



BloodWorks Associate Steering Group

BloodWorks is a Private Limited Company, limited by guarantee, company number 16396983, incorporated on 21st April 2025. We are insured by Chubb European Group SE: Employers' Liability and Public and Products Liability, Products and Services Professional Indemnity, with Medical Malpractice extension.

We are not-for-profit and are run by individuals on a voluntary and unpaid basis. Joseph Kean is the single listed (unpaid) Director on Companies House. We pay our clinical staff for governance purposes and subcontract laboratory (UKAS accredited) and interpretation functions (GMC registered GP and other additional appropriate health and fitness professionals) to external partners.

We offer specialised health and fitness screening which includes: onsite assessment, venous blood sampling, bio-Impedance spectroscopy, result interpretation and report generation.

We exist to deliver dedicated harm reduction interventions relating, but not limited, to hormone related health via confidential, independent, community-based provision.

Terms of Reference (ToR)

1. Purpose

The BloodWorks Associate Steering Group provides independent advice, expertise, and constructive challenge to support the strategic development, clinical governance, and ethical direction of BloodWorks. The group exists to strengthen decision-making as the organisation grows, particularly in relation to regulated activity, service expansion, and the management of complex health needs.

The Associate Steering Group is advisory in nature and does not hold executive or legal decision-making authority.

2. Aims and Objectives

The Steering Group will:

- Provide expert advice on the strategic development and progression of BloodWorks.
- Support preparedness for Care Quality Commission (CQC) registration and ongoing regulatory compliance
- Advise on expansion into alcohol and drug services, including integration with existing health and fitness screening activity.

- Review and comment on proposed blood testing and screening panels, ensuring clinical appropriateness, evidence-base, and proportionality
- Offer guidance on the assessment and management of complex patients and individuals with multiple or intersecting health needs.
- Support safe, ethical, trauma-informed, and person-centred service design.
- Act as a sounding board for innovation while maintaining patient safety, quality, and governance standards.

3. Scope of Advice

The Steering Group may be asked to provide advice on:

- Clinical and non-clinical governance arrangements.
- CQC registration strategy, regulated activities, and compliance readiness.
- Service specifications and pathways, including interfaces with alcohol and drug services.
- Blood and health screening panels.
- Management approaches for complex cases.
- Risk management, safeguarding, and escalation pathways.
- Research, innovation, and evaluation opportunities.

Ethical considerations and use of lived-experience insight in service design.

The Steering Group will not provide individual clinical decisions or patient-specific treatment instructions but may be asked to comment on case studies in order to develop standardised and evidenced based responses.

4. Background to the Associate Steering Group

BloodWorks Ltd was established after delivery of similar interventions for nearly 20 years on behalf of others with the first dedicated pilot and blood clinic in Middlesbrough for the then Lifeline Charity in 2008.

We became incorporated in April 2025 and our intention was to deliver small-scale health and fitness screening for those using Steroids and Image and Performance Enhancing Drugs (IPEDs) in the absence of local dedicated provision. We originally planned one morning clinic a month for around five individuals.

Demand and scope have increased rapidly. Clinics have expanded to twice monthly, with recent sessions seeing up to eighteen individuals assessed in a single clinic and with an increasing cohort of people, not just those using IPEDs. In parallel, BloodWorks has recently progressed (November 2025) to securing its first formal contract within an alcohol and drug service setting.

This growth represents a significant shift in scale, complexity, and regulatory responsibility. The establishment of an Associate Steering Group reflects BloodWorks' commitment to proportionate governance, expert oversight, and safe progression as services expand into more complex and regulated environments.

5. Associate Steering Group Member – Role Description

Purpose of the Role:

Associate Steering Group Members provide independent, expert advice and informed challenge to support the safe, ethical, and evidence-based development of BloodWorks.

Key Responsibilities will include but not be limited to: strategic advice, guidance on screening panels, commentary on planned harm reduction literature, complex patient considerations, regulatory preparedness.

Boundaries:

Members do not hold executive authority, do not provide individual clinical decisions, and are not responsible for operational delivery.

6. Associate Steering Group Members

Membership will reflect a broad mix of expertise including clinicians, researchers, health professionals, fitness experts, and individuals with lived experience. Membership will include Honorary Members who have agreed to support dedicated specialist functions.

Members:

Dr Bonnie Grant. Clinical research fellow Imperial College

Dr Martin Chandler. Research Fellow University of Birmingham

Professor Ian Boardley. Sport and exercise psychologist University of Birmingham

Dr Andrew Richardson. Research Associate Newcastle University

Drew Guard. Waythrough Barstaple.

John Fox. HepC Trust and NNEF

Mark Pryke. People engagement

Ryan McDaid. TRT - Testosterone Replacement Therapy Online Wellness Group

Dr Evelyn Hearne. Public Health Researcher at Public Health Institute, Liverpool John Moores University

John Campbell. Injecting Equipment Provision Manager. Alcohol and Drug Recovery Services. Glasgow City Health and Social Care Partnership

Honorary Members

Harrison G. Pope, MD, MPH. Director, Biological Psychiatry Laboratory. McClean Hospital, Harvard University

Dr Katinka van de Ven. Principal Consultant at 360Edge, Research Manager at Hello Sunday Morning, Adjunct Associate Professor at UNSW

Katy Longhurst. Digital Systems, Clinical Assessment, DASV escapist

7. Confidentiality and Conflicts of Interest

Members must declare conflicts of interest and treat all information shared as confidential in line with information governance requirements.

8. Meetings

The Steering Group will meet quarterly or as required. Meetings may be held virtually or in person, with papers circulated in advance.

9. Review

These Terms of Reference will be reviewed annually or in response to significant organisational change.

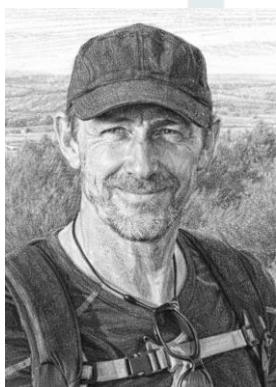
Version	Date	Signed by	Position / Qualification
1	20.12.2025	Joseph Kean	Director BloodWorks

Associate Steering Group Members



Dr Bonnie Grant. Clinical research fellow Imperial College.

Bonnie is a Clinical research fellow in reproductive endocrinology at Imperial College London and Endocrine & Diabetes doctor. Research focuses on the health consequences of anabolic androgenic steroid use, with a particular interest on managing the withdrawal syndrome following stopping.



Dr Martin Chandler. Research fellow University of Birmingham.

Dr Martin Chandler (BSc, MSc, PGCE) is a Research Fellow in the School of Sport, Exercise & Rehabilitation Sciences.

Prior to joining the University of Birmingham, Martin was a Research Fellow in Human Enhancement Drugs, based at Liverpool John Moores University and has been studying the use of Image & Performance Enhancing Drugs (IPED) since 2006 working with diverse groups from harm reduction services to elite athletes. He was also Co-Chair of the National Needle Exchange Forum (NNEF) from

2009-2012 and Chair from 2012-2013.

He has presented at both national and international conferences on a range of issues around IPED use and contributed to local and national government public health guidance on the provision of services for IPED clients. He provides training around anabolic steroid use to healthcare and other professionals, with a focus on harm reduction service provision for this client group. He has also provided expert witness testimony in a number of high profile cases involving anabolic steroids.

Mark Pryke. People engagement.

Passionate about all people, particularly about human rights to equitable and enabling treatment. Love animals and organic nature!

With around 20 years of experience of working in the Health & Social Care sector. Working with and in 3rd sector organisations in both regional support and national lead roles, mainly in community engagement and involvement.





Drew Guard. Waythrough Barstaple.

Drew has been in the fitness industry for over 16 years and qualified through the IFBB as a Weight Training Prescription Specialist, which led him to working with a range of clients, from beginner to competitive / amateur bodybuilders. This professional experience, alongside my own lived-experience (Including the negative health-related risks), led to my own personal research and recognised education on IPEDs, which ultimately resulted in working freelance alongside PHE / PHW and Joe Kean to help conduct the ongoing research into IPED use, something I have been doing for the last 10 years. Currently, I work for Together / Waythrough as a Skills Academy Coach (Regional Trainer), but have previously been responsible for managing the NSP provision at one of our hubs, and continue to offer pop-up NSP for difficult to reach and / or marginalised members of the Devon community.



John Fox. West Yorkshire Peer Programme Manager for The Hepatitis C Trust and NNEF co-chair.

John has 21 years' experience of working in frontline services including Young peoples and Adult services mainly as a Harm Reduction practitioner with experience in NSP provision, psychosocial interventions and other specialist areas involved in Harm reduction work. I currently manage a Peer Project and team in West Yorkshire for The Hepatitis C Trust linking people into treatment for BBV's and delivering harm reduction interventions. I have my own lived experience of number of the issues related to the work I undertake.



Ryan McDaid. TRT - Testosterone Replacement Therapy Wellness Online Group.

A community dedicated to helping men take charge of their health, hormones, and vitality. We provide education, support, and resources for men undergoing testosterone replacement therapy, as well as those curious about optimising their energy, strength, mental clarity, and overall well-being. Our goal is to empower you with accurate information, shared experiences, and expert insights - so you can feel your best at any age.



Professor Ian Boardley. Sport and exercise psychologist University of Birmingham.

Professor Ian Boardley is a leading sport and exercise psychologist at the University of Birmingham, recognised internationally for his research into the psychosocial factors driving image- and performance-enhancing drug (IPED) use, particularly anabolic androgenic steroids (AAS). He is based in the School of Sport, Exercise and Rehabilitation Sciences, where he serves as Professor in Sport and Exercise Psychology and Head of Research. Ian contributes to collaborative projects that generate evidence on IPED use in the UK, working closely with networks of researchers and practitioners to inform harm reduction services. Through this work, he plays a crucial role in shaping how academics, health professionals, and policymakers respond to the growing challenges of AAS use – seeking to reduce harms while acknowledging the complex social realities of those who use these substances.



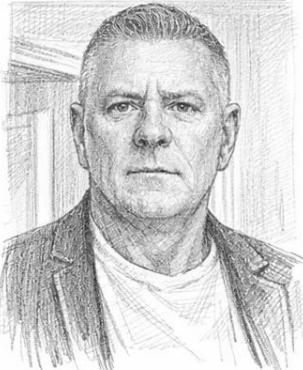
Dr Andrew Richardson. Research Associate Newcastle University.

Dr Andrew Richardson is currently a Research Associate at Newcastle University in Gambling related Harms. He is hosted by Newcastle University and leads the research arm of the Associate Directors of Public Health (ADPH) North East Gambling Regional Programme.

His Doctorate is in Social Policy with research interests in Anti-Doping, Harm Reduction, Esports, Transgender Sport and Body Image. With a background in elite sport and exercise science at Teesside University combined with former roles and experiences as an ex-national athlete for Ireland Powerlifting, front line harm reduction worker and powerlifting coach and personal trainer.

He combines practical and evidenced based roles to help inform person-centred policy approaches for improving access to treatment, reducing stigma and understanding those with lived experience.

Andrew is open to collaborating with anyone on any of the topics mentioned above. If interested please reach out to Andrew below. Particular interests include the Enhanced Games sporting event, Needle Exchanges and the Steroid Users accessing these spaces, Body Image assessments with Anabolic Steroid use and lastly, Females using Anabolic Steroids.



John Campbell. Injecting Equipment Provision Manager. Alcohol and Drug Recovery Services. Glasgow City Health and Social Care Partnership

John Campbell has over 30 years' experience working in harm reduction across the UK and Europe, with a particular specialism in image and performance enhancing drugs (IPEDs) and injecting drug use. In his current role, he leads the Injecting Equipment Provision (IEP) programme, overseeing delivery across more than 100 outlets.

John has played a key role in developing and implementing specialist IPED harm reduction responses, including Glasgow's Image and Performance Enhancing Drugs Clinic, national IPED surveillance and research, and targeted interventions to improve blood testing and engagement among men who inject IPEDs. His wider work includes the development of the WAND initiative, the introduction of Accuvein technology to support safer injecting practice, and the implementation of Glasgow's first outdoor, accessible sharps bin.

He is a member of the Advisory Council on the Misuse of Drugs (ACMD) Technical Committee and has contributed extensively to national research and policy relating to IPED use, injecting practices, and blood borne virus prevention.



Dr Evelyn Hearne. Public Health Researcher at Public Health Institute, Liverpool John Moores University

Evelyn Hearne is a Public Health Researcher at Liverpool John Moores University. Her research interests are grounded in public health, harm reduction, and social responses to people who use drugs.

Specific areas of interest are image and performance enhancing drugs (IPEDs) specifically, the use of anabolic androgenic steroids by older men, and weight loss medicines / GLP's and associated risks; the use of novel psychoactive substances and harm reduction within online communities of people who use drugs; social inclusion with a particular focus on ethnic, cultural, and sexual minority groups e.g. LGBTQIA+ and Irish Travellers; and supporting a public health approach to violence prevention at local and national level.

Honorary Associate Steering Group Members



Harrison G. Pope, MD, MPH. Director, Biological Psychiatry Laboratory. McClean Hospital, Harvard University.

Harrison G. Pope, MD, MPH, has conducted research in a wide range of areas in psychiatry and has authored more than 300 peer-reviewed papers. This work includes many publications on the diagnosis and treatment of psychotic disorders and major mood disorders, together with extensive research on eating disorders and related issues of body image in both women and men. More recently, Dr. Pope has also focused on substance abuse disorders, with emphasis on drugs such as cannabis, hallucinogens, ecstasy, and anabolic-androgenic steroids.

Dr. Pope is arguably the leading researcher in the world on the abuse of anabolic-androgenic steroids (AAS). In addition, the lab has published extensively on the neuropsychological effects of cannabis (marijuana), “ecstasy,” and hallucinogens.



Dr Katinka van de Ven. Principal Consultant at 360Edge, Research Manager at Hello Sunday Morning, Adjunct Associate Professor at UNSW.

Dr Katinka van de Ven is an internationally recognised expert in alcohol and other drugs, with a distinctive focus on client centred care, service improvement, program evaluation, harm reduction and alcohol and other drug policy. She is currently a Principal Consultant at 360Edge and the Research Manager at Hello Sunday Morning. She also serves as a Research Advisor to SMART Recovery Australia and is a Visiting Fellow at the Drug Policy Modelling Program (DPMP), University of New South Wales.



Katy Longhurst. Digital Systems, Clinical Assessment, DASV escapist.

With over 15 years of experience in leading and delivering complex and strategic digital projects, I am a solution-oriented and versatile management professional with a passion for innovation and customer success. Creator of AskJoan and AskJoe, invisible safeguarding emergency technology for those experiencing DASV.