Role</b>	<b>Started</b> <i>(if within year)</i>	<b>Moved On</b> <i>(if applicable)</i>
Lucy Ball	Direct Services Advisor		
Casey Bentham	Catering Support Worker	13/04/2010	11/10/2010
Nicholas Bolton	Administrator (Seconded: Trade)	13/04/2010	23/07/2010
Sarah Brobbey	Receptionist		
Sarah Clarke	Wellbeing Support Worker		28/05/2010
Celia Fisher	Sexual Health Coordinator		
Eric Gore	African Community Worker	13/04/10	31/08/10
	African Communities Outreach Worker	01/09/10	
Drew Gunby	Activities Worker	18/10/2010	
Jenny Hand	Chief Executive Officer		
Raviraj Kanabar	Administrator (Seconded: LLGBT)	04/05/2010	13/09/2010
Mohsin Lahaware	Finance Assistant	13/04/2010	
Marion Lewin	Direct Services Manager		08/10/2010
Trevor Locke	Social Enterprise Delivery and Dev. Worker		30/09/2010
Michael Louttit	Individual Support and Wellbeing Worker	18/10/2010	
Gareth Miller	Finance and Corporate Services Manager		
Sadiya Mohamed	Administrator (Seconded: Leicester Rape Crisis)	10/05/2010	09/01/2011
	Communities Outreach worker	10/01/2011	
Dipesh Morjaria	Sexual Health Assistant	13/04/2010	
Simba Munyaradzi	Receptionist		30/04/2010
Julie Musonda	Social enterprise Delivery & Development worker		30/09/2010
	LhivE Coordinator	01/10/10	
Chaz Ram	Youth Project Worker		31/07/10
	Sexual Health Awareness (Young Person Focus)	01/08/10	
Tom Robson	Company Administrator		
Steve Sackett	Sexual Health Assistant	13/04/2010	
George Sanderson	Marketing Assistant	13/04/2010	10/10/10
	Pyramid Database Dev. and Marketing Worker	11/10/10	
Ravina Shemar	Sexual Health Assistant		16/07/2010
Khadija Suleman	Sexual Health Assistant		
Sunaina Sunaina	Administrator (Seconded: Tomorrow Together)	30/06/2010	31/07/2010
Matt Tomlin	Activities and Communities Development Worker		10/09/2010
Lisa Whelan	Direct Services Support and Advocacy Worker		
Sylvia Young	Receptionist	11/10/2010	
	Administrator (Regional African HIV Programme)	11/10/2010	



# Volunteers and Placements

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This year our volunteer base grew from 58 to 122 active volunteers. 64 volunteers have been recruited since April 2010. We couldn't have achieved what we have without them. Volunteers donated an average of 311 hours per month which includes time spent in the office and on location at various events throughout the year. The value of this at the current minimum wage would be more than £22,000.

Volunteers undertake a wide variety of training ranging from Food Hygiene and Voice Coaching to Film Making, and (City & Guilds) Understanding HIV, HIV Asylum and Immigration to the Impact of HIV on families and teenagers. In total, our volunteers have spent approximately 620 hours in training throughout the year.

We asked a few volunteers why they enjoy working with us, here's what they had to say:

## Gala

I feel that my skills are appreciated at LASS, from the beginning I was given access to training and the opportunity to voice my opinions and to take the initiative with new projects. I've been given the opportunity to work across all teams which has increased my confidence and developed my knowledge. I've met some really nice people, many of whom have become friends. HIV awareness has always been a cause close to my heart and I feel incredibly lucky to be able to help.

## Ken

I enjoy volunteering for LASS and I'm made to feel part of the team. My experience and life skills are put to good use helping others which is a bonus! I'm HIV positive and became unable to work several years ago (due to a non HIV illness), I'm an active person and prefer to be useful, and more importantly, feel useful to maintain my sanity and self-worth. Volunteering at LASS is very satisfying and it costs me nothing as my expenses are paid.

## Emily

I've been volunteering for LASS since October 2010. I like volunteering for LASS because living with HIV, I found myself interested in working and helping fellow colleagues also living with the illness. I want to work and educate people in the community of the awareness of living with HIV and that having this disease is not the end of world because life goes on.



*Gala, Ken and Emily*



# Trustees

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## Patrick Bowe

I was born and grew up in the Republic of Ireland. I am an Irish citizen and have lived in the UK since 1983 and in Leicester since 1986. I love living in Leicester and most of my friends and connections are in Leicester. I am an openly gay professional and I am a barrister practicing out of chambers in Nottingham. Before I became a barrister in 2000 I worked in catering and I trained as a hotel manager in Ireland before I left Ireland. I have lost some very close and dear friends to AIDS related diseases and I am motivated to involve myself as fully as I can in the life of LASS.



## Jo Chapman

My first visit to LASS was in 1996 when I attended an "HIV Information Day". At this time, I was taking "time out" from my retail business to study for a BA Honours Degree in Health Studies and was researching into what service provision was available for people affected by HIV. I became a LASS volunteer after completing the volunteer training programme in 1998. Since then I have been involved in fund raising and awareness raising events. I became a member of the Board of Trustees (Management Committee as it was known then) in May 2002, serving as Vice Chair for a period of two years before being elected Chair in March 2006 a position held until September 2011. I am now serving as joint Vice-Chair with Cathy Akabi-Davis.



## Cathy Akabi-Davis

I have been associated with LASS for the past eleven years. I was involved in the Fundraising and Events committee as well as being Vice-Chair for the Board of Trustees. Previously, I trained with VOCALLS Leadership programme which I have found to be a great asset. We covered everything from Strategic Planning to Governance to Fund Raising. Some of what I have learned I can put to good use in my every day life. I like to think that I can spread the word for LASS and make as many people as possible understand what we are about.



## Barbara Butler

I am a retired teacher with several years' experience of teaching English as a Second Language, although my initial qualification was in Food and Nutrition. I have been involved with LASS for over 10 years and started as a volunteer, helping to run the Tuesday drop-in and as part of the awareness raising team. In my role as a Trustee, my aim is to always consider the effect of any decisions we make, not only on the service users but also on the staff and volunteers. I am optimistic that the changes we have made have been beneficial to the organisation and have led to its performing a most valuable service today.



## **Bernadette Charehwa**

I came to LASS in 2006 deeply grieving the loss of a brother and sister-in-law. Being involved with the infected and affected has been very rewarding. I vowed to work with those who share the same vision as me, to see an end to this unnecessary claim of life by HIV. I am also involved in the Zimbabwean social groups and run my own charity for Zimbabwe orphans.



## **Lillian Nevins**

I became a volunteer for LASS eleven years ago, my particular roles are fund-raising and public awareness which I love and enjoy doing. Skills I feel I bring to the Trustee Board would be firstly, my own personal experience as a more mature person. Secondly, communication, listening, counselling skills, empathy, respect for others, understanding the needs, feelings of other cultures and cultural backgrounds



## **Rebecca Cameron**

I work at De Montfort Students' Union in the volunteering department. Part of my work is coordinating the sexual health clinic and being involved with LASS has opened up great opportunities for the students and for my own knowledge to be developed. The skills I can bring to the board are around volunteer management, project management and social policy.



## **Mahesh Mojaria**

An individual close to me is affected by HIV and this is one of the reasons I wanted to be involved in LASS. I am committed to raise awareness and to be involved with fundraising. I have skills in the accounting and finance sector and wish to put these to good use for a worthwhile organisation. I am currently Treasurer to LASS



## **Dr. Vincent Riley**

Vincent came to Leicestershire with his family in 1982. He was pleased to be appointed to a Consultant post in Genitourinary Medicine at the Leicester Royal Infirmary. This followed two spells working abroad in St. Lucia and the Seychelles – and a year in General Practice in Evesham. He has enjoyed every minute of his career which has spanned the history of HIV in Leicestershire, and having recently retired he wishes to continue to contribute to the community in a different way by supporting Team LASS as a Trustee. He says that he still has a lot to learn!



## **Joseph Chivayo**

I am an astute and charismatic professional with extensive hospitality and tourism management experience and currently working as a Lecturer in Travel Tourism and Hospitality management at a local college in Leicester. I have sharp business acumen and strategic planning with a passion to make a difference to the world and curb the spread and impact of HIV and AIDS, having experienced the devastation and impact of the effects to family and friends.



# Direct Services

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During the last year the Direct Services Team has continued to support people living with and affected by HIV. As well as the practical support we provide within the Direct Services Team we understand that HIV affects people physically, emotionally and socially. We work towards lessening these effects and help people to have a better quality of life.

During the last year the team has undergone significant staffing changes. Sadly we said Goodbye to Matt Tomlin and to Marion Lewin, Direct Services Manager. However in October we said 'Hello' to two new members of staff. Michael Loutitt joined us as an Individual Support and Well Being Worker and Drew Gunby was recruited to the post of Activities Worker. Julie Musonda, LhivE Co-ordinator, has now moved into the Direct Services office which has allowed us to work more closely together.



*Lisa attending Bagworth Health Clinic*

The 'Drop in' service has continued to increase in popularity. 81 different service users made 829 visits to drop in with an average of 10 service users per drop in session. The extension of the kitchen has made it easier to cater for the growing demand of people coming in to LASS for lunch. All generated income from donations and sales of lunches goes back into the LASS café to cover the cost of the ingredients. We are thankful to a team of volunteers for cooking excellent meals for us.

Activities that have taken place this year include; A day trip to Dovedale and Weston-Super-Mare, a Christmas Lunch including the making of Christmas decorations, a bowling trip and the launch of a Sunday Walking Group which takes place monthly.

The Direct Services Team has completed 317 home visits to 96 different service users. The work has included assisting 58 service users apply for correct benefit entitlement. 148 funding applications have been made. Successful outcomes have included acquiring items such as carpets, cookers, fridge/freezers, clothing and shoes, childcare costs, a mobile phone and baby items. We have not been able to rely on the same sources of funding as we have used in the past and have actively sought other charitable funds to help our service users.

We continue to visit people who become unwell and are admitted into hospital and we also maintain a presence on the Infectious Diseases Outpatients clinic and attend clinic appointments with service users who wish to have that support. Our strong links with the Community Nurse Specialists, Midwives, Medical Psychology, Pharmacy and HIV Specialist Dietician means that we are part of a multi-disciplinary team working around, and with the service user. Part of this work involves adherence and medication management. We regularly collect and deliver medication to some service users and work with them to address adherence issues.

We regularly welcome the Dietician to deliver sessions here at LASS. These sessions include one to one appointments, group discussions and activities where service users have been involved in making healthy smoothies and fruit kebabs!





*Sample Food Hamper*

We have had to make changes to the Foodbank scheme in the last year due to restraints in funding. Whilst the amount in vouchers has been reduced we are now able to offer a food hamper on collection dates thanks to the food provided by FareShare Leicester. Service users are able to choose from a selection of produce which includes fresh food. Over the last year 74 people have benefited from regular Foodbank payments. Feedback for this change in service has been very positive.

Towards the end of the year staff and volunteers carried out a 'Ring-Round' of all service users on the database. We spoke to over 200 people and will use their responses to shape our services in the next year. Pyramid our client management data base is used to record our work and the reports on the following pages provide more information about our work.

*Lucy Ball, Lisa Whelan, Drew Gunby and Michael Louttit*

## Mentoring

Since the end of October we have trained 5 new volunteer mentors who in turn individually have worked with 5 service users, some of who were new to us with new diagnosis, and some were existing service users. The training was resourced from the Mentoring and Befriending Foundation, a nationally recognised government funded and accredited organisation.

We also have the exciting opportunity to deliver one on one support with HIV positive, Hepatitis B and C and Co-Infected prisoners one day per week at Leicester Prison. This year we aim to determine the demand for Hepatitis B, C and co-infected support groups. We envision this group may provide one to one peer support both formal and informal, telephone support, an information system as information for those with a chronic Hepatitis diagnosis is very patchy and sometimes almost non-existent, also 1-1 home visits and support, but this will only take place after all volunteers have undertaken appropriate training.

*Michael Louttit*



*Volunteer mentors:  
Andy, Rachael and Tasha*



# LhiveE

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LhiveE is a group of people from Leicester, Leicestershire and Rutland who are living with HIV. We aim to realise the rights and responsibilities of people living with HIV, representing our needs and rights in decision making processes that affect our lives and shaping responses to services provided. We have generated some of our own income to provide additional services to those provided by LASS. We are based at LASS and provide peer led support, group discussion, volunteering, training opportunities, retreat weekends, positive speakers and much more for people living with HIV by people living with HIV who are well placed to understand each of their needs.

Openly acknowledging HIV positive status begins to demolish some of the myths and conceptions about HIV and those who live with the condition. Disclosing your HIV status can be an empowering process and starts to educate others about living with the condition, in many cases, this can also help combat stigma, discrimination and ignorance. We realise that it's not possible for everyone to disclose, and we fully understand and respect each person's individual circumstances and choice.

And Wow! it's been quite a year for us! From the embryonic ideas of 3 LASS service users to becoming a nationally recognised group of peer supporters in one year! With the help of LASS's CEO, the Board of Trustees, staff, volunteers and most importantly, service users, LhiveE surged ahead. From its origins as a volunteer led workgroup, LhiveE now has its own dedicated paid member of staff, funded by the Lloyds TSB Foundation. We also managed to get some funding from the European Social Fund during the year.

## *Julie Musonda*



*LhiveE members on a day trip to Hunstanton*



## Service User Outcomes

We use our database tool, Pyramid, for monitoring, evaluating and reporting our work with Service Users. We report on the outcomes from the Government Report 'Our Health Our Care Our Say'. The following table identifies the number of each of the different outcomes delivered during the year, with the hours and outputs to achieve these in the tables below.

<b>Outcome</b>	<b>Leicester</b>	<b>Leicestershire</b>	<b>Other</b>	<b>Grand Total</b>
Health and Emotional Wellbeing	3393	620	492	4505
Quality of Life	20	3	2	25
Make a positive contribution	41	10	1	52
Increase Choice and Control	89	16	13	118
Free from Discrimination	151	44	1	196
Economic Wellbeing	890	78	131	1099
<b>Totals</b>	<b>4584</b>	<b>771</b>	<b>640</b>	<b>5995</b>

As expected the main area of our work with service users is about health and well-being. Issues of economic well-being are also significantly higher than the remaining outcomes.

### LASS Output

	<b>hours</b>
One to one support	3095
Attended Services Offered by LASS	1026
Provided Food / Clothing	936
Volunteering	191
Provided Complementary Therapy	165
Provided help with transport	164
Social Events Attended	158
Assisted with benefits/grants/money	112
Other Support Categories	66
Health Support	53
HIV Education and Training	52
Family Support	11
Housing Support	7

Top Agencies we refer to are:

Open Hands  
Other LASS Services  
Catch 22  
Baby Gear  
LRI Dietician  
Toys On The Table  
The Race Equality Centre  
Social Services  
GPs

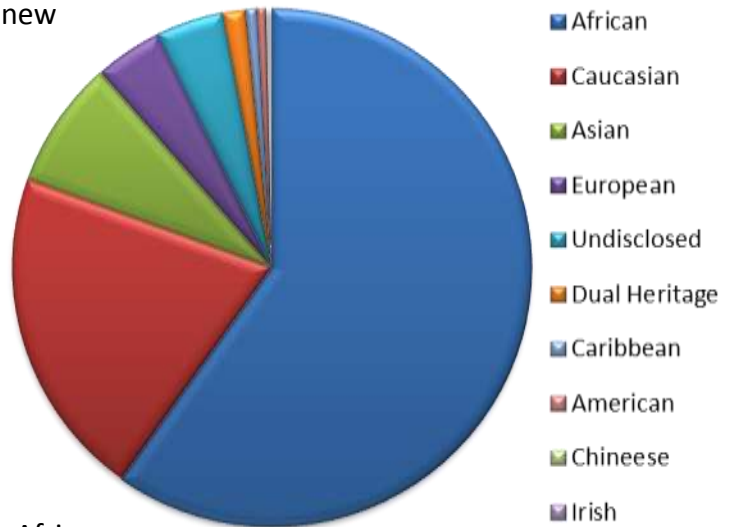
In addition 6 individuals were supported with counselling by volunteer counsellors.

Pyramid, our database reporting tool, has been developed and evolved over the year to provide additional functions and reporting capabilities. It has been boosted by a University of Leicester Innovation Partnership through the LASS Social Enterprise Company – Well for Living. We recognised that Pyramid may be a resource that other voluntary and community groups could benefit from so used the Innovation Partnership to establish a 'route-to-market' for a robust, customisable and scalable solution which supports the health and well-being needs of HIV-positive users. Once developed, it is anticipated that it can be commercialised and licensed to the health and social care sector. The Innovation Partnership with University of Leicester gave Well for Living staff access to specialist strategic academic expertise.

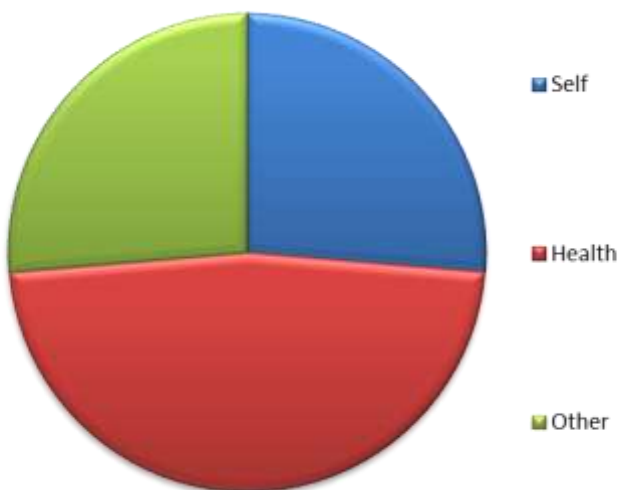


# LASS Service Users – in Numbers

This year, LASS welcomed and supported 57 new service users whilst continuing to provide support for our existing 498. We support 37 people under the age of 18 and 12 over the age of 65. We have 91 more women than men and the total number of people we support is 555, of which, 412 are from Leicester, 111 from Leicestershire and 4 from Rutland. We also supported 28 individuals who were of no fixed abode or who moved to be outside the County.

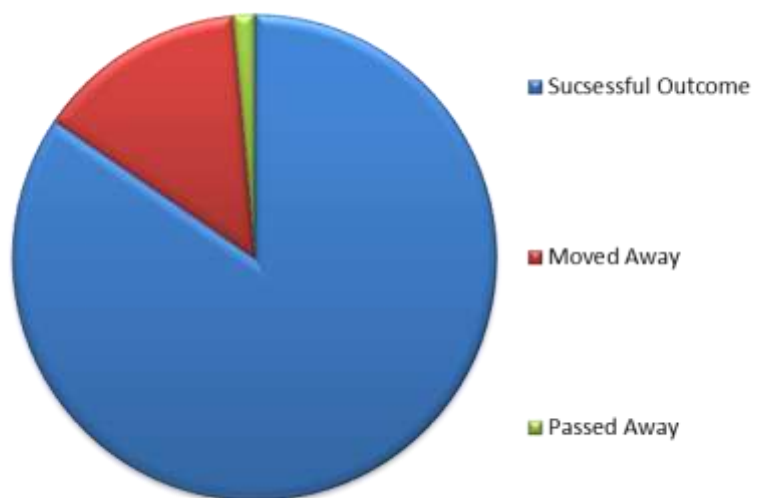


Our largest ethnic group comprises 237 black African women. 85 service users have some form of disability in addition to HIV.



Of the 57 new service users we welcomed, 15 referred themselves, 27 were referred by the health services and the remaining 15 were referred by other local services within Leicestershire. On average, it took 3 days from being referred to LASS beginning service provision. All of the 57 new referrals continue to receive support services from LASS.

207 People discontinued services with LASS from the previous year. This is because 175 had a successful outcome via LASS services and signposting. 29 people moved out of our area and sadly, 3 people died.



If you're interested in finding out more about our numbers and statistics, we can provide you with a complete breakdown.



# Sexual Health Promotion 2010 - 2011

## Key achievements:

- 23,311 male condoms and 218 female condoms distributed to different groups.
- Stall, information and volunteers at 60 events around the city and county
- 77 formal training and awareness sessions – providing information and increased awareness to approximately 1510 people across the city and county.
- 50 second advert to promote HIV testing produced and launched on several websites
- Outreach Van – funding awarded by Gilead (led by Well for Living) - used for HIV testing and promotion at events and festivals.
- NAHIP funding award (in conjunction with Well for Living and regional partners AISD and Derbyshire Positive Support). NAHIP delivery included 12 sessions to 340 people and 4 events, 3 in Leicestershire and 1 in Corby.
- Canon Gideon Byamugisha event and conference for local and regional communities, under the NAHIP contract.

These statistics show a significant increase to last year – helped by the excellent support of our volunteers and the Future Jobs Fund staff who supported sexual health promotion activities. LhivE at LASS also provided important contributions – delivering talks about Living with HIV and promoting HIV testing. These groups provided valuable assistance, getting involved in all aspects of Sexual Health promotion and HIV awareness raising and testing. The number of volunteers has increased again and includes several HIV Positive people as well as people from many of the different communities in Leicester and Leicestershire.



*Volunteers on Event with the Sexual Health Team*

## Key areas of work during the year:

Our work has a strong community focus – increasing knowledge about HIV within different communities in Leicester, Leicestershire and Rutland who do not have good awareness about HIV, HIV services and the benefits of knowing HIV status. It is important to create HIV ‘friendly’ and knowledgeable communities – so that people can talk about it more openly and feel supported and not stigmatised.

We worked with African communities; faith communities; schools, colleges, universities and community youth centres; offenders and

associated workers; hostel staff and clients. We delivered training programmes in various disciplines e.g. Rapid HIV testing; HIV, stigma and discrimination; Hepatitis, Medication, and specialist sessions about HIV and the different organs.

Some of the work with African Communities was funded by the NAHIP contract, including the event with Canon Gideon Byamugisha. This is a contract awarded to a newly formed East Midlands African HIV partnership, where LASS is one of the 3 main delivery partners. The work on a contraceptive leaflet for People with Learning Disabilities was funded by the County PCT. We also provided on-going support at The Freedom Project for young Afghani males, run by the Project.



# HIV Awareness and Sexual Health Promotion this year

A snapshot

## Muslim Communities

Through the outreach work this year we have strengthened relationships and links now exist with the following groups: Sisters for Islam, Leicester Islamic Medical Association (LIMA), Fatima Group, and Somali Development Services. We use these links to promote LASS and HIV testing through sessions or health fairs such as the Kidmah. Outreach work included: The Islamic Awareness Event Central Mosque, Sisters for Islam coffee mornings and Saturday monthly events, and sessions at Somali Development Services.

## Zimbabwe Association:

Members of the Zimbabwe Association have been trained in basic HIV, medication, stigma and discrimination and Rapid HIV testing and now support the testing service at LASS. They are empowered with this skill and many of them want take it back to Zimbabwe when they return as well as promoting knowledge, will and power to the community in Leicester. One key leader works in collaboration with Congolese and Tanzanian champions and they have created African Development Project Services (at LASS).

## Leicestershire Congolese Mutual Group:

The Leicestershire Congolese Mutual group has been very active – participating in training sessions and becoming empowered with knowledge and skills. They promote HIV awareness and testing, as well as condom use and the importance of condom size, in their communities. One of their champions has worked with a Tanzanian champion and facilitated HIV awareness campaigns in African pubs and clubs as well as event at ASDA in Lutterworth. One of the members organised a successful health event at LASS, including talks about HIV and testing.

## Somali Community:

We have links with Somali Development Services and deliver sessions to the women about 3 or 4 times a year. We are developing links with other Somali groups in the city to increase knowledge and awareness and to work with the young people.

## Barbershops and African Pubs / clubs;

We have set up arrangements with two African barbershops to provide condoms and leaflets about HIV and HIV testing. Sometimes we also provide one to one advice. We also had arrangements with 2 African pubs/clubs in Leicester – providing condoms and leaflets. The plan is to develop awareness campaigns in these clubs.

## Football Teams:

We are developing relationships with different African football teams – to promote HIV awareness and testing at practice and matches. The outreach van is ideal for this.

## Children and Young Peoples Services

Many young people learn about and receive their knowledge on sexual health from their peers, this can be false information and many times they believe in the myths of sexual health and HIV/AIDS. We deliver is designed to dispel these myths and to reinforce the realities of sexual health and HIV/AIDS. We have reached a record number of young people's services, with young people from 11 to 25. Sessions have taken place in many settings, such as schools, colleges and youth groups. The sessions were planned with the curriculum in mind and linked to PSHE and SRE.



The sessions are informal educational and fun. Training sessions cover, Sexuality, Gender, Travelling abroad, Condom Teach, Cultural Issues, Taboos of HIV/AIDS, Myths and Realities. Young people's evaluations have ensured that training sessions are developed to cover issues facing young people. City and county council young people's departments are supportive in promoting these sessions.



*Canon Gideon with LASS*

### **Canon Gideon Byamugisha visit to Leicester:**

Rev Canon Dr Gideon B. Byamugisha is an ordained priest in the Anglican Church of Uganda. In 1992, he became the first African religious leader to openly declare his HIV-positive status. He has since devoted his life to an AIDS ministry which has taken him to over 40 countries in sub-Saharan Africa and many other parts of the world. Gideon is driven by a passion for the dignity and rights of all people, especially those marginalised, stigmatised and discriminated against because of their HIV positive status.

Canon Gideon visited Leicester on Friday 18th March and led the event, inspiring people with his insight, experience and anecdotes. Workshops were delivered by people from different communities, covering topics relating to HIV, stigma and condom use. More than 70 people participated, all finding sources of motivation and inspiration.

An African Bishop in Leicester, Bishop Jonas, got involved on this day, and has decided to work with the communities, LASS and his pastors about HIV and stigma.











*Staff, Volunteers and Trustees attend stalls together*

### **WORLD AIDS DAY (WAD)**

WAD is a very important and significant day in our work calendar. The day commemorates the people who are affected and infected with HIV across the globe. LASS was involved with a number of events like the Market Stall, Zimbabwe Association Party, Tea Party with the Lord Mayor and many events at universities, schools and colleges. This was one of the coldest World AIDS Days we have experienced with snow falling and ice on the ground.

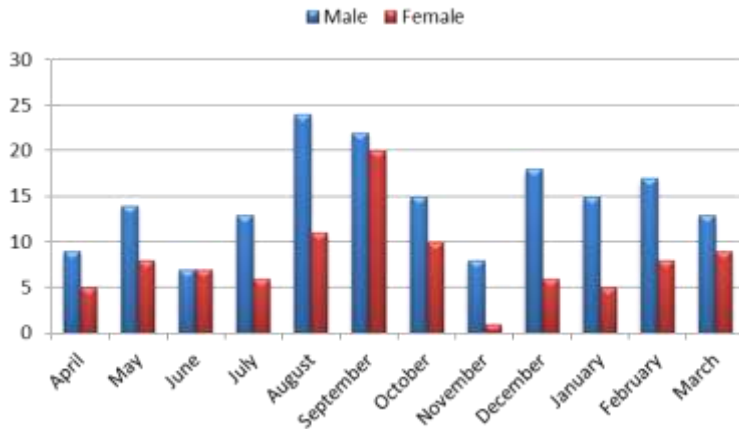
### **A selection of the festivals and events we attended:**

- |   |   |
|---|---|
|  Riverside Festival                  |  The Belgrave Mela             |
|  Leicester Gay Pride                 |  Summer Sundae Weekender       |
|  Braunstone Community Festival       |  Leicester Caribbean Carnival  |
|  Bradgate House Hostel Health events |  African Community Health fair |

**Eric Gore, Sadiya Mohammed, Chaz Ram, Khadija Suleman, Steve Sackett, Dipesh Morjaria and Celia Fisher**



# LASS Rapid HIV Testing Service 2010 - 2011



**Rapid HIV Testing by Gender April 2010 to March 2011**

The Rapid HIV testing service was started on 1st June 2009 and uses the Insti™ HIV-1 HIV-2 Rapid HIV Antibody Test. This produces a result within 1 minute of the blood being taken from the client using a fingerpick test, after the pre-test discussion.

## Summary Information

- 🚫 Rapid HIV Tests delivered from April 2010 to March 2011: 271
- 🚫 Total Rapid HIV tests delivered since June 1st 2009: 428
- 🚫 Reactive tests (new diagnoses): 2 this year and 2 last year. These people were referred on to GUM for their second test which confirmed the diagnosis.

If the person has a negative result information is provided about where to get STI screening if appropriate and the person is provided with safer sex information and condoms. A few already diagnosed HIV positive people requested a Rapid HIV test during the year to see their blood make the result, to help them accept their diagnosis. These cases are not recorded in the statistics presented here.

## Key changes and developments during the year include:

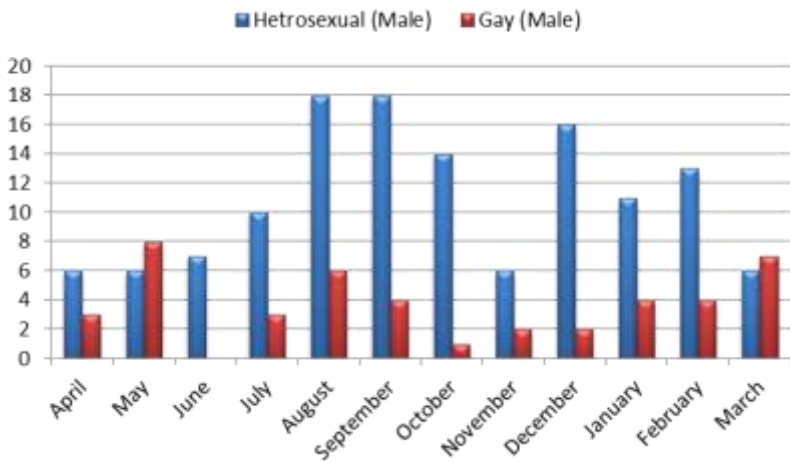
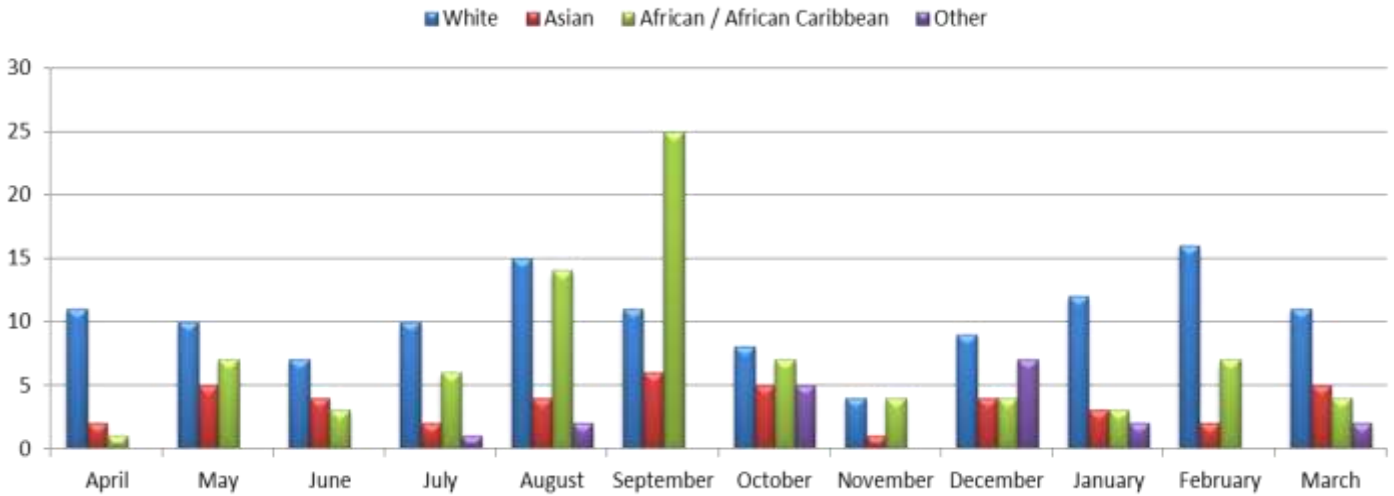
- 🚫 The testing was delivered from an outreach Van (funded by Gilead) at Caribbean Carnival and Summer Sundae with great success.
- 🚫 Setting up regular reviews of reactive test pathways and protocols with GUM. The referral process was altered to include faxing the referral form to GUM.
- 🚫 Updates to the record form following reviews with testers, the HIV Clinical nurse specialist and GUM.
- 🚫 Implementation of refresher training for people who have not delivered tests within a 3 month period, as recommended by the May 2010 clinical governance meeting. The tester's name is recorded on each test record sheet.
- 🚫 We use the Rapid HIV testing training as a way motivating people to get tested by empowering people from the different communities with a skill instead of just getting a test. Four cohorts of people have been trained this year. Many of the people who take this training are not currently delivering tests but are active in their communities raising awareness and promoting testing – because they understand the issues about testing, how to talk to people, the benefits of knowing HIV status etc.. Some of this work is funded by the NAHIP regional programme coordinated with agencies from Nottingham and Derbyshire.



*Eric, in the van, ready to test during an outreach session*



The following graphs show some demographic information about the people who have been tested by LASS over the year:



It can be seen that the highest number of tests were carried out in August and September, with high(er) numbers of Africans accessing testing at this time. We delivered community empowerment using the Rapid HIV testing training to people from the Zimbabwe and Congolese communities during this time and many people decided to take the test as part of the training. We do not insist that people take a test but we do highly recommend it – and so far only 2 people have decided not to do it. In the early stages of our testing

programme we did not record these tests in our testing statistics, but because of the way we use the training we do now record the people in this training who have not had a test previously with LASS or have not had one in this country.

About 25% of the males who take the Rapid HIV test are Gay / MSM or bisexual. It can be seen that about 2/3rds of the people who access this service are males.

**Celia Fisher**



# LASS Online



Over the last year, our website has seen 7538 visits by 4902 different people from 89 different countries with Belgium, the United States, Iran and China being in the top 5 after the UK. Nearly 63% of people who visit the website are new visitors, viewing our services for the first time. People using our HIV testing service report they came because they have seen it on our website, just Google “HIV Test Leicester” and you’ll see us at the top of the page!

We like to stay informed about HIV and other Sexually Transmitted Infections and Sexual Health news and information from around the world. In March, we began to collate some of the most interesting stories and published them via our online blog, located at:

<http://blog.lass.org.uk>. We’ve made it really easy for you to keep up to date using email, Twitter (@lassleics) or Facebook. From its inception mid-February to the end of March 2011 it had already received 475 views and we hope it continues to go from strength to strength.


Our updates include regular commentary, descriptions of events, news and multimedia items such as videos, picture and music, along with community news from Leicester, Leicestershire and Rutland and our own exciting news and events which you may like to hear about.

We believe our blog delivers information to you quicker and more effectively than traditional paper newsletters. It also helps the environment and reduces the cost of our postage. We hope you enjoy our news and information.

**Tom Robson**



**STAY UPDATED**

FOLLOW US ON 

or subscribe via email



# Treasurer's Report and Accounts

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We present our accounts for the year 2010-11. Once again our most significant funders were the local PCTs, local authorities and Supporting People. In addition, substantial grants were made by the Future Jobs Fund, Hardship Fund, Gilead Sciences, NLDC and Lloyds TSB. This extra funding, along with the income from some smaller grants enabled LASS to expand the scope of our activities. Specifically, to continue to develop the social enterprise, to work with regional partners funded by AHPN as part of a new East Midlands African HIV Partnership, to support delivery of the LhivE project, to increase our capacity by creating temporary job opportunities, to set up a mobile HIV testing initiative in Leicester, and to work with new groups of people.

We also raised money for Foodbank, David Manley Hardship Fund, Tim Aubrey Complementary Therapies Fund, Winnie's Fund for Children and the LASS Café, and almost £24,000 was spent on these funds. During the year Lillian's Fund was set up to promote and finance Service Users events and activities.

We would like to give special thanks to the individuals and organisations who have supported us financially by their generous donations this year:

- |   |   |   |
|---|---|---|
|  Age Concern                       |  Groby Ladies Fellowship     |  Participants & Sponsors in our sponsored walk |
|  Andrew Hill                       |  Helen Smith                 |  Patrick Bowe                                  |
|  Anonymous donors                 |  Jane Thompson              |  Peter Burley                                 |
|  Bossa                           |  Jean Milner               |  Philip Parkinson                            |
|  Celia Fisher                    |  Jennifer Rance            |  Phillippa Taylor                            |
|  Charles Freer School of Nursing |  Jenny Hand                |  Rainbow and Dove                            |
|  Choices Café                    |  Ken Wragg                 |  Ron Mitchell                                |
|  Creative Support Parkside       |  Leicester College         |  Rosemary Counsell                           |
|  Cuisine of India                |  Leicester Secular Society |  Ruth Stockdale                              |
|  CWF Group                       |  Lesley Clarke             |  Samworth Brothers                           |
|  De Montfort University Students |  Loughborough College      |  Sheila Plant                                |
|  Diptika Kightley                |  Lyndsey Hammett           |  University of Leicester students            |
|  Dr Vincent Riley                |  Margaret Morgan           |  William Bradford                            |
|  Eileen Smith                    |  Marie Fisher              |  Community College                           |
|  Florence Turner Trust           |  Marlene Pyke              |   |
|  Fred Davis                      |  Matt Tomlin               |   |
|  Gareth Miller                   |  Maxine Jethwa             |   |
|   |  NIACE                     |   |



# Report of the independent auditors to the members of Leicestershire AIDS Support Services

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## **Independent Auditors' Report to the trustees of Leicestershire AIDS Support Services**

We have audited the financial statements of Leicestershire AIDS Support Services for the year ended 31st March 2011 which comprise Statement of Financial Activities, the Balance Sheet, and the related notes. These financial statements have been prepared under the accounting policies set out therein [and the requirements of the Financial Reporting Standard for Smaller Entities (effective April 2008)].

This report is made solely to the charity's trustees, as a body, in accordance with Section 43 of the Charities Act 1993 and regulations made under section 44 of that Act. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and its trustees as a body, for our audit work, for this report, or for the opinions we have formed.

## **Respective responsibilities of trustees and auditors**

The trustees' responsibilities for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the Statement of Trustees' Responsibilities.

We have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under section 44 of that Act. Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view and are prepared in accordance with the Charities Act 1993. We also report to you if, in our opinion, the information given in the Trustees' Annual Report is not consistent with the financial statements, if the charity has not kept sufficient accounting records, if the financial statements are not in agreement with those accounting records or if we have not received all the information and explanations we require for our audit.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it.

## **Basis of audit opinion**




We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the trustees in the preparation of the financial statements and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.



We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

## Opinion

In our opinion the financial statements:

-  Give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice of the state of the charity's affairs as at 31st March 2011 and of its incoming resources and application of resources for the year then ended; and
-  Have been prepared in accordance with the Charities Act 1993.
-  Comply with regulation 8 of the Charities (Accounts and Reports) Regulations 2008.

David T Mayfield – Senior Statutory Auditor  
Mayfield & Co  
Chartered Accountants and Registered Auditors.  
2nd Floor  
27 The Crescent  
King Street  
Leicester  
LE1 6RX

18th August 2011



# Leicestershire AIDS Support Services

## Statement of Financial Activities

FOR THE YEAR ENDED 31st MARCH 2011

	Unrestricted Funds	Designated Funds	Restricted Funds	Total 2011	Total 2010
<b>Summary Income &amp; Expenditure</b>					
<b>Incoming Resources From Generated Funds</b>					
Grants	421,975	-	144,691	566,666	470,626
Donations	6,503	-	3,877	10,380	11,784
Fundraising	5,029	-	-	5,029	8,572
Investment Income - interest received	6,544	-	-	6,544	4,268
<b>Total Incoming Resources</b>	<b>440,051</b>	<b>-</b>	<b>148,568</b>	<b>588,619</b>	<b>495,250</b>
<b>Resources Expended</b>					
<b>Direct Charitable expenditure:</b>					
Service Delivery	246,589	-	169,207	415,796	324,357
Support Costs	140,585	-	-	140,585	166,013
	387,174	-	169,207	556,381	490,370
Governance	21,885	-	-	21,885	23,454
Costs of generating funds	-	-	-	-	182
<b>Total Resources Expended</b>	<b>409,059</b>	<b>-</b>	<b>169,207</b>	<b>578,266</b>	<b>514,006</b>
<b>Net Incoming Resources</b>	<b>30,992</b>	<b>-</b>	<b>(20,639)</b>	<b>10,353</b>	<b>(18,756)</b>
Transfer between reserves	(25,047)	-	25,047	-	
Balance Brought forward	1,636	178,000	25,458	205,094	223,850
<b>Balance carried forward as at 31st March 2011</b>	<b>7,581</b>	<b>178,000</b>	<b>29,866</b>	<b>215,447</b>	<b>205,094</b>



# Leicestershire AIDS Support Services

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## Balance Sheet










As At 31st March 31st 2011

	31/03/2011 £	31/03/2010 £
<b>Tangible Fixed Assets</b>		
Freehold Property	397,500	397,500
	<hr/>	<hr/>
	397,500	397,500
	<hr/>	<hr/>
<b>Current Assets</b>		
Debtors and prepayments	8,686	10,649
Cash at bank and in hand	263,912	351,066
	<hr/>	<hr/>
	272,598	361,715
<b>Creditors: Amounts Falling Due Within One Year</b>	<hr/>	<hr/>
	57,151	156,621
<b>Net Current Assets</b>	<hr/>	<hr/>
	215,447	205,094
	<hr/>	<hr/>
<b>Total Assets Less Current Liabilities</b>	<b>612,947</b>	<b>602,594</b>
	<hr/> <hr/>	<hr/> <hr/>
<b>Represented By</b>		
Capital Fund - Permanent Endowment Fund	397,500	397,500
Designated Funds	178,000	178,000
Unrestricted Funds	7,581	1,636
Restricted Funds	29,866	25,458
	<hr/>	<hr/>
	<b>612,947</b>	<b>602,594</b>
	<hr/> <hr/>	<hr/> <hr/>



# Looking forward - our strategic objectives

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-  Ensure people living with HIV have access to relevant services to meet their needs and to enhance their health and well-being.
-  Address the changing challenges of providing services to people living with HIV in the City, County and Rutland, for example in relation to ageing, dementia and mental health issues.
-  Empower people with HIV to encourage and enable involvement in managing, planning and delivering the services LASS offers across the organisation.
-  Build on existing work in the prevention and awareness of HIV, provision of community Rapid HIV testing and the promotion of positive sexual health including challenging stigma and discrimination for all communities.
-  Continue to improve the range of relevant and accessible services and information about HIV, Sexually Transmitted Infections, and Hepatitis, including the importance of HIV testing.
-  Expand the network of partner organisations we work with to assist in developing our work.
-  Continue to increase and diversify our funding streams including the development of LASS Social Enterprise to ensure LASS charity continues to flourish.
-  Address the health inequalities and poverty faced by many people living with HIV in Leicester, Leicestershire and Rutland.
-  Campaign to raise the profile of HIV/AIDS and our work at LASS.





- Well for living is the trading name for the company called LASS Social Enterprise Ltd, a company limited by guarantee, registered in the UK, company number 7201000.
- The purpose of the company is to trade with an aim to make a profit to transfer back to its parent charity, Leicestershire AIDS Support Services.
- If you are interested in our developments people, please see our website [www.wellforliving.co.uk](http://www.wellforliving.co.uk)

## Affordable Meeting and Training Rooms at LASS



Our spacious, brightly lit dual room with meeting/training facilities at one end and a comfortable lounge/refreshment area at the other provides the perfect environment for board meetings, training sessions, workshops and general meetings for up to 30 delegates and it is available for you to hire. For your convenience, you can connect your existing laptop (or hire ours) to our smart board. We also offer stationery and have lots of space on the walls to display your content.

Our dual room is perfect should you wish to split your delegates into two groups allowing you to collaborate in teams and return to the main room for discussion. The room can be set up and organised in a variety of ways from conference/meeting style with tables, to rows of chairs or an informal style. If you wish, we can organise lunch for you and have it delivered to the room if arranged with us in advance.



### Hire Costs

Weekdays 9am-5pm	Main Training Room	Extra Room	Non-Profit Discounts
All day	£140	£50	£105.00 / £37.50
Half day	£75	£30	£56.25 / £22.50
Hourly	£25	£10	£18.75 / £7.50

- Discounts available for repeat and long term bookings
- Other terms may apply, please contact us for further pricing

