

Disfigurement.

What do you
really think?

Why does Changing Faces exist?

Over one million people in the UK have disfigurements affecting their face, hands or body. 542,000 have a significant facial disfigurement.*

Common causes are birthmarks, craniofacial syndromes, cleft lip and palates, burns, scars, cancer surgery, facial paralysis from stroke or Bell's Palsy, and skin conditions like psoriasis, vitiligo and acne.

Surgery and medicine can sometimes make a disfigurement less conspicuous but it can rarely be completely removed.

Because of prevailing social attitudes and the stigma attached to disfigurement, people with disfigurements are often disadvantaged and undervalued. This can have a damaging effect on self-esteem and self-confidence and lead to low expectations at school or underachievement in work.

What does Changing Faces do?

Changing Faces is the national charity that supports and represents people who have disfigurements to the face, hands or body from any cause.

Caring – our Individuals Programme

Our specialist teams provide sensitive, practical support to children and families, young people and adults, enabling them to address anxieties about their appearance and to develop their self-confidence in social situations.

Catalytic – our Professionals Programme

We act as a Catalyst for Change to inform and train professionals in schools, health services and employment settings to address the psycho-social needs of people with disfigurements through their services, procedures and practices.

Campaigning – our Society Programme

We campaign through media, advertising and awareness-raising events. We want to create a society in which people with disfigurements are judged fairly and without prejudice.

*These figures come from a new study commissioned by *Changing Faces* which will be published shortly. For more information go to www.changingfaces.org.uk

A message from the Founder and Chief Executive



James Partridge and Anthony Cann with speakers Kellie O'Farrell and Chris Vezey at the launch of the 'face equality' campaign in May.

2008's Annual Review reflects the fact that *Changing Faces* supports and represents people with disfigurements at every stage of their lives. It also invites you to explore what you really think about the experience of disfigurement.

We have always maintained that, with the right support and social climate, people with disfigurements can flourish and thrive. This year we have continued to grow our services and our influence but the big difference has been that *Changing Faces* has become a campaigning organisation. In May, we launched a radical social justice campaign for 'face equality'.

Why should you take this campaign seriously? Because unconscious prejudice and discrimination are a reality and diminish the lives and prospects of children, young people and adults with disfigurements. In a recent survey of 1,000 members of

the public commissioned by *Changing Faces*, nine out of ten found it very difficult to apply positive qualities to people with disfigurements, but easily applied negatives.

Over the next five years, we aim to change this unacceptable situation – to raise awareness of these unconscious attitudes, to stimulate public debate around the subject and to prevent prejudice and discrimination.

I have been delighted and moved that so many of our clients and lots of new friends have stepped forward to 'stand out and show their support for face equality'.

I urge you to 'stand out' with us too. Thank you.

James Partridge OBE
DSc (Hon), FRCSEd (Hon)

...and the Chairman

Changing Faces has progressed considerably in the last year and I am pleased to report that we are in excellent shape to take on the new opportunities ahead.

We said farewell to five superb and longstanding Trustees and, after open advertisement, were joined by five new Trustees from a range of disciplines – all acknowledged experts in their fields. The new Board assures the charity of strong governance and sound strategic direction.

We also welcome three new Patrons – Jan Ravens, Fiona Squire and Terry Mansfield, all of whom are committed to helping us raise the profile of *Changing Faces*.

The 'face equality' campaign is underway and we are now poised to expand our work with the NHS, schools and employers. We plan to extend our presence across England, following the success of having officers in Scotland, Wales and Northern Ireland.

None of the charity's many activities would be possible without the immense generosity of many, many volunteers and donors – individuals, charitable foundations/trusts and corporates. A highlight of the year was a stunning Gala Dinner which netted an amazing £165,000.

I thank every single donor most sincerely – you can be assured that James and our 25-strong team, for whose dedication and work I am also most grateful, will use every pound to very good purpose. I hope you will continue to support us.

Thank you.

J W Anthony Cann

Helping families through the early years

Mums and Dads tell us that people have said 'I'm so sorry' when they've met their baby for the first time. Some people go further – peering into the pram to 'get a better look' or pointing and whispering.

This year, our Children and Young People's Service has responded to 1,843 enquiries from children, young people and families. Many parents feel powerless to do anything about the reactions they encounter and feel lonely and isolated.

They turn to us, sometimes in deep distress, expressing feelings of grief, anger and guilt.

"I wouldn't know whether to congratulate or commiserate if I saw a baby who looked like that."

Over the phone, via email, in face-to-face counselling sessions and play therapy or through attending our Early Years workshops, we support families to come to terms with the fact that their child looks different. By equipping them with constructive strategies for handling other people's reactions and enabling them to find a way through the often-overwhelming medical issues, parents can regain a sense of control.

Many children will have an unusual appearance for life. We also help parents to be more confident in talking easily and naturally about the

scar, mark, missing eye or limb, or an unusually-shaped feature – laying the foundations for their child's positive sense of identity and self-confidence.



Photo | Piers Allardice | With thanks to the Gillard family

Making friends and joining in

One child told us, 'Sometimes, it's not just other children who can be horrid but their parents. I have only ever been to one birthday party. Younger children rely on parents to help invite guests but I was never invited.'

Meeting people and making friends becomes more of a challenge as children grow up because they become much more aware and affected by other people's reactions and low expectations of them. This year, our workshops and activity days have become more action-packed and relevant with much-loved characters and fun activities.

Twenty-eight children aged seven to eleven descended on the Squire Centre for our Harry Potter®* themed workshops in October 2007 and February 2008. The whole place was full of cobwebs, broomsticks and people running around in strange gowns!

Harry faces lots of adversity in J K Rowling's best-selling stories, not least around his scar. The workshop enabled children to reflect on their own adversities, opening up about their own feelings of being scared, shy, not knowing what to say or do and being left out.

Harry's magic tricks were (obviously!) not presented as a solution to their problems but all the children went away with a new set of ideas to enable them to respond to curiosity about their disfigurement, to start conversations with new people, to handle bullying and to make new friends.

It has been difficult to get boys interested in our workshops. After conducting a survey with boys in our existing client group, we found a solution with our first film-making day in March 2008. Six boys aged 11-14 worked together to write, produce, star in and direct a film based on reality TV shows – making new friends and learning new social skills into the bargain.

Would you think twice about inviting a child with a disfigurement to your child's birthday party?

Dear Giselle

Thank you for inviting me to the Harry Potter themed day. It has made me more confident about people staring at my birthmark. It is very easy all you have to do is smile back. Thank you for the folder the colouring pictures are good. Thank you for the magic wand it was really fun decorating it. The big wind blow game was fun even though I did not get in the middle I just changed seats. I found it funny when Dumbledore said higgletflop. It was also funny when we had to shout higgletflop all the way back from the toilet. I would also like to say thank you for the broom stick and cloak. I would also like to thank your helpers.

From
Your magic magician
Lauren



Lauren's mum added: "We cannot thank you enough. Lauren came out of the day a different girl. [She told me] If they have another I am definitely going because I feel a lot more confident and when I am sad I will just look at my folder."



* Warner Bros. Entertainment and J K Rowling are not responsible for this event but, subject to conditions, they have kindly granted us permission to use the Harry Potter® trademark and other materials.

Lindsey's story

My four year old son, Nev, has Apert syndrome – a rare condition affecting mostly his head, hands and feet. The syndrome includes facial disfigurement although our Nev has only mild facial anomalies, and, like his fellow friends with Aperts is just beautiful with a radiant personality and very cheeky.

When Nev was born, strangers would stare and my husband, Bill, and I would feel overwhelmed with vulnerability – despite me being a GP and dealing with people's vulnerabilities on a daily basis! So we called *Changing Faces* and I spent an hour talking to a counsellor, telling her that my three-week old baby frightened me and I hadn't expected to be catapulted into the world of disability. Tears and more honesty later, *Changing Faces* provided me with strategies to deal with those fears, the staring and the anxiety.

Four years on and Nev still gets stared at. He get comments from other children like 'why have you got funny fingers?' or 'let's not play with him, his feet are weird'. *But* we are teaching Nev to use those moments to explain his condition, very lightly, asking if they want to ask questions. **Before you know it, they see beyond the difference and invite Nev to be their mate.**

With thanks to Lindsey Crockett and family



Going to school

School is a daunting prospect for children with disfigurements. However, many pupils do have positive experiences and this is due mainly to the inclusive culture that the school creates and the attitudes of both the teachers and parents.

Of all enquiries to our Children and Young People's Service, 166 were about school-related concerns and fears. During the year, we worked intensively with schools to extend teachers' understanding of the issues that their pupils face and to develop their competence in dealing with them. This has been achieved through on-site assessments and training, new resources for teachers and on-going advice and training.

But much more needs to be done. The results of a survey of young people's experiences at school confirm that, despite the protection of the Disability Discrimination Act 1995 which makes it unlawful to discriminate against a pupil with a disfigurement, it is still a neglected issue.

Our new 'face equality' campaign identifies education as a major area for change. We aim to reach teachers and educationalists to raise their awareness that all pupils and students with disfiguring conditions are vulnerable to prejudice and discrimination – and we will work with them to bring about an inclusive and supportive environment for their pupils.

Can you imagine a child with a disfigurement doing well at school?

As you can see, our new 'Island of Adventure' themed workshop for children moving from primary to secondary school in May was a big success. Children and their parents learned strategies for meeting new people, talking confidently about their appearance and handling tricky situations.



An article in The Guardian's Education section on 25 March 2008 reported on a week-long, cross-curricular project organised by the Henry Beaufort School in Winchester which aimed to help pupils to explore their attitudes to facial disfigurement and appearance in general.

Our Education Adviser was invited to help plan the week and train staff beforehand. Pupils painted self-portraits in art, considered the aesthetics of symmetry in maths, tackled bullying in drama and looked at the present-day obsession with cosmetic surgery in their humanities lesson. One pupil said:

'I think schools should be doing more about this... Even if you don't know someone it has happened to, you might meet someone in the future. It helps everyone because they have a deeper understanding of it.'

© Changing Faces

"Don't worry, it's the inside that counts."

Growing up

If *Changing Faces* received a pound every time we or our clients heard this well-worn phrase, we'd be a rich charity! It might be well-meant, but in magazines, movies, amongst their peers and in everyday life, it is plain to see that appearances matter a great deal. Like anyone else, young people with disfigurements want to be admired or at least respected for their appearance.

Much of our work centres around helping young people to develop a positive sense of their own worth, make well-informed choices about surgery and cope with the harsh judgements of others in relation to their appearance.

In November, eight 16-21 year olds attended our popular Beauty: Inside and Out workshop which helps women with disfigurements to feel confident about their appearance. The workshop provided the opportunity for them to share concerns, learn about enhancing body language, enjoy massages and beauty treatments and pick up top tips from professional stylists.

It's often difficult for young people to get in touch when they are at school or college so we now offer email counselling, and we've recently extended our hours so that young people can call or visit us after school. We've also recently introduced a new on-line counselling service on www.iface.org.uk.

Jess Lee (second from right, below), a founder member of the Young People's Council, has been in touch with *Changing Faces* since she was seven years old.



Like many young women, Jess is keen on boys and loves make-up and clothes. In June, she became the first young person to present a BBC 3 TV film exploring why she felt the need to have major surgery to improve her appearance after living with Apert syndrome, a craniofacial condition which affects the face and hands, since she was born. *'Jess: My New Face'* received rave reviews and encouraged people to question the pressures that we place on ourselves in order to fit into an impossible beauty ideal.

Photos on this page reproduced with kind permission of Comic Relief



Going to work

In November 2007, *Changing Faces* conducted a small-scale survey of people's experiences in the workplace which showed that discrimination at work took place but was often hard to prove. 'Discrimination seemed to be subtle, but got worse after I was 40. In today's world, facial features seem to count for more than intelligence, hard work, qualifications and interpersonal skills.'

We have continued to offer counselling, advice and career mentoring to people specifically looking for support with

going back to work after acquiring a disfigurement, handling bullying and harassment in the workplace and starting a new career. We also ran a CV writing session for school leavers with disfigurements.

Despite the fact that 'severe disfigurement' is included in the Disability Discrimination Act 1995, evidence shows that people with disfigurements find it hard to get work and be promoted. This year we introduced our 'face equality at work' campaign and now offer employers advice and consultancy to make face equality a reality in the workplace.



Photograph reproduced by kind permission of Barclays

Employers are asked to sign up to three key principles:

1. Awareness

Be familiar with the causes and effects of disfiguring conditions

2. Commitment

Adopt face equality in your thinking, policies and practices

3. Embedding

Ensure your organisation thinks and behaves positively around disfigurement.

Barclays is the first employer to commit to 'face equality at work' and celebrated its commitment with a reception for about 100 leading employers at its Canary Wharf head office.

John Varley, Barclays Group Chief Executive, said:

'As a business leader, I am acutely aware of the battle for talent in the marketplace. To succeed, we must develop and recruit the very best people. That requires that we create an inclusive work environment where all candidates, including those with a facial disfigurement, view Barclays as a good employer. This increases the pool of talent from which we select our people and improves our ability to attract the best within that pool. I encourage other organisations to sign the Commitment to Face Equality.'

Above: James Partridge with John Varley, Barclays Group Chief Executive at the reception.

Would you appoint someone with a disfigurement as a receptionist in your company?

Living with a disfigurement long-term

If you're faced with these sorts of attitudes on a daily basis, it's no wonder that walking out of the front door in the morning can seem so difficult. This year, our Adult Service responded to 1,174 enquiries from adults, health and social care professionals working with patients with disfigurements, and support groups.

Reports from our routine User Feedback forms confirm the effectiveness of our services for adults:

- 86% of users found their initial contact with *Changing Faces* helpful
- 89% reported that they felt their issues were understood by the person they spoke with
- 87% reported that contacting us helped them feel that their concerns were more manageable
- 92% of users reported that the information, support and advice had helped them to manage the problems associated with their disfigurement more easily.

An important development in our service this year has been the introduction of long-term counselling contracts (20-40 sessions on a fortnightly basis) to a small number of adult clients. These people may have been living without support for many years and often have very complex issues around relationships with other people and a sense of their own identity.

We are currently finalising a new booklet about the emotional impact of living with a disfigurement to complement our existing self-help guides for managing social situations. It aims to give clients a clearer understanding of the experience of loss, adjusting to an altered body image, coping with an identity crisis and other concerns.



Amy Weston | Newsquest (SL)

Kapil at home with his family.

"Please... don't let them come and sit next to me."

In 2007 we pledged to reach more individuals affected by disfigurement in Black, Asian and Minority Ethnic (BAME) communities. Numerous local and national groups now hold our information, our knowledge of the needs of BAME communities is growing and we are looking at how we can improve the accessibility of our services.

Kapil Kapur, 40, is a mathematician and financial modeller. He is married to Kaye and they have a five month old son.

'I'm so proud to be one of the faces of the charity's face equality campaign, particularly as I am of Punjabi origin and there are very few people from my culture with a disfigurement who are in the public eye.'

In my community there's a big Bollywood culture which prides itself on beauty and good looks. In the arranged marriage system, judgements are often made about people based on their appearance and I was constantly turned down by prospective partners and their parents. It was very painful at the time.

I ended up meeting my wife on the internet and she told me that my appearance wasn't an issue for her and things just progressed from there.

I hope by being involved in the campaign I can change attitudes and give hope to other people with disfigurements in my community.'



Robert Wilson

Getting help from the health service

Many people believe that surgery is their only hope for leading a normal life. In fact, even with modern medical technology and a surgeon's skill, some scarring, asymmetry or 'difference' usually remains. Yet we know, and increasing numbers of health professionals know, that when a patient's emotional needs and social challenges are addressed, they are often able to adjust successfully to living with an unusual appearance.

In the past year, our efforts to persuade health and social care professionals that patients and families need local access to disfigurement-specific psycho-social help gained considerable momentum.

We ran a record 13 introductory study days, specialist on-site courses and masterclasses for 204 health and social care professionals across the UK in many specialties such as burns, head and neck cancer and dermatology.

Our policy work in healthcare has been influential with psycho-social issues now

on the policy agenda in National Institute of Clinical Excellence (NICE) guidelines, 18-week patient pathways, burn care, head and neck cancer and special needs debates.

We're very excited by the successful outcome of our lobbying of the South East Burns Network. The South East Burns Network's Service Specification

"There must be something surgeons can do for him."

(2008-2009) now recommends integrated psycho-social care for in-patients with burns. Recently the Network commissioned *Changing Faces* to create a training package for burn care teams across London and the south east.

Following discussions with medical teams at Headley Court, the military rehabilitation centre in Surrey, and Birmingham's Selly Oak Hospital which receives injured servicemen and women from Afghanistan and Iraq, we are now looking towards

providing training on the provision of psychological support both in the acute stages of recovery and in the longer term.

Internationally, the CEO represented the charity at the World Health Organisation's Five-Year Strategy on Burns conference and at a European Community consultation on the ethics of organ transplantation.



'After attending the course I have a much better understanding of the psychological and social challenges faced by people with disfigurements. This understanding is vital to deliver a broader and more rounded service for our patients. As a consequence, I organised a specialist Study Day in the department and now routinely send new doctors and nurses on one of *Changing Faces*' training courses.'

Dr David Fenton, Consultant Dermatologist, St John's Institute of Dermatology, Guy's and St Thomas' Hospital.

New condition statistics*

- 92,000** have congenital or birth conditions like birthmarks, cleft lips/palates
- 66,000** have disfigurements from accidents such as burns and facial scars
- 40,000** have cancer-related disfigurements, from surgery for skin cancer
- 100,000** have disfigurements from facial paralysis including from stroke
- 220,000** have disfigurements related to skin conditions like psoriasis, vitiligo and acne
- 415,500** people are expected to acquire a significant facial disfigurement in the period of a year, some conditions being transient, some life-threatening.

*These figures come from a new study commissioned by *Changing Faces* which will be published shortly. For more information go to www.changingfaces.org.uk

Photo | Piers Allardice | With thanks to Lisa Capper and family

Face equality

Do you find the whole subject of disfigurement difficult? And wish you didn't?

Throughout this Review, we have invited you to think about the discrimination and prejudice that affect people with disfigurements throughout their lives and how we are supporting them to live positively with their condition.

Our view is that our society is largely responsible for the difficulties that people with disfigurements face rather than those problems being the effect of the disfigurement itself. Transforming this situation requires us all to change, to learn more about the subject and to take action together, so that we all face disfigurement with confidence.

The 'face equality' campaign aims to do just this. We hope you, your friends and work colleagues will want to find out more and sign up to face equality for all.

A good starting-point is the campaign's hub – our brand-new website which combines support and information with a strong campaigning message.

Visitors can go online and take a shortened version of our public attitudes survey to gauge their own attitudes. As we go to press, over 900 people have joined celebrities, including

"They shouldn't be allowed out looking like that."

Joanna Lumley, Jonathan Ross and Barbara Windsor, in 'lending their face' to create a giant collage which we plan to beam on to a landmark building in London. In doing this, we will be sending out a message to the world that there are many people who believe that face equality is vital.

Together with Feel Films and DDB, our advertising agency, we created a ground-breaking on-line film to give viewers a real sense of the subtle and not-so-subtle reactions that people with disfigurements face every day. The film has been viewed on YouTube, Bebo and Facebook, and Kino, an independent cinema company in Kent, showed it for two weeks in July.

1,000 posters publicising the campaign are also going up throughout the country, thanks to JC Decaux who offered us free poster space.

Stand out. Show your support for face equality – go to www.changingfaces.org.uk

Robert Wilson



Face equality is not about people with disfigurements having to 'get rid' of their noticeable appearance in order to fit in with society but about society valuing and treating them as equals.

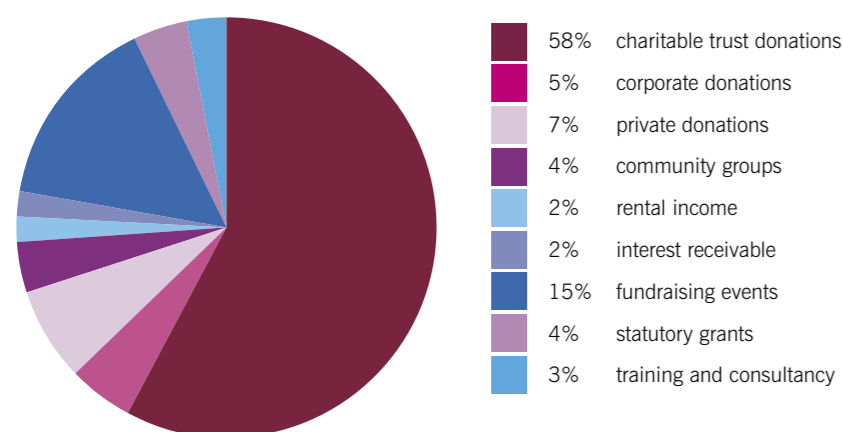
face equality

Many other charities and organisations working in the fields of disfigurement, disability and human rights are supporting the campaign. Nicola Brewer, Chief Executive of the Equality and Human Rights Commission wrote:

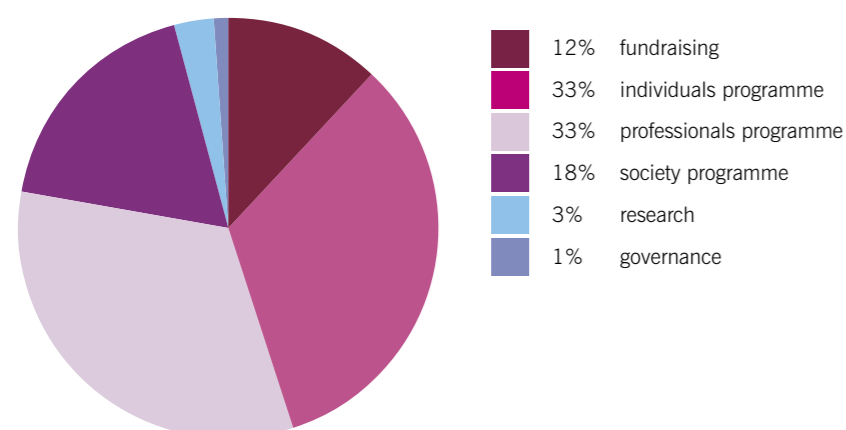
'Only the bravest organisations talk about subjects that most people would rather ignore. *Changing Faces* is one of those organisations. It does a remarkable job raising awareness of this important issue and challenges negative attitudes to facial disfigurement. We welcome this positive and inspirational campaign which shows that how you look should be nothing to do with what you can achieve.'

How we used your donations and gifts

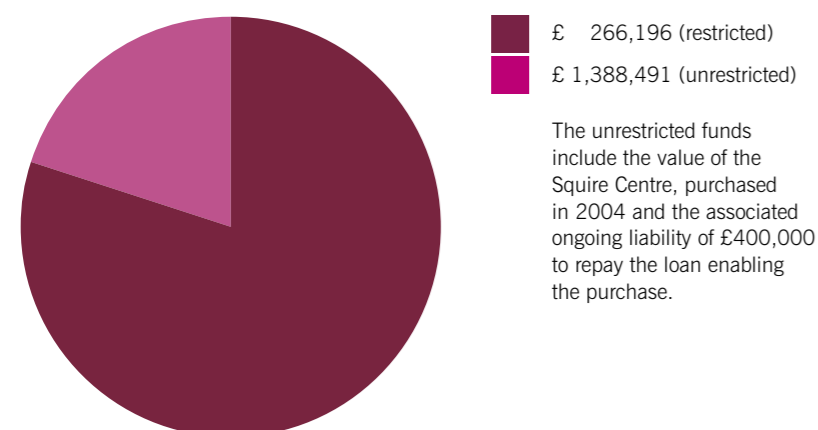
Incoming resources – £1,262,948



Resources expended – £1,041,893



Fund balances – £1,654,687



Trustees' statement

We confirm that the Summary Financial Statements presented on this page represent a summary of information extracted from the Report and Financial Statements of *Changing Faces* approved by the Board on 26th June 2008. The Summary Financial Statements may not contain sufficient information to allow for a complete understanding of the financial affairs of *Changing Faces*. For further information, the full Report and Financial Statements should be consulted. Copies can be obtained from *Changing Faces*, The Squire Centre, 33-37 University Street, London WC1E 6JN. The 2007-2008 Accounts have been audited by haysmacintyre (registered auditors) and received an unqualified opinion. The Accounts have been submitted to both the Charity Commission and the Registrar of Companies.

Anthony Cann
Chairman of Trustees

Independent Auditors' statement to the Trustees of *Changing Faces*

We have examined the Summary Financial Statements of *Changing Faces*.

Respective responsibilities of Trustees and Auditors

The Trustees, who act as Directors for the purpose of company law, are responsible for preparing the Summary Financial Statements in accordance with the recommendations of the Charities SORP and in compliance with the relevant requirements of section 251 of the Companies Act 1985.

Our responsibility is to report to you our opinion on the consistency of the Summary Financial Statements with the full financial statements and Trustees' Annual Report. We also read the other information contained in the Annual Review and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the Summary Financial Statements.

Basis of opinion

We conducted our work in accordance with Bulletin 1999/6 'The auditors' statement on the Summary Financial Statements' issued by the Auditing Practices Board for use in the United Kingdom.

Opinion

In our opinion the Summary Financial Statements are consistent with the full financial statements and the Trustees' Annual Report of *Changing Faces* for the year ended 31st March 2008.

haysmacintyre
Registered Auditors

Fairfax House, 15 Fulwood Place
London WC1V 6AY

26th June 2008

Donors

Changing Faces would like to thank every single one of our donors throughout the year to 31st March 2008. For reasons of space, we are unable to list everyone individually and some donors wish to remain anonymous. We acknowledge below the gifts in cash of £10,000 and over.

Unrestricted donations

Charitable Trusts

John Coates Charitable Trust
Allan and Nesta Ferguson Charitable Trust
Health Foundation
Leathersellers' Company Charitable Fund
Man Group plc Charitable Trust
Rank Foundation
Rufford Maurice Laing Foundation
Geoff & Fiona Squire Foundation
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Companies

Barclays plc
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Restricted donations

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John Ellerman Foundation
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Lloyds TSB Foundation for England and Wales
Medicor Foundation
Edith Murphy Foundation
Persula Foundation
Henry Smith Charity
TBF and KL Thompson Trust
Westminster Foundation
Garfield Weston Foundation





Ben Broomfield

Fundraising

We are thrilled by the amount of support given to *Changing Faces* in the year to 31st March 2008. Donations from charitable trusts continue to be a major source of income. A total of £778,921 was raised, 45% of which was unrestricted income, the rest being for particular projects. Corporate support increased by over 50% on the previous year.

We were delighted to receive £145,724 from individuals and local community groups through an extraordinary mix of fundraising activities, from cross-channel swimming attempts, the Flora London Marathon, open gardens and many other creative efforts.

Our Gala Dinner in October was an exceptional success – with entertainment from the Dead Ringers, a moving film about *Changing Faces'* work and some incredible bids for auction lots and donations on the night which raised a staggering £164,885! Our particular thanks go to our Gala Chair, Viki Cooke and her wonderful Committee, and also to Vince Power, the Mean Fiddler himself, and his team at the Bloomsbury Ballroom, Nicola Stephenson and her team at Mission Media, Amanda Anderson of Cardamom, Jan Ravens and Jon Culshaw.

We could not have launched the 'face equality' campaign without thousands of pounds worth of pro-bono work from DDB, Porter Novelli and Feel Films. In particular, we would like to thank Stephen Woodford, CEO of DDB, and all his team for their exceptional support.

Dead Ringers Jon Culshaw and Jan Ravens at our Gala Dinner.

With your support, we are making the world a better and fairer place.

Looking ahead to 2009 and beyond

Since the beginning of April, our search for funding has been successful in a number of new ways. New Patron Jan Ravens made a BBC Radio 4 Appeal in May which raised over £6,700 and brought many new supporters. We are delighted to report that BlackRock, the City investment management company, has chosen *Changing Faces* as its Charity of the Year from September.

As we go to press, we have had the news that VTCT has made a huge and fantastic five-year pledge to enable us to expand our Catalyst for Change work with professionals in the NHS, schools and business and/or to support our UK Network project.

Changing Faces has many priority projects, some existing, some new, for which we seek donations and grants. For example, we seek ongoing support for our professional team

of specialists who work with children, the annual costs of which are around £126,000 per annum.

In addition, we need to raise considerable unrestricted income to underpin the charity's work and to help us repay the £400,000 that is still outstanding on the £1m loan taken to purchase the Squire Centre – we managed to repay £250,000 last year.

Please contact the CEO's office for detailed information on all our fundraising needs or go to www.changingfaces.org.uk.

Trustees

Anthony Cann, Chairman
Company Director; Formerly Senior Partner, Linklaters

Alan Baines
Chartered Accountant and Consultant

Viki Cooke
CEO, Opinion Leader Research

Pieter Folmer
Formerly Group Legal Director, Royal Dutch Shell plc

Mark Landon, Company Secretary
Partner, Weightmans Solicitors

Nigel Hunt PhD
Chartered Health Psychologist, Nottingham University

Mike Okninski, Hon Treasurer
HR Consultant

Philip Rogerson
Chairman, Carillion plc, Aggreko plc and others

Susan Standring
Emeritus Professor of Anatomy, King's College London

Paul Thomas QC
Barrister

Christopher Walker FRCS
Consultant Plastic Surgeon, Immediate Past President of the British Association of Plastic, Reconstructive and Aesthetic Surgeons

Stephen Woodford
CEO, DDB London

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Auditors: haysmacintyre

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Mr William Simons
Mrs Fiona Squire
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Mr Simon Weston OBE
Mr Benjamin Zephaniah

The charity is advised and supported in its work by the Advisory Panel, the Research Council and the Young People's Council.

Changing
*the way you face
disfigurement* **faces**

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Charity registered in Scotland SC039725

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Registered in England and Wales, No. 2710440

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This Review is also available
in plain text and CD versions