Warwickshire Vision Support

Annual Report Summary 2015/16

Warwickshire Vision Support is the operating name of Warwickshire Association for the Blind
A company limited by guarantee. Registered in England and Wales No 6511954 Charity Registration No 1123220
Vision: A world where sight loss is not a barrier to life.

Mission: To improve the quality of life of visually impaired people in Warwickshire and Coventry by:

• Helping people come to terms with vision loss
• Developing accessible advice, information and support services which enable visually impaired people to have more choice, greater independence and healthier lifestyles

What we do...

The Association provides registration and rehabilitation services to people with a visual impairment in Warwickshire under a Service Level Agreement with Warwickshire County Council. In addition the Association provides a range of charitable support services aimed at combating isolation and improving the quality of life for visually impaired people living in Warwickshire and Coventry.

We do this by:

• Teaching new skills to improve mobility in the community and safety in the home
• Providing access to advice and information through our Vision Support Centres, Advice Desks and Magazine
• Reducing isolation with Home Visitors and a network of clubs and groups
• Promoting social inclusion through IT Training and Advocacy.
The support I have received has given me confidence, resilience and independence. Don't let sight loss limit your vision!
Officers & Board Members

Dame Judi Dench
Patron

President: Peter Joslin DL QPM, BA
Vice Presidents: Al Fellowes, Judy Murdoch, Avril Wiggins

Peter J Soles
Chairman

Howard Burgess
Vice Chairman

Lesley Edwards
Treasurer

Kath Phelps
Secretary

Rosemary Went
Member

Philip Austin
Member

Heather Fairbairn
Member

Richard Orme
Member

Jeffrey Perry
Member

Steve Plumpton
Member

Robert Ballinger (Retired 24 Sept 2015)
Tony Thompson (Retired 24 Sept 2015)
<table>
<thead>
<tr>
<th><strong>Operating Name</strong></th>
<th>Warwickshire Vision Support</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Registered Name</strong></td>
<td>Warwickshire Association for the Blind</td>
</tr>
<tr>
<td><strong>Charity Reg No:</strong></td>
<td>1123220</td>
</tr>
<tr>
<td><strong>Governing instrument</strong></td>
<td>The Association is a Company Limited by Guarantee. Registered in England &amp; Wales No. 6511954. The Memorandum of Association and the Articles of Association comply with The Companies Act 2006. The Company was formed on 1 April 2008.</td>
</tr>
<tr>
<td><strong>Directors/Trustees</strong></td>
<td>The Board of Directors/Trustees is listed on page 4.</td>
</tr>
</tbody>
</table>
| **Registered office** | 5 Charles Court  
Budbrooke Road  
Warwick  
Warwickshire  
CV34 5LZ |
| **Bankers** | Lloyds Bank  
Warwick Branch  
12 Swan Street  
Warwick  
CV34 4BJ |
| **Auditors** | Dafferns LLP  
One Eastwood  
Harry Weston Road  
Binley Business Park  
Coventry CV3 2UB |
| **Investment Managers** | Barclays Wealth & Investment Management  
One Snowhill  
Snow Hill Queensway  
Birmingham  
B4 6GN |
The Directors/Trustees submit their annual report and the audited financial statements for the year ended 31 March 2016. The Directors/Trustees have adopted the provisions of the Statement of Recommended Practice (SORP 2015) “Accounting and Reporting by Charities” (FRSSE) in preparing the Annual Report and Financial Statements of the Charity.

The Charity was established in 1911. It is an incorporated association being a Company Limited by Guarantee governed by its Memorandum of Association and Articles of Association.

**Directors/Trustees’ Responsibilities**

The Directors/Trustees are responsible for preparing their report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards.

Company law requires the Directors/Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the Directors/Trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP 2015 (FRSSE)
- Make judgements and estimates that are reasonable and prudent
- State whether applicable U.K. Accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

**Financial Review**

This year saw a deficit after investments of £55,460 compared to a deficit last year of £25,423. Last year’s deficit was the result of a conscious decision to divert fundraising resources into the organisation rebranding.

This year, the deficit is largely due to market forces that have adversely affected our investment portfolio of £691,381 - a realised loss on our investments of £23,842 combined with an unrealised loss on investments of £9,969 represented 62% of the deficit. The Association continues to take a medium risk approach to our investments.
The dividend income has increased by £859. This income goes towards offsetting the Association’s premises costs.

The remaining deficit was incurred through the carefully considered expansion of the Eye Clinic Advice Desk Service and the consolidation of the IT service.

There was also an exceptional purchase of £23,352 to replace our obsolete computer servers – the system could no longer accommodate the growing staff team and after nearly 10 years of use we could not guarantee the stability of the system. This long term investment is designed to future proof the Association well into the next decade.

On a positive note, income increased by £52,813 thanks in large part to almost £100,000 donated as Legacy Gifts. The Board would like to thank these generous people who left a legacy to Warwickshire Vision Support so that others can continue to benefit from our services.

Although we have incurred a deficit this year, we are reassured by the fact that expenditure on services from our free reserves was the product of a carefully planned strategy to increase our impact and expand our reach.

Reserves Policy

The Directors/Trustees have decided to continue with the policy of maintaining the equivalent of twelve months’ expenditure in free reserves.

The free reserves at 31st March 2016 amount to £186,945, down by £3,824 on the previous year.

Our Designated Reserve stands at £600,883. The majority being generated from the sale of the George Marshall Centre in Warwick. Income from this reserve provides funds which are offset against the cost of our premises. Given the continuing instability of the international economy, the Board remains convinced that its decision to delay purchasing office premises is in the best interests of the long term financial health of the Association.

Auditors

The Board intends to reappoint Dafferns LLP as its auditors.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.
I am pleased to report that Warwickshire Vision Support has enjoyed another successful year, providing quality services to our members and developing new and innovative services that will meet the needs of visually impaired people in the future.

In 2016, the Service Level Agreement (SLA) for Registration and Rehabilitation Services with Warwickshire County Council comes up for renewal. We have operated the SLA for more than 30 years but now, as a result of new Government guidelines, the SLA must be put out to tender - I would like to assure you that we will do everything in our power to retain the contract and maintain continuity of service.

For Warwickshire Vision Support, providing Registration and Rehabilitation Services is fundamental to our approach. We believe in offering a holistic service that supports you from the point of diagnosis, through the rehabilitation process, to the social and practical support that our volunteers provide at home and across our network of services.

To maximise our impact, we design our services to be closely integrated so that a visit to a Vision Support Centre (Drop-in) can help you with a magnifier, a rehab referral, an equipment purchase or some IT training - a one-stop shop for all your sight needs.

I am also happy to report that once again we have been accredited with ISO 9001 and ISO 14001. This accreditation is a great indicator that we have robust systems in place that help us to meet your needs as efficiently and effectively as possible.

Finally, I would like to thank our staff team for their hard work and commitment and thank our 300 plus dedicated volunteers who give so much to support our activities. Your generosity sustains us.

As Chairman, I would like to thank the Members of the Board for their time, energy and expertise over the last year.
Innovation

Over the last few years, we have been looking at how we can reach people living with sight loss earlier in their eye care pathway so they can better maintain their skills, their confidence and their independence.

I am happy to report that we have just received 3-year funding to establish an Eye Clinic Advice Desk and My Sight Groups in Nuneaton, thanks to the Big Lottery Fund. The My Sight groups will support people newly diagnosed with sight loss, enabling them to talk with others in similar circumstances whilst learning about the benefits of registration and rehabilitation, receiving information about their particular eye condition, and finding out about local services, training opportunities, specialist equipment and benefits entitlement.

We are also planning to establish an Advice Desk at the new Stratford Eye Clinic when it opens later in the year thanks to funding from Stratford Town Trust. It is our intention to create an Advice Desk at each eye clinic in the county. These will be our first point of contact with people in the early stages of losing their vision and will enable us to provide support whilst they have the confidence and usable vision to learn new skills more easily.

I am also pleased to report that the new Advocacy Groups that we established this year have already started to address some of your most pressing needs. We have local campaigns addressing street furniture and pathway parking and of course we are all very happy that the Government has had a rethink about Personal Independence Payments.

I would just like to say a big thank you to our staff team and volunteers without whom we would not be able to offer you the service you need.
The Rehabilitation service received a total of 995 referrals in the last year, a 5% increase on the previous year. A further 223 people were added to the County Register for People with Severe Sight Loss (Blind) and Sight Impaired (Partially Sighted).

The total number of people Registered Blind or Partially Sighted in Warwickshire now stands at 2,164 - 48% (1,039) are registered blind and 52% (1,125) registered partially sighted.

Geographically, this can be broken down in the following way: Nuneaton 613 (28%), Mid Warwickshire 531 (25%), Rugby 405 (19%), South Warwickshire 404 (19%) and North Warwickshire 211 (9%)

This represents a 20% reduction (552 people) in the total number of people registered blind or partially sighted over the last 5 years - a symptom not of reducing numbers of people living with sight loss but a reduction in those being referred through the Certificate of Visual Impairment process. This is borne out by a corresponding 14% increase in the number of referrals over the same period.

Furthermore, it is estimated that there are up to 17,410 people in Warwickshire living with sight loss who are not yet eligible for registration. (RNIB Sight Loss Data Tool) Many of these people are also in need of our support.
Vision Support Centres

This year we have continued to expand the services available at your local Vision Support Centres and we are pleased to report that the number of visits we have received in the last 12 months has increased to 3,882.

There were 280 sessions provided last year across the 7 Vision Support Centres providing access to equipment, advice and information, exhibitions, presentations and IT training.

We are now offering monthly Magnifier and Rehabilitation surgeries at the five larger Vision Support Centres and a regular if less frequent service at Atherstone and Bedworth. These surgeries are used by an average of 3 people per session and provide personalised support to help people to maximise their vision and develop new skills to manage their sight loss.

We have also hosted 138 exhibitions and presentations from organisations as varied as Action on Hearing Loss and the Citizens Advice Bureaux to Wiltshire Farm Foods and the British Red Cross as well as specialist suppliers such as Optelec, Enhanced Vision, Wenman Mobility and Dolphin.

In this way, we aim to provide access to information and equipment that is not readily available on the High Street.
For more than 50 years, Warwickshire Vision Support has run a network of local clubs that have provided a social network to many thousands of isolated visually impaired people. This year, we received 56 new referrals across our 14 Clubs. Currently there are 218 members using the Clubs regularly.

We are fortunate to have over 100 volunteers who provide transport to and from the venues, organise entertainments and prepare refreshments. Without this level of commitment we would not be able to sustain these activities.

Each club chooses its own activities, ranging from a lunch club in Henley through a Bowls Club in Leamington Spa to a Social Club in Rugby.

For everyone, our clubs are a chance to get out of the house, make new friends and break down the barriers of isolation.

For many visually impaired people, the digital divide can restrict individual independence and privacy. We give people the skills and confidence to get online to achieve their goals. Whether it is to stay in contact with family and friends, to take advantage of online shopping bargains or to enjoy an audio book, the IT Service is there to help.

Our people-centred approach allows learners to set their own time frame and their own goals. With more than 280 registered learners, the IT programme is proving very successful. This year, we are trying to reach people living in the more remote parts of South Warwickshire thanks to the Stratford Digital Inclusion Grant.
Home Visitors

There have been 21 referrals for the Home Visitor Service in the last year with 120 different people receiving a visit from one of our 106 Home Visitor Volunteers. As of 31 March 2016, 99 people were registered for the service.

Our Home Visitors will check use-by dates on food in the fridge, help to read and manage correspondence and generally provide a friendly face and a listening ear.

For some, the home visitor is a rare and prized link to the outside world - an opportunity to share hopes and fears and most importantly to reduce the social isolation that many people living with sight loss experience.

We estimate that we have again provided just under 8,000 hours of volunteer support in the last year with the average person receiving a 1-2 hour visit every week or so. Over the last 3 years, we estimate that over 20,000 hours of support have been donated by our Volunteers - to provide the equivalent in staff time would cost in excess of two hundred thousand pounds!
Advice Desks

This year, we have focussed a great deal of time and effort on developing a local presence at the eye clinics across the County.

Our long established relationship with the Machen Eye Clinic at Warwick Hospital has resulted in 287 referrals for both our services and those of our sister organisations.

We are now making introductory visits to Stratford Eye Clinic in anticipation of the new hospital opening in early 2017 and have made plans for a weekly presence at the eye clinic at Rugby St Cross Hospital.

Of course the most significant development is securing the Big Lottery Fund Grant to establish an Advice Desk and My Sight Groups at George Eliot Hospital in Nuneaton.

Magazine

Warwickshire Vision now has an average print run of 2,600 per edition. Published three times a year, the magazine continues to entertain and keep people informed about changes to legislation and the benefits system, new medical advances and of course, changes at Warwickshire Vision Support.

We are happy to report that we have been able to increase circulation five-fold from the original 500 print run with no additional increase in costs thanks to advertisements from specialist equipment suppliers.
Our Volunteers

Our charitable activities are only possible thanks to over 300 Volunteers who dedicate their time, energy and commitment to help visually impaired people in Warwickshire and Coventry.

We have recruited a further 38 Volunteers this year enabling us to sustain and develop many of our services.

We estimate that over 22,000 volunteer hours were donated in support of our services last year - the equivalent of nearly a quarter of a million pounds in donated time, dedication and skill. Below is a pie chart illustrating the level of volunteer support donated to each of our services.

We are so grateful to everyone who donated their time to help others.

**Estimated volunteer hours 2015-16**

- **7,722 hrs** Home Visitors
- **720 hrs** IT service
- **1,752 hrs** Governance
- **816 hrs** Admin
- **480 hrs** Magazine
- **2,016 hrs** Vision Support Centres
- **8,508 hrs** Clubs
Financial Statements

The summarised financial statements shows the income raised for Warwickshire Vision Support activities, the cost of raising the income and the amounts spent on charitable activities.

The information is taken from the full financial statements which were approved by the Directors/Trustees on 7 July 2016 and subsequently submitted to the Charity Commission and to Companies House. In order to gain a full understanding of the financial affairs of the charity, the full audited financial statements, Directors/Trustees annual report and auditors report should be consulted.

A copy of the full audited accounts can be obtained from Charles Court. These can be supplied by e-mail or in printed format at a nominal charge.
Summary
Accounts

Where the money comes from

- WCC Grant
- Grants
- Legacy Gifts
- Donations & Collections
- Investment Income
- Income from clubs
- Other income

Where the money goes to

- Rehabilitation services
- Charitable activities
- Governance
- Generation of Funds
- Club expenses
## Incoming Resources

<table>
<thead>
<tr>
<th></th>
<th>31 March 2016</th>
<th>31 March 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td><strong>Donations and legacies:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>15,938</td>
<td>8,498</td>
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<tr>
<td>Legacies</td>
<td>99,060</td>
<td>34,642</td>
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<tr>
<td>Other grants</td>
<td>81,409</td>
<td>94,269</td>
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<tr>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Other trading activities:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fundraising</td>
<td>4,862</td>
<td>3,145</td>
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<tr>
<td>Investment income</td>
<td>15,958</td>
<td>15,099</td>
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<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Charitable activities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>WCC Payment for registration and rehabilitation services</td>
<td>187,890</td>
<td>187,890</td>
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<tr>
<td>Contributions from clubs transport</td>
<td>2,470</td>
<td>6,119</td>
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<tr>
<td>Other incoming resources</td>
<td>6,950</td>
<td>13,896</td>
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<tr>
<td>Income generated by clubs and branches</td>
<td>24,204</td>
<td>22,370</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td>438,741</td>
<td>385,928</td>
</tr>
<tr>
<td>Resources Expended</td>
<td>31 March 2016</td>
<td>31 March 2015</td>
</tr>
<tr>
<td>-------------------</td>
<td>--------------</td>
<td>--------------</td>
</tr>
<tr>
<td><strong>Raising funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fundraising costs</td>
<td>41,444</td>
<td>41,798</td>
</tr>
<tr>
<td><strong>Charitable activities</strong></td>
<td></td>
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</tr>
<tr>
<td>Registration and rehabilitation services</td>
<td>199,982</td>
<td>198,820</td>
</tr>
<tr>
<td>Social support, volunteer and club activities</td>
<td>172,505</td>
<td>162,492</td>
</tr>
<tr>
<td>Governance costs</td>
<td>25,365</td>
<td>23,718</td>
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<tr>
<td><strong>Total expenditure</strong></td>
<td>439,296</td>
<td>426,828</td>
</tr>
<tr>
<td>Resources expended by clubs and branches</td>
<td>21,094</td>
<td>20,504</td>
</tr>
<tr>
<td><strong>Net (outgoing)/incoming resources for the period before investments</strong></td>
<td>(21,649)</td>
<td>(61,404)</td>
</tr>
<tr>
<td>Realised (loss)/profit on investments</td>
<td>(23,842)</td>
<td>(654)</td>
</tr>
<tr>
<td>Unrealised (loss)/profit on investment revaluation</td>
<td>(9,969)</td>
<td>36,635</td>
</tr>
<tr>
<td>Net movement in funds</td>
<td>(55,460)</td>
<td>(25,423)</td>
</tr>
<tr>
<td>Funds at 1 April 2015</td>
<td>860,056</td>
<td>885,479</td>
</tr>
<tr>
<td>Funds at 31 March 2016</td>
<td>804,596</td>
<td>860,056</td>
</tr>
</tbody>
</table>
### Balance Sheet as at 31 March 2016

<table>
<thead>
<tr>
<th></th>
<th>As at 31 March 2016</th>
<th>As at 31 March 2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed assets</strong></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Tangible assets</td>
<td>17,352</td>
<td>3,237</td>
</tr>
<tr>
<td>Investments</td>
<td>691,381</td>
<td>677,217</td>
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<tr>
<td><strong>Total Fixed assets</strong></td>
<td>708,733</td>
<td>680,454</td>
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<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Stocks</td>
<td>6,768</td>
<td>5,345</td>
</tr>
<tr>
<td>Debtors</td>
<td>15,473</td>
<td>9,186</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>196,481</td>
<td>192,122</td>
</tr>
<tr>
<td><strong>Total Current assets</strong></td>
<td>218,722</td>
<td>206,653</td>
</tr>
<tr>
<td>Creditors: amounts falling due within one year</td>
<td>(122,859)</td>
<td>(27,051)</td>
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<tr>
<td><strong>Net current assets</strong></td>
<td>95,863</td>
<td>179,602</td>
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<tr>
<td><strong>Net assets</strong></td>
<td>804,596</td>
<td>860,056</td>
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<tr>
<td><strong>Funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General funds</td>
<td>186,945</td>
<td>190,769</td>
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<tr>
<td>Designated funds</td>
<td>600,883</td>
<td>631,584</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>16,768</td>
<td>37,703</td>
</tr>
<tr>
<td><strong>Total funds</strong></td>
<td>804,596</td>
<td>860,056</td>
</tr>
</tbody>
</table>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective January 2015).

Approved by the Board of Directors/Trustees and signed on its behalf on 7 July 2016.

Peter J Soles, Chairman
Lesley Edwards, Treasurer
Notes to the Financial Statements

Accounting policies
The principal accounting policies adopted in the preparation of the financial statements are set out below and have remained unchanged from the previous year.

Basis of accounting
The financial statements are prepared under the historical cost convention as modified by the inclusion of investments at market value and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2015) Statement of Recommended Practice ‘Accounting and Reporting by Charities’ (SORP 2015 FRSSE), applicable accounting standards and the Companies Act 2006.

Income
Voluntary income, including donations and legacies, are recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.
Investment income is recognised on a receivable basis.
Income from charitable activities includes grant funding subject to specific performance conditions. Grant income included in this category provides funding to support charitable activities and is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability.

Expenditure
Expenditure is accounted for on accruals basis and included in the financial statements as it is incurred.
Costs of generating funds are those costs incurred in attracting voluntary income.
Governance costs include those incurred in the governance of its assets and are primarily associated with constitutional and statutory requirements.
Overhead costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources.

Basis of allocation of income and expenditure
Staff salary costs are allocated based on monthly time records and are split between Rehabilitation, Support, Administration, Information Service and Fundraising costs. Land telephone costs are split based on phone usage as determined by monitoring checks done on calls. The current split being: - 50% Rehabilitation, 40% Support, 10% Administration.
Volunteers
The value of services provided by Volunteers is not incorporated into these financial statements.

Irrecoverable VAT
Irrecoverable VAT is included in the expense heading to which the invoice relates.

Operating leases
Rental payments under operating leases are charged as expenditure as incurred over the term of the lease.

Pension costs
The charity participates in the Warwickshire County Council Pension Fund. The scheme is a multi-employer defined benefit final salary scheme where the share of the assets and liabilities applicable to each employer is not identified. Accordingly, these financial statements include pension costs payable on a defined contribution basis in accordance with Financial Reporting Standard 17. The current overall position of the fund and the assumptions made are provided in note 19. Contributions to the scheme are based on applicable pension costs across the participating organisations taken as a whole. The pension charge recorded in these accounts is the amount of contributions payable in the accounting period.

Tangible fixed assets and depreciation
Tangible fixed assets are stated at cost. Depreciation is provided to write off the cost of fixed assets over their estimated useful lives, at the following annual rates:-

- Fixtures, fittings & equipment: 33% reducing balance
- Premises set up & buildings costs: Over term of lease, 6 years

Capitalisation policy
Fixed assets with a cost of over £1,000 are capitalised.

Investments
Fixed asset investments are stated at their market value at the balance sheet date. Realised gains and losses on investments are calculated as the difference between sales proceeds and their market value at the start of the period, or their subsequent cost, and are charged or credited to the statement of financial activities in the period of disposal. Unrealised gains and losses represent the movement in market values during the period and are credited or charged to the statement of financial activities based on the market value at the period end.

Stock
Stock is valued at the lower of cost or net realisable value as determined by the trustees.
# Staff Team

## Rehabilitation Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>John Davis</td>
<td>Manager/Senior Rehabilitation Officer</td>
</tr>
<tr>
<td>Karen Margrave</td>
<td>Rehabilitation Officer</td>
</tr>
<tr>
<td>Kelly Sowter</td>
<td>Rehabilitation Officer</td>
</tr>
<tr>
<td>Vicky Lewis</td>
<td>Rehabilitation Assistant</td>
</tr>
</tbody>
</table>

## Community Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sue Morris</td>
<td>Community Worker</td>
</tr>
<tr>
<td>Felicity Kirby</td>
<td>Community Worker</td>
</tr>
<tr>
<td>Helen McGlone</td>
<td>Community Worker</td>
</tr>
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</table>

## IT Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rebecca Hunt</td>
<td>Interactive Technology Officer</td>
</tr>
</tbody>
</table>

## Admin & Finance Team

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barbara Main</td>
<td>Administration Officer</td>
</tr>
<tr>
<td>Tracey Paxton</td>
<td>Finance Officer</td>
</tr>
<tr>
<td>Imogen Edwards</td>
<td>Administration Assistant</td>
</tr>
<tr>
<td>Casceta McKnight</td>
<td>Receptionist</td>
</tr>
<tr>
<td>Joanne Swann</td>
<td>Administration Assistant</td>
</tr>
</tbody>
</table>

## Fundraising & Business Development

<table>
<thead>
<tr>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Phil Arkell</td>
<td>Fundraising &amp; Business Development Manager</td>
</tr>
</tbody>
</table>
Your Local Charity for Local People

“I have regained my confidence and my independence thanks to the great team at Warwickshire Vision Support”

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