



aberdeen

# foyer

annual review



2004

looking back over the year.....



All young people need a home, support and a springboard into independent living, learning and work. Some don't have it. Aberdeen Foyer helps fill the gap.

“

# introduction

**Aberdeen Foyer** is a successful local charitable organisation working in Aberdeen and Aberdeenshire to provide a range of support to young people aged 16-25 to prevent and alleviate youth homelessness and unemployment.

We provide 73 supported tenancies across 5 sites in Aberdeen, Peterhead, Fraserburgh and Stonehaven working with young people following an Individual Action Plan. We also provide a range of education, training & employment and community health services in Aberdeen and North Aberdeenshire. These include:

- Prince's Trust Team
- Lifeshaper - a community rehabilitation initiative for those who have had alcohol/drug problems and are ready to take the next steps towards education, training & employment
- 'Sorted Not Screwed Up' - mental health & wellbeing project
- Ambition Construction/Build & Train - support to employment in the construction industry
- Foyer Music
- IT classes provided by Aberdeen College
- Health Promoting Foyer
- Progress2Work and a partner organisation in the Aberdeen Integrated Community Drugs Service (ICDS)
- New Deal - Gateway to Work

In addition we have a trading company, Foyer Enterprise that consists of the Foyer Restaurant & Gallery (consistently voted one of the top three restaurants in Aberdeen) and Foyer Graphics. These businesses generate income to support the work of Aberdeen Foyer, provide an interface with the wider community and offer training & employment opportunities for young people. We are currently developing some new business ideas.

Aberdeen Foyer's success is built on our partnerships with a range of organisations including Grampian Housing Association, Aberdeen College, Aberdeen City & Aberdeenshire Councils, NHS Grampian, Jobcentre Plus, Careers Scotland and a range of private sector 'investors'.

Since 1996 Aberdeen Foyer has grown from an organisation with a turnover of around £200,000 and 5 members of staff to an organisation employing 94 people working across 9 locations with a turnover of £2.4 million.

Our innovative approach to supporting young people through the transition to social and economic independence and our dogged determination to find ways of working that produce success has led to Aberdeen Foyer receiving many accolades and awards and to our work being featured at a National level in relation to examples of good practice.

# chairman

David Paton, Chairman



“Aberdeen Foyer is now firmly established in North Aberdeenshire...”

Aberdeen Foyer has enjoyed another successful year supporting over 800 young people to move on to independent living through the many and varied services on offer. 2004 has also been a challenging and in many ways, hard year for the organisation particularly in dealing with the sad loss of a much loved and respected colleague, Bill Mearns.

The organisation is in a stable financial position as funding for many of the core services has been mainstreamed. Attracting other revenue, particularly through fundraising and private sector support, enables Aberdeen Foyer to continue to offer needs-led, innovative services.

Foyer Enterprise continues to financially support the work of Aberdeen Foyer through the Foyer Restaurant & Gallery and Foyer Graphics. It is a priority for next year to develop the business interests further and much of 2004 has been taken up with exploring potential new business opportunities.

Aberdeen Foyer is now firmly established in North Aberdeenshire and recognised as a strategic player in developing and delivering services for disadvantaged young people living in Peterhead and Fraserburgh. The Lloyds TSB Partnership Drugs Initiative funding has allowed us to continue to run the Lifeshaper programme in Peterhead and this year saw the first ever Prince's Trust Team delivered in Banff.

2004 was also an important year for our mental health and wellbeing project 'Sorted Not Screwed Up'. An exciting seminar and celebration was held at the Marywell Centre to launch the three year evaluation report with the endorsement of the Scottish Executive's National Programme for Improving Mental Health.

This year Aberdeen Foyer's Chief Executive won the Scottish Ernst and Young Social Entrepreneur of the Year - well done Ken. The award recognises Ken's leadership and entrepreneurial spirit in developing Aberdeen Foyer and Foyer Enterprise. The award recognises the imaginative and exciting ways of working that make Aberdeen Foyer such a well respected organisation at a local and national level.

The Foyer continues to work in partnership with a number of organisations including Aberdeen College, Careers Scotland, Aberdeen City and Aberdeenshire Councils, NHS Grampian and Grampian Housing Association among others. Our thanks are extended to all the individuals and organisations that have supported our work with young people this year, particularly Aberdeen Foyer and Foyer Enterprise Board members.

Aberdeen Foyer is fortunate to have an ever increasing number of staff members who are experienced, professional and highly motivated. The values that Bill Mearns held so dearly are evident in the culture and practice of the Foyer; the young people who have turned their lives around are a shining example of this.

We look forward to 2005 and our 10th birthday celebrations.

Enjoy reading our annual report - share it with others.

A handwritten signature in dark ink that reads "David Paton".

**David Paton**  
Chairman

# chief executive

Ken Milroy, Chief Executive



It has been another exciting and successful year for Aberdeen Foyer. We have concentrated on strengthening our core services but have also taken on some new projects. Our staff numbers are up and our turnover has increased which means that we are providing vital services to higher numbers of young people than last year.

In many ways it has also been a very tough year. The single most important matter for me is undoubtedly the death of Bill Mearns in September of this year having only been diagnosed with Motor Neuron Disease at the end of 2003. Bill was appointed along with myself in March 1996 as the Youth Work Coordinator, later re-designated Operations Manager and helped build the organisation we are today. It was torture to see his illness take its toll on him so quickly but a testament to him and what he held important that he was able to work as long as he did. He is greatly missed, but he has left behind a legacy of work within the Foyer that will continue. Bill enjoyed people, he enjoyed a laugh and he was very proud of what we have all achieved.

Bill Mearns



Organisationally we have made various improvements in procedures around the recording of information, HR management, internal communication, evaluation and financial management. We have also strengthened our strategic links with members of the Senior Management Team now representing the Foyer on 26 strategic committees and forums both locally and nationally. The introduction of a new tier of Managers has increased our capacity to deliver effective services and has shared the increasingly heavy management workload.

We are proud to be associated with Aberdeen College who won the Beacon Award in November of 2003 in recognition of the partnership working between Aberdeen College and Aberdeen Foyer. Other achievements over

“our staff numbers are up and our turnover has increased...”

the year include receiving a Bronze award for Scotland's Health at Work, maintaining the standard for Investors In People and being assessed and successfully re-accredited by the Foyer Federation. The recommendations in relation to areas for improvement arising from the accreditation process will help inform our business planning for next year.

My thanks to all Foyer staff for their hard work and for continuing to come up with the ideas that bring about improvements to our services, to all members of Aberdeen Foyer and Foyer Enterprise Boards and to all our partners and Investors for your continued support. You all contribute greatly to our success.

This annual report is about recognising and celebrating our achievements in 2004, I hope you find it a good read.

**Ken Milroy**  
Chief Executive

## foyer facts

housed  
13 males  
7 females

presenting issues  
16 mental health issues  
7 substance misuse  
4 learning difficulties  
4 leaving care  
2 young offenders

achieved  
6 basic skill  
3 prince's trust team  
1 new deal at foyer music  
2 full time college courses  
1 part time college course  
5 full time employment  
2 part time employment  
1 voluntary post  
5 moved on to independent tenancies

# supported accommodation aberdeen

## victoria road, torry

Susan has been staying at Aberdeen Foyer since October 2004 living in our supported accommodation in Victoria Road, Torry. Susan had been in the care of the local authority before getting her own flat with Aberdeen Foyer. Her family had split up when she was a young teenager and her mother had placed her and her sister in a children's home.

Susan hated being in the children's home and finds life completely different at the Foyer.

**"I don't know where I'd be now if it wasn't for the Foyer".**

She finds having her own Support Worker very helpful and says "my Support Worker is always there if I need someone to talk to. They give me all the information and support I need and helped me get a solicitor."

Susan is currently volunteering at the Marywell Centre and is noticing an increase in her own confidence. She

is hoping to join the Prince's Trust Team next year.

Susan finds her flat "cool, really cool". She has her own bedroom, living room, kitchen and bathroom. She brought her own TV and stereo with her, but the furniture and basic household items have been supplied by the Foyer.

Susan has a history of self-harm and is making use of Aberdeen Foyer's mental health and wellbeing project 'Sorted Not Screwed Up'. She has regular sessions with an in-house counsellor and is helping to develop the 'Sorted Not Screwed Up' website.

Susan is looking forward to the future. She is hoping to make use of the facilities at Foyer Music, continue to volunteer and ultimately to feel confident enough to live in her own flat.

**How does Susan feel since coming to the Foyer? "I feel free now".**



## foyer facts

housed  
25 males  
19 females and 5 children

presenting issues  
10 mental health  
13 substance misuse  
15 leaving care  
4 learning difficulties  
18 offending behaviour

achieved  
4 PTT  
4 lifeshaper  
6 college  
3 ECDL classes  
6 working  
4 basic skills  
1 build and train  
2 voluntary work  
3 trained in reiki



# supported accommodation aberdeen

trinity court  
crown street



Debbie is 20 years old and almost at the end of her stay at Aberdeen Foyer.

Debbie found out about Aberdeen Foyer at the children's home she was living in and the staff there helped her with her housing application form. The Foyer seemed to be the only option for her, offering the support she felt she still needed. Debbie had been living between her parents' home and foster care for most of her life and needed support to deal with many issues that were causing difficulties in her life.

Aberdeen Foyer found suitable work opportunities for Debbie and she successfully completed the Prince's Trust Team.

"I could never have done anything like this before; the work tasters and Prince's Trust Team helped me to meet people and build my confidence. The support staff have been there to support me with family problems and always there to support me whenever I need them."

Debbie spent one morning per week attending art classes at the Marywell Centre with a group of other tenants; this helped with her numeracy and literacy difficulties as well as being fun and a sociable activity.

She has made good use of the health team at Aberdeen Foyer, in particular the Health Worker based at Trinity Court and also benefited from time with a Homemaker to help her with budgeting and for one-to-one cooking sessions. She found getting support to sort out her bills and learn how to pay them on time was invaluable.

Debbie is excited about moving on and getting her own flat. The Foyer's Move-On project is helping her to find somewhere at the moment. Debbie intends to start Aberdeen College next year to do a course in Child Care and would eventually like to get a job working with children. "The Foyer took me along to Aberdeen College to find out information about the different courses and arranged for me to meet an advisor."

Debbie wanted to say to anyone who is thinking about staying at Aberdeen Foyer, "this is the place to come and get supported with any issues. I have made good friends and settled well in Aberdeen. There are many opportunities here for young people".



HALLIDAY FRASER MUNRO  
Chartered Architects & Planning Consultants  
Aberdeen • Belfast • Dublin • Dundee • Edinburgh • Glasgow

investing in the work  
of aberdeen foyer

Architects for Aberdeen Foyer

# European youth exchange

## Norway

With financial support from Aberdeen City Council, staff from Aberdeen Foyer took a group of ten young people and two volunteers to Stavanger, Norway in March 2004. The trip was organised as part of a European exchange with a youth centre in Stavanger that provides music-based facilities for young people.



One of the young people wrote the following...

**"We were all hyper the night before the trip and really excited to arrive in Stavanger. When we were on the plane it was amazing, the view was stunning, it felt like a different world. It was also the first time I had ever been in an aeroplane. When we arrived in Stavanger everyone was so surprised at the layout**

**of the land. The hospitality of our hosts was great. The food was very expensive but tasted amazingly good except for the Norwegian breakfast ..it mainly consisted of cheese, fruit and spreads. It sounded good but I couldn't handle that kind of food in the morning. We went to Metropolis (youth centre) where I got to meet heaps of new people. It was great. I then got to practice my DJ skills in an old police cell in the basement as loud as I wanted. I loved every minute of it and had the best time doing it".**



A trip to Belgium in July was funded by the British Council European Youth Exchange Programme and involved Aberdeen Foyer hosting a return visit by young people from Belgium in November 2004.

The Foyer group travelled to Charlesloire Airport and then onto Antwerp for two days. They stayed in a youth centre and meals were provided at the home of a local lady who, with the help of some volunteers, cooked meals for everyone.

Foyer Music bands played at various locations across Belgium. The musical events also enabled the group to see different parts of the country - Bruges, Brussels and they visited a Belgian concentration camp.

All of the young people involved benefited greatly from their visit. Self-esteem and confidence rose throughout the visit as the young people overcame their fears, tackled new experiences and built up relationships with each other and their hosts.

On their return to Aberdeen many of the support workers involved with the young people commented on the willingness of the participants to speak more openly about their thoughts and aspirations for their futures and to be more forthcoming with their opinions rather than expecting others to decide things for them.

This overseas trip was a resounding success. It has inspired the young

## Belgium

people involved to set realistic goals for moving on in their lives and has given them the confidence to try new things. Two young people have secured full time employment since returning home, two have started a college course and one is undertaking the Prince's Trust Team prior to going to college next year. The trip to Belgium has made a significant difference to their lives.

**"It was the best time of my life without any doubt"**

**"I feel like I can go on and do what ever I want"**

**"I can't believe I nearly didn't go because I was so scared. I have never felt so good for so long in my whole life."**



## foyer facts

housed  
3 females  
3 males



presenting issues  
2 substance misuse  
2 from parental home  
3 from B&B via housing  
office  
1 leaving care



# supported accommodation aberdeenshire

## stonehaven

2004 has passed extremely quickly in Stonehaven. After a relatively stable period a number of young people have left or moved into Foyer accommodation at Redcloak Crescent. One of our Stonehaven tenants moved into Foyer accommodation in Aberdeen and another young person has successfully moved into their own accommodation within Stonehaven. Our newest tenants are only sixteen years old, making it the youngest group of four we have ever housed.

50% of our referrals come from the Housing department in Stonehaven with whom we have developed a good working relationship. Word of our presence here as a housing and support provider has filtered through. Parents have contacted us directly looking for accommodation for their young adults and young people have contacted us themselves by coming to the door and asking if we have any vacancies.

There continues to be a waiting list. However, the new development in Arduthie Road, funded by a Supporting People grant will enable us to support 9 young people from March 2005.

Highlights of the year include:-

- the first planned move on into own accommodation with Kerry moving on to her own flat in Stonehaven.
- Dawn spent her first holiday abroad when she went with a group of young people to Belgium.
- Will went on his first trip on a boat with the Ocean Venture Trust, unfortunately he jumped ship in Wick on the second day because he couldn't swim.
- Tracy contacted her father who she hadn't seen in eight years and ended up flying to America and spending a month working with his horses on his stud farm in Arizona.
- David is currently taking driving lessons as part of a pilot scheme for the Foyer Driving School.
- Last but not least the new Foyer accommodation at Arduthie Road has started to take shape and the date of completion is set for February 2005.



Business Network Scotland

Aberdeen Edinburgh Glasgow  
www.bns.uk.net

## foyer facts

housed  
12 females  
17 males

presenting issues  
2 learning difficulties  
5 leaving care  
10 family breakdown  
3 substance misuse  
4 mental health issues

achieved  
3 part time employment  
1 full time employment  
2 full time college course  
1 Lifeshaper  
4 part time college courses



James with 2 pupils from Robert Gordon's College

## fraserburgh & peterhead

Six young people currently live in Aberdeen Foyer's supported accommodation in Fraserburgh, four of whom attend college full time. We maintain the balanced community housing two young people experiencing substance misuse problems, two young offenders and two vulnerable young people dealing with difficult family situations.

14 Foyer tenants live in Broad Street, Peterhead, six of whom attend college, one young person has just completed the Lifeshaper programme and three are in employment. The Move-On Project supported by the Laidlaw Youth Foundation has recently been introduced and this enables us to support young people after they move on from the Foyer to their own homes in the community.

'Sorted not Screwed Up' has expanded to include two days a week when a mental health worker is based in North Aberdeenshire. Many young people make use of this service

Staff in North Aberdeenshire have been on the move this year to larger office premises. This has enabled us to offer more activities to tenants, such as DVD nights, cooking nights and music evenings. We now have access to IT for tenants living in both Fraserburgh and Peterhead thanks to fundraising by pupils and staff at Robert Gordon's College and a donation from the North Alcohol, Drugs and HIV Forum.

We held an Aberdeen Foyer open day at the Waterside Inn, Peterhead in April 2004 which was very successful in raising our profile and in generating new referrals and additional funding.

Aberdeen Foyer continues to work in partnership with Aberdeenshire Council, Aberdeen College, Banff and Buchan College, NHS Grampian and other local agencies to ensure an effective and holistic service is offered to meet the needs of disadvantaged young people living in North Aberdeenshire.

“ James is 19. He applied to Aberdeen Foyer for supported accommodation in November 2003 and has been living in Peterhead since then, doing very well tackling some of the personal issues that led to his homelessness. James is working towards a HNC in Multi-Media Studies at Banff & Buchan College and studying for Higher Maths in the evenings. He is the tenants' representative for North Aberdeenshire and is also training to be a DJ with a mobile disco company in Fraserburgh. To supplement his bursary, he works part time in a hotel as due to his age and the rules relating to benefits, he is not entitled to Housing Benefit. Aberdeen Foyer supplements part of his rent to relieve some of the pressure on him and enable him to concentrate on his studies. Due to his commitment and motivation James was provided with a PC; he was struggling to keep up with his course work as he had to book time on a computer either at college or the library. James has also been on two European exchange trips organised by Foyer Music this year to Belgium and Norway.



## foyer facts

- open 1pm-10pm  
mon - fri and  
10am-4pm sat
- fully equipped 24-track  
recording studio with  
engineer provided
- dj facility
- live shows for bands who  
use the facilities
- regular workshops
- all bookings at  
[www.foyerlive.com](http://www.foyerlive.com)

# foyer music



foyer music



Band - 'My Downfall'



Since the re-launch of Foyer Music in early 2004 more young people than ever have made use of the refurbished recording and rehearsal facilities providing state of the art equipment. The 'make over' was made possible due to financial support from the Performing Rights Society Foundation, Petro-Canada, Shell and Aberdeen City Council. Foyer Music also offers:

- a DJ facility
- training/work experience placements (including New Deal)
- workshops
- an outreach service in the form of tailor-made workshops for schools and other groups in the community
- rehearsal/recording sessions on Saturdays (hopefully an increase in volunteer support will enable Sunday opening)

There is no doubt that the role of Foyer Music in the lives of numerous young people, particularly those from disadvantaged backgrounds with limited opportunities, is immeasurable. Foyer Music provides a supportive environment to learn about performance and technical production either as a hobby or for a potential career in the music industry. The difference music can make to a young person's quality of life is considerable, opening doors to a new world of art and culture, different types of music, the opportunity to meet and socialise with other young people and for many a huge boost to confidence and enhanced self-esteem.

The year has been punctuated by popular 'FoyerLive' gigs at local venues. With the support of Foyer Music staff and trained volunteers, bands have a showcase at which to perform new music in front of an enthusiastic and discerning young audience. During the year strong links have been consolidated with the Shetland Arts Trust marked by the exchange of bands between Aberdeen and Shetland.

Foyer Music played a major role in organising the annual **goNORTH** music festival in the spring, bringing bands from around the world to the city. This year's event was yet again hailed as a great success.

Many bands have taken part in **Foyer Music workshops**. These encompass various aspects of the music business but importantly include educating young people in how to run a gig safely, from the planning stages and moving their gear through to instruction while setting up at a venue, especially with regard to electrical items.

Another hectic year has flown by, seeing Foyer Music flourish. We look forward to seeing ever more young people pass through our doors making the most of the facilities and enjoying music!



THE SCOTOIL GROUP

investing in the work of aberdeen foyer

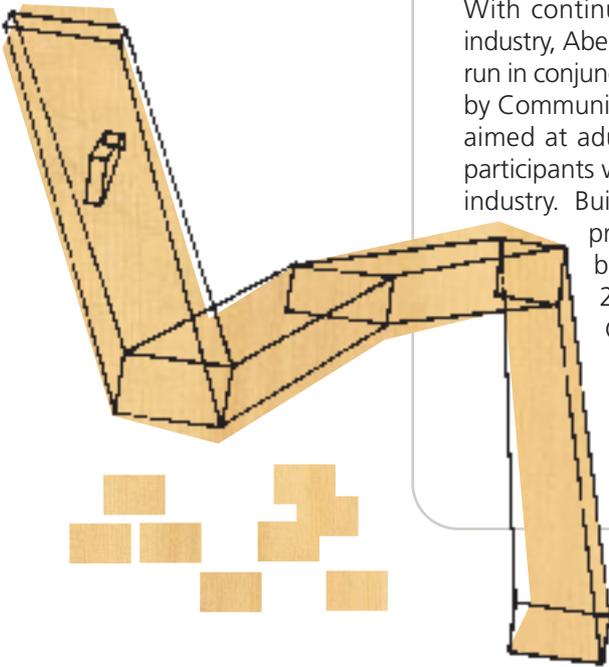
## foyer facts

- ran 4 courses in 2004
- 2 x aberdeen
- 1 x moray
- 1 x banff & buchan
- 23 participants attended college for
  - joinery
  - bricklaying
  - plastering
  - roofing/slating

# education & training

## Ambition Construction

With continued predictions of skills shortages in the local construction industry, Aberdeen Foyer's Ambition Construction and Build & Train schemes, run in conjunction with local colleges, Jobcentre Plus and supported financially by Communities Scotland, are being well received. Ambition Construction, aimed at adult apprentices (22+) in joinery & bricklaying has trained 45 participants with 6 now having moved into employment in the construction industry. Build & Train, aimed at unskilled/semi-skilled unemployed people prepares participants for work in the building industry as general building operatives. Of the 26 participants since September 2004, 9 have now found jobs with the support of Foyer staff. Construction employers and developers, whose participation and involvement is crucial, view both schemes favourably. Everyone involved looks forward to another challenging year and more success in supporting people into sustainable employment while making a very meaningful contribution to the local economy.



## Basic Skills Support

Aberdeen Foyer is represented on the Aberdeen City Literacies Partnership through which our own Literacy & Numeracy Support Worker is funded. The basic skills guidance and advice to our tenants and others involved in programmes and activities is proving to be an invaluable strand to the range of education, employment and training services available. The Scottish Executive's end of year evaluation of the Partnership comments that *"the 'first steps' work under way with excluded groups and the learner support/guidance available at Aberdeen Foyer is beginning to pay off in terms of encouraging learners' participation in adult literacy & numeracy provision"*.

Over the course of the year, well over 50 young people have benefited from the Foyer's group and individual support for numeracy and literacy aimed at enhancing opportunities to move into full time training and employment.



## foyer facts

support to over  
90 people



20 secured full time  
employment

20 access training and  
mainstream education  
and training



## Progress<sup>2</sup>Work

Progress2Work is a support work service to help individuals recovering from drug use to overcome barriers and to enter mainstream education, employment and training projects. Run in association with Aberdeen Cyrenians and APEX as part of the Integrated Community Drugs Service (ICDS) along with Drugs Action and Phoenix House, this programme has added an effective 'move on' support service to those individuals who may have completed the intensive Lifeshaper programme and have demonstrated their commitment and desire to achieve their career aspirations. ICDS is in the process of piloting the key-work service. Currently there are 6 Aberdeen Foyer participants, from a total of 35 within the pilot, receiving specialist support through this service.

It has been a busy, exciting and successful year for the team who have also assisted with the development and delivery of new sessions such as IT, 'Drop-In', ECDL (European Computer Driving Licence), 'Barriers2Work (group employability sessions) and the 'Chill-Out Zone' (relaxation/meditation work).

“ My name is Lucy and I'm a single mum. I first heard of Aberdeen Foyer through my G.P. When I first started at the Foyer I had no confidence and low self-esteem. I needed practical and emotional support. I signed up to **Progress2work** as I had a strong working background but needed advice and to know what opportunities were available to me. Having fully engaged with the programme my confidence began to grow, I realised I had a lot of potential. I found the 'Chill Out Zone' particularly helpful, the meditation techniques have given me a coping strategy that I can use in all areas of my life.

The Integrated Community Drugs Service has given me additional support with my housing needs and my support worker has been very supportive, as have all of the Foyer staff who are very approachable and friendly. I am now working part-time and gaining valuable experience in the Foyer on reception at Marywell Centre, which I enjoy very much. I have a lot of plans for next year, the main one to move house and using my recent experience to progress into full time employment.

Looking back over the last six months I can't believe the progress I have made, the Foyer has given me a new lease of life. I have put my past behind me and feel I can move on with a new found insight and awareness.

I would like to say a big thank-you to my support worker Katrina Wheatley, she has always supported me and been there for me.

I would highly recommend the Foyer to anyone who is looking for a new direction in a supportive and safe environment.



**ABS<sup>o</sup>FT**  
SOLUTIONS FOR BUSINESS

investing in the work of aberdeen foyer

## foyer facts

in 2004 over 30 people accessed lifeshaper in both aberdeen city and north aberdeenshire

# Lifeshaper

Lifeshaper, a partnership between Aberdeen Foyer and Aberdeen College, is a twelve week programme aimed at young people who have had drug or alcohol problems. Lifeshaper enables participants to work towards a happier, healthier future.

Lifeshaper has secured long term funding in North Aberdeenshire with support from Lloyds TSB Foundation for Scotland, Scotland Against Drugs, Aberdeenshire Council and ExxonMobil. In Aberdeen City, Lifeshaper is funded by NHS Grampian and the New Futures Fund.



My name is Ruth and I am currently on the 9th week of the Lifeshaper course. With the constant support, help and advice from all the support workers and staff I now feel I have a reason to get up and face the day, a routine and a basic structure to my life.

Through Lifeshaper I have successfully achieved personal goals and rediscovered my confidence, willpower, motivation and strength in my own abilities. I now face day to day issues realistically and rationally and have learned more from Lifeshaper and the team than I have in a very long time.

I now feel ready to face the future with no fears and can really see and feel the changes in myself. I am starting a college course in February which will be integrated with the Progress2Work programme at the Foyer. I have also rediscovered so many skills and learned new ones too and feel secure in the fact that in the future I will have an excellent CV and also references from my support workers at the Foyer to hand over to possible employers!

I'd like to say a big thank you to all the team at the Foyer for all their encouragement and support and basically just for being there when I've found things tough.



## foyer facts

- 6 teams in 2004:-
  - 3 in aberdeen
  - 2 in peterhead
  - 1 in banff
- 54 young people completed course



Prince's Trust

## Prince's Trust Team

Aberdeen Foyer in partnership with Aberdeen College delivers the Prince's Trust Teams in Aberdeen and North Aberdeenshire.

We have been fortunate to receive the support of Investors for some of the teams - Scotoil sponsored a team in Aberdeen, Petro-Canada has sponsored two Aberdeen teams and the Rotary Club of Banff has supported the first Prince's Trust Team to be held in Banff.

Staff from Petro-Canada have offered practical support during the Next Steps week by giving presentations on employer's expectations, assisting with mock job interviews and advising on CVs and job application forms.



An important part of the PTT is the community projects and team challenges the young people get involved in.

- Decorating the art room at the Foyer's premises in Marywell Street
- Developing a sensory garden for Carronhill Special Needs school in Stonehaven
- Refurbishing a portacabin for Fersands Community Project
- Fundraising and organising a trip for young children from Middlefield to go on their first ever holiday
- Painting designs on the playground at Balgownie Primary School and painting a mural on a shelter wall at Broomhill Primary School
- Decorating a portacabin at Printfield Community Project
- Bingo and coffee morning at Clashieknowe sheltered housing complex
- Designing and creating a new backdrop for the Christmas nativity play at Macduff Primary School
- Ground force type challenge at Boyndie Centre for adults with a disability



HRH the Princess Royal, during a visit to Aberdeenshire, talking to young people on the Banff Prince's Trust Team.



*'Petro-Canada are delighted to have the opportunity to help young people from the local area and are very impressed with the work the Foyer does with the Prince's Trust.'*

**John Scrimgeour**  
Regional Manager NW Europe  
Petro-Canada



Prince's Trust Team

## Young Offenders Initiative (YOI)

Aberdeen Foyer's YOI, funded by Aberdeen City Youth Justice Strategy Group, works with young people aged 16-18 who have a history of offending. Within the balanced community, housing is offered to young offenders aged between 16 and 19 in the Foyer's accommodation sites at Trinity Court, Crown Street and Victoria Road, Torry. In the last 12 months Aberdeen Foyer has provided additional support for three young offenders at Trinity Court and two at Torry.

YOI also funds two places for young offenders on the Prince's Trust Team (PTT) in partnership with Aberdeen College. The PTT is a 12-week personal development programme which aims to re-engage young people by enabling them to develop the skills, confidence and motivation to increase their employability and help them get their lives back on track. It also offers the opportunity for young people to achieve nationally recognised qualifications. The PTT runs four teams per year in Aberdeen and Aberdeenshire.

Aberdeen Foyer has increased the number of young people referred to YOI (Prince's Trust Team). Five out of six young offenders last year completed the 12-week course and moved on to further education or volunteering placements. More young people with a history of offending behaviour have been supported to sustain a tenancy and to take the next steps towards education, training and employment, and ultimately independent living.

This year 27.3% of tenants at Trinity Court and 14% of tenants in Torry had previous offending behaviour that was a factor in their homelessness and/or unemployment. Through the measurement of Individual Action Plans and distance travelled, no tenant eligible for YOI additional support has re-offended while in Foyer accommodation.

# promoting health



the launch of get active get sorted



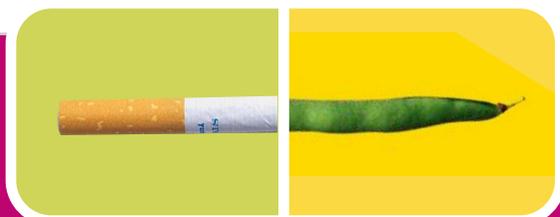
A Community Health Worker was appointed in February 2004 to co-ordinate the Health Promoting Foyer.

One of the main aims of the initiative is to develop a 3 year health & wellbeing action plan in partnership with staff and young people. Two pieces of research have been carried out in 2004 to ascertain the health needs of both young people and staff working at the Foyer. The young people's health needs assessment involved five health and lifestyle focus groups held with young people from Trinity Court, Torry, Peterhead, Lifeshaper and Prince's Trust participants. Cameras and scrap books were distributed to volunteers to record images of what being healthy means to them.

## Activities include:

- 10 week 'Confidence to Cook' programme for Lifeshaper and Skills for Life participants
- Child Health Programme introduced for young tenant parents led by the Community Health Visitor based at Trinity Court 1.5 days per week
- One-to-one support to behaviour change via Individual Action Plan
- Health information
- Smoking Advice Service (in partnership with NHS Grampian)
- Participation in National No Smoking Day - March 2004
- Stage2beatz workshops (project in association with the Youth Theatre and City Moves involving dance, performance and drama)
- Aberdeen Foyer young people participated in a 7 a side football tournament in Northern Ireland
- Weekly yoga sessions for Lifeshaper participants
- Private gym membership available for use by staff and young people
- Weekly health sessions delivered on Lifeshaper programmes in Aberdeen and North Aberdeenshire
- Scotland's Health at Work bronze award - working towards silver
- Health Promotion Worker attended LEAP For Health training day
- All day interactive Health Fair on 28 May 2004
- Healthy eating workshop delivered to Prince's Trust Team
- Breakfast questionnaire
- All Foyer sites supplied with drinking water & fruit
- Healthy vending machines installed at Marywell Centre
- Healthy eating recipe books provided to all sites and kitchen staff
- Self-harm awareness workshop
- Men's health workshop
- Lifestyle fitness assessments
- Weekly Tai Chi class
- Weekly Reiki sessions
- Shiatsu
- Blood Borne Pathogen and sexual health workshops
- 'Get Active Get Sorted' - physical activity challenge during the month of August
- Young person completed JogScotland leader training
- Sexual Health information packs
- Condoms provided free at all sites
- Pregnancy testing kits available
- Scottish Youth Theatre sexual health play
- Mental Health policy working group formed
- Art project Whitespace Arts Centre
- NHS Grampian 'Healthfit' event attended by Aberdeen Foyer
- Aberdeen Foyer represented on NHS Grampian Health & Homelessness working group
- Aberdeen Foyer represented on 'health' sub group of Aberdeen City Homelessness strategy
- Aberdeen Foyer participated in the Aberdeen Joint Health Improvement Conference
- Aberdeen Foyer is a member of the Aberdeen Healthy Living Network
- Aberdeen Foyer participates in Treatment & Care sub group of Aberdeenshire A.D.A.T and Aberdeen & Aberdeenshire Alcohol, Drugs and HIV forums
- Aberdeen Foyer represented on the Aberdeenshire Public Health Forum

investing in the work of aberdeen foyer



## foyer facts

### 'sorted not screwed up' - mental health & wellbeing training

- establishing good relations: communicating effectively with young people using key counselling skills.
- mental health awareness & young people: depression, self-harm and suicide.
- making sense out of confusion: using a cognitive-behavioural approach to supporting young people.
- what works & service development: lessons learnt from aberdeen foyer's 'sorted not screwed up' initiative, linking up with others and peer support.
- looking after yourself: work life balance (delivered by work place team, NHS Grampian).



Jamie & Jennifer - 'Sorted not screwed up'



# 'sorted not screwed up'

## mental health & well being



Over the last few years 'health' has risen on Aberdeen Foyer's agenda with the advent of many health-related initiatives under the banner of the 'Health Promoting Foyer'. One of the most significant of these is 'Sorted Not Screwed Up' (SNSU), our mental health and wellbeing project funded initially by the Diana Princess of Wales Memorial Fund. SNSU continues to provide a much needed service to young people experiencing mental health problems and has achieved one of the initial aims which was to ensure mental health & wellbeing became an integral part of Foyer culture and service provision. The increase in on-site professional expertise has helped young people to benefit from an established system of support and counselling. Increased staff awareness of mental health and wellbeing issues through training and development, policy and protocols, has greatly enhanced the service offered to young people.

In October 2004 Aberdeen Foyer hosted a celebratory event 'The Best of Sorted' at the Marywell Centre. The event's aim was to launch the evaluation report 'Getting Sorted Not Screwed Up' and to celebrate young people's achievements over the last three years. The report is a review of the first three years of 'Sorted not Screwed up', an attempt to capture the main lessons from the process and to disseminate them to others as well as to reflect on the value of 'Sorted not Screwed Up' from a variety of perspectives - staff, young people, partners and funders.

SNSU has been recognised as an exemplar project of national significance and we are delighted that it will continue and expand in the future thanks to support from the Scottish Executive's National Programme for Improving Mental Health and Wellbeing and the Choose Life committees in Aberdeen and Aberdeenshire.

Copies of 'Getting Sorted not Screwed Up' are available from [jamiep@aberdeenfoyer.com](mailto:jamiep@aberdeenfoyer.com) Telephone: 01224 252365

“

“The aims of 'Sorted Not Screwed Up' have always been in tune with what young people want and need. Putting mental health and well-being at the centre of the work of the Foyer is an example to all of us who wish to see mental health mainstreamed in the work we do. That is one reason why we are delighted to support the work of SNSU”

**Gregor Henderson**  
Director  
National Programme for Improving Mental Health and Wellbeing

## foyer facts

- open tues - sat
- 10am - 11pm
- gallery space
- menus + exhibitions change every 6 weeks
- snack menu
- children's menu available
- gluten free option
- diary free option

### foyer restaurant + gallery

82a crown street  
 aberdeen ab11 6et  
 tel/fax: 01224 582277  
 restaurant@aberdeenfoyer.com  
 www.foyerrestaurant.com



The profit generated by the foyer restaurant + gallery is used to support Aberdeen Foyer's work with disadvantaged young people.



arthur watson exhibition

# foyer enterprise

## foyer restaurant + gallery

It has been another busy and successful year for the restaurant and gallery; happily our reputation as one of the best restaurants in Aberdeen continues to grow. We are delighted to see so many regular customers enjoying the ever changing menu and art exhibitions.

A notable addition to our staffing complement is Roy Smith, a full time Commis Chef. Roy is a former tenant at Aberdeen Foyer who initially joined us in November 2003 on a 6 month work placement funded by Scotland Against Drugs and Jobcentre Plus.

Aaron Chambers, another former tenant and Karen Edwards, a current tenant, are both doing well as kitchen porters. Two chefs have received promotion and we welcomed the arrival of new front of house staff.

The restaurant + gallery's own web site [www.foyerrestaurant.com](http://www.foyerrestaurant.com) displays information, menus and details of exhibitions.

New chairs and tables were in place at the end of 2004 and we look forward to February 2005 when the restaurant will reopen to reveal an overall refit, but most importantly, a kitchen extension to give the team much needed space conducive to producing culinary feasts!

"The Foyer helped me get my house, I have my own place and my parents are back supporting me. I am working full time now in the Foyer Restaurant and I am a completely different person from when I started at the Foyer".

**Roy Smith**

A unique aspect of the restaurant is the gallery space; a recognised exhibition venue for recent graduates and established contemporary artists. The past year has seen the standing of the exhibitions escalate both locally and nationally. The diversity of genres on display has been noted as showing confidence and conviction in emerging and acknowledged art.

### 2004 artists + sponsors:-

george ziffo  
 sponsor: petro-canada

arthur watson  
 sponsor:  
 hutcheon services

jo mcdonald  
 university of aberdeen  
 word festival

nicola williams  
 sponsor: rgu  
 gray's school of art

ziggy campbell  
 sponsors: croner consulting  
 scotland + nevisprint

claire roberts  
 sponsor: the scooil group

andy cranston  
 sponsors: mansell +  
 hall & tawse joinery

nicola brooks  
 sponsor: acanthus architects  
 douglas forrest



**McWILLIAM**  
 G. McWILLIAM (ABERDEEN) LTD.

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## foyer facts

### our design service includes:-

- corporate identity
- leaflets + posters
- brochures
- advertising
- flyers + tickets
- annual reports
- web design
- exhibitions
- signage
- discounted rates for partner companies and charities

### foyer graphics

78 Huntly Street  
Aberdeen AB10 1TD  
Tel: 01224 261094  
or 01224 261095  
lauram@aberdeenfoyer.com  
www.foyergraphics.com

# foyer graphics

The last year has been extremely successful for Foyer Graphics. We built our already strong client base, our main focus being the private sector. We have attracted a range of new clients from an optician to an international management training company.

We have created a promotional leaflet and website [foyergraphics.com](http://foyergraphics.com) which provide clients with details of our services, information about Aberdeen Foyer and samples of our work.

We pride ourselves in our particular style of personal service and our commitment to high standards which is valued by our clients.

Another dimension to Foyer Graphics is our work placement opportunity under the New Deal. This year we provided 2 young people with a 6 month placement; Malcolm and Fiona have both successfully moved into employment.



"I was introduced to Foyer Graphics about 18 months ago, and have been delighted by their quick turnaround and innovative interpretation of my requests"

**J. Stewart Spence**  
Owner, Marcliffe at Pitfodels

"We are delighted with the work from Foyer Graphics, giving our promotional material, adverts and logo a much needed makeover. Laura and Julie are always happy to help and a pleasure to deal with".

**Graeme Shand**  
The Spectacle Company

"Partnership Housing has been working with Foyer Graphics for 3 years. It's a successful relationship - they are easy to work with, professional and always understand just what we want from our design. We see them as an extension of our team."

**Melanie Carruthers**  
Partnership Housing

I received a copy of the Foyer Annual Report when applying for a receptionist position at the Marywell Centre. It was here that I found out that Foyer Graphics took on a young person for a six month work placement. I spoke to my New Deal Advisor and started my work placement a few weeks later.

I learned a huge amount in the short time I was with the Foyer. Both Laura and Julie were always there to offer me help and ideas. I enjoyed the challenge of the briefs, feeling like I was doing something worthwhile.

The time soon flew by and I started to worry about what I was going to do when my placement ended. The week before I was due to leave I got an interview for the post of Trainee Page Designer at the Press and Journal. I was very nervous but Laura and Julie helped me prepare my portfolio and coached me on interview techniques and questions. My enthusiasm for the work must have come through as I was offered the job.

I am really enjoying working and sometimes can't believe that I have actually got on to the first rung of the career ladder. I know that if I had not gained such valuable experience during these six months I would not have been offered this job.

Throughout the six months Aberdeen Foyer made a big impact on my life. I would like to thank everyone at Aberdeen Foyer, especially Laura and Julie for helping me achieve my career goal.

**Fiona Bell - Young person on New Deal placement**



## foyer facts

### aberdeen city:

- 5 tenants have moved on with the assistance of the Move on Project since Aug 2004.
- 7 volunteer befrienders being trained

### aberdeenshire -

- 4 tenants have moved on with the assistance of the Move -on Project since Aug 2004
- 2 volunteer befrienders awaiting training

# move-on

At the end of their time with the Foyer, the majority of young people are ready and able to move on to independent living. However, in a few cases support needs continue beyond the Foyer period. It is appropriate for the tenant to 'move-on' at this stage but in some circumstances there is a need for the tenant to continue to receive limited support to ensure they sustain their new tenancy, continue with the progress they have made towards independent living and deal with prevailing health or other issues. Often the transition to independent living needs to be a gradual process and some ex Foyer tenants flounder when suddenly they find themselves cut off from all the services and support they had access to at the Foyer. Most young people do have something to move onto; college, work placements, volunteering, education and training courses, however for a few young people these options are not available immediately and it is important that they still have some contact and support to prevent relapse or social isolation.

In the case of those who might not be ready to take on a full tenancy on leaving the Foyer, a lead tenancy arrangement is made in collaboration with Grampian Housing Association. In addition the Foyer Move-On initiative provides a mentoring/befriending service to help those young people with the practicalities of independent living such as moving into a new home, establishing social networks and encouraging them to continue with employment and training. The befrienders are mainly volunteers although there are two members of staff working on this project, one in Aberdeen and one in North Aberdeenshire. The Laidlaw Youth Foundation has played a large part in funding this service whose aim is to help 25-30 young people per year in transition.

Two new vans are ready to go into action as an integral part of the Move-On initiative; one van for Aberdeen and one for North Aberdeenshire. Deirdre Michie, External Affairs Manager and Margaretha Simpson, Social Performance Adviser of Shell UK Limited officially presented the vans to staff and young people at Marywell Centre in December 2004. The vans, with branding courtesy of Signs Express, are of immeasurable value in helping to carry out the various services offered by the Move-On initiative.

The Foyer's Move-on project is a partnership between Aberdeen Foyer, the Laidlaw Youth Foundation, Grampian Housing Association, Choose Life Aberdeen, Choose Life Aberdeenshire and Shell UK Limited.



Margaretha Simpson and Deirdre Michie, Shell UK Ltd.  
Aaron Chambers and Donna Waiter, Aberdeen Foyer.



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# investors

'helping vulnerable young people lead ordinary lives'

## Investors' Dinner

'Our association with Aberdeen Foyer is motivated by their valuable work in supporting young people. We deliver UK and overseas payroll solutions and are delighted to continue our investment in the Foyer by offering our payroll services free of charge and by using the excellent design services of Foyer Graphics.'

**Alison Smith**  
**Managing Director,**  
**activpayroll**

Public, private and voluntary sectors were well represented at the annual Investors' Dinner held at the Foyer Restaurant + Gallery in March 2004 at which Richard Murphy, architect, was the guest speaker.

Once again the Restaurant staff pulled out all the stops and catered brilliantly for over 80 people - in one sitting! The evening, sponsored by Grampian Housing Association and Scott Sutherland School, recognised current supporters of Aberdeen Foyer and also introduced our organisation to potential new investors. The following organisations were acknowledged in particular for their highly valued and continued support: Petro-Canada, Croner Consulting, activpayroll, Shell UK Limited, bp Harding and Andrew and Absoft.

**Thank you to all Investors in the Foyer.**  
**Your investment really does make a difference to the lives of young people.**

Aberdeen City Council [Aberdeen City Youth Justice Strategy Group](#) Aberdeen College [Aberdeen City Community Safety Grant](#) Aberdeen Healthy Living Network [Aberdeenshire North Alcohol, Drug & HIV Forum](#) Aberdeenshire Council [Absoft](#) Acanthus Architects [Activpayroll](#) Anderson Anderson Brown [ASM](#) Banff Rotary Club [Bank of Scotland](#) Batchworth Trust [bp](#) [bp Harding/Andrew Business Unit](#) [Big Lottery Fund](#) British Council [Business Network Scotland](#) CHAP Construction [Choose Life](#) Communities Scotland [Croner Consulting](#) Cults West Parish Church [ExxonMobil](#) Ferryhill Parish Church Guild [First Drive Cars](#) Foyer Federation [Garfield Weston Foundation](#) Gatsby Health Partnership Grant [George Wimpey](#) Grampian Housing Association [Gray's School of Art](#) Halliday Fraser Munro [Hutcheon Services](#) Kincorth Church [Kintore Charitable Trust](#) Laidlaw Youth Foundation [Lloyds TSB Foundation for Scotland](#) Ledingham Chalmers [Mansell/Hall & Tawse](#) Mirdel Bequest Charitable Trust [McWilliams Ltd](#) Mother Technologies [Mrs J W E Hudson's Charitable Trust](#) Nevisprint [NHS Grampian](#) Paull & Williamsons [Performing Rights Society Foundation](#) Petro-Canada [Ritson Smith](#) Robert Gordon's College [Robert Gordon University](#) Scotland Against Drugs [Scott Sutherland School](#) Scotoil [ScottasPress](#) Scottish Arts Council [Scottish Coop](#) Scottish Enterprise Grampian [Scottish Executive](#) Shell UK Limited [Signs Express](#) Someone Cares [South St Nicholas, Kincorth Parish Church](#) St Fittick Rotary Club [St Machar Rotary Club](#) St Nicholas Rotary Club [Students' Charities Campaign](#) Talisman Energy Tea Planters Reunion Dinner Organising Committee [The Brownington Foundation](#) The Tudor Trust [Torry Academy](#) UKOOA [University of Aberdeen](#) Viscom Ltd [Voluntary Action Fund](#) Wildflower Wines [Wood Group](#)

**Our thanks to everyone who has made personal donations during the year.**



George Wimpey donated £25,000 to extend and refurbish the training kitchen at Marywell Centre.



# awards in 2004

## recognition



INVESTOR IN PEOPLE



- 'Sorted Not Screwed Up' was recognised by the Scottish Executive as an exemplar project of national significance and has received mainstream funding after 3 years

- Aberdeen College was awarded the Allied Irish Bank (UK) 'Beacon Award' for links with Foyers - open to all further education, sixth form and tertiary colleges in the UK which have established successful and sustainable partnerships with Foyers



- Our Chief Executive, Ken Milroy won the Scottish Ernst & Young Social Entrepreneur of the Year 2004

- New Deal Awards for innovation, contribution to the success of Jobcentre Plus and a New Deal Award for helping so many young people into work



- Re accredited by the Foyer Federation

- Aberdeen Foyer has achieved Investors in People and the bronze award for Scotland's Health at Work



Young People's Christmas party at Marywell Centre



Members of the St Fittick Rotary Club volunteered to help at the party

# foyer finance

## Statement of Financial Activities for Aberdeen Foyer and Foyer Enterprise for the year ended 31 March 2004

	2004 £
<b>INCOMING RESOURCES</b>	
Donations, legacies and similar incoming resources	137,163
Activities in furtherance of charity's objects:	
Housing services	893,017
Education and training	555,848
Property	2,000
Activities for generating funds	<u>751,500</u>
<b>TOTAL INCOMING RESOURCES</b>	2,339,528
Less: cost of income generation activities	639,086
<b>NET INCOMING RESOURCES</b>	<u>1,700,442</u>
<b>RESOURCES EXPENDED</b>	
Charitable expenditure:	
Housing services	941,956
Education and training	568,940
Health	45,775
Marywell Centre	34,864
Management and administration	72,631
<b>TOTAL CHARITABLE EXPENDITURE</b>	<u>1,664,166</u>
<b>TOTAL RESOURCES EXPENDED</b>	<u>2,303,252</u>
Movement in total funds for the year - net income/(expenditure) for the year	36,276
Total funds brought forward	<u>355,960</u>
Total funds carried forward	<u><u>£ 392,236</u></u>

The company has made no gains or losses other than as reported above.

## Aberdeen Foyer and Foyer Enterprise Balance Sheet - 31 March 2004

	2004 £
<b>FIXED ASSETS</b>	
Tangible assets	<u>423,988</u>
<b>CURRENT ASSETS</b>	
Stocks	5,916
Debtors	135,429
Cash at bank and in hand	<u>53,772</u>
	195,117
<b>CREDITORS: amounts falling due within one year</b>	<u>224,700</u>
<b>NET CURRENT LIABILITIES</b>	<u>(29,583)</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	355,960
<b>CREDITORS: amounts falling due after more than one year</b>	<u>2,169</u>
	<u><u>£ 392,236</u></u>

Signed on behalf of the Board of Directors



**David Paton**  
Chairman

Audited accounts are available on request

### aberdeen foyer board (dec 2004)

Mr David Paton (Chairperson)  
*Local Business Representative*

Mr Mike Melvin  
*Special Director*

Cllr Sandra Macdonald  
*Aberdeen City Council*

Mr Hayden Barrett  
*Prince's Trust*

Mr Bill Ferguson (Treasurer)  
*Local Business Representative*

Cllr Aileen Malone  
*Aberdeen City Council*

Dr Leela Gautam  
*NHS Grampian*

Dr Linda Leighton-Beck  
*NHS Grampian*

Cllr Alister Leitch  
(Vice Chairperson)  
*Aberdeenshire Council*

Mr Alan Moat  
*Grampian Housing Association*

Mr Jim Pennington  
*Careers Scotland*

Mr Mike Scott  
*Aberdeen City Council*

Mr Rob Wallen  
*Aberdeen College*

Cllr Anne Robertson  
*Aberdeenshire Council*

Mr Malcolm McNeil  
*Grampian Housing Association*

Mr Ritchie Johnson  
*Advisor - Aberdeenshire  
Council*

Mr Ken Milroy  
*Company Secretary*

4 young people  
representatives

### foyer enterprise board (dec 2004)

Mr Alan Moat (Chairperson)  
*Grampian Housing Association*

Mr David Paton  
*Local Business Representative*

Mr Ciaran Monaghan  
*Aberdeen City Council*

Mr Bill Ferguson  
*Local Business Representative*

Mr Richard Barnes  
*RGU Business School*

Mr Ken Milroy  
*Company Secretary*

### Resigned during the year

Dr Vicky Houston  
*RGU Business School*

### solicitor

Paull & Williamsons  
Investment House  
6 Union Row Aberdeen

### auditor

Anderson Anderson  
& Brown  
6 Carden Place  
Aberdeen AB10 1UR

### bank

Bank of Scotland  
201 Union Street  
Aberdeen



### Aberdeen Foyer

Marywell Centre,  
Marywell Street  
Aberdeen AB11 6JF  
Tel: 01224 212924  
Fax: 01224 252899  
[www.aberdeenfoyer.com](http://www.aberdeenfoyer.com)

### Corporate Services

78 Huntly Street  
Aberdeen AB10 1TD  
Tel: 01224 261090  
Fax: 01224 261097

### Foyer Restaurant + Gallery

82a Crown Street  
Aberdeen AB11 6ET  
Tel/Fax: 01224 582277  
[www.foyerrestaurant.com](http://www.foyerrestaurant.com)

### Foyer Graphics

78 Huntly Street  
Aberdeen AB10 1TD  
Tel: 01224 261094  
Fax: 01224 261097  
[www.foyergraphics.com](http://www.foyergraphics.com)

### Trinity Court

82a Crown Street  
Aberdeen AB11 6ET  
Tel: 01224 582900

### Torry

139b Victoria Road  
Aberdeen AB11 9LY  
Tel: 01224 876167

### Aberdeen Foyer Stonehaven

17 Redcloak Crescent, Stonehaven  
Aberdeenshire AB39 2XG  
Tel: 01569 763261

### Aberdeen Foyer Fraserburgh

46a Broad Street, Fraserburgh  
Aberdeenshire AB43 9AH  
Tel: 01346 516932

### Aberdeen Foyer Peterhead

1a Exchequer House  
25 Broad Street, Peterhead  
Aberdeenshire AB42 1HY  
Tel/Fax: 01779 477783



**GRAMPIAN**  
HOUSING ASSOCIATION LTD

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