POSITIVELY UK

England & Wales · Charity number 1007685

Details

Other names	POSITIVELY WOMEN
Status	Registered
Legal form	Charitable company
Company number	02424032
Registered	1992-01-27
Register	View on the Charity Commission register

Contact

Address	Brick Yard 28 Charles Square London N1 6HT
Phone	02077130444
Email	info@positivelyuk.org
Website	www.positivelyuk.org

Activities

Objects: 2.1 The objects of the Charity are: 2.1.1 To protect and promote the health of people living with HIV, and any associated health condition(s), through the provision of peer support services, service user groups and other specialist services.2.1.2 To advance education and support research that aims to promote the health and quality of life of people living with HIV and any associated health condition(s).2.1.3 To provide community-based, person-centred, advice, assistance and support and undertake any other charitable activity for the benefit of people living with HIV and any associated health condition(s).

Activities: Positively UK champions the rights of people living with HIV and related health conditions. We provide specialist and peer support, advocacy and information, campaign against discrimination, promote positive attitudes and equitable access to health, and strive to increase the involvement, voice and visibility of people living with HIV..

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Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, People With Disabilities, Other Defined Groups

Geography

- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£849,901	£963,322	£273,181	21
2024-03-31	£878,005	£874,228	£386,602	23
2023-03-31	£749,227	£856,590	£382,825	22
2022-03-31	£771,500	£710,118	£490,188	21
2021-03-31	£909,874	£672,567	£486,211	19

Trustees

Name	Role	Appointed
Nicola Elizabeth Mackie	Chair	2026-05-28
Anthony James Babajee		2024-05-01
Deborah Laycock		2025-05-14
Judith Clarke		2026-05-13
Kim Jackson		2026-05-13
Kim Paula Jackson		2026-05-14
LeaSuwanna Griffith		2019-11-20
Lee George Terry Marsons		2025-05-14
Simon Trevor Regis		2025-05-14

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POSITIVELY UK

England & Wales - Charity number 1007685

Accounts

renewing + meeting



Annual Impact Report 2024–25

POSITIVELY UK



positive

We know how to help people living with HIV because we are people living with HIV

Contents

Welcome from our Chair	4
Report of the Board of Trustees	5
How we made a difference	10–37
Financial review	40
Structure, governance and management	49
Independent Examiner's Report	59
Statement of Financial Activities	61
Notes to the Accounts	66

Welcome

Foreword from our Chair

We continue to work in a complex and divided world. The past year has been marked by ongoing challenges, both nationally and internationally.

The cuts to international health aid, and their devastating impact on access to healthcare and HIV medication in some of the most affected parts of the world, have sent shockwaves through our community. These cuts come at a time when the end of the HIV epidemic is almost within sight. This was also the year when the large PURPOSE study demonstrated that the Lenacapavir injection could provide almost 100% protection from HIV. We now have all the tools to end the epidemic, but without global political will and sustained investment, much of the progress we have made could be reversed.

In the UK, we continue to see increasing polarisation and hostility towards migrants, while the recent EHRC ruling on the definition of women has left many gender diverse people in our community feeling more anxious about accessing public spaces safely.

Progress in the UK has not benefited everyone equally. Sadly, we have seen new HIV diagnoses rising among heterosexual women and men, as well as among gay and bisexual men from global majority communities. People of Black African ethnicity, and other global majority groups, are disproportionately represented in HIV diagnoses and in those living with HIV in the heterosexual group.

The UK HIV sector itself has faced significant challenges, including the closure of NAM-AIDS Map treatment information Charity and major reductions in services offered by organisations such as I-Base. Positively UK has also been affected, with the closure of our Gay Men's Project due to lack of funding, despite our best efforts.

Nevertheless, our support and services are needed more than ever, and we are proud that our in-clinic peer support and NHS partnerships have gone from strength to strength. We have seen a 132% increase in the number of people supported through our clinic work. Our Getting to Zero project, in partnership with NAZ and Plus Health, has established a highly effective model of peer supporters working across five clinical sites within two Integrated Care Boards (ICBs) Chelsea & Westminster NHS Trust and North Middlesex Hospitals.

Our specialist programmes – Str8Talk, Women RISE, and GayTalk – continue to reach some of the most marginalised communities. These groups offer safe and empowering spaces to share experiences, learn strategies to live well with HIV, and build nourishing networks of support.

Our National Conference of People Living with HIV, themed "One Voice, Multiple Experiences," brought together over 200 participants from across the UK, creating an invaluable space for learning, connection, and solidarity.

Looking ahead, we are excited to expand our services in England, with new contracts in Derby, Derbyshire and East Anglia, covering a large geographical area and making peer support accessible to thousands more people. We are also developing new partnerships with Fast Track Cities and other voluntary organisations to address internalised stigma, and we will continue to expand our welfare services to include housing advice and immigration support.

These are challenging times, but Positively UK continues to adapt and grow with flexibility and determination, ensuring that people living with HIV across the UK receive the support, advocacy, and community they deserve.



Gerard McGrath
Interim Chair

Report of the Board of Trustees

The Directors, who are also Trustees, present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1a to the financial statements and comply with the charitable company's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102).

Our charitable objects

To promote the health and wellbeing of people living with HIV, and any associated health condition, through the provision of **peer support services, service user groups and other specialist services**.

To advance **education** and support **research** that aims to promote the health, wellbeing and quality of life, of people living with HIV and any associated health condition.

To provide **community-based, person-centred, advice, assistance and support** and undertake any other charitable activity for the benefit of people living with HIV and any associated health condition.

Our vision

A society where people with HIV live happy, healthy, and stigma-free lives.





Our mission

To empower and support individuals living with HIV with the knowledge, tools, and connections they need to live fulfilling lives, and to reduce the stigma surrounding HIV.

Our mission revolves through four core principles:

Empowerment - We believe that knowledge is the cornerstone of empowerment. We are committed to providing accessible and up-to-date information on HIV, treatment options, and self-care practices. Through education, we empower individuals to make informed decisions about their health and live their lives to the fullest.

Support - Living with HIV can be challenging, but no one should face it alone. Positively UK offers a safe and supportive community where people with HIV can connect, share their experiences, and receive emotional and practical assistance. We are here to ensure that no one feels isolated or hopeless on their journey with HIV.

Stigma Reduction - One of our fundamental goals is to challenge the deeply ingrained stigma associated with HIV. By sharing personal stories, advocating for awareness, and fostering understanding, we aim to change societal attitudes and promote a more inclusive and compassionate world.

Diversity, Equality and Inclusion - We are guided by the principles of diversity, equality, and inclusion, and we believe that everyone deserves respect, dignity, and the opportunity to lead a life free from the shackles of HIV-related stigma and prejudice.

Our values

We are led by people with HIV
We champion human rights
Our lived experience is our expertise
We value diversity
We collaborate
We are person-centred



Our actions

We provide peer support
We make information accessible
We facilitate connections
We empower people with HIV to be involved in decisions affecting their lives
We campaign and advocate to address HIV stigma and intersecting inequalities

Our three interconnected, person-centred aims

Community Access and Engagement

Improve peer support outreach and pathways in all UK clinics.

Strengthen and promote our online services to ensure people have access to them from across the country.

Work collaboratively at a national level with other organisations to expand access in at least three new areas outside London.

Provide training and volunteering opportunities to develop skills for community involvement and activism.

Provide specialised services for LGBTQ+ communities, heterosexual men and women and young adults.

Work within our skillset and be clear about our boundaries.

Change

Challenge HIV stigma at an institutional level by contributing to the HIV Confident charter.

Provide training, opportunities, and support so that people with HIV have the resources to challenge stigma, to be visible and to have an individual and collective voice in decisions that affect them.

Build an evidence base to demonstrate how peer support works, its effectiveness and its impact, by collaborating with academic institutions and strengthening the role of peer research.

Diversity and Inclusion

Focus on people who are not in care, face challenges staying in care, or struggle to be undetectable, by embedding and expanding peer services in HIV clinics and working in partnership with NHS.

Create new partnerships to work with people and communities who face additional stigma and exclusion, such as trans people, migrants, Black communities and other racially minoritised groups, young adults born with HIV, and those who are involved in chemsex.

Develop and expand links with organisations, including academic institutions, that work specifically with marginalised communities.

Continue and expand our provision of crisis services such as Welfare & Benefit Advice, as they are an important entry point for those who face the greatest socio-economic challenges.

Volunteers are at the heart of everything we do

Equivalent to more than £20,000!

810
total hours of volunteer time in 24-25

308
hours on the telephone rota

375
hours of welfare support

50
hours spent sharing our story with others

Our impact

1,223
people have had access to our support

285
people have come to our groups

3,545
hours of one-to-one peer support

875
people seen in the clinic - 123% increase from last year



Buckinghamshire



our peer support has helped more than

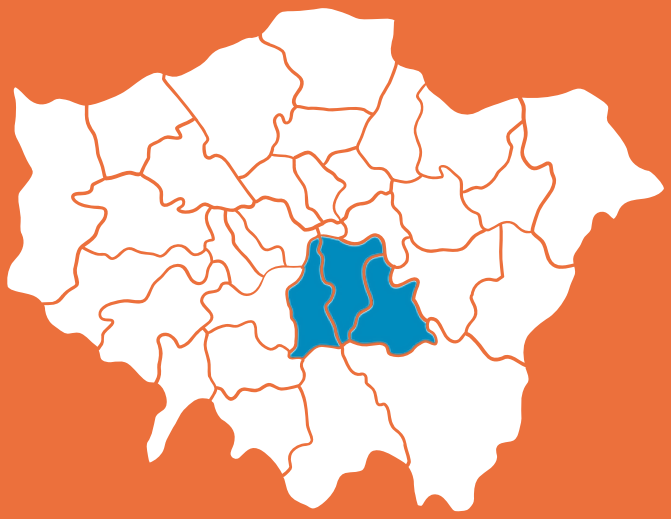
44

people living with HIV, including newly diagnosed



In 2024–25, Positively UK continued to provide peer support within Brook's sexual health services, offering regular outreach at Brookside and Wycombe clinics. Over the year, we supported more than 44 people living with HIV, including newly diagnosed patients and those re-engaging with care. Our work addressed issues such as engaging in clinical services, pill burden, intimate relationships, telling someone about HIV diagnosis, mood, accessing/engaging in support services, home environment. We collaborated with clinicians and local voluntary sector partners to improve referral pathways and deliver awareness sessions and webinars for frontline professionals and the community.

Bridges Partnership



Helping women in the inner south London boroughs of Lambeth, Southwark and Lewisham

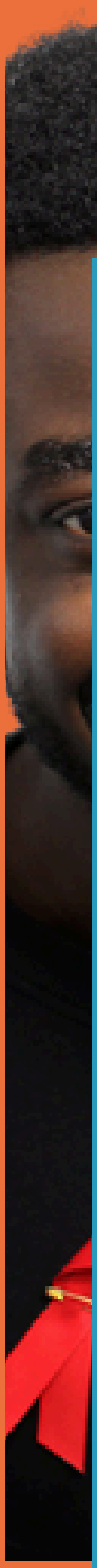
30

active participants

"Women found a community – a space where they could ask questions and feel comfortable being themselves. Most women who join once return, with only a few disengaging due to ill health. We've also had amazing volunteers. I helped one prepare for a job interview with another HIV charity, and another has been through a real transformation. In 2024 she took part in Positively UK's Catwalk4Power workshops. Before that, she had never accessed any HIV-related support, but since then she has been actively involved with the South London group as a volunteer – something that makes me both proud and grateful".



Susana de Oliveira
Group co-ordinator



Michael's Story

When Michael went to Ealing Hospital, he thought he was starting on PrEP. Instead, he was told he was HIV positive. "I just froze", he said. "I couldn't think about anything else. I thought, this is the end for me". Michael, 27, had moved from Senegal and was working in a care home while on a sponsorship visa. He didn't know anyone he could talk to about HIV. The man he'd just started seeing didn't take the news well, which made things worse. Kirsty, the HIV nurse at Ealing, referred him for peer support, and that's when things slowly began to change. At first, Michael wasn't sure what to expect, but his peer encouraged him to join the Learning to Live Well with HIV course. "That course really changed my mindset", he said. "I met other people who had been through the same thing. I realised my life isn't over. I can still be happy". Michael started joining a WhatsApp group for gay men living with HIV, where people share experiences and jokes. "It's just nice to know I'm not alone", he said. He's told a close friend and his brother back home, who were both supportive. His mum, who he's very close to, doesn't know yet – "I don't want to upset her", he said – but he hopes one day he'll be ready. Now, Michael is on injectable treatment every two months and is undetectable. He's focused on work and says he feels settled for the first time in months. "I'm not thinking about dating right now", he said. "But one day, I'd like to have kids. I know that's possible now".

The name and country of origin have been changed to protect the person's identity. all other details are accurate

540
women received support



179
had specialised support from our Women's Project

168
attended our groups



280
gay and bi men received support

84
gay men had support through Gay Talk

62
attended our groups

38

trans women, trans men, non-binary and genderqueer people

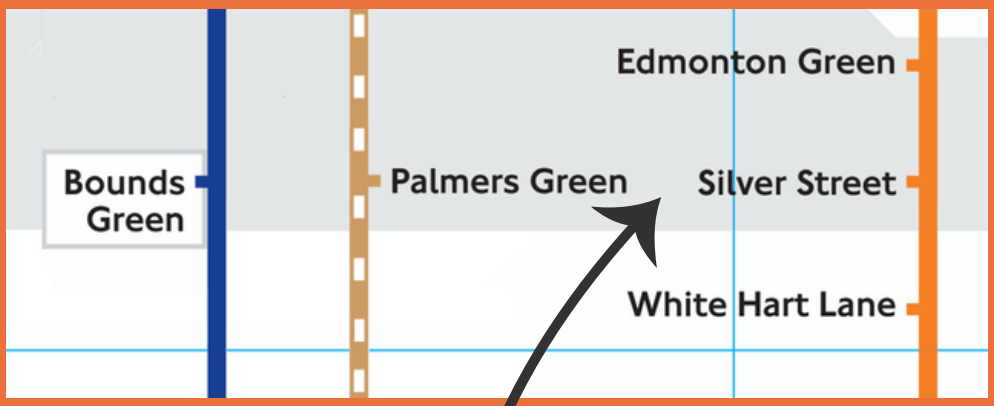


"Peer support is really powerful – I have seen people going from depression to flourishing in no time."



Iain, Peer Caseworker at the Royal Free Hospital

North Middlesex Hospital Peer Support for Young Adults







North Middlesex Hospital is in the London Borough of Enfield, in the north of Greater London

At the Alexander Pringle Clinic at North Middlesex Hospital, we supported 29 young adults living with HIV with challenges from mental health difficulties and substance use to homelessness and stigma. Most were born with HIV; several had recently been diagnosed or had disengaged from care. Through one-to-one sessions, outreach, and referrals to specialist services, seven young people re-engaged in treatment, five improved their housing or income, and ten reported reduced self-stigma and greater confidence discussing HIV. Our peer support also strengthened family relationships, guided career choices, and connected young people to community networks – helping them to feel seen, supported, and empowered to take control of their health.

Getting to Zero:

Chelsea&Westminster and North Middlesex NHS Trusts

250+

patients received peer support

Supported by Fast-Track Cities, this partnership is a pillar of our clinical colaborations, demonstrating how a peer support offer, when fully integrated, can transform HIV care. Throughout 24-25, over 250 patients have been supported through this partenrship.

The peer caseworers reflect the diversity of London, supporting patients in multiple languages and across cultural backgrounds. They act not only as support workers but also as social prescribers, connecting people to specialist services that address the full spectrum of their needs.

By being embedded in clinical teams, with full access to NHS systems.

NAZ SEXUAL HEALTH FOR EVERYONE

Plus+ health .org.uk

NHS North Middlesex University Hospital NHS Trust

Chelsea and Westminster Hospital NHS Foundation Trust

POSITIVELY UK

multidisciplinary meetings, appointment scheduling, as well as fast-track referrals, to counselling, welfare and other support, peer support has become a routine and valued part of patient care, improving both engagement and quality of life.

Our work has supported the Trusts to introduce opt-out peer support, ensuring every patient is automatically offered help from someone living with HIV. Piloted through Fast-Track Cities funding, this work became a model of excellence, now being expanded across all major HIV clinics.



Malia's Story: From Asylum Limbo to a Roof Over Her Head

Malia is a trans woman from the Carribean who fled to the United Kingdom to escape transphobic and homophobic violence. She was forced to live in a refugee hotel whilst her asylum application was left in limbo. Here she was expected to eat the same meals every day and survive on an income of only £8 a week.

Our Homerton Peer Navigator, Pawel, helped Malia to access hardship grants and made referrals to The Food Chain to help her to access proper nutrition, which is crucial for managing health for people with HIV. Malia was eventually granted Leave to Remain in the United Kingdom. But the Home Office then gave her a deadline of just 56 days to leave the refugee hotel. If she was not able to find somewhere to live within this short time period, she would become homeless. The only help she received from the council was a list of properties. This list of properties was only provided in English, which she does not read or write.

Pawel made sure Malia was able to find a home. Her difficulties with written English meant that she would not have been able to understand viewing offers in time or respond to them. She also struggled to navigate public transport – but the properties on the list were scattered across London. Pawel helped her to respond to messages, travelled with her, and advocated for her rights when the local authority and housing agencies were not responsive to her needs and concerns.

Some of the properties were in dangerous condition and were not suitable for habitation. Pawel was the only person there to help her to raise complaints with the agencies and make sure they could not quietly drop her case. After several weeks of advocacy and submitting complaints, the local authority began to send more suitable viewing options. On the very last day of the 56 day deadline, Pawel helped Malia to secure a capped-rate studio in an appropriate location. They attended the appointment to sign the tenancy agreement to make sure that she understood the terms and that the details were correct and fair.

Pawel also supported her in moving out of the hotel on time, and helped her to carry her belongings to the Positively UK office to be stored for a short period whilst she settled in.

> *"I tried to ask a lot of people to help out – nobody else wanted to help me. But Positively UK, especially Pawel, was there for me. I have a real problem with taking the train on my own – I get terrible panic attacks; my chest locks up. Peer support meant that there was someone there with me, and I could do it*

Pawel also advocated for her keys to be released on time, provided her with a foodbank voucher, and arranged for her belongings to be brought to her new home. He also helped her with opening a bank account and getting herself into a position to manage her own finances independently.



Pawel says,

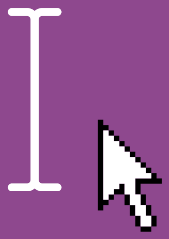
When we first met, this client was completely lost and scared. She didn't know where to start, and everything in the system felt too difficult for her. I knew I had to walk alongside her, step by step. Finding safe housing for her was not easy. We travelled across London together, sometimes all day, but I didn't want her to face this alone. She needed someone who would not give up. The systems we have can be confusing even for people born here. For someone new to the country, with language barriers and trauma, it can feel impossible. That's where Peer Navigators make the difference. When she finally got the keys to her own place, she cried and said she felt safe for the first time in years. That moment reminded me why this job matters. Even after she moved in, I kept helping her with the small but important things – setting up bills, opening a bank account, finding internet. For someone with trauma, these steps can be huge. As a Peer Navigator, I support people living with HIV. Having a roof over your head is the first step to living well with HIV. Everything else – health, confidence, hope – starts from there.



More than half of people living with HIV **struggle financially**. Positively UK provides the **only pan-London welfare advice service** that helps them regain stability, ease financial stress, and improve both their health and wellbeing.



305
people received advice and advocacy around benefits



634
hours of support provided

Monthly
benefits surgeries at Royal Free Hospital, St Mary's Hospital, Harrow Hospital, and Ealing Hospital



Over £1m
benefits secured



Plus, we have seen a great improvement in clinical teams' understanding of how to write welfare support letters – a key step towards improving the health and wellbeing of people living with HIV.

Rebecca's Story

"Sometimes people just need to know that someone cares enough to stay with them"

Rebecca is an African woman frocountry where gay people are heavily persecuted. Six years ago, she was visiting London with a friend when her husband back at home found an old phone that she had forgotten about. He learnt that she was in a secret relationship with a woman. Her husband told her that when she came home, she would be killed. He revealed her sexual orientation to the community, so that even if she escaped violence, she would be locked up by the state. He also manipulated their children, who now refuse to have any contact with her. Fearing for her life, Rebecca felt that she had no choice but to stay where she was. She tried to make a claim for asylum, but the British government failed to follow up on it, leaving her trapped under the radar for years with no access to benefits or support. Previous services had been unable to help Rebecca with her monetary needs. Positively UK was able to arrange for her to get financial support from our THT Hardship grant and the Catalyst Grant.

I had been in [another HIV service] for a year; but when I joined Positively UK, within a week I got the grant"

Our peer navigator, Pawel, empowered her to take action and stop living in hiding. He followed up on the asylum claim which had been simply ignored for half a decade, and within four months, Rebecca had been granted Leave to Remain.

"Pawel [Peer Navigator at Homerton] has been on my side from the word go up to where I am now. He has done his best for me. I say to him that there is no way I can thank him: it is only God who is going to reward you

He helped her to get access to an eating wellness group, food bank vouchers, and a gym to get her health and fitness back. He also transferred her NHS care from Newham to Homerton so that she could access a social care coordinator. Rebecca now attends social events that have helped to connect her with LGBTQI+ community and empowered to start thinking about the future. She is now planning to apply for housing and start to build an independent life in the UK.

Positively UK's peer supporters take the time. They find a solution to everything. They are 110%. I don't know how to explain it, but Pawel has been there for me up until today"

Rebecca's story shows that HIV peer support is not only about giving information - but sometimes that people just need to know that someone cares enough to stay with them and help them find their way. The systems we have can be confusing even for people born here. For someone new to the country, with language barriers and trauma, it can feel impossible. That's where Positively UK's peer supporters make the difference.

Hardship Grants

£7,560

distributed amongst

226

people living with HIV in urgent financial need



helping

This included individual grant payments by Terrence Higgins Trust, our annual London Catalysts hardship fund, as well as a dedicated hardship fund for patients of North Middlesex Hospital. In addition, one of our Peer Caseworkers fundraised £800 around World AIDS Day, and it was her will to use the money for hardship payments to those most in need!

Living Well With HIV:

Our workshops for people newly diagnosed with HIV

A positive diagnosis is a critical point in a person's life. Not everyone has the skills to live well with the virus. In 2024–25, we continued our partnership with Terrence Higgins Trust, Positive East and Metro Charity and hosted a two-day development weekend course attended by 10 people recently diagnosed with HIV.

The programme covered key topics including dealing with diagnosis, treatment, stigma, relationships, U=U, and sharing status with family, friends, and sexual partners.

Participants – a mixed group of mostly gay and bisexual men, alongside one heterosexual man and three women – came together to learn, connect, and explore how to live well with HIV.



hola on to me



175

heterosexual men had one-to-one support

50

had group support through our specialist programme for straight people, Str8Talk



Donal's Journey

from self-stigma to peer supporter

> "Self-stigma was the only thing that has ever threatened my life with HIV

Donal received his diagnosis in 2021. "It was a late diagnosis with a 74 CD4 count – my partner told me I needed a check and came as a big surprise". His relationship came to an end, and although he had support from friends and family, the "self-stigma slowly snowballed". He had been told of U = U, but knowing this on paper did not translate into feeling confident or safe. He experienced discrimination at work and felt like he would never have another relationship again. He reached out to a counsellor, but despite her professional qualifications, he did not feel that she understood his experiences. His support network put him in touch with a second counsellor; and he persuaded Donal to attend a workshop at Positively UK. "I was physically shaking on the way in … after sitting in a circle with people living with HIV, I described it as a complete game changer. I had met people with completely different lives, but common issues". Our caseworkers running the workshop spotted right away that Donal could be a powerful advocate for himself and others living with HIV. They offered to support him with getting involved in public speaking, and he agreed. "I thought I may as well throw myself into the deep end and tackle some of this stigma. "One of my main points, in public speaking, was that self-stigma was the only thing that has ever threatened my life with HIV".

A year later, when Positively UK advertised a vacancy for a peer supporter, Donal put in for the role. "I do feel like a different person now, using my recent life experience and work history for a cause where I can help someone like me who is struggling to find support. "My life doesn't revolve around HIV anymore. That's thanks to this support".



empowering

more than 150 attendees, all living with HIV



laughing

+



listening

National Conference of People Living with HIV

In June 2024, Positively UK hosted the sixth National Conference of People Living with HIV at Holiday Inn Regent's Park, bringing together more than 150 participants from across the UK under the theme "One Voice, Multiple Experiences". We held a powerful space for reflection, learning and solidarity, uniting both long-time activists and those attending an HIV conference for the first time.

Discussions focused on the role of peer support, mental health, ageing, and tackling inequalities in access to care. Participants called for greater investment in mental health services, especially in rural areas, and long-term funding for community organisations that support people as they age with HIV. You can read the findings by scanning the QR code below:

National Conference of People Living with HIV 2024

The conference also reaffirmed that peer support remains the most powerful way to overcome stigma, reduce isolation and promote wellbeing.

We thank our sponsors – Gilead, MSD, ViiV Healthcare and Pasante – for supporting this vital national platform for dialogue and action.

evaluating



The Jonathan Mann Clinic at Homerton Hospital is a pioneering leader in developing and delivering a model of holistic, person-centred care, seen by many as the "gold standard" for HIV. Our Peer Support **Evaluation Report** explores the role of peer support in improving and maintaining good health and wellbeing for people attending the Jonathan Mann Clinic. It shows that the lived experience of people living with HIV within the team has been crucial. You can read the evaluation by scanning the QR code below:



Sheila's Story

At the International AIDS Conference in Munich, we premiered a short film about Sheila Gilchrist – our defiant founder, who created one of the first organisations for **women** with HIV.

In July 2024, at the International AIDS Conference in Munich, Positively UK hosted a premier of "Sheila's Story" – a compelling short film produced by our CEO Silvia Petretti in collaboration with our long-term ally Kat Low from King's College London, and shot by a team of women film makers led by Director Chuck Lowry. The film explores the remarkable journey of Sheila Gilchrist, one of Positively UK's founders. Set in the 80s, in an era when the needs of women with HIV were overlooked by support services, Sheila defied social norms and pioneered change. The film tells of her quest to establish Positively Women, now Positively UK, one of the first charities dedicated to addressing the specific challenges faced by women with HIV. The film was followed by a panel discussion with international women activists.

peer in training

Positively UK continues to lead the way in peer mentoring training and activism within the HIV sector.



Over the past year, we've delivered one online and two in-person peer mentor training sessions for NHS Trusts and peer caseworkers across London.



Building on our leadership in peer advocacy, we have also developed and delivered four training sessions elsewhere in the UK.



researching



In partnership with National AIDS Trust and UK HSA, we co-led Beyond Positive Voices, a national project **supporting people with HIV in analysing the findings of the government's Positive Voices 2022 survey.**





Beyond Positive Voices

Our project focused on the lived experiences of some of the most marginalised people with HIV: *Beyond Positive Voices* amplified the voices of



trans
and gender-diverse people



women



migrants



those aged
50+

Through peer-led focus groups, participants shared honest insights about stigma, mental health, and unequal access to care and peer support. The findings revealed that, while U=U brings hope, **understanding and inclusion still vary widely**. The project's recommendations are now shaping national HIV policy and guiding how we design truly inclusive peer support at Positively UK.

HIV CONFIDENT charter

is our joint initiative with National AIDS Trust. In 24/25, it launched in full across a range of sectors. The positive impact of the charter mark is clear – there are growing numbers of organisations wanting to be part, and there is substantive evidence of significant changes to levels of HIV knowledge and awareness.

- Over 5,000 staff have completed HIV Confident surveys, highlighting significant gaps in knowledge and lack of confidence to contribute to HIV-inclusive workplaces

- eLearning modules have seen improvements of 10-40% across HIV-related knowledge, attitudes and confidence

- Over 50 GP practices and over 15 NHS trusts have committed to becoming HIV Confident



Becoming the secretariat for UK-CAB

Positively UK proudly took on the role of support organisation and secretariat for the UK Community Advisory Board (UK-CAB) this year, marking an exciting new chapter in our shared mission to empower people living with HIV. UK-CAB brings together activists, advocates, and community representatives to influence HIV policy, research, and treatment standards across the UK. This partnership builds on our peer-led approach and long-standing commitment to the meaningful involvement of people living with HIV.



Eli Fidzgerald, our Peer Integration Manager, chairing a High Level dialogue at the International AIDS Conference 2024, discussing barriers to young people in accessing HIV care.





Memory Sachikonye, a long-term HIV advocate and our Finance and Admin Lead, sharing her personal story as a woman living with HIV and how peer support has helped her, at a World AIDS Day event at 10 Downing Street.





Positively UK at IAC Munich, screening Sheila's story at the Global Village; Rebel by Default workshop; Our peer Learning and Partnership Lead, Harun Tulunay, leading on session around peer support, language and chemsex.





reviewing

Public benefit statement

We review our **aims, objects and activities** annually. This review looks at what we have achieved and the outcomes of our work for the past 12 months. It considers the success of each key activity and the benefits they have brought to the groups that we were set up to help. The review **helps us to ensure our aims, objects and activities remain focused on our stated purposes**. We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objects and in planning our future activities.

All of our charitable activities focus on

Promoting the health and wellbeing of people living with HIV, and any associated health condition, through the provision of **peer support services, service user groups and other specialist services**.

Advancing education and supporting research that aims to promote the health, wellbeing and quality of life, of people living with HIV and any associated health condition.

Providing community-based, person-centred, advice, assistance and support and undertaking any other charitable activity for the benefit of people living with HIV and any associated health condition.

All activities are undertaken to further our charitable purposes for the public benefit. **Directors are satisfied that the charity meets the Charity Commission's guidelines with regard to delivering public benefit.**



evaluating

Financial review

With a total income of £849,901 (2024: £869,905) and total expenditures of £963,322 (2024 £874,228), the Statement of Financial Activities on page 66 shows a negative net movement of funds for the year of £113,421 (2024: surplus of £3,777). This movement was made up of

a. a deficit on core unrestricted activities of £28,370 (2024: surplus of £12,833);

b. the planned expenditure of designated funds brought forward of £nil (2024: £50,000);

c. a timing difference in the expenditure of restricted funding, resulting in a deficit of £85,051 (2024: surplus of £40,944).

With total reserves carried forward at the year end of £273,181 (2024: £378,502), the directors **decided not to designate any unrestricted funds to support identified gaps in the funding of our services** in 2025/26. Following this decision, as at 31 March 2025, restricted funds stood at £203,437 (2024: £288,488) and unrestricted general funds stood at £69,744 (2024: £90,014) which is in line with our reserves policy.

Restricted income came through **grants from charitable trusts and the National Community Lottery Fund**. Additional grants were also received from the **Henry Smith Charity for Complex Needs Project**, the **Homerton Hospital** charitable wing (for our Peer Navigator project), and **St Mary's** for peer casework. **Make a Difference Trust** supported the Gay Men's Project, Sophia Forum – Connect to Care project, and Middlesex Hospital – youth-focused peer support.

Fast Track Cities' '**Getting to Zero**' fund supported our clinic-based peer support in collaboration with Chelsea and Westminster NHS Trust and North Middlesex Hospital. It also supported our Welfare and Benefits Advice Project and our work with the National AIDS Trust on the HIV Confident Charter

Looking forward, **statutory income** – along with project funding from charitable trusts and the National Lottery Community Fund – **continues to perform well**.

Corporate funding came from **GILEAD**, **MSD**, **ViiV**, and **Pasante** for our National Conference of People Living with HIV. MSD also supported the UK-CAB treatment activist network and GILEAD supported the Beyond Positive Voices project, which we delivered in partnership with the National AIDS Trust.

We have developed an individual donors and community fundraising strategy with the aim of **securing more unrestricted funds**.



planning

2025 Income: £849,901

(2024 – £878,005)

Income from charitable trusts stands at

£247,438

(2024 – £222,926)

Income from statutory contracts stands at

£411,056

(2024 – £442,277)

Income from the National Lottery Community Fund stands at

£96,605

(2024 – £96,713)

Donations received were

£32,139

(2024 – £28,379)

Income from corporates, notably pharmaceuticals, stands at

£52,080

(2024 – £62,181)

thanks to grants from GILEAD for Beyond Positive Voices and GILEAD, ViiV (GSK) and Pasante for the National Conference of People Living with HIV.



Other income from consultancies

£7,687

(2024 – £22,194)

Bank interest received was

£2,896

(2024 – £3,317)

Investment powers and policy

The Memorandum and Articles of Association authorise the Directors to make investments using the general funds of the charity. The Directors have the power to invest in any way that they see fit.



Reserves policy

Positively UK aims to keep a minimum working balance of reserves equalling three to six months of operating costs, to cover future contractual liabilities, staff salaries and rent. The Directors consider that the Charity's reserves will enhance the services provided and provide financial security for the future. If at any time reserves fall below this target then any positive balance at the end of the financial year, which is not tied to a specific project or programme, will in principle be added to these reserves until they have reached the appropriate level. **The target unrestricted funds the Directors wish to hold is £60,000 to £120,000** (2024: £60,000 to £120,000).

Our total unrestricted reserves on 31 March 2025 stood at

£69,744

(2024 – £98,114)

Total restricted funds on 31 March 2025 were

£203,437

(2024 – £288,488)

with total reserves of the charity standing at

£273,181

(2024 – £386,602)

Going concern

Positively UK's Board is aware of the uncertainties and challenges ahead in terms of the funding landscape, but it is confident that **Positively UK is in a good position to continue to operate and provide impactful services** to our beneficiaries, and to fundraise successfully.



Community Access and Engagement

In 2025/2026, we will continue to pilot new initiatives and deliver direct peer support to increase access to – and reduce inequalities in – HIV care.

We will actively reach out to people living with HIV by offering a combination of face-to-face and online peer support.

We will strengthen our in-clinic collaborations by providing Peer Navigation at St Mary's Hospital and Homerton Hospital

Within our statutory contracts, our caseworkers will provide tailored support to over 400 people across Camden & Islington, Hackney, Waltham Forest, Brent, Ealing, and Harrow. As in previous years, we hope that over 90% of users will report an improved quality of life.

We will continue expanding our integrated peer support nationally, with growing services in Buckinghamshire, Derby and Derbyshire, and East Anglia.

Change

In 2025/2026, we will continue to influence change by promoting the meaningful involvement of people living with HIV, disseminating evidence on effective peer support, and tackling HIV stigma at both individual and institutional levels.

We will continue to raise the profile of peer support through engagement with key agencies, including NHS England, the British HIV Association (BHIVA), and Fast-Track Cities, to promote good commissioning & integration of lived-experience–led services.

We will convene the seventh Biannual National Conference of People Living with HIV, creating a space for dialogue, learning, and collective empowerment.

This year, the UK-CAB (UK Community Advisory Board) has moved under the umbrella of Positively UK, and we plan to expand its training and support offer for HIV treatment advocates across the UK, strengthening the voice of people living with HIV in treatment access and research.

We will continue to partner with the National AIDS Trust in developing the HIV Friendly Charter, in collaboration with Fast Track Cities and the Getting to Zero Partnership, to address HIV stigma at an institutional level.

We will train new peer mentors and buddies across London and beyond, and develop new training modules to equip peer workers with the skills to support people disengaged from care and help re-engage them into services.

We will continue collaborating with academic institutions and NHS Trusts to strengthen peer- and community-based research, including ongoing projects with Nottingham University (access to digital health) and King's College London (peer leadership and creativity).

Future activities

In line with our new strategic vision, our activities over the coming year will support us in helping people living with HIV to achieve the best possible physical, emotional and social wellbeing.

Diversity and Inclusion

In 2025/2026, we will focus on reaching people who are not currently in care, who face challenges staying in care, or who struggle to achieve and maintain u0ndetectable status. Our aim is to embed and expand peer services in HIV clinics and work closely with the NHS to ensure equitable access to care and support for all.

We will continue leading on the Getting to Zero Partnership for North West and North Central London, in collaboration with Fast Track Cities, Chelsea and Westminster Hospital, North Middlesex Hospital, PlusHealth, and NAZ.

Through our collaboration with North Middlesex Hospital, we will continue focusing on young people at risk of disengaging from care.

We will continue to provide dedicated and inclusive spaces for women, heterosexual men, and people aged 50+ living with HIV, ensuring that no one is left behind.

While funding cuts mean we will have to reduce our provision of services for gay men, we remain committed to continuing our monthly peer support group.

We will continue providing crisis services, including the Welfare and Benefits Advice service, and we have secured funding to employ a housing advisor and provide immigration support – vital entry points for people facing the greatest socio-economic challenges.

We will develop an Equity, Diversity, Inclusion and Belonging (EDIB) Strategy to ensure these principles are embedded across all areas of our work.



Structure, governance and management

Organisational structure

Positively UK is a registered charity and a company limited by guarantee, registered in England and governed by a Memorandum and Articles of Association. The liability of each member in the event of winding up is limited to a maximum of £10.

Recruitment and appointment of Directors

Positively UK's constitution states that **50% of the Board of Directors and the Chair of the Board should be living with HIV**.

We recruit Directors through advertisements on our web site, and through social media, partner organisations, e-mail, and personal contacts. Efforts are made to identify and ensure that we have a good mix of skills on the Committee. People interested in becoming a Director are invited to submit a letter and CV to the Director and Chair of the Board, who then shortlist, interview and appoint suitable candidates. Occasionally a suitable candidate for the Committee is co-opted during the year and appointed formally after three meetings.

Director induction and training

Each new Director goes through a formal induction programme which includes meetings with key staff and briefings on the key responsibilities of Directors and the vision, mission and strategic aims of the organization. Directors receive regular work updates from the various departments, as well as updates on relevant topics and current issues within the organisation and the surrounding external environment.

The Directors have delegated all day-to-day management to the Chief Executive Officer, Silvia Petretti. The CEO is supported by the Leadership Team, who are in turn responsible for service delivery within their areas, as shown in the chart below.

Silvia Petretti

Chief Executive Officer

HIV Chartermark
Annie

Beatrice

Clinical Outreach

Royal Free
Iain

Derbyshire
Iain, Susana, and Julie

Brent
Joyce

Homerton
Janine and Pawel

East London
Pawel

Ealing
Amy

Harrow
Julie

Camden and Islington
Iain

Clinical Outreach Volunteers

Sarah

Services Lead

Women's Team
Ruth and Michelle

Catwalk4Power
Ruth

Buckinghamshire
Vacant

Complex Needs
Samantha

St Mary's
Michelle and Samantha

Young Adults
Michelle

South London
Susanna

Services Volunteers

Harun

Peer Learning and Partnerships

Eli

ChelWest NMH Peer Support Integration

GTZ caseworkers
Esther and Iain

Jaime

East Anglia Peer Support Integration

Luton and Milton Keynes
Sasha

Cambridgeshire
Donal and Konzo

Mid and South Essex
Saul and TBC

Ellie

Fundraising and Communications

Welfare and Benefits
Rosa and Fotios

Housing and Immigration
Hugo

Fundraising and Communications
Kerry

Fundraising and Communications Volunteers

Memory

Admin and Finance

Admin Assistance
Kerry

IT Support

Admin Volunteers

Positively UK staff are committed to helping people living with HIV to achieve the best physical, emotional and social well-being. In line with our peer-led ethos, all front-line staff are people living with HIV who understand the implications of living with the virus. All are fully trained with P100 Peer Mentoring to help people to self-manage their conditions.

Related parties



We believe **working together** is crucial to meet the needs of people living with HIV best. Our work complements clinical care – with peer support **integrated into HIV clinics** at:

St Mary's Hospital, Paddington **Homerton Hospital, Hackney** Royal London Hospital **TEAM Clinic, Mortimer Market, Camden** Caldecott Centre, Kings College Hospital, Lambeth **Level 8 Clinic, Ealing Hospital, Ealing** Ian Charleson Day Centre, Royal Free Hospital, Camden **Northwick Park Gum Clinic, Brent** North Middlesex Hospital **Brent Hub, Brent** Kobler Centre, Chelsea & Westminster Hospital, Kensington & Chelsea **56 Dean Street, Chelsea & Westminster NHS Trust, Westminster** 10 Hammersmith Broadway, Hammersmith **West Middlesex University Hospital, Hounslow** Shaw Clinic, High Wycombe **Brookside Clinic, Aylesbury** Royal Derby Hospital **Burton Hospital, Derbyshire** Southend Clinic – The Number 22 Clinic **Basildon Clinic** Chelmsford Clinic – Coelho Clinic **Kings Brook, Bedford** Kings Chambers, Peterborough **Oak Tree Clinic, Huntingdon – Clinic6** Stratford Suite, Milton Keynes **Luton Sexual Health**

building



We are providing an hybrid service which includes face - to-face outreach in some in clinics combined with virtual referrals for telephone and online support.

To ensure the voices of people living with HIV are heard amongst policy makers, staff at Positively UK are community members of NHS England's HIV forum and actively participate with the treatment activist network UK-CAB. We also support and advise bodies such as NHIVNA and the Clinical Reference Group on HIV. We are on the London Fast Track City Leadership Group and our CEO is part of the World Health Organisation's Advisory Board on Women and HIV. Our staff have presented at national and international conferences, including BHIVA, NHIVNA, International AIDS Conference, AIDS Impact, International Workshop on Women and HIV, Fast-Track Cities Conference and EACS, European AIDS Conference.

This year, we were also actively involved as a member of National Voices to secure greater support across the NHS for people living with HIV and other long-term conditions.

We work collaboratively with a number or partners in the HIV sector and beyond, including ClinicQ, Living Well, NAZ, the National AIDS Trust, Food Chain, Sophia Forum, 4M, Sussex Beacon, George House Trust, Terence Higgins Trust, Metro Charity, Spectra, King's College University, Salamander Trust, Queen Mary University, Barts NHS Trust, Nottingham University, and Love Tank.

Pay policy for senior staff

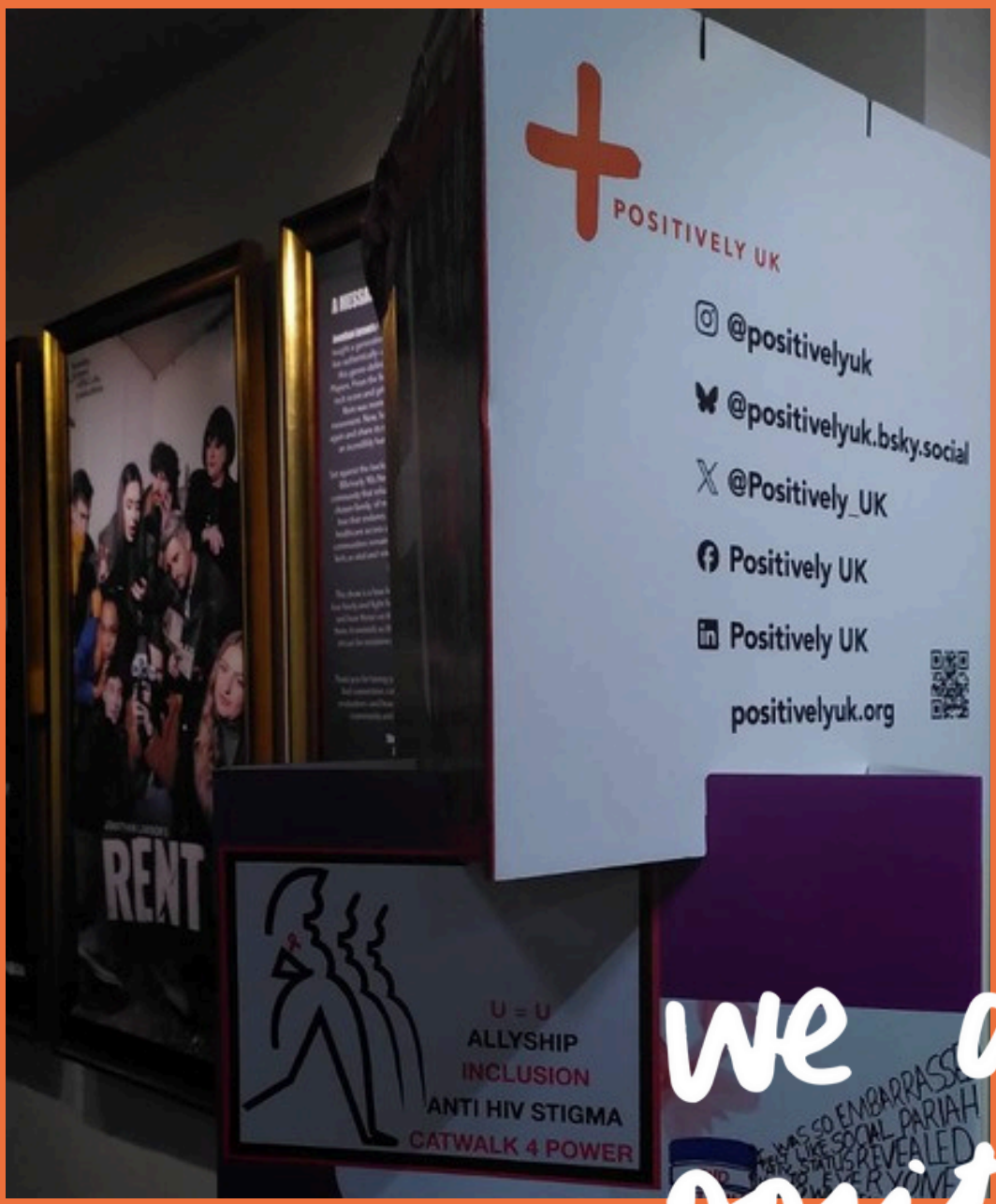
The benchmark for employee remuneration, including management, is the average of salaries paid in the sector. Positively UK maintains an overview of salaries across the voluntary sector, including the HIV sector, to ensure our salaries are competitive; and in assessing remuneration we also consider the wider terms and conditions and benefits offered by Positively UK with our staff contracts.

Individual performance and remuneration are not generally linked: strong individual performance is instead rewarded by opportunities for further professional development and advancement, such as training and personal development.

That said, in a financial year where Positively UK's balance sheet has strengthened, an employee displaying strong performance will be considered for an increase in salary to ensure their remuneration is at or around the sector average. Strong organisational performance and salary reviews for individuals demonstrating strong performance are therefore linked. The performance of all employees is reviewed on an annual basis. The review is formal, recorded, and takes place every March.

Charitable and political donations

During the year, the charity made no political or charitable donations.



Risk management

The Directors have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Risk assessments are carried out annually and reviewed by the Directors. Appropriate steps are taken to moderate and manage identified risks. **The Directors are satisfied that the Charity's internal controls comply with the guidelines issued by the Charity Commission**, and that it complies with all relevant laws and regulations.



managing

Registered Charity №: 1007685

Registered Company №: 02424032

Board of Directors

Gerard McGrath	Chair of the Board
Robena Sarah Harrison	Treasurer from 16 June 2025
Peter Oswaldt	to 14 May 2025
Anthony Babajee	
Leasuwanna Griffith	
Robert James	to 7 November 2024
Deborah Laycock	from 14 May 2025
Mark Lewis	to 7 June 2025
Lee Marsons	from 14 May 2025
Tristan Barber	
Paul Mitchel	
Ann Oliso	to 7 November 2024
Simon Regis	from 14 May 2025
Corrine Squire	to 14 May 2025

Key Management Personnel

Silvia Petretti	CEO, Company Secretary

Principal Address	Brick Yard 28 Charles Square LONDON N1 6HT
Independent Examiner	M A Wilkes FCA Azets Audit Services River House 1 Maidstone Road SIDCUP DA14 5RH
Solicitors	Farrer & Co 66 Lincoln's Inn Fields LONDON WC2A 3LH
Bankers	NatWest Bank plc P.O. Box 83 Tavistock House Tavistock Square LONDON WC1H 9JA

Directors' responsibilities statement

The Directors – who are also Trustees for the purposes of charity law – are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

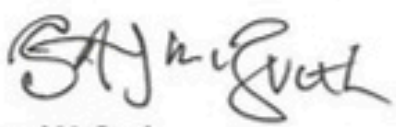
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, with any material departures from these standards disclosed and explained in the financial statements;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions, to allow them to disclose with reasonable accuracy at any time the financial position of the company, and to enable them to ensure that the company's financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps towards the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's web site. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The report of the Directors has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

This report was approved by the Board and signed on its behalf by



Gerard McGrath
Interim Chair



Robena Sarah Harrison
Trustee

Independent Examiner's Report



I report to the charity Directors on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 61 to 75.

Responsibilities and basis of report

As the charity Directors of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of The Institute of Chartered Accountant England & Wales, which is one of the listed bodies.

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of The Institute of Chartered Accountant England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

M A Wilkes (FCA)
For and on behalf of Azets Audit Services
River House, 1 Maidstone Road, Sidcup, Kent, DA14 5RH

Statement of Financial Activities for the Year ended 31 March 2025



STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2025	Total 2024
		£	£	£	£	£
Income from:						
Donations		32,139	-	-	32,139	28,379
Charitable activities	2	266,762	-	540,417	807,179	824,115
Consultancy fees		7,687	-	-	7,687	22,194
Investment income		2,896	-	-	2,896	3,317
Total income		309,484	-	540,417	849,901	878,005
Expenditure on:						
Raising funds		45,239	-	-	45,239	44,450
Charitable activities		292,615	-	625,468	918,083	829,778
Total expenditure	3	337,854	-	625,468	963,322	874,228
Net movement in funds		(28,370)	-	(85,051)	(113,421)	3,777
Funds brought forward at 1 April 2024		98,114	-	288,488	386,602	382,825
Total funds carried forward at 31 March 2025		69,744	-	203,437	273,181	386,602

All of the charity's transactions are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2024
		£	£	£	£
Income from:					
Donations		28,379	-	-	28,379
Charitable activities	2	253,419	-	570,696	824,115
Consultancy fees		22,194	-	-	22,194
Investment Income		3,317	-	-	3,317
Total income		307,309	-	570,696	878,005
Expenditure on:					
Raising funds		44,450	-	-	44,450
Charitable activities		250,026	50,000	529,752	829,778
Total expenditure	3	294,476	50,000	529,752	874,228
Net movement in funds		12,833	(50,000)	40,944	3,777
Funds brought forward at 1 April 2023 (As restated)		85,281	50,000	247,544	382,825
Total funds carried forward at 31 March 2024		98,114	-	288,488	386,602

POSITIVELY UK
(A company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2025

Company number: 02424032

	Note	2025		2024	
		£	£	£	£
Fixed Assets	8		-		343
Current Assets					
Debtors	9	131,557		143,971	
Cash at bank and in hand		303,367		269,971	
		434,924		413,942	
Creditors: amounts falling due within one year	10	(161,743)		(27,683)	
Net Current Assets			273,181		386,259
Net Assets			273,181		386,602
Represented by:					
Restricted funds	12		203,437		288,488
Unrestricted funds:					
Designated funds	13	-		-	
Unrestricted general fund		69,744		98,114	
			69,744		98,114
Total funds	14		273,181		386,602

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for:

a) ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and

b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

Gerard McGrath
Interim Chair

Robena Sarah Harrison
Trustee

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flow from operating activities	15	33,396	(77,123)
Net cash flow from operating activities		33,396	(77,123)
Net increase in cash and cash equivalents		33,396	(77,123)
Cash and cash equivalents at 1 April 2024		269,971	347,094
Cash and cash equivalents at 31 March 2025		303,367	269,971
Cash and cash equivalents consists of:			
Cash at bank and in hand		303,367	269,971

1. ACCOUNTING POLICIES

a. Basis of preparation
Positively UK is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information on page 11 of these financial statements. The nature of the charity's operations and principal activities are set out on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b. Income
All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Voluntary income including donations and gifts are included in full in the SOFA when receivable.

The charity receives grants in respect of its activities. Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Other income includes income earned from rental and consultancy. Income is received in exchange for supplying services and is recognised when entitlement has occurred.

c. Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

d. Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office and governance costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of support costs is set out in note 4.

e. Funds accounting

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Directors.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the charity. Restriction arises when specified by the donor or when funds are raised for particular restricted purposes. The Directors have designated certain funds for specific purposes.These are set out in note 15.

f. Tangible fixed assets

All assets costing over £1,500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment - 20% reducing balance

g. Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

h. Going Concern
The financial statements have been prepared on a going concern basis as the Directors believe that no material uncertainties exist. The Directors have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

i. Judgements and key sources of estimation uncertainty
Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the property plant and equipment and note 1.f for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. CHARITABLE ACTIVITIES	Unrestricted £	Restricted £	2025 £	2024 £
Community access and engagement				
Brook Young People	40,000	-	40,000	40,000
Henry Smith Charity	-	-	-	30,000
Homerton University Hospital	-	63,342	63,342	67,129
Local Authority Contracts	155,926	-	155,926	106,876
NHS Brent Teaching PCT	50,836	-	50,836	76,542
St Marys NHS Trust	-	35,164	35,164	-
Talent Trust	20,000	-	20,000	-
	266,762	98,506	365,268	320,547
Diversity & inclusion:				
National Lottery Community Fund	-	96,605	96,605	96,731
Fast Track Cities:				
Chelsea and Westminster	-	60,000	60,000	117,955
Housing Support	-	90,000	90,000	-
Welfare and Benefits	-	-	-	75,000
Recently Diagnosed	-	6,411	6,411	-
Fund for Human Need	-	-	-	950
Henry Smith Charity	-	39,850	39,850	39,800
Hospital Saturday Fund	-	-	-	3,750
London Catalyst	-	2,000	2,000	3,750
Margaret de Sousa-Deiro Fund	-	-	-	1,380
Make a Difference Trust	-	21,748	21,748	-
Middlesex Hospital	-	24,995	24,995	-
Sophia Forum	-	10,511	10,511	13,029
Terrence Higgins Trust Hardship Grants	-	4,370	4,370	3,700
	-	356,490	356,490	356,045
Change:				
Barts Health NHS Trust	-	-	-	34,309
MSD	-	-	-	15,000
GSK	-	10,000	10,000	-
Gilead	-	20,000	20,000	-
Pasante	-	1,000	1,000	-
Fast Track Cities – HIV Friendly Charter	-	7,884	7,884	25,904
Gilead – Beyond Positive Voices	-	20,580	20,580	-
Kings College London	-	-	-	4,050
Queen Mary University Hospital	-	-	-	21,089
UK-CAB	-	25,957	25,957	-
ViiV Healthcare – Change Network	-	-	-	47,181
	-	85,421	85,421	147,533
TOTAL	266,762	540,417	807,179	824,125

3. EXPENDITURE

Current year - 2025	Staff costs £	Other direct costs £	Support costs £	Total £
Cost of raising funds	43,828	1,411	-	45,239
Charitable activities:				
Community, access and engagement	279,523	43,293	84,037	406,853
Diversity and inclusion	307,304	87,332	29,347	423,983
Change	43,524	34,567	9,156	87,247
	674,179	166,603	122,540	963,322

Prior year - 2024	Staff costs £	Other direct costs £	Support costs £	Total £
Cost of raising funds	40,704	3,746	-	44,450
Charitable activities:				
Community, access and engagement	214,073	7,370	95,712	317,155
Diversity and inclusion	296,687	68,254	20,342	385,283
Change	108,784	12,687	5,869	127,340
	660,248	92,057	121,923	874,228

All costs are allocated between the expenditure categories noted above on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, being, time spent. Durning the year, THT hardship grants were awarded totalling £6,359 to 76 clients (2024: £7,625 to 82 clients).

4. SUPPORT COSTS

	2025 £	2024 £
Premises costs	43,820	47,530
Legal and professional fees	611	804
Communication costs	13,217	14,395
Information technology	7,031	10,648
Insurance	2,390	2,526
Staff costs and expenses and volunteer expenses	16,064	8,550
Depreciation	343	87
Other costs	13,764	9,787
Accountancy support	12,418	13,503
Governance costs:		
Independent examination	5,250	5,781
Legal and professional fees	5,877	4,337
Board training day	750	3,332
Trustee expenses	1,005	643
	122,540	121,923

5. DIRECTORS' REMUNERATION

None of the Directors received remuneration. One director (2024: One) received re-imbursed travel expenses of £500 (2024 - £205) during the year.

6. STAFF COSTS

	2025 £	2024 £
Wages and salaries	610,524	599,133
Employer's National Insurance	50,019	48,047
Pension cost	13,636	13,068
	674,179	660,248

The average monthly number of employees, by headcount, during the year was:

	No.	No.
Direct charitable activities	21	22
Administration - Part time	1	1
	22	23

No employee earned emoluments, as defined for taxation purposes, amounting to over £60,000 in either year.

The key management personnel comprise of those listed on page 12. The total employments benefits (including employer pension contributions and employers NI) of key management personnel was £62,449 (2024: £61,194).

7. RELATED PARTY TRANSACTIONS

In prior years there were salary overpayments including for members of key management personnel. The balances due at the year end are S Petretti - £6,275 (2024 - £8,915).

8. TANGIBLE FIXED ASSETS

	Fixtures & Fittings £
COST	
At 1 April 2024	6,257
Disposals	(6,257)
At 31 March 2025	-
DEPRECIATION	
At 1 April 2024	5,914
Charge for the year	343
Disposals	(6,257)
At 31 March 2025	-
NET BOOK VALUE	
At 31 March 2025	-
At 31 March 2024	343

9. DEBTORS

	2025	2024
	£	£
Grant, contract and other income	117,373	116,202
Other debtors	13,106	13,865
Prepayments	1,078	13,904
	131,557	143,971

Included in other debtors above are amounts falling due after one year of £3,635 (2024: £7,387)

10. CREDITORS

	2025	2024
	£	£
Taxation and social security	12,875	12,066
Other creditors	14,919	4,669
Accruals and deferred income	133,949	10,948
	161,743	27,683

11. DEFERRED INCOME

	2025	2024
	£	£
Deferred income brought forward	-	17,399
Released from previous years	-	(17,399)
Resources deferred in the year	117,500	-
	117,500	-

Deferred income relates to grants received in advance of projects which start in the next financial year.

12. RESTRICTED FUNDS

Current year - 2025	Balance at 1 Apr 24 £	Income £	Expenditure £	Balance at 31 Mar 25 £
Peer Navigators	-	98,506	(98,506)	-
Project 100	70,858	-	(15,732)	55,126
Women's Project	4,565	96,604	(101,169)	-
Gay Men	-	21,749	(21,749)	-
Fast Track Cities – Chelsea and Westminster	100,000	60,000	(116,924)	43,076
Fast Track Cities – Welfare and Benefits	68,272	-	(55,772)	12,500
Fast Track Cities – HIV Friendly Charter	-	7,884	(7,884)	-
Fast Track Cities – Newly Diagnosed	-	6,411	(6,411)	-
Fast Track Cities – Housing Support	-	90,000	(12,000)	78,000
Small Grant Fund	-	6,370	(6,370)	-
Complex needs	17,010	39,850	(56,860)	-
Archive project	1,265	-	(1,265)	-
Youth NMH	-	24,995	(14,995)	10,000
Policy Conference	15,000	31,000	(46,000)	-
Partnership For Black Health	10,620	-	(10,620)	-
Connect to Care	-	10,511	(10,511)	-
Activists in Residence	898	-	(898)	-
Beyond Positive Voices	-	20,580	(20,580)	-
UK CAB Project	-	25,957	(21,222)	4,735
	288,488	540,417	(625,468)	203,437

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

Prior year - 2024	Balance at 1 Apr 23 £	Income £	Expenditure £	Balance at 31 Mar 24 £
Peer Navigators	-	67,129	(67,129)	-
Project 100	70,858	-	-	70,858
Women's Project	8,151	96,730	(100,316)	4,565
Gay Men	6,430	-	(6,430)	-
Seeds	-	-	-	-
Fast Track Cities – Chelsea and Westminster	48,782	117,955	(66,737)	100,000
Fast Track Cities – Welfare and Benefits	32,572	82,500	(46,800)	68,272
Fast Track Cities – Women and Ageing	5,000	-	(5,000)	-
Fast Track Cities – HIV Friendly Charter	-	25,904	(25,904)	-
Small Grant Fund	1,300	6,030	(7,330)	-
Complex needs	16,649	39,800	(39,439)	17,010
Groups and workshops	4,200	-	(4,200)	-
Archive project	3,400	-	(2,135)	1,265
Youth NMH	50,202	-	(50,202)	-
Policy Conference	-	15,000	-	15,000
Partnership For Black Health	-	34,309	(23,689)	10,620
Shield Research	-	21,089	(21,089)	-
Change Network	-	47,181	(47,181)	-
Connect to Care	-	13,029	(13,029)	-
Activists in Residence	-	4,040	(3,142)	898
	247,544	570,696	(529,752)	288,488

Peer Navigators
Specialised peer support embedded in clinical setting funded by Homerton NHS Trust.

Project 100
GILEAD fellowship funded project to support the national training of P100 peer mentors.

Women's Project
National Community Lottery Fund – for the employment of two part-time caseworkers and to provide one-to-one and group support for women living with HIV, as well as annual Catwalk4Power workshops and events

Gay Men
Funded by MAD Trust – for the employment of a gay men's worker and to provide one-to-one and group support for gay men living with HIV.

Fast-Track Cities
Five projects have been funded: integrating peer support across HIV sites in Chelsea and Westminster NHS Trust and North Middlesex NHS Trust; addressing wrap-around needs with pan-London welfare and housing advice services (housing Advisor was in post in May 2025); Living Well with HIV courses in partnership with THT, METRO Charity and Positive East; HIV Friendly Charter in partnership with National AIDS Trust.

Small Grant Fund
London Catalyst funded hardship payments for destitute people living with HIV.

Complex needs
Funded by Henry Smith to support the most marginalised groups who have been mostly affected by COVID-19 pandemic and need intensive peer support and opportunities to socialise.

Archive project
Funded by a grant from the Royal Central School of Speech and Drama, the project developed activities to celebrate Positively UK 35th anniversary, including visits to Metropolitan Archive, podcasts, a short film, and a performance at the Royal Central School of Speech and Drama.

Youth NMH
Funding by North Middlesex NHS Trust to support young adults attending Alexander Pringle Centre, as well as hardship payments fund to address their financial needs.

Policy Conference
The sixth National Conference of People Living with HV took place in June 2024 with sponsorship by Gilead, MSD Merk, ViiV Healthcare, Pasante.

Partnership For Black People's Health
A partnership coordinated by the SHARE collective, part of Barts Health NHS Trust, to engage black communities in health research. Funded by the NIHR.

Connect to Care
A partnership with Sophia Forum and Chelsea and Westminster Hospital. Focused on supporting people tested through Emergency Departments and ensuring they are linked into care. Funded by GILEAD Need to Find.

Activists in Residence
A partnership with King's College Humanities department to convene a group of women with HIV activists and look at creative approaches to enragements with academia and research.

Beyond Positive Voices
A partnership with National AIDS Trust translating the finding of the second national Positive Voice Survey.

UK CAB Project
Positively UK is the secretariat of UK-CAB - a network that unites people living with HIV.

13. DESIGNATED FUNDS

Current year - 2025

None

Prior year - 2024	Balance at 1 Apr 23 £	New designations £	Designations released £	Balance at 31 Mar 24 £
Gay Men's Project	40,000	-	(40,000)	-
Updating Memorandum	10,000	-	(10,000)	-
	50,000	-	(50,000)	-

Gay Men's Project
To support our services for gay men living with HIV, including group support and 1-2-1 casework, to provide information, advocacy, and referrals to gay men living with HIV.

Updating Memorandum
Legal expenses to update our objectives and constitution.

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year - 2025	Unrestricted funds £	Restricted funds £	Total funds £
Current assets	113,987	320,937	434,924
Current liabilities	(44,243)	(117,500)	(161,743)
	69,744	203,437	273,181

Prior year - 2024	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	343	-	343
Current assets	125,483	288,488	413,971
Current liabilities	(27,683)	-	(27,683)
	98,143	288,488	386,631

15. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net (expenditure) / income for the year	(113,421)	3,777
Depreciation	343	87
Decrease / (Increase) in debtors	12,414	(28,946)
Increase / (Decrease) in creditors	134,060	(52,041)
	33,396	(77,123)

16. COMPANY LIMITED BY GUARANTEE

The Charity is limited by guarantee and accordingly has no share capital. The liability guaranteed by each member is £10. At 31 March 2025 the membership was £10 (2024: £10).

17. OPERATING LEASE COMMITMENTS

	2025 £	2024 £
Total future minimum lease payments under non-cancellable operating leases are as follows:		
Within one year	19,008	4,928
Between two and five years	62,208	14,810

About Positively UK

Positively UK is a national charity dedicated to protecting the health and wellbeing of people living with HIV through tailored peer support, advocacy for positive attitudes, and equitable access to healthcare.

We are positive: we know how to help people living with HIV because we **are** people living with HIV.

In the last year, we've helped over 1,200 people through our clinical outreach, peer support, and specialist services for marginalised and under-serviced populations. We brought together more than 150 people living with HIV at the National Conference of People Living with HIV and distributed over £7,500 in hardship grants. Our research has highlighted the experiences of the most marginalised groups – trans people, women, migrants, and people over 50.

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Names have sometimes been changed to protect identities.

www.positivelyuk.org

Brick Yard, 28 Charles Square, London, N1 6HT | Tel: 0207 713 0444

Registered Charity № 1007685
A company limited by guarantee, registered in England, № 2424032

POSITIVELY UK

POSITIVELY UK

England & Wales - Charity number 1007685

Accounts

POSITIVELY UK

Annual Impact Report and Financial Statement 2023 -2024

Charity Registration Number 1007685

Registered Company Number 02424032

Contents

Chair's Foreword 3

Public Benefit Statement 4

Financial Review 5

Future Activities 7

Structure, Governance and Management 8

Reference and Administrative Details 11

Directors' Responsibilities Statement 12

Independent Examiner's Report to the Members 13

Statement of Financial Activities 14

Balance Sheet 16

Cash Flows 18

Notes to the Financial Statements 19

Community Access and Engagement 31

Diversity and Inclusion 33

Change 40

Chair's Foreward

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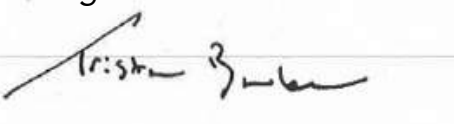


This report stands on the shoulders of all those who contribute to the work of Positively UK – participants, staff, volunteers, senior leadership, our Chief Exec, the Board of Trustees, and all those who support our work, not least an often unsung hero, our external accountant Chris Bush.

We continue to see trouble in the world, particularly the Middle East and the ongoing conflict in Ukraine. We continue to see migrants striving, achieving, and sometimes sadly failing to make it safely to the UK. Some of these are living with HIV, and must be engaged into care. Whilst we have seen a change in government in the UK, change is hard and slow, and has not been at the pace may expected and hoped for. The charitable sector remains tough, and I cannot thank and praise highly enough those who so diligently and dedicatedly work to submit grant applications and ensure the funding that is the lifeblood of our organisation is maintained. We need to grow this, in breadth, length, and depth, and are seeking new Trustees and a new staff member who can fully support investigating, contacting, and maintaining links with diverse sources of funding to ensure, not only our longevity, but also our expansion.

UK HSA data has shown a dramatic increase in HIV diagnoses in 2023. Some of these figures are driven by people diagnosed overseas and moving to the UK, others by the expansion of opt out testing in Emergency Departments. The press has spun these figures in different ways, but crucially in order to reach the goal of no new HIV transmissions, no HIV related deaths, zero stigma and good quality of life for people with HIV, we need more diagnoses in the first instance, leaving no one to the consequences of untreated or 'late diagnosed' HIV. These figures may not represent true new transmissions, but nonetheless they are stark evidence of our evolving UK situation with regard to people with HIV, and these statistics continue to underline the need for peer led, peer delivered, peer support services.

I am deeply proud of the hard work, dedication, and commitment that this report represents. Everyone at Positively UK should also be proud of all that is been achieved, in another tricky year, and in an environment where funding gets ever tighter. Wishing everyone a safe and healthy winter, and a positive year ahead. I think 2025 will be a bright year for Positively UK, with a new office, a clear strategy, and more support, crucially, offered to people living with HIV in the UK



Tristan Barber,
Chair of the Board of Trustees

Public Benefit Statement

We review our aims, objects and activities annually. This review looks at what we have achieved and the outcomes of our work for the previous 12 months. The review considers the success of each key activity and the benefits they have had on the groups of people we were set up to help. The review helps us to ensure that our aims, objectives and activities remain focused on our stated purposes. We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

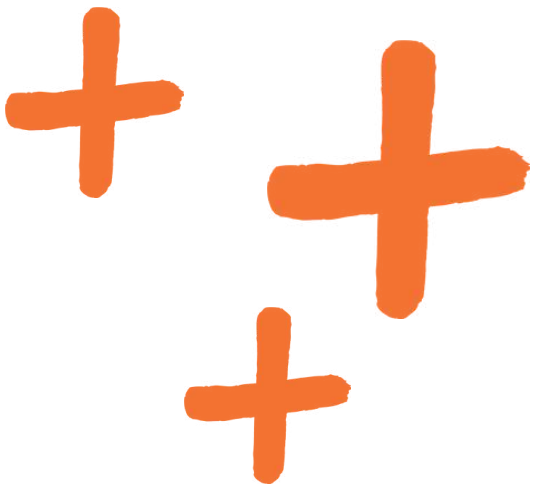
The focus of all our charitable activities is to:

- Protect the health of people by the provision of support services to people who have HIV or any associated health conditions.
- Advance education and research about health, with a particular focus on the health of those who have HIV or any associated health condition, in the UK and abroad.
- Provide community-centered, advice and assistance for the benefit of people living with HIV or any associated health condition.

All activities are undertaken to further our charitable purposes for the public benefit. The directors are satisfied that the charity meets the Charity Commission's guidelines regarding the delivery of public benefit.

Positively UK's vision is a society where people with HIV live happy, healthy, and stigma-free lives.

Positively UK's mission is to empower and support people living with HIV with the knowledge, tools, and connections they need to live fulfilling lives and reduce the stigma surrounding HIV.



Financial Review

With total income of £878,005 (2023: £749,227) and total expenditure of £874,228 (2023: £856,590), the Statement of Financial Activities on page 14 shows a positive net movement of funds for the year of £3,777 (2023: Deficit of £107,363). This movement was made up of: (a) a modest surplus achieved on core unrestricted activities of £12,833, (b) the planned expending of designated funds brought forward of £50,000, and (c) an expected timing difference on the expending of restricted funding being a surplus of £40,944.

With total reserves carried forward at the year-end of £386,602 (2023: £382,825). As of 31 March 2024, restricted funds stood at £288,488 (2023: £247,544) and unrestricted general funds stood at £98,114 (2023: £85,281), which is in line with our reserves policy.

Restricted income came through grants from Charitable Trusts and the National Community Lottery Fund. Additional grants were also received from the Henry Smith Charity for core costs, National Lottery Community Fund for our Women's Project, the charitable wing of Homerton Hospital (for our Peer Navigator Project) and the Royal School of Speech and Drama for the Archive Project, Queen Mary University for SHIELD and Barts University Hospital for Partnership 4 Black People's Health.

The Fast Track Cities Improvement Fund funded our clinic based peer support in collaboration with Chelsea and Westminster Trust, the Welfare and Benefits Advice Project, and GROWS Project, in collaboration with Sophia Forum, NAM, and UCL, supporting women ageing with HIV.

Looking forward, statutory income along with project funding from charitable trusts and the National Lottery Community Fund continues to perform well.

Funding from GILEAD will enable to continue our core work with young adults whilst we work to secure long term funding.

Funding from ViiV Health Care has supported the development the C.H.A.N.G.E. network.

We have developed an individual donors and community fundraising strategy with the aim to secure more unrestricted funds.

2024 Income: £878,005 (2023 - £749,227)

- In total, income from charitable trusts stands at £222,926 (2023 - £108,600).
- Income from statutory contracts stands at £442,277 (2023 - £418,374).
- Total income from the National Lottery Community Fund now stands at £96,731 (2023 - £96,955).
- Income from corporates, notably pharmaceuticals, to £62,181 (2023 - £100,955) with grants from Gilead for Young Adults in Middlesex Hospital and ViiV Healthcare to support the C.H.A.N.G.E network.

- Other Income from consultancies: £22,194 (2023 - £10,309).
- Donations received were £28,379 (2023 - £14,034).
- Bank interest received was £3,317 (2023 - £nil).

Investment Powers and Policy
The Memorandum and Articles of Association authorises the Directors to make investments using the general funds of the charity. The Directors have the power to invest in any way they see fit.

Reserves Policy
Positively UK aims to keep a minimum working balance of reserves equaling three to six months of operating costs, to cover future contractual liabilities, staff salaries, and rent. The Directors consider that the Charity's reserves will enhance the services provided and provide financial security for the future. If at any time reserves fall below this target then any positive balance at the end of the financial year, which is not tied to a specific project or programme, will in principle be added to these reserves until they have reached the appropriate level. The target unrestricted funds the Directors wish to hold is £60,000 to £120,000 (2023: £60,000 to £120,000).

Our total unrestricted reserves on 31 March 2024 stood at £98,114 (2023 - £135,281) which included designated funds of £nil (2023 - £50,000) and unrestricted general reserves of £90,01498,114 (2023 - £85,281).

Total restricted funds on 31 March 2024 were £288,488 (2023 - £247,544) with total reserves of the charity standing at £386,602 (2023 - £382,825).

Going Concern
Positively UK's Board is aware of the uncertainties and challenges ahead in terms of funding landscape, but it is confident that Positively UK is in a good position to continue to operate and provide impactful services to our beneficiaries and fundraise successfully.

Future Activities

In line with our new strategic vision, our activities over the coming year will support us in achieving the best physical, emotional and social wellbeing for people living with HIV.

Community Access and Engagement
In 2024/2025, we will continue to pilot new projects and deliver direct support to increase access to peer support by:

- Actively reaching out to all people living with HIV through the provision of face to face and online peer support.
- Within our statutory contracts we will provide support to over 400 people in Camden & Islington, Hackney, Tower Hamlet, Waltham Forest, Brent, Ealing, and Harrow, with 90% of users reporting Improved quality of life.
- We will continue new collaborations providing peer support in Buckinghamshire with Brooks and in South London, with Metro Charity.

Diversity and inclusion
In 2024/2025 we will focus on people who are not in care, face challenges staying in care, or struggle to be undetectable, through embedding and expanding peer services in HIV clinics and working in partnership with the NHS.

- We will lead on the Getting to Zero Partnership for North West and North Central London in collaboration with Fast Track Cities, Chelsea and Westminster Hospital, North Middlesex Hospital, PlusHealth, NAZ, and Sophia Forum.
- Through our collaboration with North Middlesex Hospital, we will continue to focus our work on young people who are at risk of disengaging from care.
- We will continue to provide essential specific services and group activities for gay men, women, and heterosexual men to ensure no one is left behind.
- We will continue and expand our provision of crisis services such as welfare and benefit advice, an important entry point to those who face the greatest socio-economic challenges.

Change
In 2024/2025 we will continue to influence change by promoting the meaningful involvement of people living with HIV, disseminating evidence around effective peer support, and tackling HIV stigma.

- We will continue to raise the profile of peer support through engagement with key agencies, such as NHS England, the British HIV Association and Fast Track Cities to promote good commissioning and integration of services.
- We will convene the sixth Biannual Conference of People Living with HIV.
- We will continue partnering with the National AIDS Trust and NAM in developing the HIV Friendly Charter, in collaboration with the Fast Track Cities Getting to Zero partnership, to address stigma at the institutional level.
- We will train peer mentors and buddies across London through the Getting to Zero Partnership, working collaboratively with Metro and Positive East.
- We will continue working in partnership with academic institutions and NHS Trusts to strengthen peer and community based research, including working with SHIELD study, the Partnership for Black People's Health and King's College.

Structure, Governance and Management

Organisational Structure
Positively UK (the word 'Limited' being omitted by licence from the Department of Trade) is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares. It is a registered charity constituted as a Limited Company under the Memorandum and Articles of Association.

Recruitment and appointment of Directors
Positively UK's constitution states that 50% of the Board of Directors and the Chair of the Board should be living with HIV.

We recruit Directors through advertisements on our website, social media, partner organisations, email and personal contacts. Efforts are made to identify and ensure that we have a good mix of skills on the Committee. People interested in becoming a Director are invited to submit a letter and CV to the Director and Chair of the Board, who then shortlists, interviews and appoints suitable candidates. Occasionally a suitable candidate for the Committee is co-opted during the year and appointed formally at the next Annual General Meeting.

Director induction and training
Each new Director goes through a formal induction programme which includes meetings with key staff and briefings on the key responsibilities of Directors, the vision, mission and strategic aims of the organisation. Directors receive regular work updates from the various departments, as well as updates on relevant topics and current issues, both within the organisation as well as the external environment.

Organisation
The Directors have delegated all day-to-day management to the Chief Executive, Silvia Petretti. The CEO is supported by the Leadership Team who are in turn responsible for service delivery within their areas. Positively UK's staff are committed to supporting people living with HIV to achieve their best physical, emotional and social well-being. In line with our peer-led ethos, all front-line staff are people living with HIV, who understand the implications of living with the virus. All are fully trained in advice and guidance to help people self-manage their condition.

Related parties
We believe working together is the best strategy to meet the needs of people living with HIV. We complement clinical care, with peer support integrated into HIV clinics at:

- 900 Youth Clinic, St Mary's, Westminster
- Homerton Hospital, Hackney
- Royal London Hospital
- TEAM Clinic, Mortimer Market, Camden
- Caldecott Centre, King's College Hospital, Lambeth
- Level 8 Clinic, Ealing Hospital, Ealing
- Ian Charleson Day Centre, Royal Free Hospital, Camden
- Northwick Park Gum Clinic (Brent)
- North Middlesex Hospital
- Brent Hub, Brent
- Kobler Centre, Chelsea & Westminster Hospital, Kensington & Chelsea
- 56 Dean Street, Chelsea & Westminster NHS Trust- Westminster
- 10 Hammersmith Broadway, Hammersmith
- West Middlesex University Hospital, Hounslow
- Brookside and SHAW, Buckinghamshire

We now provide a hybrid service which includes face-to-face outreach in some clinics combined with virtual referrals for telephone and online support.

To ensure the voice of people living with HIV is heard amongst policy makers, staff at Positively UK are community members of NHS England's HIV forum and actively participate with the treatment advocates network UK-CAB. We also support and advise bodies such as NHIVNA, the Clinical Reference Group on HIV, and our CEO is part of the World Health Organisation's Advisory Board on Women and HIV. Staff have presented at national and international conferences including BHIVA, NHIVNA, International AIDS Conference, AIDS Impact, The International Workshop on Women and HIV, The Fast-Track Cities Conference and EACS (European AIDS Conference).

We work collaboratively with a number or partners in the HIV sector and beyond, including: ClinicQ, Living Well, NAZ, National AIDS Trust, Food Chain, Sophia Forum, 4M, Sussex Beacon, George House Trust, Terence Higgins Trust, Metro Charity, Spectra, Royal Central School of Speech & Drama, Patient Experience Research Centre (PERC) – Imperial College, Salamander Trust, University College London (UCL), Queen Mary University, Barts NHS Trust, Partnership for Black People's Health, Love Tank, and King's College University.

Pay policy for senior staff
The benchmark for employee and management remuneration is the average of salaries paid in the sector.

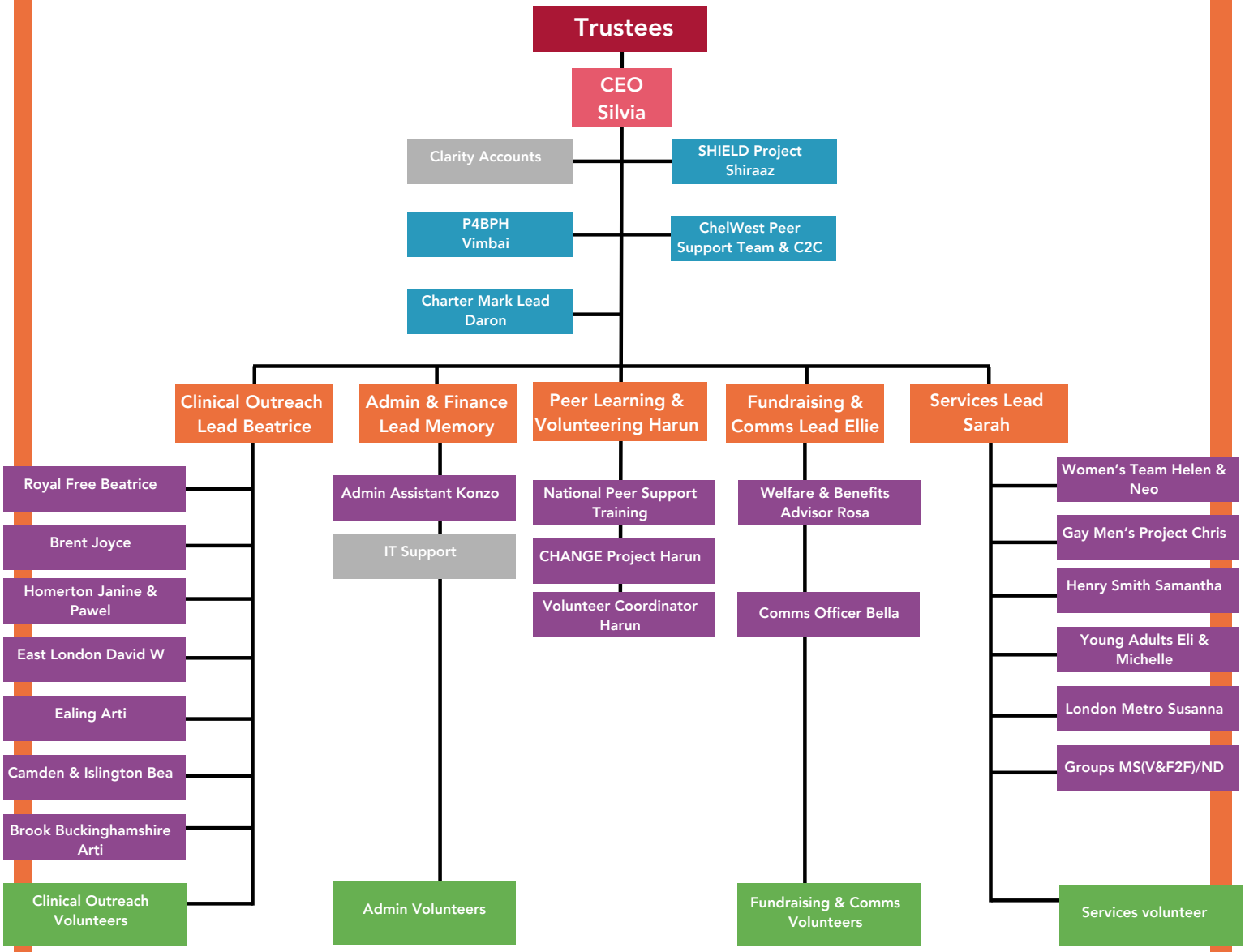
Positively UK maintains an overview of salaries across the voluntary sector, including the HIV sector, to ensure it is competitive; and in assessing remuneration also considers the wider terms, conditions and benefits offered by Positively UK with our staff contracts.

Individual performance and remuneration are not linked: strong individual performance is rewarded by opportunities for further professional development and advancement such as training and personal development. Strong organisational performance and salary review for individuals demonstrating strong performance are linked. In a financial year where Positively UK's balance sheet has strengthened, an employee displaying strong performance will be considered for an increase in salary to ensure their remuneration is at or around the sector average. The performance of all employees is reviewed on an annual basis. The review is formal, recorded, and takes place every March.

Charitable and political donations
During the year the charity made no political or charitable donations.

Risk Management
The Directors have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Risk assessments are carried out annually and reviewed by the Directors.Appropriate steps are taken to moderate and manage identified risks. The Directors are satisfied that, the Charity's internal controls comply with the guidelines issued by the Charities Commission, and that it complies with relevant laws and regulations.

Staff Structure



Reference and Administrative Details

Company Number: 02424032

Charity Number: 1007685

Directors:
Tristan Barber Chair of Trustees
Peter Oswaldt Treasurer
Amanda Amadokai (Resigned 27 October 2023)
Anthony Babajee (Appointed 1 May 2024)
Leasuwanna Griffith
Robert James
Mark Lewis (Appointed 1 May 2024)
Gerard McGrath
Paul Mitchel
Ann Grace Oliso (Appointed 1 May 2024)
Corrine Squire
Shema Tariq (Resigned 10 July 2024)

Company Secretary:
Memory Sachikonye

Key Management Personnel:
Silvia Petretti, Chief Executive

Principal Address:
St Marks Studios, 14 Chillingworth Road, London, N7 8QJ

Independent Examiner:
M A Wilkes FCA
Azets Audit Services
River House, 1 Maidstone Road, Sidcup, Kent, DA14 5RH

Solicitors:
Farrer & Co
66 Lincoln's Inn Fields, London, WC2A 3LH

Bankers: NatWest Bank plc
P.O. Box 83, Tavistock House, Tavistock Square, London, WC1H 9JA

Directors' Responsibilities Statement

The Directors (who are also trustees of Positively UK for the purposes of charity law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Directors are responsible for keeping adequate account records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The report of the directors has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

This report was approved by the Board and signed on its behalf by:

Tristan Barber - Chair

Peter Oswaldt – Treasurer

Date : _____

Independent Examiner's Report to the Members

I report to the charity Directors on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on pages 14 to 30.

Responsibilities and basis of report
As the charity Directors of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement
Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of The Institute of Chartered Accountant England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

M A Wilkes (FCA)
For and on behalf of Azets Audit Services
River House,
1 Maidstone Road
Sidcup, Kent,
DA14 5RH

Date : _____

Statement of Financial Activities for the Year Ended 31 March 2024

Incorporating the income and expenditure account

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2024	Total 2023
		£	£	£	£	£
Income from:						
Donations		28,379	-	-	28,379	14,034
Charitable activities	2	253,419	-	570,696	824,115	724,884
Other income	3	22,194	-	-	22,194	10,309
Investment income		3,317	-	-	3,317	-
Total income		307,309	-	570,696	878,005	749,227
Expenditure on:						
Raising funds		44,450	-	-	44,450	37,131
Charitable activities		250,026	50,000	529,752	829,778	819,459
Total expenditure	4	294,476	50,000	529,752	874,228	856,590
Net movement in funds		12,833	(50,000)	40,944	3,777	(107,363)
Funds brought forward at 1 April 2023		85,281	50,000	247,544	382,825	490,188
Total funds carried forward at 31 March 2024		98,114	-	288,488	386,602	382,825

All of the charity's transactions are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year.

Comparative Statement of Financial Activities for the Year Ended 31 March 2023

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2023
		£	£	£	£
Income from:					
Donations		14,034	-		14,034
Charitable activities	2	216,747	-	508,137	724,884
Other income	3	10,309	-		10,309
Total income		241,090	-	508,137	749,227
Expenditure on:					
Raising funds		37,131	-	-	37,131
Charitable activities		200,261	36,276	582,922	819,459
Total expenditure	4	237,392	36,276	582,922	856,590
Net income / (expenditure)		3,698	(36,276)	(74,785)	(107,363)
Transfers between funds	14	(30,276)	30,276	-	-
Net movement in funds		(26,578)	(6,000)	(74,785)	(107,363)
Funds brought forward at 1 April 2022 (As restated)		111,859	56,000	322,329	490,188
Total funds carried forward at 31 March 2023		85,281	50,000	247,544	382,825

Balance Sheet as at 31 March 2024

Positively UK (a Company number: 02424032

	Note	2024		2023	
		£	£	£	£
Fixed Assets	**9**		343		430
Current Assets					
Debtors	**10**	143,971		115,025	
Cash at bank and in hand		269,971		347,094	
		413,942		462,119	
Creditors: amounts falling due within one year	**11**	(27,683)		(79,724)	
Net Current Assets			386,259		382,395
Net Assets			386,602		382,825
Represented by:					
Restricted funds	**12**		288,488		247,544
Unrestricted funds:					
Designated funds	**13**	-		50,000	
Unrestricted general fund		98,114		85,281	
			98,114		135,281
Total funds	**15**		386,602		382,825

Balance Sheet as at 31 March 2024

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for:

a) ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and;

b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

Approved by the Board of Directors on

_____

and signed on their behalf by:

Tristan Barber (Chair)

Peter Oswaldt (Treasurer)

Statement of Cash Flows as at 31 March 2024

	Notes	2024 £	2023 £
Cash flow from operating activities	**16**	(77,123)	(28,680)
Net cash flow from operating activities		(77,124)	(28,680)
Net increase in cash and cash equivalents		(77,123)	(28,680)
Cash and cash equivalents at 1 April 2023		347,094	375,774
Cash and cash equivalents at 31 March 2024		269,971	347,094
Cash and cash equivalents consists of:			
Cash at bank and in hand		269,971	347,094

Notes to the Financial Statements for the Year Ended 31 March 2024

1. **Accounting policies**

a. Basis of preparation

Positively UK is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information on page 11 of these financial statements.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b. Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Voluntary income including donations and gifts are included in full in the SOFA when receivable.

The charity receives grants in respect of its activities. Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Other income includes income earned from rental and consultancy. Income is received in exchange for supplying services and is recognised when entitlement has occurred.

c. Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

d. Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office and governance costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

The analysis of support costs is set out in note 5.

e. Funds accounting

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Directors.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the charity. Restriction arises when specified by the donor or when funds are raised for particular restricted purposes. The Directors have designated certain funds for specific purposes.These are set out in note 15.

f. Tangible fixed assets

All assets costing over £1,500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:
Fixtures, fittings and equipment - 20% reducing balance

g. Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

h.Going concern

The financial statements have been prepared on a going concern basis as the Directors believe that no material uncertainties exist. The Directors have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements.

The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

i.Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the property plant and equipment and note 1.f for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. Charitable Activities

	2024 £	2023 £
Community access and engagement:		
Brook Young People	40,000	-
Henry Smith Charity (core funding)	30,000	60,000
Homerton University Hospital	67,129	41,501
Local Authority Contracts	88,690	99,290
Metro charity – South London	10,086	-
NHS Brent Teaching PCT	76,542	53,356
	312,447	254,147
Diversity & inclusion:		
Big Lottery Fund – Women's Project	96,731	48,907
Big Lottery Fund – Youth Project	-	48,048
Fast Track Cities – Chelsea and Westminster	117,955	118,836
Fast Track Cities - CAG	-	4,100
Fast Track Cities – Welfare and Benefits	75,000	64,167
Fast Track Cities - Women and Ageing GROWS)	-	37,124
Fund for Human Need	950	-
Gilead Sciences – Gay Men	-	38,581
Gilead Sciences – Youth NMH	-	57,374
Henry Smith Charity – Complex needs	39,800	19,900
Hospital Saturday Fund	3,750	-
London Catalyst	3,750	-
London Catalyse hardship grant	-	1,500
Margaret de Sousa-Deiro Fund	1,380	-
NAZ – Bearded and Flushed	-	2,000
Salamander Fund – WHO Women Toolkit	-	1,883
Sophia Forum – Connect to Care	13,029	-
Terrence Higgins Trust Hardship Grants	3,700	2,700
	356,045	445,120
Change:		
Barts Health NHS Trust – Partnership for Black Health	34,309	-
Fast Track Cities – HIV Friendly Charter	25,904	-
Kings College London – Activists in Residence	4,040	-
Merck Sharp & Dohme – Manifesto Launch	-	5,000
Merck Sharp & Dohme – Conference	15,000	-
Queen Mary University Hospital – Shield Research	21,089	-
Royal College of Speech & Drama - Archive Project	-	20,617
ViiV Healthcare – Change Network	47,181	-
	147,523	25,617
	816,015	724,884

3. Other Income

	2024 £	2023 £
Consultancy fees	22,194	10,309
	22,194	10,309

4. Expenditure

	Staff costs £	Other direct costs £	Support costs £	Total 2024 £	Total 2023 £
Cost of raising funds	40,704	3,746	-	44,450	37,131
Charitable activities:					
Community, access and engagement	214,073	7,370	95,712	317,155	340,225
Diversity and inclusion	296,687	68,254	20,342	385,283	429,547
Change	108,784	12,687	5,869	127,340	49,687
	660,248	92,057	121,923	874,228	856,590

All costs are allocated between the expenditure categories noted above on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, being, time spent.

The structure of our programmes has evolved during 2024 and charitable activities are grouped to better reflect our goals as shown above.

During the year hardship grants were awarded totalling £7,625 to 82 clients (2023 : £4,300 to 58 clients).

5. Support Cost

	2024 £	2023 £
Premises costs	47,530	46,849
Legal and professional fees	804	648
Communication costs	14,395	13,154
Information technology	10,648	6,527
Insurance	2,526	2,384
Staff costs and expenses and volunteer expenses	8,550	23,806
Depreciation	87	108
Other costs	9,787	8,781
Accountancy support	13,503	12,082
Governance costs:		
Independent examination	5,781	4,620
Legal and professional fees	4,337	-
Under provision of prior year IE fee	-	260
Board training day	3,332	
Director expenses	643	337
	121,923	119,556

6. Directors' Remuneration

None of the Directors received remuneration. Two directors received reimbursed travel expenses of £205 (2023 - £54) during the year.

7. Staff Costs

	2024 £	2023 £
Wages and salaries	599,134	550,607
Employer's National Insurance	48,047	45,558
Pension cost	13,068	11,821
	660,249	607,986

The average monthly number of employees, by headcount, during the year was:	No.	No.
Direct charitable activities	22	21
Administration - Part time	1	1
	23	22

No employee earned emoluments, as defined for taxation purposes, amounting to over £60,000 in either year.

The key management personnel comprise of those listed on page 1. The total employments benefits (including employer pension contributions and employers NI) of key management personnel was £61,194 (2023: restated: £59,493).

8. Related Party transactions

In prior years there were salary overpayments including for members of key management personnel. The balances due at the year end are S Petretti - £8,915 (2023 - £11,555).

9. Tangible Fixed Assets

	Fixtures & Fittings
	£
COST	
At 1 April 2023	6,257
At 31 March 2024	6,257
DEPRECIATION	
At 1 April 2023	5,827
Charge for the year	87
At 31 March 2024	5,914
NET BOOK VALUE	
At 31 March 2024	343
At 31 March 2023	430

10. Debtors

	2024 £	2023 £
Grant, contract and other income	116,202	84,064
Other debtors	13,865	29,746
Prepayments	13,904	1,215
	143,971	115,025

Included in other debtors above are amounts falling due after one year of £7,387 (2023: £20,545).

11. Creditors

	2024 £	2023 £
Taxation and social security	12,066	15,853
Other creditors	4,669	30,580
Accruals and deferred income	10,948	33,291
	27,683	79,724

12. Creditors

	2024 £	2023 £
Deferred income b.fwd	17,399	-
Released from previous years	(17,399)	-
Resources deferred in the year	-	17,399
Deferred income c.fwd	-	17,399

13. Restricted Funds

CURRENT YEAR - 2024	Balance at 1.4.2023	Income	Expenditure	Balance at 31.3.2024
	£	£	£	£
Peer Navigators	-	67,129	(67,129)	-
Project 100	70,858	-	-	70,858
Women's Project	8,151	96,730	(100,316)	4,565
Gay Men	6,430	-	(6,430)	-
Seeds	-	-	-	-
Fast Track Cities – Chelsea and Westminster	48,782	117,955	(66,737)	100,000
Fast Track Cities – Welfare and Benefits	32,572	82,500	(46,800)	68,272
Fast Track Cities – Women and Ageing	5,000	-	(5,000)	-
Fast Track Cities – HIV Friendly Charter	-	25,904	(25,904)	-
Small Grant Fund	1,300	6,030	(7,330)	-
Complex needs	16,649	39,800	(39,439)	17,010
Groups and workshops	4,200	-	(4,200)	-
Archive project	3,400	-	(2,135)	1,265
Youth NMH	50,202	-	(50,202)	-
Conference 2024/25	-	15,000	-	15,000
Partnership For Black Health	-	34,309	(23,689)	10,620
Shield Research	-	21,089	(21,089)	-
Change Network	-	47,181	(47,181)	-
Connect to Care	-	13,029	(13,029)	-
Activists in Residence	-	4,040	(3,142)	898
	247,544	570,696	(529,752)	288,488

Peer Navigators: specialised peer support embedded in clinical settings funded by Homerton NHS Trust.

Project 100: to support the national training of P100 peer mentors.

Women's Project: for the provision of one-to-one and group support for women living with HIV, supported by a team of trained volunteer peer mentors, and yearly Catwalk4Power event at different locations. Funded by the National Community Lottery Fund.

Gay Men: for the employment of a gay men's worker and to provide one-to-one and group support for gay men living with HIV. Funded with designated funds for year 2023/24

Fast Track Cities - Chelsea and Westminister: extending Peer Support to four clinics in collaboration with Chelsea and Westminster NHS Trust.

Fast Track Cities - Welfare and Benefits: to address poverty through a pan-London advice and advocacy service.

Fast Track Cities - Women and Ageing: to tackle the challenges older women with HIV face through the GROWS project (Women with HIV Growing Older Wiser and Stronger in collaboration with Sophia Forum).

Fast Track Cities – HIV Friendly Charter: a partnership with National AIDS Trust and NAM Aidsmap to create HIV Confident charter and address stigma in member organisation with a focus on NHS Trusts.

Small Grant Fund: is a small Hardship payments schemes to support people with HIV who are destitute. People can have one off grants of £40.

Complex Needs: to support the most marginalised groups who have been mostly affected by COVID-19 and need intensive peer support and opportunities to socialise. Funded by the Henry Smith Charity.

Groups and Workshops - capacity-building and social activities for marginalised groups.

The Archive Project: to develop the Positively Past Positively Present activities to celebrate Positively UK 35th anniversary, including visits to Metropolitan Archive, podcasts, a short film, and a performance at the Royal Central School of Speech and Drama. Funded by a grant from the Royal Central School of Speech and Drama.

Youth NMH: to support young adults to stay engaged in care and access support in collaboration with North Middlesex Hospital. Funded by GILEAD.

Conference 2024/25: the biannual National Conference of People with HIV is sponsored by GILEAD, MSD, ViiV Healthcare and Pasante and gathers together people with HIV from around the UK to develop their skills to advocate for their health and wellbeing.

Partnership For Black People's Health: a partnership coordinated by the SHARE collective, part of Barts Health NHS Trust, to engage black communities in health research. Funded by the NIHR.

Shield Research: to provide and support community researcher to investigate re-engagement in care during COVID-19. Funded by Queen Mary University.

Change Network: to train people with HIV at national level to become HIV activists. Funded by ViiV Healthcare.

Connect2Care – partnership with Sophia Forum and Chelsea and Westminster Hospital. Focused on supporting people tested through Emergency Departments and ensuring they are linked into care. Funded by GILEAD Need To Find.

Activists in Residence: a partnership with King's College Humanities department to convene a group of women with HIV activists and look at creative approaches to enragements with academia and research.

Evaluation Projects: designated funds to evaluate new approaches to group work: Seeds, Mixed, services for gay men.

WHO Toolkit: in collaboration with Salamander Trust, Positively UK's CEO contributed to the development of a global toolkit to enable women with HIV to access their Sexual & Reproductive Health and Rights. Funded by WHO.

Bearded and Flushed: a collaborative project with NAZ, Sophia Forum and 4M, using creative writing to create awareness of issues faced by women with HIV during the menopause. Funded by PHE.

Co-morbidities: to develop new training modules on health and wellbeing for peer mentors. Funded by GILEAD.

13. Restricted Funds (continued)

2023	Balance at 1.4.2022	Income	Expenditure	Balance at 31.3.2023
	£	£	£	£
Peer Navigators	-	41,501	(41,501)	-
Project 100	70,858	-	-	70,858
Project 100 Legacy	12,121	-	(12,121)	-
Youth Project	58,455	48,048	(106,503)	-
Women's Project	536	48,906	(41,291)	8,151
Gay Men	-	38,581	(32,151)	6,430
Seeds	11,532	-	(11,532)	-
Fast Track Cities – Chelsea and Westminster	14,872	118,836	(84,926)	48,782
Fast Track Cities – Welfare and Benefits	29,696	64,167	(61,291)	32,572
Fast Track Cities – Women and Ageing	9,878	37,124	(42,002)	5,000
Fast Track Cities - Empowerment	50,000	-	(50,000)	-
Co-Morbidities	19,931	-	(19,931)	-
Bearded and Flushed	-	2,000	(2,000)	-
Evaluation projects	1,802	-	(1,802)	-
ViiV Mixed Socials	2,159	-	(2,159)	-
MSD Str8Talk	6,959	-	(6,959)	-
WHO Women Toolkit	-	1,883	(1,883)	-
Small Grant Fund	560	4,200	(3,460)	1,300
Battersea Community Garden	500	-	(500)	-
Policy Conference	32,470	-	(32,470)	-
Complex needs	-	19,900	(3,251)	16,649
Groups and workshops	-	5,000	(800)	4,200
Archive project	-	20,617	(17,217)	3,400
Youth NMH	-	57,374	(7,172)	50,202
	322,329	508,137	(582,922)	247,544

14. Unrestricted Funds

2024	Balance at 1.4.2023	Income	Expenditure	Transfers	Balance at 31.3.2024
	£	£	£	£	£
General Fund	85,281	307,309	(294,476)	-	98,114
Designated Funds:					
Gay Men's Project	40,000	-	(40,000)	-	-
Updating Memorandum	10,000	-	(10,000)	-	-
	50,000	-	(50,000)	-	-
Total	135,281	307,309	(344,476)	-	98,114

Designated Funds comprise

Gay Men's Project: to support our services for gay men living with HIV, including group support and one-to-one casework, to provide information, advocacy, and referrals to gay men living with HIV.

Updating Memorandum: Legal expenses to update our objectives and constitution.

15. Analysis of Net Assets Between Funds

2024	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	343	343
Current assets	288,488	125,454	413,971
Current liabilities	-	(27,683)	(27,683)
	288,488	98,114	386,602

2023	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	430	430
Current assets	247,544	214,575	462,119
Current liabilities	-	(79,724)	(79,724)
	247,544	135,281	382,825

16. Reconciliation of Net Expenditure to Net Cash Flow from Operating Activities

	2024 £	2023 £
Net (expenditure) / income for the year	3,777	(107,363)
Depreciation	87	108
Decrease / (Increase) in debtors	(28,946)	29,388
Increase / (Decrease) in creditors	(52,041)	49,187
Net cash flow from operating activities	(77,123)	(28,680)

17. Company Limited by Guarantee

The Charity is limited by guarantee and accordingly has no share capital. The liability guaranteed by each member is £10. At 31 March 2024 the membership was £10 (2023: £10).

18. Operating Lease Commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

	2024 £	2023 £
Other operating leases:		
Within one year	4,928	-
Between two and five years	14,810	-

Community Access and Engagement

Everyone living with HIV should have access to peer support, so that we can all enjoy a good quality of life.

We believe HIV is just a part of our life journey and does not define us. That's why we provide the best possible practical and emotional support to people living with HIV, from people who live with HIV themselves. Our commitment to this mission is rooted in compassion, resilience, and a profound dedication to promoting the wellbeing of people with HIV.

Between 1st April 2023 – 31st March 2024:

300+ people attended various groups and workshops

1150+ people accessed our one-to-one peer support

3380+ hours of peer support were delivered by our peer caseworkers

392 people received peer support at clinics by our caseworker team

"In keeping with the management of other long-term health conditions, people living with HIV should be enabled to optimise self-management access peer support opportunities to promote their physical and mental health, and overall wellbeing."
BHIVA Standards of Care for People Living with HIV, Standard 2: Self-Management and Peer Support

Positively UK's team of trained peer caseworkers are equipped with first-hand knowledge and experience of how to navigate the health and social implications of living with a long-term condition that still carries stigma within society. Our caseworkers play a key role in supporting the health and wellbeing of patients attending these clinics. They liaise with social care coordinators, doctors, nurses, health advisors, specialists HIV midwives, pharmacists, psychiatrists, dietitians, dermatologists and other healthcare professionals involved in HIV care.

The Story of Charity

Charity, a single mother of a teenage boy, lives in East London. Originally from West Africa, Charity has no recourse to public funds and is focusing her energy on her 'leave to remain' application. In 2023 she was diagnosed with respiratory cancer. Her Peer Navigator at Homerton Hospital has been supporting Charity throughout her chemo journey, and successfully secured two hardship funds to alleviate her financial hardship.

The Peer Navigator referred Charity to several support services, including McMillan, who linked her to pro-bono solicitors, and she obtained 'leave to remain'. Despite isolation and mental health struggles, Charity is now accessing support groups and counselling. Her resilience shines through as she navigates life's hurdles, and she recently wrote to her Peer Navigator to express her happiness in finally feeling supported and heard.

Name has been changed for confidentiality reasons. Picture does not represent the person.



Diversity and Inclusion

We reach out to those of us who are most excluded, and we don't leave anyone behind.

At Positively UK, we are a trusted community. People access our support at any point of their life. Whether it is a new relationship, starting a family, loosing someone, money or health-related issues, we are here to support everyone with HIV. We are proud to share that in the past year, **379 new people registered and joined our services** – many of them have never reached out to support before.

300+
gay men received tailored individual peer support by our caseworkers

186
gay men joined our HIV and health workshops, yoga classes and social outings

"What I like about the gay men's group is the open conversations and non-judgemental space to be vulnerable and discuss important issues that aren't just about HIV, but life as a whole. And the connections and recommendations."
-Participant



76%
of our participants said that peer support helped them to improve their mental health

94%
self-reported reduced levels of social isolation or loneliness, and increased sense of community belonging

We launched a support group for women from South London as part of the Bridges project, a collaboration between Metro Charity, Africa Advocacy Foundation and Catholics for AIDS Prevention and Support. In February and March, the group was attended by seven women from Lambeth, Lewisham and Southwark. The group takes place in North Lambeth and provides holistic support and encourages candid conversations around mental health, stigma, intimacy and more in a confidential and supportive environment.

480+
women accessed support through our services

169
women received specialised support through our Women RISE project

HIV and Chemsex



Guy, a 36-year-old gay man, was diagnosed with HIV in 2014. After relocating to the UK and building a successful business, he struggled with shame and toxic relationships, turning to chemsex as an escape. By 2022, his dependency on chemsex escalated affecting both his personal life and business. He longed for meaningful connections but felt trapped in a destructive cycle.

Chemsex involves the use of drugs to enhance sexual experiences. While the substances themselves may not be addictive, the euphoric feelings experienced during chemsex can create a cycle of dependency, leading to detrimental effects on both mental and physical health.

Seeking help, Guy reached out to Positively UK and was connected with a peer caseworker who offered non-judgmental support. For the first time, Guy opened up about his struggles. Encouraged to join an NHS-run chemsex support group, he began his journey towards sobriety and recovery. Now, focused on rebuilding his life and leaving chemsex behind, Guy is determined to create healthier, more fulfilling relationships. With ongoing support from Positively UK, he is hopeful for a brighter future.

Name has been changed for confidentiality reasons.
Picture does not represent the person.

Support for people at risk of dropping out of HIV care

For some people, living with HIV can be hard, and many face difficulties with keeping up with HIV treatment. In collaboration with Sophia Forum, we piloted a small project in Chelsea and Westminster NHS Trust. The Connect2Care project supported three people who had disengaged from care who now regularly attend their HIV appointments and have achieved undetectable viral load. Over 20 people were supported to stay in healthcare.

20+ people at risk of dropping out of HIV care stayed in care

3 people re-engaged in healthcare

Str8Talk

150+ heterosexual men accessed one-to-one peer support

Through the generous support by the Henry Smith Charity, our Str8Talk group has over 50 regular participants including 15 heterosexual men. They organised 9 support groups, which are run with the support of committed volunteers.

"Volunteering at Positively UK has been great for my confidence. After living with HIV for so many years, to give something back and help others is so rewarding. I really enjoy my peer support work and can see that it makes a difference. Just to be listened to by someone who has been there, can really turn things around."



Iain,
Str8Talk volunteer

Mixed Socials

"Creating an environment where individuals can connect and build relationships is truly rewarding. I've seen many participants forming friendships and support networks and growing their confidence - this is incredibly fulfilling."

Julie,
Peer Caseworker and Mixed Social founder



The group welcomes everyone with HIV. Some topics cover clinical and practical aspects like HIV treatment and how to write successful PIP appeal, and others are focused on wellbeing, such as socials, outings and discussions around sharing your status and forgiving and loving yourself.

57 people with HIV engaged with a mixture of online groups and in-person outings through our Mixed Social groups.

Roa's journey of empowerment

Roa was offered to see someone living with HIV during one of her first HIV appointments at St Mary's Hospital. As a migrant and proud trans woman living with HIV, Roa has become a powerful voice in the HIV community. Her HIV advocacy began in April 2023 when she spoke about equality for trans communities in Parliament during Positively UK's Manifesto launch. Since then, Roa has grown as a strong advocate for both the trans and HIV communities. She volunteers with Positively UK's South London wellbeing group and plays an active role in various impactful initiatives representing trans women's needs.



"I was diagnosed with HIV in February 2021. I've been receiving adequate medical treatment. Physically, I've been well. Unfortunately, there's a need beyond managing the virus. As an HIV positive transwoman, I dream of a future that is fulfilled of my goals and dreams, where I thrive in my personal life, health, career, family life and in the community. I dream of a partner who is able to dream and stand with me in an environment that is equally supportive."

Roa
(speech at the Launch of the Manifesto of People Living with HIV)

Support for trans people

As part of our promise to reach out to everyone living with HIV, we continued to grow our service base of people who identify as queer/non-binary or trans. In 2023/24 we supported 42 people from those communities– an impressive increase of 83% since last year!

9 gender queer/ non-binary people accessed our services

33 trans (gender not as assigned at birth)

Seeds Gardening group

Led by our staff and volunteers 31 people gathered for 7 outings in nature as part of our Seeds group.



Welfare Advice

Positively UK runs the only pan-London welfare advice service for people living with HIV. It is important that welfare advice for people with HIV is provided within an HIV organisation - this removes the barriers of shame and stigma and enables the provision of holistic and integrated support. The most vulnerable people with HIV seek welfare advice in a crisis. Next to receiving support with PIP forms, appeals and access to hardship grants, they are encouraged to access other community services and peer support. The welfare service henceforth acts as a gateway to wider holistic support.

£985,271 secured through our welfare service

297 people received welfare advice and advocacy

39 people received hardship payments to act as a safety net whilst securing long-term financial stability

580 hours of time spent in filling out forms and appeals and liaising with institutions



"HIV isn't just a medical condition – it carries a unique burden of social stigma, and people with HIV need someone who understands, listens, and can communicate their struggles in a way the Department of Work and Pension can recognise. When people discover a friend in me – this is the best feeling in the world."

Fotios, Welfare Volunteer

Recently Diagnosed Course

A positive HIV diagnosis is a crucial point in someone's life. Not everyone with HIV is equipped with the knowledge, skills and resources to live well with the virus. Positively UK partners with Terrence Higgins Trust, Positive East and Metro Charity to deliver courses to newly diagnosed people, as well as those who struggle with their diagnosis.

The course provides space for participants to share their story and develop a range of tools and strategies to prepare for their HIV journey. In 2023/24, 10 people attended a Recently Diagnosed Course.

Young Adults support

22 young people attended group support

108 young people under 30 years accessed one-to-one peer support

Throughout the year, our peer caseworkers used innovative pathways to build trust and improve the wellbeing of young adults who receive their HIV care at the Alexander Pringle Clinic, North Middlesex Hospital. They worked closely with the HIV clinicians, Citizen's Advice Bureau and CHIVA advisor to deliver positive experiences in healthcare. They worked with young adults to prepare them to talk about HIV to friends and partners, discuss treatment and life choices in an open conversation without judgement. We are grateful to our funder, Gilead Science, and the HIV team at Alexandre Pringle for the commitment to the service and for opening a hardship scheme for patients in need.

"The open, non-judgemental conversations enabled the young adults to be honest about adherence and move towards greater engagement with care, rather than to be frightened they might be told off."

Sarah Fraser, Project Manager

Growing Older Wiser Stronger (GROWS)

The Growing Older Wiser Stronger (GROWS) collaboration was supported by Fast-Track Cities London. It was the first global initiative focused on developing information resources and a peer mentor training programme for women growing older with HIV.

Partnering with Sophia Forum, NAM AIDSMAP, and University College London, we addressed the needs of the women ageing with HIV by developing information resources and a peer mentor training programme for women growing older with HIV. A policy report with key findings and GROWS workbook for mentors has also been published. Despite the project finishing in April, Positively UK continues to facilitate a monthly group supervision for peer mentors trained through the GROWS partnership.

Elena's Story

Elena, a 56-year-old from Eastern Europe, was shocked by her HIV diagnosis in December 2023 after testing at the Emergency Department of St Bart's Hospital. Before her diagnosis, Elena led a relatively quiet life, focusing on raising her two children while working part-time as a caregiver. Since the introduction of opt-out testing at A&E, many people who receive their diagnosis are totally unprepared. This was Elena's case – the news came as a huge shock.

When she confided in her partner and best friend, their betrayal left her isolated, her relationship ended and she was distanced by members of her community. She started speaking to Positively UK's peer caseworker who became her lifeline, offering reassurance that she could live a happy and healthy life. Elena attended a recently diagnosed course where she learned about U=U (undetectable equals untransmittable this means that a person on effective HIV treatment cannot pass the virus on) and connected with other people with HIV. She joined Positively UK's Str8Talk to expand her social circle. Currently, Elena is focused on improving her English skills while raising her two children. With the support of Positively UK, she's made incredible progress since her diagnosis, from tears to smiles, and is now embracing life with newfound resilience and optimism.



Name has been changed for confidentiality reasons.
Picture does not represent the person.

Change

We advocate and campaign to end stigma and improve the lives of people with HIV.

HIV CONFIDENT

We teamed up with National AIDS Trust and NAM aidsmap on a new UK-wide initiative supported by Fast-Track Cities, London. The HIV Confident aims to reduce HIV stigma within healthcare and the workplace. Organisations who sign up to the HIV Confident initiative commit to tackling HIV related stigma and discrimination within their organisation. In 2023/24, we involved NHS Trusts, GP practices and corporate partners, as well as the Greater London Authority and Transport for London for a pilot. A healthcare eLearning module was created addressing misconceptions around HIV. It has shown to be highly effective in addressing knowledge around transmission, attitudes towards care, and confidence to create a stigma-free environment for staff and patients.

C.H.A.N.G.E

Community HIV Activists Network to Grow and Empowerment

We remained committed to providing training opportunities, so that people with HIV have the resources to be visible and have an individual and collective voice to be involved in decisions that affect them. Supported by ViiV Healthcare, and working in partnership with local HIV organisations, we trained 54 people from London, Manchester, Bristol, Newcastle and Scotland as HIV activists. We are proud to say that 13 people have already joined the UK-CAB, the largest network of treatment activists!

>85% increased confidence to talk about HIV after the CHANGE training

>90% felt more connected to community of people with HIV

>80% increased understanding of U=U

>60% said they felt less shame around HIV

Peer-led research

We collaborated with Queen Mary University in two pieces of research aiming at building evidence of the impact of peer support. As part of the Shield study, we involved patients from 11 HIV clinics to gauge their experiences in healthcare during the Covid-19 pandemic, so we can produce recommendations for optimal engagement in healthcare. We also became partners in the Partnership for Black People's Health involvement project. The partnership aims to engage Black African and Black Caribbean communities in research to address health inequalities. We used a range of approaches to involve community members and test and review what works best for different communities in different context. Positively UK convened a consultation with Black Women Living with HIV which was attended by 34 black women with ages spanning from 19 years old to 70. The space was an opportunity to speak about challenges accessing health services and the importance of women centred peer support.

HIV Awareness Talks and Training

Our staff and volunteers provided first-hand valuable insights and facilitated discussions to help dispel myths and misconceptions surrounding HIV across a range of organisations: Alliance Bernstein, Oxford University, UCL, Fragomen law firm, London School of Hygiene and Tropical Medicine, SPECTRUM (Home Office), PreventX and more.



Launch of the manifesto "What Future Do We Want?"

In April 2023, Lloyd Russell-Moyle MP, Vice Chair of the APPG on HIV and AIDS hosted the launch of the Manifesto of People Living with HIV at Parliament. The manifesto collates the findings and discussions from the fifth National Conference of People Living with HIV. The manifesto shines a light on how different issues are interconnected and calls for a collaborative response from all key stakeholders. Its recommendations supplement the pathways towards a much-needed transformation of health systems into person-centred healthcare outlined in the "Quality of Life" report by the All-Party Parliamentary Group on HIV and AIDS.



Peer Mentor Training

Throughout the year, we continued to share knowledge and and solutions across the sector and beyond.

19 people living with HIV were trained as peer mentors

52 employees of Diabetes UK were trained through Positively UK's peer mentor training, which was adapted to the needs of people living with diabetes

"I trained as a peer mentor. I have attended at least two conferences and since then and I have been inspired by the great work being done by Positively UK, all around England. At times when I am feeling down about the lack of progress, in HIV services and awareness in Ireland, I have always been encouraged by Positively UK. They inspire and encourage me to keep going and not give up."

Will Kennedy, trained peer mentor

Positively Past, Positively Present

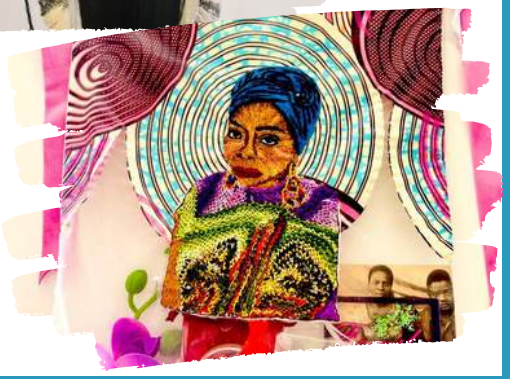
Positively Past, Positively Present Project in collaboration with Dr Kat Low produced six podcast episodes highlighting the history and impact of our organisation, called Positively Women between 1992 and 2010. As part of the project, a short film about one of our founders was produced. “Sheila’s Story” offers an intimate look into the extraordinary journey of the woman who opened her living room door to host the first ever peer support group for women living with HIV in the UK.



Rebel by Default

In February and March 2024, nine women joined our ‘Rebel by Default’ workshops, part of the Activist-In-Residence (AIR) scheme ran by King’s College University. The workshops, themed around identity, rebelliousness, listening, inspiration and change, revolved around the creation of ‘power bags’. These bags - small textile pouches containing objects linked to the experiences of their creators – were then displayed at Somerset House. The Rebel by Default workshops were an invitation to the research and medical communities to pay attention to the agency and voices of women who are the experts of their experiences.

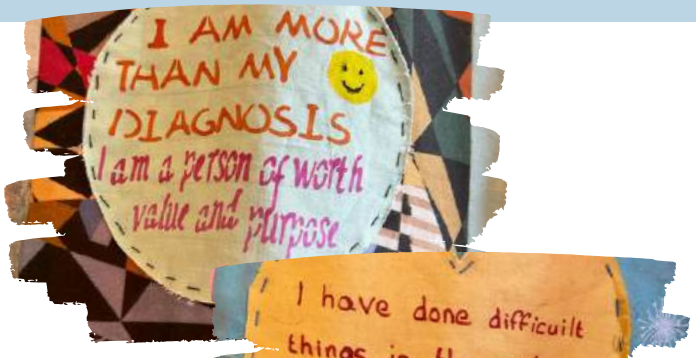


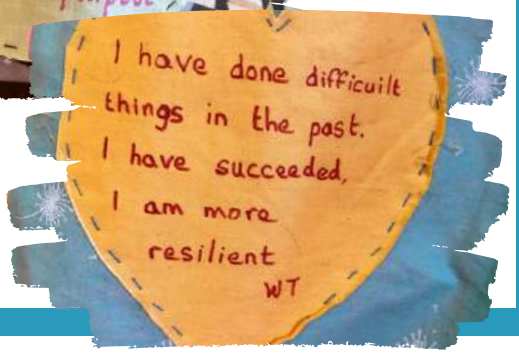


Catwalk4Power

public event co-produced by Stepping Up and a Catwalk4Power event in Manchester featuring 40+ women strutting and sharing their stories

38 women (mainly from Manchester) engaged in six empowerment creative workshops





Thank you

Positively UK hugely appreciates the support of our volunteers and their dedicated support. Over 35 volunteers supported people with HIV through our peer mentoring programme, undertook administrative duties, facilitated group support sessions,, raised funds and visibility. In 2023/24, our volunteers and ambassadors have contributed 982 hours in total to the organisation. If costed at our sessional work rate of £16 per hour, this equates to £5,728 in total!

"Volunteering for Positively UK has enriched my life and hopefully that of my mentees. Being able to offer advise, guidance and support to those in need has been a hugely satisfying and humbling experience. The training, guidance and support from Positively UK continues to be inspiring and uplifting."

Paul, a peer mentor volunteer

Positively UK acknowledges the support given to our participants in the form of hardship grants from London Catalyst, Terrence Higgins Trust, Fund for Human Need, as well as food deliveries from the Food Chain, Basket Brigade and food provision from local food banks.

We remain deeply grateful to our funders for supporting the delivery of our peer-led services in the community and across the NHS.

THANK YOU!



we are positive

Please support our work so people with we can end HIV stigma

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Registered charity number 1007685

POSITIVELY UK

England & Wales - Charity number 1007685

Accounts

POSITIVELY UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2023

Charity Registration Number 1007685

Registered Company Number 02424032

AZETS AUDIT SERVICES
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POSITIVELY UK
(A company Limited by Guarantee)
CONTENTS

	Page
Chair's Foreword	2
2022/23 At a Glance	4
Report of the Directors	5
Independent Examiner's Report	14
Statement of Financial Activities	15
Comparative Statement of Financial Activities	16
Balance Sheet	17
Statement of Cash Flows	18
Notes to the Financial Statements	19

CHAIR'S FOREWARD

The world continues to be a fractured rather than harmonious place, and the recent trouble in the Middle east only reminds us how things can change so quickly and at any time. Our thoughts are with all those affected as we hope for a swift and peaceful resolution.

In the UK we continue to face challenges, with an unstable political environment, public hostility towards migrants, online transphobia, and a rise in hate crimes against LGBTQ+ people. NHS staff have been striking for better pay, and wait times and access to care continue to be a challenge. Fortunately in HIV we are quite protected, but with an ageing HIV population so the importance of access to GPs, and hospital and other health services becomes even more relevant and important.

The UKHSA HIV report, published on 2nd October 2023, showed us that HIV is not going away, and reminded us of persistent inequities. Gay and bisexual men continue to test for HIV in high numbers, but sexual health clinics are still missing opportunities to offer HIV tests to women, in particular Black African women, but also to heterosexual and Black and ethnic minority men. For the first time since combination prevention approaches began there was an increase in HIV diagnoses in the UK. Alongside this, and following reduced HIV testing during COVID, there was also a rise in late HIV diagnoses, especially in women, and those outside of London.

Positively UK continues to be needed, and perhaps even more so with the rise in diagnoses described above. Peer support services are essential to care for people, especially at the time of a new HIV diagnoses, and ensure that linkage into care and understanding of the need for antiretroviral therapy are understood by those for whom a new diagnosis may be challenging. We must continue to offer diverse services, for gay and bisexual men, women, heterosexual men and of course and increasingly, the trans community. Many people in these groups continue to feel vilified in the press and face challenges in living and thriving with HIV.

Positively UK has continued to be a vital lynch pin for people with HIV, in supporting those at need, but also in building bridges to allow for better coordination of care. Highlighting some figures also given below, over one thousand people accessed one to one support and almost three hundred received group support in the past year. Three hundred and ten new people living with HIV accessed our services, a really astounding figure. Gay men and women's services continue to be well utilised, and 163 women received specialised support through the Women's project in the past 12 months. We have seen an increase in trans people, with 17 accessing our services this year. The Welfare and Benefit Project provided welfare advice and support to 253 people with 477 hours of specialist advice. It is precisely this kind of example that, I believe, exemplifies the importance of embedding welfare advice within wider peer led services, to provide person centred and much needed support.

In terms of further diversification, Straight Talk continues to grow, and saw 46 heterosexual men participate in the past year. The Youth Project also engaged with over 102 Young People.

This is only a snapshot of our direct activities, and many more successes are highlighted below.

At Board level we had a successful away day in April 2023. This highlighted a number of issues needing our attention. Our Constitution (previously known as our 'Objects') has not been updated for many years. This forms the basis and guiding principles of any charitable organisation and requires legal support for us to update. Trustees are currently working to take this process forwards. We have also had three new Trustees join the Board, all already very active on the Board and with a lot of passion for Positively UK and its work. We are reviewing all policies and procedure, particularly with an eye to equality, equity, diversity, and inclusion, and developing new policies for Trustees, including developing a new role of a 'user Trustee', with more details to follow in the New Year, seeking to widen participation ion the Board for those with direct experience of Positively UK's services. Some of our work is not always directly visible but I can assure you there are many Trustee workstreams ongoing to make sure our finances are safe, our Board is well governed, and that the charity is supported and well run.

It is impossible for me to name each and every staff member here, but I must give credit to our CEO, Silvia Petretti, and to our senior leadership and fundraising teams, for continuing to find and successfully apply for new sources of finding from what is becoming an increasingly difficult and restricted field. Funding, of course, underpins our ability to deliver services and, for everyone involved, is a ceaseless stream of work. I must also acknowledge the departure of Garry Brough, who worked for Positively UK for so many years and was a friend, inspiration, and mentor to so many. We thank him deeply for all he has done for us and those who use Positively UK's services, and wish him all the very best in his next moves.

POSITIVELY UK
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CHAIR'S FOREWARD

To each and every one of you I want to say huge thanks. I know the world is tough, costs are high, and it can be hard to keep going some times, but your commitment, contribution, and connection with Positively UK means we continue to be the national leader in peer support and training, ensuring that everyone living with HIV can have access to support. Not only does this increase their knowledge and confidence, but can also help with loneliness, anxiety, and overall health and quality of life. I feel immensely proud of being a continuing part of the Positively UK family, and look forward to further achievements in the year ahead.



Tristan Barber
Chair of The Board of Trustees

Date: 22 NOV 2023

2022/23 AT A GLANCE

1027 people accessed 1-2-1 support and over 272 people group support. Over 2920 hours of 1-2-1 peer support

310 new people living with HIV accessing our services.

300+ gay men have accessed our peer support and 184 gay men have accessed specialised support, including groups, social events and workshops through the gay men's project.

420+ women have accessed peer support through our services and 163 women have received specialised support through the Women's project in the last year

135+ heterosexual men accessed 1-2-1 peer support , 30 group support

2 gender queer/non binary people accessed our services

17 trans (gender not as assigned at birth)

The Welfare and Benefit Project provided welfare advice and support to 253 people with 477 hours of specialized advice. The project demonstrated the importance of accessing welfare advice from a service that is encapsulated in a wider peer-led HIV support organisation, which enables the provision of holistic and integrated support.

Mixed Socials 129 people engaged with a mixture of online groups and in person outings

Straight Talk continues to grow as part of the Henry Smith project with 46 **participants including a majority of heterosexual men**

Youth Project engaged with over 102 young people. The youth peer lead residential – first gathering following lockdown - created an opportunity for 9 isolated young people to explore issues around HIV, relationship and improving wellbeing

Peer lead trainings 10 people trained as HIV peer mentors including volunteers for NHS and other HIV organisations. We developed HIV and stigma training for Oxford University Research Team and delivered it to 5 members. .

We delivered **Empowerment Programme Training** to 3 cohorts: 2 in North Middlesex and 1 in Homerton Hospital and we trained 27 participants

Peer mentor comorbidities training, was delivered to 91 peer mentors topics included: stress & anxiety, sleeping problems, depression.

GROWS trained 37 women peer mentors, and 22 women were trained as trainers, specialised in issues around women with HIV and ageing. 12 videos were produced in partnership with NAM which reached an audience of 100,000 people

National Conference of People with HIV was attended by 150 people with HIV. 91.8% of delegates felt that they were better connected to others living with HIV. 85% felt more confidence of influencing health and social care.86%have improved their knowledge of their treatment options

We shared good practice and insights from peer led work at National and International Conferences with posters presentations at AIDS Impact 2023 on coproduction in research , in collaboration with Imperial College, GROWS Project (with Sophia Forum, NA, UCL, Bearded and Flushed (Naz, Sophia Forum. 4M) and to BHIVA spring Conference on our FTC funded Empowerment Program.

We celebrated our 35th Anniversary through the **Positively Past, Positively Present Project,** in partnership with the Royal Central School of Speech and Drama, which facilitated visits to Positively Women/Positively UK Archive and produced 17 podcasts tracing the history of the organization

The Directors, who are also Trustees, present their Annual Report together with the Audited Financial Statements for the year ended 31 March 2023. The Directors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

OUR PURPOSE AND ACTIVITIES

Our Objects:

- To protect the health of people with HIV by the provision of support services to people who have HIV or any associated health condition.
- To advance education and research about health and particularly the health of those who have AIDS, HIV or any associated health condition.
- To provide community centred, advice and assistance for the benefit of people living with HIV or any associated health condition.

Our Vision: Positively UK's Vision:

Everyone living with HIV has access to effective peer support to increase their knowledge, confidence and connections, to improve their health and quality of life.

Our Mission: To share learning and solutions within HIV and across the health and social care sectors so that people living with HIV receive effective care and support, to achieve the best health and quality of life.

Our Actions:

- Providing specialist and peer support, advocacy and information
- Campaigning against discrimination
- Promoting positive attitudes and equitable access to health
- Increasing involvement, voice and visibility

Our Values and Personality

Champions:	We stand up for the dignity and rights of anybody with or affected by HIV.
Supporters:	We provide people living with HIV practical and emotional support to help l8ive a fulfilling life free from isolation
Commitment:	"We don't say, we act". We believe in the active involvement of people living with HIV in developing and delivering services and policy.
Passionate:	Nobody cares more or is more committed to developing a confident and positive future for people living with or affected by HIV.
Practical:	Our advice and support are practical and of immediate benefit.
Our Ambition:	Peer led support to all people living with HIV in the UK by 2025

How We Achieve This:

We have three interconnected person-centered aims to our strategy:

Connections: strengthening connections among people living with HIV by provision of peer support to enhance quality of life. Working in partnership with the NHS and voluntary sector to improve the access to good quality peer support. We provide a range of group work from recently diagnosed to groups for women, gay men, heterosexual men and women, LGBTQ+ communities, mixed groups, and people aged over 50 and youth.

Knowledge: improving knowledge by sharing accurate information, research and skills through participatory peer led trainings and workshops, so that people with HIV are fully equipped to manage HIV, ARVs, comorbidities and related social issues. Promoting peer research and collaborations with researchers and academic institutions.

Confidence increasing the confidence of people with HIV by challenging stigma, and providing opportunities to be meaningfully involved and influence key decision makers. We will create opportunities to develop a collective voice by hosting events such as the biennial Conference of People Living with HIV, our Changing Perceptions campaign and Catwalk4Power etc.

The role and contribution of volunteers

Positively UK is hugely indebted to our volunteers and their dedicated support during the COVID-19 crisis. While many volunteering opportunities were contested, our volunteers have supported people living with HIV through the peer mentoring program, facilitating group supports online, contributing to our social media and communication, providing meaningful feedback, fundraising and undertaking administrative roles. In 2022/2023, our volunteers have contributed 1,103 hours in total to the organization. If costed at our sessional work rate of £15 per hour, this equates to £16,545 (2022 £10,035). We have also had a certified yoga instructor providing free yoga classes on line since lock down, at the commercial rate of £45 per hour his volunteering contribution is valued £840.

Positively UK acknowledges the support given to clients in the form of hardship grants from London Catalyst and THT Hardship Fund, and food deliveries from The Food Chain.

Achievements and Performance

Last year we set ourselves the following goals and delivered on them as follows:

Connections

We continued to pilot new projects and increase connections by:

- **Over 1000 peoples accessed** support though our services with over 2,920 hours of support in a very heterogeneous group of people
- The **Youth Project**, Positive Futures, engaged with 100 young people.
- **Youth residential** was attended by 9 people. 90% felt more optimistic & with better self-esteem 67% better able to manage their health and treatment and to cope with everyday issues. 80% felt better connected and less isolated
- The **Seeds Project** continued to support a very marginalized group of older people with HIV with 38 participants
- The **Mixed Social**, online group created to reduce isolation during the COVID-19 crisis, was accessed by 129
- **The Women's Project** provided specialized support to over 163 women
- **The Gay Men's project** provided specialized support to 184 men
- **Fast Track Cities outreach project in collaboration with Chelsea & Westminster NHS Trust** engaged with 111 participants
- We continue a strong **partnership with NHS** through all our statutory contracts in Brent, Ealing, Tower Hamlet, Waltham Forest, Hackney, Newham and Camden and Islington engaging over 430 people.
- **The Welfare and Benefit Project** provided advice and support to over 250 people this year for a total of 556 over the 3 years of the project, and granted access to entitled benefits amounting £ 1,786,005.29 over 3 years
- **GROWS** trained 37 women peer mentors
- **88% of people with HIV accessing peer support** stay engaged in their health care and 86% of those who access peer support with a high viral load become undetectable t (sample survey form Chelsea and Westminster Fast Track Cities project)

Knowledge

We support the widening of knowledge to promote informed choices by:

- We created **new training modules** for peer mentors around co-morbidities , stress, depression & anxiety and **91 Peer Mentors were trained**
- We delivered a Peer Mentoring training based on our P100 model for 10 peer mentors for NHS Trusts and other voluntary originations
- **GROWS** , in partnership with Sophia Forum developed a training manual to train peer mentors who are qualified to support older women with HIV, and 22 women were trained as trainers, specialised in issues around women with HIV and ageing. 12 videos were produced in partnership with NAM which reached an audience of 100,000 people.
- **We celebrated our 35th Anniversary** through the Positively Past, Positively Present Project, in partnership with the Royal Central School of Speech and Drama, which facilitated visits to Positively Women Archive and produced 17[1] podcasts tracing the history of the organization

Confidence

As part of our commitment to improve confidence, we aim to promote best quality of care for people living with HIV, and endorse the role of peer support and peer research to tackle HIV stigma.

- We held the **Biannual Conference of People Living with HIV,** attended by 150 positive people , 91.8% of delegates felt that they were better connected to others living with HIV. 85% felt more confidence of influencing health and social care.86%have improved their knowledge of their treatment options
- We delivered **Empowerment Program Training** , as part of Fast Track Cities Stigma WORK, to 3 cohorts: 2 in North Middlesex and 1 in Homerton Hospital and we trained 27 participants. The majority of the participants had never accessed support services before.
- We trained a team of researchers at **Oxford University** on the impact of Stigma on people with HIV
- **GROWS policy report** based on peer research conducted in collaboration with the Sophia Forum and UCL was launched.
- We contributed to the **Bearded and Flushed** short film and performances with NAZ 4M & Sophia Forum
- **We shared good practice and insights from peer led work** at National and International Conferences with posters presentations at AIDS Impact 2023 on coproduction in research , in collaboration with Imperial College, GROWS Project (with Sophia Forum, NA, UCL) and to BHIVA spring Conference on our FTC funded Empowerment Program. Bearded and Flushed (Naz, Sophia Forum. 4M) delivered an oral presentation at AIDS Impact conference on Sweden

Public benefit statement

We review our aims, objects and activities annually. This review looks at what we achieved and the outcomes of our work for the previous 12 months. The review considers the success of each key activity and the benefits they have brought to those groups of people we were set up to help. The review helps us to ensure our aims, objectives and activities remain focused on our stated purposes. We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

All of our charitable activities focus on:

- To protect the health of people by the provision of support services to people who have HIV or any associated health conditions.
- To advance education and research about health and particularly the health of those who have HIV or any associated health condition, in the UK and abroad.
- To provide community-centered, advice and assistance for the benefit of people affected by HIV or any associated health condition.

All activities are undertaken to further our charitable purposes for the public benefit. Directors are satisfied that the charity meets the Charity Commission's guidelines with regard to delivering public benefit.

FINANCIAL REVIEW

With total income of £749,227 (2022: £771,500) and total expenditure of £856,590 (2022: £710,118), the Statement of Financial Activities on page 15 shows a negative net movement of funds for the year of £107,363 (2022: surplus £61,382). This movement was made up of: (a) a modest surplus achieved on core unrestricted activities of £3,698, (b) the planned expending of designated funds brought forward of £36,276 and (c) an expected timing difference on the expending of restricted funding of £74,785. It should also be noted that in addition to the surplus generated on core activities, savings of £13,724 were made on the expending of funds designated from the previous year, which have been carried forward for future use.

With total reserves carried forward at the year end of £382,825 (2022: £490,188), the directors made the prudent decision to designate £50,000 of unrestricted funds to support identified gaps in the funding of our services in 2023/24. Following this designation, as at 31 March 2023, restricted funds stood at £247,544 (2022: £322,329) and unrestricted general funds stood at £85,281 (2022: £111,859) which is in line with our reserves policy.

Restricted income came through grants from Charitable Trusts and the National Community Lottery Fund. Additional grants were also received from the Henry Smith charity for core costs, National Lottery Community Fund for our Women's project and Youth project, Homerton Hospital charitable wing (for our Peer Navigator project) and the Royal School of Speeach and Drama for the Archive Project.

Fast Track Cities Improvement Fund funded our clinic based peer support in collaboration with Chelsea and Westminster Trust, the Welfare and Benefits Advice Project, and GROWS project , in collaboration with Sophia Forum, NAM, and UCL, supporting women ageing with HIV

Looking forward, statutory income along with project funding from charitable trusts and the National Lottery Community Fund continues to perform well.

Funding from GILEAD will enable to continue our core work with gay men and young adult whilst we work to secure long term funding.

We have developed an individual donors and community fundraising strategy with the aim to secure more unrestricted funds.

2023 Income: £749,227 (2022 - £771,500)

- In total income from charitable trusts stands at £108,600 (2022 - £149,886).
- Income from statutory contracts stands at £418,374 (2022 - £391,844)
- Total income from the National Lottery Community Fund now stands at £96,955 (2022 - £140,500)
- Income from corporates, notably pharmaceuticals, to £100,955 (2022 - £71,182) with grants from Gilead for Comorbidities Project, and ViiV support for groups and workshops. We also received sponsorship for our Biannual Conference by ViiV, GILEAD and MSD and Janssen.
- Other Income from consultancies: £10,309 (2022 - £9,339).
- Donations received were £14,034 (2022 - £8,749).

Investment Powers and Policy

The Memorandum and Articles of Association authorises the Directors to make investments using the general funds of the charity. The Directors have the power to invest in any way that they see fit.

Reserves Policy

Positively UK aims to keep a minimum working balance of reserves equaling three to six months of operating costs, to cover future contractual liabilities, staff salaries and rent. The Directors consider that the Charity's reserves will enhance the services provided and provide financial security for the future. If at any time reserves fall below this target then any positive balance at the end of the financial year, which is not tied to a specific project or programme, will in principle be added to these reserves until they have reached the appropriate level. The target unrestricted funds the Directors wish to hold is £60,000 to £120,000 (2022: £60,000 to £120,000).

Our total unrestricted reserves on 31 March 2023 stood at £135,281 (2022 - £167,859) which included designated funds of £50,000 (2022 - £56,000) and unrestricted general reserves of £85,281 (2022 - £111,859).

Total restricted funds on 31 March 2023 were £247,544 (2022 - £322,320) with total reserves of the charity standing at £382,825 (2022 - £490,188).

GOING CONCERN

Positively UK's Board is aware of the uncertainties and challenges ahead in terms of funding landscape, but it is confident that Positively UK is in a good position to continue to operate and provide impactful services to our beneficiaries and fundraise successfully.

FUTURE ACTIVITIES

In line with our strategic vision, our activities over the coming year will support us in achieving the best physical, emotional and social wellbeing for people living with HIV across the UK. Because of COVID-19 crisis, most of those activities will be delivered online, and we will focus on those who are most vulnerable and isolated, as well as adapt our peer support model for online delivery.

Connections

In 2023/2024 we will continue to pilot new projects and deliver direct support to increase connections by:

- Actively reach out to all people living with HIV through the provision of face to face and online groups for women, gay men, young adults, straight men.
- Within our statutory contracts we will provide support to over 400 people with 90% of users reporting Improved quality of life.
- We will start new collaborations providing peer support in Buckinghamshire with Brooks and in South London, with Metro
- Provide opportunity for social connections through our Mixed Social Groups
- We have designated funds to continue, Positively Women, to support at least 150 women a year
- Through our new collaboration with North Middlesex Hospital we aim to focus our work on young people a risk of disengaging from care.
- Ensure that Peer support is available in all London Clinics and continue focusing on engaging with those most vulnerable to disengage from services

Knowledge

In 2023/2024 we will continue working on our national reach by:

- To be the go to organization for training peer mentors across the HIV sector
- Pilot Peer Support Trainings with other health and social conditions
- Develop GROWS train the trainers manual – to increase sustainability to support women ageing with HIV in collaboration with Sophia Forum
- Continue working in partnership with academic institutions and NHS Trusts to strengthen peer and community based research, including work with SHIELD study, and Partnership for Black People's Health

Confidence

In 2023/2024 will continue to improve confidence by promoting the meaningful involvement of people living with HIV, disseminating evidence around effective peer support, and tackling HIV stigma.

- Continue to raise the profile of peer support through engaging with key agencies, such as NHS England, British HIV Association and Fast Track Cities to promote good commissioning and integration of services.
- Launch the Manifesto of of People Living with HIV in collaboration with APPG on HIV and AIDS
- Work in partnership with National AIDS Trust and NAM in the development of the HIV Confident Charter for Fast Track Cities Improvement Program to address Stigma at institutional level.
- Develop the C.H.A.N.G.E (Community HIV Activists Network to Grow Empowerment), disseminate the Manifesto and train new community activists around the UK
  Amplify the voices of women living with HIV through a Catwalk4Power in Manchester in collaboration with George House Trust.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

Positively UK (the word 'Limited' being omitted by licence from the Department of Trade) is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares. It is a registered charity constituted as a Limited Company under the Memorandum and Articles of Association.

Recruitment and appointment of Directors

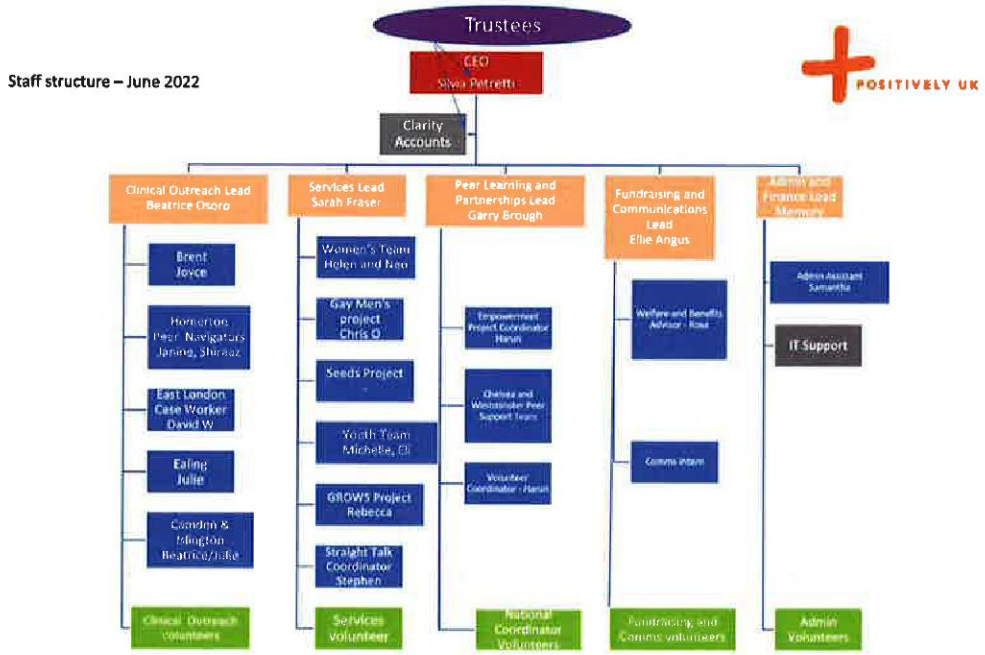
Positively UK's constitution states that 50% of the Board of Directors and the Chair of the Board should be living with HIV.

We recruit Directors through advertisements on our website and through social media, partner organisations, via email and personal contacts. Efforts are made to identify and ensure that we have a good mix of skills on the Committee. People interested in becoming a Director are invited to submit a letter and CV to the Director and Chair of the Board, who then shortlist, interview and appoint suitable candidates. Occasionally a suitable candidate for the Committee is co-opted during the year and appointed formally at the next Annual General Meeting.

Director induction and training

Each new Director goes through a formal induction programme which includes meetings with key staff and briefings on the key responsibilities of Directors, the vision, mission and strategic aims of the organization. Directors receive regular work updates from the various departments, as well as updates on relevant topics and current issues, both within the organization as well as the external environment.

Organisation



The Directors have delegated all day-to-day management to the Chief Executive, Silvia Petretti. The CEO is supported by the Leadership Team who are in turn responsible for service delivery within their areas (see organizational chart above).

Positively UK staff are committed to supporting people living with HIV achieve the best physical, emotional and social well-being. In line with our peer-led ethos, all front-line staff are people living with HIV, who understand the implications of living with the virus. All are fully trained in advice and guidance to help people self-manage their condition.

Related parties

We believe working together can best meet the needs of people living with HIV. We complement clinical care, with peer support integrated into HIV clinics at:

- 900 Youth Clinic, St Mary's, Westminster
- Homerton Hospital, Hackney
- Royal London Hospital
- TEAM Clinic, Mortimer Market, Camden
- Caldecott Centre, Kings College Hospital, Lambeth
- Level 8 Clinic, Ealing Hospital, Ealing
- Ian Charleson Day Centre, Royal Free Hospital, Camden
- Northwick Park Gum Clinic (Brent)
- North Middlesex Hospital
- Brent Hub, Brent
- Kobler Centre, Chelsea & Westminster Hospital, Kensington & Chelsea
- 56 Dean Street, Chelsea & Westminster NHS Trust- Westminster
- 10 Hammersmith Broadway, Hammersmith
- West Middlesex University Hospital, Hounslow

We are now providing an hybrid service which includes face -to-face outreach in some in clinics combined with virtual referrals for telephone and online support.

To ensure the voice of people living with HIV is heard amongst policy makers, staff at Positively UK are community members of NHS England's HIV forum and actively participate with the treatment advocates network UK-CAB. We also support and advise bodies such as NHIVNA, the Clinical Reference Group on HIV, we are on the London Fast Track City Leadership Group and our CEO is part of the World Health Organization Advisory Board on Women and HIV. Staff have presented at national and international conferences including BHIVA, NHIVNA, International AIDS Conference, AIDS Impact, The International Workshop on Women and HIV, The Fast-Track Cities Conference and EACS (European AIDS Conference).

This year we were also actively involved as a member of National Voices to ensure greater support across the NHS for people living with HIV and other long-term conditions.

We work collaboratively with a number or partners in the HIV sector and beyond, including: ClinicQ, Living Well, NAM AIDSmap, NAZ, National AIDS Trust , Food Chain, Sophia Forum, 4M, Sussex Beacon, George House Trust, Terence Higgins Trust, Metro Charity, Spectra, Royal Central School of Speech & Drama, Patient Experience Research Centre (PERC) – Imperial College, Salamander Trust, University College London (UCL), Queen Mary University, Barts NHS Trust, Partnership For Black People's Health, Love Tank

Pay policy for senior staff

The benchmark for employee, including management, remuneration is the average of salaries paid in the sector. Positively UK maintains an overview of salaries across the voluntary sector, including HIV sector, to ensure it is competitive; and in assessing remuneration also considers the wider terms and conditions and benefits offered by Positively UK with our staff contracts.

Individual performance and remuneration are not linked: strong individual performance is rewarded by opportunities for further professional development and advancement such as training and personal development. Strong organizational performance and salary review for individuals demonstrating strong performance are linked. In a financial year where Positively UK's balance sheet has strengthened, an employee displaying strong performance will be considered for an increase in salary to ensure their remuneration is at or around the sector average. The performance of all employees is reviewed on an annual basis. The review is formal, recorded, and takes place every March.

Charitable and political donations

During the year the charity made no political or charitable donations.

Risk Management

The Directors have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Risk assessments are carried out annually and reviewed by the Directors. Appropriate steps are taken to moderate and manage identified risks. The Directors are satisfied that, the Charity's internal controls comply with the guidelines issued by the Charities Commission, and that it complies with relevant laws and regulations.

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 02424032

Charity Number: 1007685

Directors:	Tristan Barber	Chair of Trustees
	Peter Oswaldt	Treasurer
	Amanda Amadokai	(appointed 28 June 2022)
	Kevin Baker	(resigned 16 November 2022)
	William Daniel-Braham	(resigned 31 May 2022)
	Leasuwanna Griffith	
	Robert James	
	Gerard McGrath	(appointed on 21 February 2023)
	Paul Mitchel	(appointed on 21 February 2023)
	Glyn Richard	(resigned on 16 November 2022)
	Corrine Squire	
	Shema Tariq	
Company Secretary:	Silvia Petretti	
Senior Management Team:	Silvia Petretti	Chief Executive
	Beatrice Osoro	Clinical Outreach and Statutory Contracts Lead
	Sarah Fraser	Services Lead
	Memory Sachikonye	Admin & Finance Lead
	Garry Brough	Peer Learning & Partnership Lead
	Ellie Angus	Fundraising and Communication Lead
Principal Address:	St Marks Studios 14 Chillingworth Road London N7 8QJ	
Independent Examiner:	M A Wilkes FCA Azets Audit Services River House 1 Maidstone Road Sidcup Kent DA14 5RH	
Solicitors	Farrer & Co, 66 Lincoln's Inn Fields London WC2A 3LH	
Bankers	NatWest Bank plc P.O. Box 83 Tavistock House Tavistock Square London WC1H 9JA	

DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors (who are also trustees of Positively UK for the purposes of charity law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Directors are responsible for keeping adequate account records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The report of the directors has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

This report was approved by the Board and signed on its behalf by:

Tristan Barber - Chair

Peter Oswaldt – Treasurer

Date : 22 Nov 2023

POSITIVELY UK
(A company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS

I report to the charity Directors on my examination of the accounts of the company for the year ended 31 March 2023 which are set out on pages 15 to 29.

Responsibilities and basis of report

As the charity Directors of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of The Institute of Chartered Accountant England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

M A Wilkes (FCA)
For and on behalf of Azets Audit Services
River House,
1 Maidstone Road
Sidcup, Kent,
DA14 5RH

Date: .....

POSITIVELY UK
(A company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2023	Total 2022
		£	£	£	£	£
Income from:						
Donations		14,034	-	-	14,034	8,749
Charitable activities	2	216,747	-	508,137	724,884	753,412
Trading Activities	3	10,309	-	-	10,309	9,339
Total income		241,090	-	508,137	749,227	771,500
Expenditure on:						
Raising funds		37,131	-	-	37,131	17,913
Charitable activities		200,261	36,276	582,922	819,459	692,205
Total expenditure	4	237,392	36,276	582,922	856,590	710,118
Net income / (expenditure)		3,698	(36,276)	(74,785)	(107,363)	61,382
Transfers between funds	15	(30,276)	30,276	-	-	-
Net movement in funds		(26,578)	(6,000)	(74,785)	(107,363)	61,382
Funds brought forward at 1 April 2022		111,859	56,000	322,329	490,188	428,806
Total funds carried forward at 31 March 2023		85,281	50,000	247,544	382,825	490,188

All of the charity's transactions are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year

POSITIVELY UK
(A Company Limited by Guarantee)

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2022
		£	£	£	£
Income from:					
Donations		8,749	-	-	8,749
Charitable activities	2	225,444	-	527,968	753,412
Trading Activities	3	9,339	-	-	9,339
Total income		243,532	-	527,968	771,500
Expenditure on:					
Raising funds		17,913	-	-	17,913
Charitable activities		154,722	45,000	492,483	692,205
Total expenditure	4	172,635	45,000	492,483	710,118
Net income / (expenditure)		70,897	(45,000)	35,485	17,913
Transfers between funds		(56,000)	56,000	-	17,913
Net movement in funds		14,897	11,000	35,485	61,382
Funds brought forward at 1 April 2021 (As restated)		96,962	45,000	286,844	428,806
Total funds carried forward at 31 March 2022		111,859	56,000	322,329	490,188

POSITIVELY UK
(A company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2023

Company number: 02424032

	Note	2023		2022	
		£	£	£	£
Fixed Assets	10		430		538
Current Assets					
Debtors	11	115,025		144,413	
Cash at bank and in hand		347,094		375,774	
		462,119		520,187	
Creditors: amounts falling due within one year	12	(79,724)		(30,537)	
Net Current Assets			382,395		489,650
Net Assets			382,825		490,188
Represented by:					
Restricted funds	14		247,544		322,329
Unrestricted funds:					
Designated funds	15	50,000		56,000	
Unrestricted general fund	15	85,281		111,859	
			135,281		167,859
Total funds	16		382,825		490,188

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2023.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2023 in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for:

a) ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of th Companies Act 2006 and

b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company a at the end of each financial year and of its surplus or loss for each financial year in accordance with th requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies A 2006 relating to financial statements, so far as applicable to the charitable company.

Approved by the Board of Directors on 22nd Nov 23 and signed on their behalf by:

Tristan Barber
Chair

Peter Oswaldt
Treasurer

POSITIVELY UK
(A company Limited by Guarantee)

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2023

	Notes	2023	2022
		£	£
Cash flow from operating activities	17	(28,680)	126,900
Net cash flow from operating activities		(28,680)	126,900
Net increase in cash and cash equivalents		(28,680)	126,900
Cash and cash equivalents at 1 April 2022		375,774	248,874
Cash and cash equivalents at 31 March 2023		347,094	375,774
Cash and cash equivalents consists of:			
Cash at bank and in hand		347,094	375,774

1. ACCOUNTING POLICIES

a. Basis of preparation

Positively UK is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information on page 11 of these financial statements. The nature of the charity's operations and principal activities are set out on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b. Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Voluntary income including donations and gifts are included in full in the SOFA when receivable.

The charity receives grants in respect of its activities. Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Other income includes income earned from rental and consultancy. Income is received in exchange for supplying services and is recognised when entitlement has occurred.

c. Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

d. **Support costs allocation**
Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

e. **Funds accounting**
Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Directors.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the charity. Restriction arises when specified by the donor or when funds are raised for particular restricted purposes. The Directors have designated certain funds for specific purposes. These are set out in note 15.

f. **Tangible fixed assets**
All assets costing over £1,500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:
Fixtures, fittings and equipment - 20% reducing balance

g. **Debtors and creditors receivable / payable within one year**
Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

h. **Going Concern**
The financial statements have been prepared on a going concern basis as the Directors believe that no material uncertainties exist. The Directors have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

i. **Judgements and key sources of estimation uncertainty**
Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets
The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the property plant and equipment and note 1.f for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. CHARITABLE ACTIVITIES

	2023 £	2022 £
Connections:		
Big Lottery Fund – Women's Project	48,907	45,194
Big Lottery Fund – Youth Project	48,048	95,306
Fast Track Cities – Chelsea and Westminster	118,836	157,639
Fast Track Cities – Welfare and Benefits	64,167	81,825
Fast Track Cities - CAG	4,100	75,814
Homerton University Hospital	41,501	37,499
NHS Brent Teaching PCT	53,356	50,896
Local Authority Contracts	99,290	96,184
Merck Sharp & Dohme – Str8Talk	-	12,674
Merck Sharp & Dohme – Manifesto Launch	5,000	-
City & Hackney Together – Covid-19 grant	-	7,500
Terrence Higgins Trust Hardship Grants	2,700	1,500
Wandsworth Oasis - Seeds	-	9,984
ViiV Healthcare – Mixed Socials	-	10,352
London Catalyse hardship grant	1,500	-
Gilead Sciences – Gay Men	38,581	-
Gilead Sciences – Youth NMH	57,374	-
Henry Smith Charity – Complex needs	19,900	
Other Income	-	1,690
	603,260	526,418
Knowledge		
Gilead Fellowship - Project 100 Legacy	-	745
Gilead Sciences – Co-Morbidities Training	-	40,904
Envision Pharma – Co-Morbidities Training	-	6,508
CAF Recovery Grant Fund	-	15,263
Fast Track Cities (Women and Ageing GROWS)	37,124	37,124
Partners for Health / Hospital Fund & London Catalyst - Evaluations	-	4,000
Salamander Fund – WHO Women Toolkit	1,883	4,394
	39,007	108,938
Confidence		
Healthy London Partnership – FTC Stigma Fund	-	5,000
NAZ – Bearded and Flushed	2,000	4,956
Fast Track Cities (Empowerment)	-	50,000
The Henry Smith Charity (core funding)	60,000	58,100
Royal College of Speech & Drama - Archive Project	20,617	
	82,617	118,056
	724,884	753,412

3. OTHER INCOME

	2023 £	2022 £
Consultancy fees	10,309	9,339
	10,309	9,339

4. EXPENDITURE

	Staff costs £	Other direct costs £	Support costs £	Total 2023 £	Total 2022 £
Cost of raising funds	36,344	787	-	37,131	17,913
Charitable activities:					
Connections	484,729	86,902	110,404	682,035	451,382
Knowledge	18,034	13,983	3,720	35,737	191,118
Confidence	68,879	27,376	5,432	101,687	49,705
	607,986	127,699	119,556	856,590	710,118

All costs are allocated between the expenditure categories noted above on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, being, time spent.

During the year hardship grants were awarded totalling £4,300 to 58 clients (2022 : £92,630 to 35 clients).

5. SUPPORT COSTS

	2023 £	2022 £
Premises costs	46,849	43,397
Legal and professional fees	648	8,566
Communication costs	13,154	12,013
Information technology	6,527	3,261
Insurance	2,384	2,486
Staff costs and expenses and volunteer expenses	23,806	6,738
Depreciation	108	135
Other costs	8,781	8,269
Accountancy support	12,082	11,805
Governance costs:		
Independent Examination	4,620	4,260
Under provision of prior year IE fee	260	600
Trustee expenses	337	-
	119,556	101,530

6. DIRECTORS' REMUNERATION

None of the Directors received remuneration. One director received reimbursed travel expenses of £54 (2022 - £nil) during the year.

7. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	550,607	468,257
Employer's National Insurance	45,558	38,787
Pension cost	11,821	10,408
	607,986	517,452

The average monthly number of employees, by headcount, during the year was:	No.	No.
Direct charitable activities	21	20
Administration - Part time	1	1
	22	21

No employee earned emoluments, as defined for taxation purposes, amounting to over £60,000 in either year.

The key management personnel comprise of those listed on page 1. The total employments benefits (including employer pension contributions and employers NI) of key management personnel was £213,989 (2022: restated: £202,923).

9. RELATED PARTY TRANSACTIONS

In prior years there were salary overpayments including for members of key management personnel. The balances due at the year end are S Petretti - £11,555 (2022 - £14,195).

10. TANGIBLE FIXED ASSETS

	Fixtures & Fittings
	£
COST	
At 1 April 2022	6,257
At 31 March 2023	6,257
DEPRECIATION	
At 1 April 2022	5,719
Charge for the year	108
At 31 March 2023	5,827
NET BOOK VALUE	
At 31 March 2023	430
At 31 March 2022	538

11. DEBTORS

	2023 £	2022 £
Grant, contract and other income	84,064	107,067
Other debtors	29,746	32,386
Prepayment	1,215	4,960
	115,025	144,413

Included in other debtors above are amounts falling due after one year of £20,545 (2022 : £22,733)

12. CREDITORS

	2023 £	2022 £
Taxation and social security	18,425	11,144
Other creditors	28,008	6,181
Accruals and deferred income	33,291	13,212
	79,724	30,537

13. DEFERRED INCOME

	2023 £	2022 £
Deferred income b.fwd	-	9,984
Released from previous years	-	(9,984)
Resources deferred in the year	17,399	-
Deferred income c.fwd	17,399	-

At the balance sheet date the charity held funds in advance for grants for projects for 2023/24.

14. RESTRICTED FUNDS

2023	Balance at 1.4.2022	Income	Expenditure	Balance at 31.3.2023
	£	£	£	£
Peer Navigators	-	41,501	(41,501)	-
Project 100	70,858	-	-	70,858
Project 100 Legacy	12,121	-	(12,121)	-
Youth Project	58,455	48,048	(106,503)	-
Women's Project	536	48,906	(41,291)	8,151
Gay Men	-	38,581	(32,151)	6,430
Seeds	11,532	-	(11,532)	-
Fast Track Cities – Chelsea and Westminster	14,872	118,836	(84,926)	48,782
Fast Track Cities – Welfare and Benefits	29,696	64,167	(61,291)	32,572
Fast Track Cities – Women and Ageing	9,878	37,124	(42,002)	5,000
Fast Track Cities - Empowerment	50,000	-	(50,000)	-
Co-Morbidities	19,931	-	(19,131)	-
Bearded and Flushed	-	2,000	(2,000)	-
Evaluation projects	1,802	-	(1,802)	-
ViiV Mixed Socials	2,159	-	(2,159)	-
MSD Str8Talk	6,959	-	(6,959)	-
WHO Women Toolkit	-	1,883	(1,883)	-
Small Grant Fund	560	4,200	(3,460)	1,300
Battersea Community Garden	500	-	(500)	-
Policy Conference	32,470	-	(32,470)	-
Complex needs	-	19,900	(3,251)	16,649
Groups and workshops	-	5,000	(800)	4,200
Archive project	-	20,617	(17,217)	3,400
Youth NMH	-	57,374	(7,172)	50,202
	322,329	508,137	(582,922)	247,544

Peer Navigators, clinical integration: specialised peer support embedded in clinical setting funded by Peer Navigators, clinical integration: specialised peer support embedded in clinical setting funded by Homerton NHS Trust via MAC AIDS Fun.

Project 100 Legacy: GILEAD fellowship funded project to support the national training of P100 peer mentors

Project 100 Adaptation: National Lottery fund to support the adaptation of our P100 peer mentoring training programme for online delivery.

Youth: Big Lottery Fund – Youth Project – Funding to support the engagement of two youth workers to lead our work with young people transitioning from paediatric to adult care.

Mixed Socials monthly groups and outing aimed at providing social connection and appropriate up to date information to mixed groups of people living with HIV with the aim to decrease isolation and enabling self-management.

Women's Project: Community Lottery Fund – For the employment of 2 part time women's workers and to provide one-to-one and group support for women living with HIV, supported by a team of trained volunteer peer mentors.

Gay Men: funded by GILEAD for 2022/23 – For the employment of a gay men's worker and to provide one-to-one and group support for gay men living with HIV.

Seeds: A project to support people with HIV Battersea Community Gardens

Fast Track City- Three projects have been funded: extending Peer Support to 4 clinics in collaboration with Chelsea and Westminster NHS Trust; addressing poverty with a pan London Welfare and Benefits support; and tackle the challenges older women with HIV face through: GROWS Women with HIV Growing Older Wiser and Stronger in collaboration with Sophia Forum.

Fast Track City -Empowerment Project: a one year project working in partnership with two HIV clinics (Homerton and North Middlesex Hospital to deliver empowerment workshops to decrease internalised Stigma

Co-Morbidities – funded by GILEAD to develop new training modules on health and wellbeing for peer mentors and train up to 100+ peer mentors.

Bearded and Flushed –a collaborative project with NAZ, Sophia Forum and 4 M, using creative writing to create awareness of issues faced by women with HIV during the menopause.

Evaluation Projects designated funds to evaluate new approaches to group work: Seeds, Mixed, services for gay men.

WHO Toolkit – Funded by WHO in collaboration with Salamander Trust – Positively UK CEO contributed to the development of a global toolkit to enable women with HIV to access their Sexual & Reproductive Health & Rights.

Small Grant Fund is a small Hardship payments schemes to support people with HIV who are destitute. People can have one off grants of £40.

Battersea Community Garden: funded by the London Community Fund supports the development of a community garden at the Courtyard Clinic at St Georges Hospital.

Policy Conference is the National Conference of People Living with HV which due to COVID-19 has been rescheduled for May 2021.

Groups and Workshops capacity building and social activities for marginalised groups

Complex Needs – funded by Henry Smith to support the most marginalised groups who have been mostly affected by COVID19 and need intensive peer support and opportunities to socialise.

The Archive Project (funded by a grant from the Royal Central School of Speech and Drama) developed the Positively Past Positively Present activities to celebrate Positively UK 35th anniversary, including visits to Metropolitan Archive, podcasts, a short film, and a performance at the Royal Central School of Speech and Drama

Youth NMH – funded by GILEAD supporting young adults to stay engaged in care and access support in collaboration with North Middlesex Hospital

14. RESTRICTED FUNDS (continued)

2022	Balance at 1.4.2021	Income	Expenditure	Balance at 31.3.2022
	£	£	£	£
Peer Navigators	447	44,999	(45,446)	-
Project 100	70,858	-	-	70,858
Project 100 Legacy	11,376	745	-	12,121
Project 100 Adaptation	13,456	-	(13,456)	-
Youth Project	47,393	95,305	(84,243)	58,455
Groups & Workshops	8,430	-	(8,430)	-
Women's Project	11,312	45,194	(55,970)	536
Gay Men	1,968	-	(1,968)	-
Seeds	13,740	9,984	(12,192)	11,532
Self Care Toolkit	10,671	-	(10,671)	-
Changing Perception	8,794	-	(8,794)	-
Fast Track Cities – Chelsea and Westminster	24,962	81,825	(91,915)	14,872
Fast Track Cities – Welfare and Benefits	12,326	75,815	(58,445)	29,696
Fast Track Cities – Women and Ageing	8,709	37,124	(35,955)	9,878
Fast Track Cities - Empowerment	-	50,000	-	50,000
Co-Morbidities	-	47,411	(27,480)	19,931
Bearded and Flushed	-	4,956	(4,956)	-
Evaluation projects	-	4,000	(2,198)	1,802
ViiV Mixed Socials	-	10,352	(8,193)	2,159
MSD Str8Talk	-	12,674	(5,715)	6,959
WHO Women Toolkit	-	4,394	(4,394)	-
Small Grant Fund	-	3,190	(2,630)	560
Battersea Community Garden	4,372	-	(3,872)	500
Policy Conference	32,470	-	-	32,470
LGBTQ Podcast	5,560	-	(5,560)	-
	286,844	527,968	(492,483)	322,329

15. UNRESTRICTED FUNDS

2023	Balance at 1.4.2022	Income	Expenditure	Transfers	Balance at 31.3.2023
	£	£	£	£	£
General Fund	111,859	241,090	(236,605)	(30,276)	85,281
Designated Funds:					
Gay Men's Project	-	-	-	40,000	40,000
Updating Memorandum	-	-	-	10,000	10,000
Women's Project	56,000	-	(36,276)	(19,724)	-
	56,000	-	(36,276)	30,276	50,000
Total	167,859	241,090	(272,881)	-	135,281

2022	Balance at 1.4.2021	Income	Expenditure	Transfers	Balance at 31.3.2022
	£	£	£	£	£
General Fund	96,962	243,532	(172,635)	(56,000)	111,859
Designated Funds:					
Gay Men's Project	30,000	-	(30,000)	-	-
Rooms rental	10,000	-	(10,000)	-	-
Evaluation	5,000		(5,000)	-	-
Women's Project	-	-	-	56,000	56,000
	45,000	-	(45,000)	56,000	56,000
Total	141,962	243,532	(217,635)	-	167,859

Designated Funds comprise
Gay Men's Project: to support our services for gay men living with HIV, including group support and 1-2-1 casework, to provide information, advocacy, and referrals to gay men living with HIV.

Women's Project: to support our core services for women living with HIV including group support, casework, advocacy and signposting.

Rooms Rental: 10k as we have downscaled our premises during lockdown we need to book external rooms to hold meetings and deliver services such as support groups, trainings and workshops.

Evaluation 5k: to evaluate our services during lockdown, demonstrate our impact and support fundraising.

Updating Memorandum: Legal expenses to update our objectives and constitution.

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2023	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	430	430
Current assets	247,544	214,575	462,119
Current liabilities	-	(79,724)	(79,724)
	247,544	135,281	382,825

2022	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	538	538
Current assets	322,329	197,858	520,187
Current liabilities	-	(30,537)	(30,537)
	322,329	167,859	490,188

17. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023 £	2022 £
Net (expenditure) / income for the year	(107,363)	61,382
Depreciation	108	134
Decrease / (Increase) in debtors	29,388	72,288
Increase / (Decrease) in creditors	49,187	(6,904)
Net cash flow from operating activities	(28,680)	126,900

18. COMPANY LIMITED BY GUARANTEE

The Charity is limited by guarantee and accordingly has no share capital. The liability guaranteed by each member is £10. At 31 March 2023 the membership was £10 (2022: £10).

POSITIVELY UK

England & Wales - Charity number 1007685

Accounts

POSITIVELY UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2022

Charity Registration Number 1007685

Registered Company Number 02424032

AZETS AUDIT SERVICES
Greytown House
221/227 High Street
Orpington
Kent BR6 0NZ

POSITIVELY UK
(A company Limited by Guarantee)
CONTENTS

	Page
Chair's Foreword	2
2021/22 At a Glance	4
Report of the Directors	5
Independent Examiner's Report	14
Statement of Financial Activities	15
Comparative Statement of Financial Activities	16
Balance Sheet	17
Statement of Cash Flows	18
Notes to the Financial Statements	19

CHAIR'S FOREWARD

It is almost impossible to sum up 2022 in a few short paragraphs. The year has been full of upheaval for so many of us, and not least for all those who participate in, for, and with Positively UK. These remain uncertain times. As COVID settled we faced new challenges. Monkeypox cases were detected, affecting some of us directly, and we saw discussions that for many of us were triggering and a reminder of the early HIV days that were filled with stigma, misinformation, fear, and prejudice. Political situations, both at home and internationally, make us frightened and uncertain about where our world is heading, not least seeing Russia's invasion into Ukraine happening so near to us here in the UK. The extremely hot and dry summer brough its own challenges. The decision to reverse access to safe abortion in the USA saw women's rights removed and were a stark reminder of how freedoms long fought for cannot be taken for granted. And we now face a tricky and difficult winter, with double digit inflation and concerns about the cost of living, many struggling to heat their homes and to afford to feed themselves and those they love and care for.

For all these things, and many more besides, it remains crucial that Positively UK is united in providing peer-led support, advocacy, and information to everyone living with HIV to effectively manage any aspect of their diagnosis, care, and life with HIV. It is also essential that we look after each other.

So much hard work has been undertaken by everyone in the past year, and I hope we can all take time to think about our colleagues and participants, and remember that not all activity, struggles, successes, or sadness, are necessarily visible. We all have so much going on in our lives, both above and below the surface, but I am most proud when we take time to listen, to understand each other better, and to unite to move forwards with shared vison at Positively UK.

Our fundraising efforts have been good and rewarded, and our balance sheet is strong, giving us some optimism as our projects are supported into 2023. This also means we have some resilience in changing economic times. We need to secure more long term funding streams into the future, and for this reason have agreed to recruit a Fundraiser to focus on this work.

Led by our CEO, we are reviewing our strategy for the next three years, and listening to a wide range of those involved with Positively UK to better develop this. The launch in planned for 2023 and I look forward to hearing further thoughts and views regarding our planned direction of travel.

We have had some changes in our Board, and new Trustees joining. A major focus for 2023 will be reinvigorating our work on Equality, Equity, Diversity, and Inclusion. Positively UK is open to all, and attracts passionate, dedicated, and diverse participants. It is so important that we continue to learn from each other to ensure that no one is left behind. This is a phrase often used for people with HIV, but is also highly relevant to our own organisations and networks. As a Board we want to listen to things that are going well, and to hear about things that could be improved.

Positively UK has worked hard to develop stronger links with the Fast Track City initiative, and undertaken stigma work, including starting the Empowerment Program to address Internalised stigma. We continue to collaborate across the HIV sector to ensure our programmes complement those offered by other providers, and that people with HIV have access to a range of services to suit their needs.

In terms of engagement, 984 people have accessed our one to one support, and over 200 have accessed our group support. Importantly, 384 new people living with HIV accessed Positively UK services, in addition to our existing user numbers of over 600. Gay men and women remain the majority of our participants but in addition we have seen over 120 heterosexual men, as well as 15 people identifying as trans and 4 identifying as gender queer or non-binary. In tremendously important work, that is likely to be even more essential across the winter, the Welfare and Benefit Project provided welfare advice and support to 250 people, and ensured they could access benefits to which they were entitles.

Many other successful events took place, including mixed online socials, and the restarting of gardening projects with Seeds and Seedlings. Our Youth Project, Positive Future, engaged with over 93 young people, and the youth peer lead residential created an opportunity for 6 isolated young people to explore issues around HIV, relationship and improving wellbeing. Twenty four people trained as HIV peer mentors, 9 people trained for the Scottish Refugee Council, and 6 trans people trained to provide trans community peer support for CliniQ. GROWS trained 30 women peer mentors specialised in issues around women with HIV and ageing.

CHAIR'S FOREWARD

Our research work continues, and both our posters, one on the experiences of older women with HIV (in partnership with Sophia Forum), and the second on experiences of racially minoritised communities during COVID-19 were commended at BHIVA Spring Conference 2022.

In addition to the successful Positively UK conference in the summer, we have several events coming up in the Autumn, including Bearded and Flushed, a celebration of the 35th anniversary of the founding of our predecessor organisation Positively Women, at the Royal Central School of Speech and Drama and, as every year, Positively UK will make a strong showing at the Red Run in East London.

In 2023 we will, as well as our ongoing work streams, also be reviewing whether our existing office premises are fit for purpose, and exploring options to support people to work more safely, and in more supported environments that better suit their needs.

As ever, I cannot thank everyone enough for their hard work, dedication, passion, and support, of both Positively UK, and of so many people living with HIV. If you have any thoughts, worries, comments, concerns, or ideas that you think I can help with, or should hear, please do let me know. When I have spoken to people in this past year what I hear overwhelmingly is a commitment to make things better for the people with HIV that we support. My challenge, with help from the Board and from the CEO and senior leadership team, is to ensure we find the practical ways to help support you in delivering this and, indeed, that we strive to do better also. Please don't hesitate to let me know of ways in which we can do this, or areas we should be focussing on.

Tristan Barber
Chair of The Board of Trustees

Date: 15 November 2022

POSITIVELY UK
(A Company Limited by Guarantee)

2021/22 AT A GLANCE

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984 people accessed 1-2-1 support and over 235 people group support.

384 new people living with HIV accessing our services, in addition to 600 existing service users.

300+ gay men have accessed our peer support and 174 gay men have accessed specialised support, including groups, social events and workshops through the gay men's project.

400+ women have accessed peer support through our services and 127 women have received specialised support through the Women's project in the last year

120+ heterosexual men accessed 1-2-1 peer support , 25 group support

4 gender queer/non binary people accessed our services

15 trans (gender not as assigned at birth)

The Welfare and Benefit Project provided welfare advice and support to 250 people and secured 700k of benefits people were entitled to.

Innovative Mixed Socials online engaged 145 engaged with the online groups, and the online format remained popular even after lockdown as people readjusted to face to face events.

Seeds & Seedlings – gardening projects restarted , face to face sessions, both at Calthorpe and St Georges plus outings, and was accessed by over 60 people .

Positive Future our Youth Project engaged with over 93 young people. The youth peer lead residential **–** first gathering following lockdown - created an opportunity for 6 isolated young people to explore issues around HIV, relationship and improving wellbeing

Peer mentor training 24 people trained as HIV peer mentors including volunteers for NHS and other HIV organisations. 9 people trained for the Scottish Refugee Council to provide general peer support to refugees in their services. We also trained 6 trans people to provide trans community peer support for CliniQ.

GROWS trained 30 women peer mentors specialised in issues around women with HIV and ageing

Peer mentor comorbidities training was delivered to 91 peer mentors

2, 118 hours of 1-2-1 peer support and over **4,558 interventions** were delivered by our case workers

Both our posters , one on the experiences of older women with HIV (in partnership with Sophia Forum) and the second on experiences of racially minoritised communities during COVID-19 were commended at **BHIVA Spring Conference 2022.**

The Directors, who are also Trustees, present their Annual Report together with the Audited Financial Statements for the year ended 31 March 2022. The Directors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK published on 16 July 2014 and updated by Bulletin 1 & 2.

OUR PURPOSE AND ACTIVITIES

Our Objects:

- To protect the health of people with HIV by the provision of support services to people who have HIV or any associated health condition.
- To advance education and research about health and particularly the health of those who have AIDS, HIV or any associated health condition.
- To provide community centred, advice and assistance for the benefit of people living with HIV or any associated health condition.

Our Vision: Positively UK's Vision:

Everyone living with HIV has access to effective peer support to increase their knowledge, confidence and connections, to improve their health and quality of life.

Our Mission: To share learning and solutions within HIV and across the health and social care sectors so that people living with HIV receive effective care and support, to achieve the best health and quality of life.

Our Actions:

- Providing specialist and peer support, advocacy and information
- Campaigning against discrimination
- Promoting positive attitudes and equitable access to health
- Increasing involvement, voice and visibility

Our Values and Personality

Champions:	We stand up for the dignity and rights of anybody with or affected by HIV.
Supporters:	We provide people living with HIV practical and emotional support to help l8ive a fulfilling life free from isolation
Commitment:	"We don't say, we act". We believe in the active involvement of people living with HIV in developing and delivering services and policy.
Passionate:	Nobody cares more or is more committed to developing a confident and positive future for people living with or affected by HIV.
Practical:	Our advice and support are practical and of immediate benefit.
Our Ambition:	Peer led support to all people living with HIV in the UK by 2025

How We Achieve This:

We have three interconnected person-centered aims to our strategy:

Connections: strengthening connections among people living with HIV by provision of peer support to enhance quality of life. Working in partnership with the NHS and voluntary sector to improve the access to good quality peer support. We provide a range of group work from recently diagnosed to groups for women, gay men, heterosexual men and women, LGBTQ+ communities, mixed groups, and people aged over 50 and youth.

Knowledge: improving knowledge by sharing accurate information, research and skills through participatory peer led trainings and workshops, so that people with HIV are fully equipped to manage HIV, ARVs, comorbidities and related social issues. Promoting peer research and collaborations with researchers and academic institutions.

Confidence increasing the confidence of people with HIV by challenging stigma, and providing opportunities to be meaningfully involved and influence key decision makers. We will create opportunities to develop a collective voice by hosting events such as the biennial Conference of People Living with HIV, our Changing Perceptions campaign and Catwalk4Power etc.

The role and contribution of volunteers

Positively UK is hugely indebted to our volunteers and their dedicated support during the COVID-19 crisis. While many volunteering opportunities were contested, our volunteers have supported people living with HIV through the peer mentoring program, facilitating group supports online, contributing to our social media and communication, providing meaningful feedback, fundraising and undertaking administrative roles. In 2021/2022, our volunteers have contributed 669 hours in total to the organization. If costed at our sessional work rate of £15 per hour, this equates to £10,035. We have also had a certified yoga instructor providing free yoga classes on line since lock down, at the commercial rate of £45 per hour his volunteering contribution is valued £840.

Positively UK acknowledges the support given to clients in the form of hardship grants from London Catalyst and THT Hardship Fund, and food deliveries from The Food Chain.

Achievements and Performance

Last year we set ourselves the following goals and delivered on them as follows:

Connections

We continued to pilot new projects and increase connections by:

- **Over 900 peoples accessed** support though our services with 2,181 hours of support in a very heterogeneous group of people
- The **Youth Project**, Positive Futures, recruited a new team and engaged with 93 young people
- The **Seeds Project** continued to support a very marginalized group of older people with HIV with 63 participants
- The **Mixed Social**, online group created to reduce isolation during the COVID-19 crisis, was accessed by 145
- **The Women's Project** provided specialized support to over 188 women
- **The Gay Men's project** provided specialized support to 174 men
- **Fast Track Cities outreach project in collaboration with Chelsea & Westminster NHS Trust** engaged with 117 new participants
- We continue a strong **partnership with NHS** through all our statutory contracts in Brent, Ealing, Tower Hamlet, Waltham Forest, Hackney, Newham and Camden and Islington
- **The Welfare and Benefit Project** provided advice and support to over 250 people and granted access to entitled benefits amounting £700k in total.
- **GROWS** trained 30 women peer mentors
- **98% of people with HIV accessing peer support** stay engaged in their health care (sample survey form Fast Track Cities projects)

Knowledge

We support the widening of knowledge to promote informed choices by:

- We created **new training modules** for peer mentors around co-morbidities , stress, depression & anxiety and **91 Peer Mentors were trained**
- We delivered a Peer Support training based on our P100 model for Clinic Q and Refugee Council in Scotland
- **GROWS** developed a training manual to train peer mentors who are qualified to support older women with HIV through ageing and trained 30 peer mentors
- Contributed **WHO toolkit for women with HIV** on achieving Sexual & Reproductive Health & Rights to be launched 2022/23

Confidence

As part of our commitment to improve confidence, we aim to promote best quality of care for people living with HIV, and endorse the role of peer support and peer research to tackle HIV stigma.

- The **Biannual Conference of People Living with HIV,** had to be put on hold because of COVID-19. The conference has been rescheduled for June 2022
- We submitted evidence to the APPG on HIV and AIDS through our report about addressing the needs of black, Asian and minority ethnic communities in relation to HIV
- Working collaboratively with Patient Experience Research Centre, Imperial College, we co-produced research on "**The Impact of COVID-19 on People with HIV"** and developed guidelines and resources for co-production in research and training peer-researchers
- An abstract based on the survey on impact of COVID-19 **on racially minoritised people living with** HIV was commended among the best posters at the spring BHIVA conference
- **Growing Older Wiser and Stronger (**GROWS) project conducted a peer research on the needs of older women living with HIV and was commended for its abstract and oral presentation at BHIVA Conference
- Our '**Guidelines on Providing Peer Support in Clinical Settings'** were launched during BHIVA spring conference.

Public benefit statement

We review our aims, objects and activities annually. This review looks at what we achieved and the outcomes of our work for the previous 12 months. The review considers the success of each key activity and the benefits they have brought to those groups of people we were set up to help. The review helps us to ensure our aims, objectives and activities remain focused on our stated purposes. We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

All of our charitable activities focus on:

- To protect the health of people by the provision of support services to people who have HIV or any associated health conditions.
- To advance education and research about health and particularly the health of those who have HIV or any associated health condition, in the UK and abroad.
- To provide community-centered, advice and assistance for the benefit of people affected by HIV or any associated health condition.

All activities are undertaken to further our charitable purposes for the public benefit. Directors are satisfied that the charity meets the Charity Commission's guidelines with regard to delivering public benefit.

FINANCIAL REVIEW

With total income of £771,500 (2021: £909,874) and total expenditure of £710,118 (2021: £703,156), the Statement of Financial Activities shows a surplus on unrestricted activities of £25,897 for the year ended 31 March 2022 (2021: surplus £71,264) and on restricted activities of £35,485 (2021: surplus £136,454). The total surplus for the year is £61,382 (2021 : surplus £206,718).

Total funds carried forward at 31 March 2022 were £490,188 (2021: £428,806), which was made up of unrestricted reserves of £167,859 (2021: £141,962) and restricted reserves of £322,329 (2021: £286,844).

Restricted income came through grants from Charitable Trusts and the National Community Lottery Fund. Additional grants were also received from the Henry Smith charity for core costs, National Lottery Community Fund for our Women's project and Youth project, Homerton Hospital charitable wing (for our Peer Navigator project)

Looking forward, statutory income along with project funding from charitable trusts and the National Lottery Community Fund continues to perform well. We have addressed the shortfall in income caused by the end of the Monument Trust support of Project100, by securing multi-year funding from Fast Track City Improvement Fund to support 3 new projects alongside a 3-year core funding grant from Henry Smith and further funding from GILEAD, ViiV, COVID-19 emergency funds and the LGBT Consortium through the LGBT Futures NET. We plan to address the reduction in corporate funding and statutory funding by creating a new fundraising position which will focus on growing our individual donors.

FINANCIAL REVIEW - continued

2022 Income: £771,500 (2021 - £909,874)

- In total income from charitable trusts stands at £149,886 (2021 - £151,934).
- Income from statutory contracts stands at £391,844 (2021 - £356,968)
- Total income from the National Lottery Community Fund now stands at £140,500 (2021 - £231,186)
- Income from corporates, notably pharmaceuticals, to £71,182 **(**2021 - £139,670) with grants from Gilead for Comorbidities Project, and ViiV support for groups and workshops. We also received sponsorship for our Biannual Conference by ViiV, GILEAD and MSD and Janssen.

Investment Powers and Policy

The Memorandum and Articles of Association authorises the Directors to make investments using the general funds of the charity. The Directors have the power to invest in any way that they see fit.

Reserves Policy

Positively UK aims to keep a minimum working balance of reserves equaling three to six months of operating costs, to cover future contractual liabilities, staff salaries and rent. The Directors consider that the Charity's reserves will enhance the services provided and provide financial security for the future. If at any time reserves fall below this target then any positive balance at the end of the financial year, which is not tied to a specific project or programme, will in principle be added to these reserves until they have reached the appropriate level. The target unrestricted funds the Directors wish to hold is £60,000 to £120,000 (2021: £60,000 to £90,000).

Our total unrestricted reserves on 31 March 2021 stood at £167,859 (2021 - £141,962) which included designated funds of £56,000 (2021 - £45,000) and unrestricted general reserves of £111,859 (2021 - £97,962).

GOING CONCERN

Positively UK's Board is aware of the uncertainties and challenges ahead in terms of funding landscape, but it is confident that Positively UK is in a good position to continue to operate and provide impactful services to our beneficiaries and fundraise successfully.

FUTURE ACTIVITIES

In line with our strategic vision, our activities over the coming year will support us in achieving the best physical, emotional and social wellbeing for people living with HIV across the UK. Because of COVID-19 crisis, most of those activities will be delivered online, and we will focus on those who are most vulnerable and isolated, as well as adapt our peer support model for online delivery.

Connections

In 2022/2023 We will continue to pilot new projects and deliver direct support to increase connections by:

- Actively reach out to all people living with HIV through the provision of online groups for women, gay men, young people, mixed group and people over 50
- Within our statutory contracts we will provide support to over 400 people with 90% of users reporting Improved quality of life
- Provide opportunity for social connections through our Mixed Social Groups
- Increase specialized support to older women with HIV through our GROWS Fast-Track Cities project
- We have designated funds to continue, Positively Women, to support at least 150 women a year
- Through our Youth Project we aim to support 100 young people a year transitioning to adult services and increase opportunities for social interactions including a residential training for young people and outreach at new clinics.
- Ensure that Peer support is available in all London Clinics and continue focusing on engaging with those most vulnerable to disengage from services
- Support 300+ people with HIV experiencing poverty through our Welfare & Benefits Project funded by Fast Track City Improvement Fund

Knowledge

In 2022/2023 we will continue working on our national reach by:

- Expand our online Project 100 training by developing new training modules on comorbidities and wellbeing
- Continue to train new peer mentors in London and provide supervision and professional development opportunities through specialized workshops
- Pilot Peer Support Trainings with other health and social conditions
- Develop GROWS train the trainers – to increase sustainability to support women ageing with HIV in collaboration with Sophia Forum
- Continue working in partnership with academic institutions and NHS Trusts to strengthen peer research

Confidence

In 2022/2023 will continue to improve confidence by promoting the meaningful involvement of people living with HIV, disseminating evidence around effective peer support, and tackling HIV stigma.

- Continue to raise the profile of peer support through engaging with key agencies, such as NHS England, British HIV Association and Public Health England to promote good commissioning and integration of services.
- Deliver the National Conference of People Living with HIV (which was postponed due to COVID-19) and create a new Manifesto on quality of life for the new decade
- Work collaboratively with NAZ, Sophia Forum 4M to raise to voice and visibility of older women with HIV though Bearded & Flushed creative program
- Deliver our Empowerment Project in collaboration with Homerton Hospital and North Middlesex as part of Fast Track Cities Stigma program
- Celebrate our 35th anniversary with an event that highlights our unique contribution in the HIV response in the UK.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

Positively UK (the word 'Limited' being omitted by licence from the Department of Trade) is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares. It is a registered charity constituted as a Limited Company under the Memorandum and Articles of Association.

Recruitment and appointment of Directors

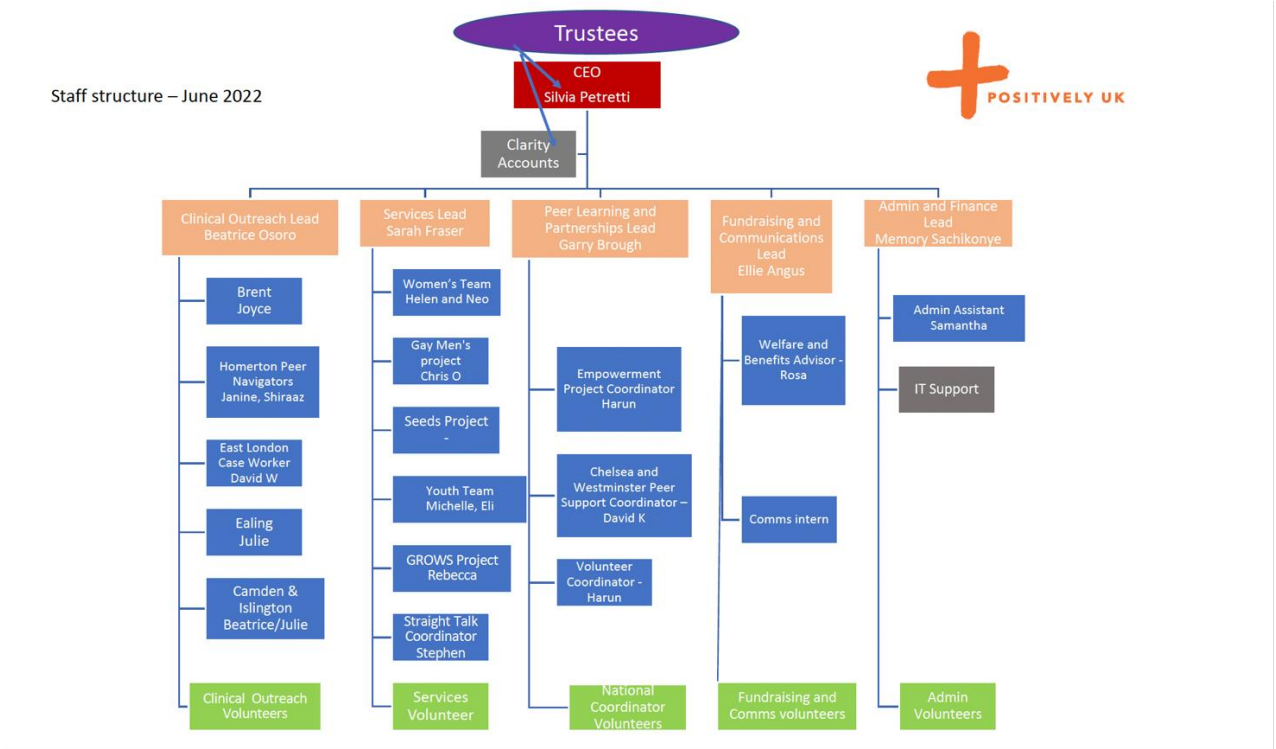
Positively UK's constitution states that 50% of the Board of Directors and the Chair of the Board should be living with HIV.

We recruit Directors through advertisements on our website and through social media, partner organisations, via email and personal contacts. Efforts are made to identify and ensure that we have a good mix of skills on the Committee. People interested in becoming a Director are invited to submit a letter and CV to the Director and Chair of the Board, who then shortlist, interview and appoint suitable candidates. Occasionally a suitable candidate for the Committee is co-opted during the year and appointed formally at the next Annual General Meeting.

Director induction and training

Each new Director goes through a formal induction programme which includes meetings with key staff and briefings on the key responsibilities of Directors, the vision, mission and strategic aims of the organization. Directors receive regular work updates from the various departments, as well as updates on relevant topics and current issues, both within the organization as well as the external environment.

Organisation



The Directors have delegated all day-to-day management to the Chief Executive, Silvia Petretti. The CEO is supported by the Leadership Team who are in turn responsible for service delivery within their areas (see organizational chart above).

Positively UK staff are committed to supporting people living with HIV achieve the best physical, emotional and social well-being. In line with our peer-led ethos, all front-line staff are people living with HIV, who understand the implications of living with the virus. All are fully trained in advice and guidance to help people self-manage their condition.

Related parties

We believe working together can best meet the needs of people living with HIV. We complement clinical care, with peer support integrated into HIV clinics at:

- Jefferies Wing, St. Mary's, Westminster
- 900 Youth Clinic, St Mary's, Westminster
- Homerton Hospital, Hackney
- Courtyard Clinic, St George's Hospital, Merton
- Harrison Wing, Guys & St Thomas, Southwark
- TEAM Clinic, Mortimer Market, Camden
- Caldecott Centre, Kings College Hospital, Lambeth
- Level 8 Clinic, Ealing Hospital, Ealing
- Ian Charleson Day Centre, Royal Free Hospital, Camden
- Northwick Park Gum Clinic (Brent)
- Brent Hub, Brent
- Kobler Centre, Chelsea & Westminster Hospital, Kensington & Chelsea
- 56 Dean Street, Chelsea & Westminster NHS Trust- Westminster
- 10 Hammersmith Broadway, Hammersmith
- West Middlesex University Hospital, Hounslow

We are now providing an hybrid service which includes face -to-face outreach in some in clinics combined with virtual referrals for telephone and online support.

To ensure the voice of people living with HIV is heard amongst policy makers, staff at Positively UK are community members of NHS England's HIV forum and actively participate with the treatment advocates network UK-CAB. We also support and advise bodies such as NHIVNA, the Clinical Reference Group on HIV, we are on the London Fast Track City Leadership Group and our CEO is part of the World Health Organization Advisory Board on Women and HIV. Staff have presented at national and international conferences including BHIVA, NHIVNA, International AIDS Conference, The International Workshop on Women and HIV, The Fast-Track Cities Conference and EACS (European AIDS Conference).

This year we were also actively involved as a member of National Voices to ensure greater support across the NHS for people living with HIV and other long-term conditions.

We work collaboratively with a number or partners in the HIV sector and beyond, including: ClinicQ, Living Well, NAM AIDSmap, NAZ, National AIDS Trust , Food Chain, Sophia Forum, 4M, Sussex Beacon, George House Trust, Terence Higgins Trust, Metro Charity, Spectra, Royal Central School of Speech & Drama, Patient Experience Research Centre (PERC) – Imperial College, Salamander Trust, University College London (UCL)

Pay policy for senior staff

The benchmark for employee, including management, remuneration is the average of salaries paid in the sector. Positively UK maintains an overview of salaries across the voluntary sector, including HIV sector, to ensure it is competitive; and in assessing remuneration also considers the wider terms and conditions and benefits offered by Positively UK with our staff contracts.

Individual performance and remuneration are not linked: strong individual performance is rewarded by opportunities for further professional development and advancement such as training and personal development. Strong organizational performance and salary review for individuals demonstrating strong performance are linked. In a financial year where Positively UK's balance sheet has strengthened, an employee displaying strong performance will be considered for an increase in salary to ensure their remuneration is at or around the sector average. The performance of all employees is reviewed on an annual basis. The review is formal, recorded, and takes place every March.

Charitable and political donations

During the year the company made no political or charitable donations.

Risk Management

The Directors have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Risk assessments are carried out annually and reviewed by the Directors. Appropriate steps are taken to moderate and manage identified risks. The Directors are satisfied that, the Charity's internal controls comply with the guidelines issued by the Charities Commission, and that it complies with relevant laws and regulations.

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 02424032

Charity Number: 1007685

Directors:

Amanda Amadokai	(appointed 28 June 2022)
Tristan Barber	(appointed 12 May 2021) – Chair of Trustees
Kevin Baker	
William Daniel-Braham	(resigned 11 May 2022)
Annette Browne	(resigned 15 April 2021)
Pamela Jane Bruton	(resigned February 2022)
Leasuwanna Griffith	
Robert James	
Peter Oswaldt	Treasurer
Glyn Richard	
Corrine Squire	
Shema Tariq	

Company Secretary: Silvia Petretti

Senior Management Team:

Silvia Petretti	Chief Executive
Beatrice Osoro	Clinical Outreach and Statutory Contracts Lead
Sarah Fraser	Services Lead
Memory Sachikonye	Admin & Finance Lead
Garry Brough	Peer Learning & Partnership Lead
Ellie Angus	Fundraising and Communication Lead

Principal Address:
St Marks Studios
14 Chillingworth Road
London N7 8QJ

Independent Examiner:
M A Wilkes FCA
Azets Audit Services
Greytown House
221 – 227 High Street
Orpington
Kent BR6 0NZ

Solicitors
Farrer & Co,
66 Lincoln's Inn Fields
London WC2A 3LH

Bankers
NatWest Bank plc
P.O. Box 83
Tavistock House
Tavistock Square
London WC1H 9JA

DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors (who are also trustees of Positively UK for the purposes of charity law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Directors are responsible for keeping adequate account records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The report of the directors has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

This report was approved by the Board and signed on its behalf by:

Tristan Barber - Chair

Peter Oswaldt – Treasurer

Date : 15 November 2022

POSITIVELY UK
(A company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS

I report to the charity Directors on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 15 to 28.

Responsibilities and basis of report

As the charity Directors of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of The Institute of Chartered Accountant England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

M A Wilkes (FCA)
For and on behalf of Azets Audit Services
Greytown House,
221/227 High Street
Orpington, Kent,
BR6 0NZ

Date: 25 November 2022

POSITIVELY UK
(A company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Restricted funds	Total 2022	Total 2021
		£	£	£	£
Income from:					
Donations		8,749	-	8,749	6,170
Charitable activities	**2**	225,444	527,968	753,412	881,854
Trading Activities	**3**	9,339	-	9,339	8,282
CJRS Grant		-	-	-	13,568
Total income		243,532	527,968	771,500	909,874
Expenditure on:					
Raising funds		17,913	-	17,913	26,752
Charitable activities		199,722	492,483	692,205	675,404
Total expenditure	**4**	217,635	492,483	710,118	703,156
Net movement in funds		25,897	35,485	61,382	206,718
Funds brought forward at 1 April 2021		141,962	286,844	428,806	222,088
Total funds carried forward at 31 March 2022		167,859	322,329	490,188	428,806

All of the charity's transactions are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year

POSITIVELY UK
(A Company Limited by Guarantee)

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Restricted funds	Total 2021
		£	£	£
Income from:				
Donations		6,170		6,170
Charitable activities	**2**	232,738	649,116	881,854
Trading Activities	**3**	8,282		8,282
CJRS Grant		13,568		13,568
Total income		260,758	649,116	909,874
Expenditure on:				
Raising funds		26,752	-	26,752
Charitable activities		162,742	513,662	675,404
Total expenditure	**4**	189,494	513,662	703,156
Net movement in funds		71,264	135,454	206,718
Funds brought forward at 1 April 2020 (As restated)		70,698	151,390	222,088
Total funds carried forward at 31 March 2021		141,962	286,844	428,806

POSITIVELY UK
(A company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2022

Company number: 02424032

	Note	2022		2021	
		£	£	£	£
Fixed Assets	**10**		538		672
Current Assets					
Debtors	**11**	144,413		216,701	
Cash at bank and in hand		375,774		248,874	
		520,187		465,575	
Creditors: amounts falling due within one year	**12**	(30,537)		(37,441)	
Net Current Assets			489,650		428,134
Net Assets			490,188		428,806
Represented by:					
Restricted funds	**13**		322,329		286,844
Unrestricted funds:					
Designated funds	**14**	56,000		45,000	
Unrestricted general fund		111,859		96,962	
			167,859		141,962
Total funds	**15**		490,188		428,806

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2022.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2022 in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for:

a) ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of th Companies Act 2006 and
b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company a at the end of each financial year and of its surplus or loss for each financial year in accordance with th requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies A 2006 relating to financial statements, so far as applicable to the charitable company.

Approved by the Board of Directors on 15 November 2022 and signed on their behalf by:

Tristan Barber
Chair

Peter Oswaldt
Treasurer

POSITIVELY UK
(A company Limited by Guarantee)

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2022

	Notes	2023	2021
		£	£
Cash flow from operating activities	**16**	126,900	121,332
Net cash flow from operating activities		126,900	121,332
Net increase in cash and cash equivalents		126,900	121,332
Cash and cash equivalents at 1 April 2021		248,874	127,542
Cash and cash equivalents at 31 March 2022		375,774	248,874
Cash and cash equivalents consists of:			
Cash at bank and in hand		375,774	248,874
Cash and cash equivalents at 31 March 2022		375,774	248,874

1. ACCOUNTING POLICIES

a. Basis of preparation

Positively UK is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information on page 11 of these financial statements. The nature of the charity's operations and principal activities are set out on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, UK Generally Accepted Practice as it applies from 1 January 2015 and the Charity SORP (FRS102) amended for Update Bulletin 1.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b. Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Voluntary income including donations and gifts are included in full in the SOFA when receivable.

The charity receives grants in respect of its activities. Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Other income includes income earned from rental and consultancy. Income is received in exchange for supplying services and is recognised when entitlement has occurred.

c. Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

d. Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

e. Funds accounting

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Directors.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the charity. Restriction arises when specified by the donor or when funds are raised for particular restricted purposes. The Directors have designated certain funds for specific purposes. These are set out in note 15.

f. Tangible fixed assets

All assets costing over £1,500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	- 20% reducing balance

g. Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

h. Going Concern

The financial statements have been prepared on a going concern basis as the Directors believe that no material uncertainties exist. The Directors have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

i. Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 10 for the carrying amount of the property plant and equipment and note 1.f for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. CHARITABLE ACTIVITIES

	2022 £	2021 £
Connections:		
Big Lottery Fund – Gay Men's Project	-	37,778
Big Lottery Fund – Women's Project	45,194	61,819
Big Lottery Fund – Youth Project	95,306	93,519
Fast Track Cities GROWS	157,639	169,694
Homerton University Hospital	37,499	32,460
NHS Brent Teaching PCT	50,896	51,466
Local Authority Contracts	96,184	98,684
Merck Sharp & Dohme – Str8Talk	12,674	-
City & Hackney Together – Covid-19 grant	7,500	-
Smallwood Trust Peer Navigators	-	19,769
City Bridge Trust Covid 19 Emergency Response	-	7,851
Terrence Higgins Trust Hardship Grants	1,500	9,725
Battersea Community Gardening Project	-	4,372
Gilead Sciences (Seeds plus emergency)	-	62,000
Wandsworth Oasis - Seeds	9,984	-
ViiV Healthcare – Mixed Socials	10,352	-
Other Income	1,690	2,096
	526,418	651,233
Knowledge		
Gilead Fellowship - Project 100 Legacy	745	20,000
Gilead Sciences – Co-Morbidities Training	40,904	-
Envision Pharma – Co-Morbidities Training	6,508	-
NCLF – Project 100 Adaption	-	38,070
CAF Recovery Grant Fund	15,263	-
Fast Track Cities (Women and Ageing GROWS)	37,124	37,124
Barrow Cadbury Trust – Project 100 Commodities	-	20,500
LGBT Consortium LGBTQ Podcasts	-	9,912
London Community Response Fund Emergency Support (Confidence funding)	-	4,137
Partners for Health / Hospital Fund & London Catalyst - Evaluations	4,000	-
Salamander Fund – WHO Women Toolkit	4,394	-
ViiV Healthcare (training and workshops)	-	9,814
London Covid-19 Response Fund – Project 100 Adaption	-	15,108
	108,938	154,665
Confidence		
Gilead Sciences conference	-	15,000
Healthy London Partnership – FTC Stigma Fund	5,000	-
NAZ – Bearded and Flushed	4,956	-
Merck Sharp & Dohme - conference	-	25,356
Janssen	-	7,500
Fast Track Cities (Empowerment)	50,000	-
The Henry Smith Charity (core funding)	58,100	28,100
	118,056	75,956
	753,412	881,854

3. OTHER INCOME

	2022 £	2021 £
Consultancy fees	9,339	8,282
	9,339	8,282

4. EXPENDITURE

	Staff costs £	Other direct costs £	Support costs £	Total 2022 £	Total 2021 £
Cost of raising funds	-	17,913	-	17,913	26,752
Charitable activities:					
Connections	345,096	26,604	79,682	451,382	381,733
Knowledge	126,361	45,755	19,002	191,118	253,477
Confidence	45,995	864	2,846	49,705	41,194
	517,452	91,136	101,530	710,118	703,156

All costs are allocated between the expenditure categories noted above on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, being, time spent.

During the year hardship grants were awarded totalling £2,630 to 35 clients (2021 : £9,125 to 77 clients).

5. SUPPORT COSTS

	2022 £	2021 £
Premises costs	43,397	45,239
Legal and professional fees	8,566	711
Communication costs	12,013	12,068
Information technology	3,261	4,741
Insurance	2,486	2,617
Staff costs and expenses and volunteer expenses	6,738	733
Depreciation	135	168
Other costs	8,269	7,805
Accountancy support	11,805	9,765
Provision against debtor balance	-	30,589
Governance costs (Note 6)	4,860	5,134
	101,530	119,570

6. GOVERNANCE COSTS

	2022 £	2021 £
Independent Examination	4,860	4,000
Director's expenses	-	1,134
	4,860	5,134

7. DIRECTORS' REMUNERATION

None of the Directors received remuneration. No Directors received reimbursed expenses during the year (2021: None).

8. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	468,257	423,562
Employer's National Insurance	38,787	32,755
Pension cost	10,408	8,937
	517,452	465,254

The average monthly number of employees, by headcount, during the year was:	No.	No.
Direct charitable activities	20	18
Administration - Part time	1	1
	21	19

No employee earned emoluments, as defined for taxation purposes, amounting to over £60,000 in either year.

The key management personnel comprise of those listed on page 1. The total employments benefits (including employer pension contributions and employers NI) of key management personnel was £202,922 (2021: restated: £188,320). The increase reflects a change in hours and change in roles.

9. RELATED PARTY TRANSACTIONS

In prior years there were salary overpayments including for members of key management personnel. The balances due at the year end are S Petretti - £14,195 (2021 - £23,635) and S Fraser - £nil (2021 - £3.147).

Those errors were independently investigated and found to be due to clerical error. Controls have been put into place to ensure they do not occur again. Provision against amounts due have been made in the financial statements so are not included in debtors (note 11). Part of the overpayment has been written off by the board as the errors were found to be due to a clerical error.

10. TANGIBLE FIXED ASSETS

	Fixtures & Fittings
	£
COST	
At 1 April 2021	6,257
At 31 March 2022	6,257
DEPRECIATION	
At 1 April 2021	5,585
Charge for the year	134
At 31 March 2022	5,719
NET BOOK VALUE	
At 31 March 2022	538
At 31 March 2021	672

11. DEBTORS

	2022	2021
	£	£
Amounts falling due within one year		
Grant, contract and other income	107,067	206,543
Other debtors	32,386	5,051
Prepayment	4,960	5,107
	144,413	216,701

	2022	2021
	£	£
Amounts falling due after one year		
Other debtors	22,733	-

12. CREDITORS

	2022	2021
	£	£
Taxation and social security	11,144	11,731
Other creditors	6,181	6,476
Accruals and deferred income	13,212	19,234
	30,537	37,441

13. RESTRICTED FUNDS

2022	Balance at 1.4.2021	Income	Expenditure	Balance at 31.3.2022
	£	£	£	£
Peer Navigators	447	44,999	(45,446)	-
Project 100	70,858	-	-	70,858
Project 100 Legacy	11,376	745	-	12,121
Project 100 Adaptation	13,456	-	(13,456)	-
Youth Project	47,393	95,305	(84,243)	58,455
Groups & Workshops	8,430	-	(8,430)	-
Women's Project	11,312	45,194	(55,970)	536
Gay Men	1,968	-	(1,968)	-
Seeds	13,740	9,984	(12,192)	11,532
Self Care Toolkit	10,671	-	(10,671)	-
Changing Perception	8,794	-	(8,794)	-
Fast Track Cities – Chelsea and Westminster	24,962	81,825	(91,915)	14,872
Fast Track Cities – Welfare and Benefits	12,326	75,815	(58,445)	29,696
Fast Track Cities – Women and Ageing	8,709	37,124	(35,955)	9,878
Fast Track Cities - Empowerment	-	50,000	-	50,000
Co-Morbidities	-	47,411	(27,480)	19,931
Bearded and Flushed	-	4,956	(4,956)	-
Evaluation projects	-	4,000	(2,198)	1,802
ViiV Mixed Socials	-	10,352	(8,193)	2,159
MSD Str8Talk	-	12,674	(5,715)	6,959
WHO Women Toolkit	-	4,394	(4,394)	-
Small Grant Fund	-	3,190	(2,630)	560
Battersea Community Garden	4,372	-	(3,872)	500
Policy Conference	32,470	-	-	32,470
LGBTQ Podcast	5,560	-	(5,560)	-
	286,844	527,968	(492,483)	322,329

Peer Navigators, clinical integration: specialised peer support embedded in clinical setting funded by Peer Navigators, clinical integration: specialised peer support embedded in clinical setting funded by Homerton NHS Trust via MAC AIDS Fun.

Project 100 Legacy: GILEAD fellowship funded project to support the national training of P100 peer mentors

Project 100 Adaptation: National Lottery fund to support the adaptation of our P100 peer mentoring training programme for online delivery.

Youth: Big Lottery Fund – Youth Project – Funding to support the engagement of two youth workers to lead our work with young people transitioning from paediatric to adult care.

Mixed Socials monthly groups and outing aimed at providing social connection and appropriate up to date information to mixed groups of people living with HIV with the aim to decrease isolation and enabling self-management.

Women's Project: Community Lottery Fund – For the employment of 2 part time women's workers and to provide one-to-one and group support for women living with HIV, supported by a team of trained volunteer peer mentors.

Gay Men: designated funds – For the employment of a gay men's worker and to provide one-to-one and group support for gay men living with HIV, supported by a team of trained volunteer peer mentors.

Seeds: A project to support people with HIV 50+ through outdoor activities and gardening funded by GILEAD. Welfare and Employment: Henry Smith Charity and MAC AIDS Fund – For the continuation of the Welfare Advice Service for people living with HIV and employment workshops ended in June 2019.

Self Care Toolkit is a workshop series to strengthen the skills and resilience of trained volunteers and support professional development.

Changing Perceptions is a development of the Positive Voices program in collaboration with Public Helath England and NAT to support people living with HIV to use Positive Voices Data to advocate for change.

Fast Track City- Three new projects have been funded: extending Peer Support to 4 clinics in collaboration with Chelsea and Westminster NHS Trust; addressing poverty with a pan London Welfare and Benefits support; and tackle the challenges older women with HIV face through: GROWS Women with HIV Growing Older Wiser and Stronger in collaboration with Sophia Forum.

Co-morbidities – funded by GILEAD to develop new training modules on health and wellbeing for peer mentors and train up to 100+ peer mentors.

Bearded and Flushed –a collaborative project with NAZ, Sophia Forum and 4 M, using creative writing to create awareness of issues faced by women with HIV during the menopause.

Evaluation Projects designated funds to evaluate new approaches to group work: Seeds, Mixed, services for gay men.

Str8t Talk Monthly social group (on line and face to face) aimed to engage with heterosexual community.

WHO Toolkit – Funded by WHO in collaboration with Salamander Trust - our CEO contributed to the development of a global toolkit to enable women with HIV to access their Sexual & Reproductive Health & Rights.

Small Grant Fund is a small Hardship payments schemes to support people with HIV who are destitute. People can have one off grants of £40.

Battersea Community Garden: funded by the London Community Fund supports the development of a community garden at the Courtyard Clinic at St Georges Hospital.

Policy Conference is the National Conference of People Living with HV which due to COVID-19 has been rescheduled for May 2021.

LGBTQ+ Podcast : funded by the LGBTQ+ consortium supported the development of 6 podcasts for the LGBTQ+ community.

13. RESTRICTED FUNDS (continued)

2021	Balance at 1.4.2020	Income	Expenditure	Balance at 31.3.2021
	£	£	£	£
Peer Navigators	-	52,229	(51,782)	447
Project 100	70,858	-	-	70,858
Project 100 Legacy	10,054	20,000	(18,678)	11,376
Project 100 Adaptation	-	93,848	(80,392)	13,456
Youth Project	10,464	93,519	(56,590)	47,393
Groups & Workshops	8,430	-	-	8,430
Women's Project	5,683	61,819	(56,190)	11,312
Gay Men	-	37,778	(35,810)	1,968
Seeds	6,837	27,000	(20,097)	13,740
Self Care Toolkit	13,771	-	(3,100)	10,671
Changing Perception	21,573	-	(12,779)	8,794
Fast Track Cities – Chelsea and Westminster	-	99,676	(74,714)	24,962
Fast Track Cities – Welfare and Benefits	-	70,018	(57,692)	12,326
Fast Track Cities – Women and Ageing	-	37,124	(28,415)	8,709
Small Grant Fund	1,250	11,821	(13,071)	-
Battersea Community Garden	-	4,372	-	4,372
Policy Conference	2,470	30,000	-	32,470
LGBTQ Podcast	-	9,912	(4,352)	5,560
	151,390	649,116	(513,662)	286,844

14. DESIGNATED FUNDS

2022	Balance at 1.4.2021	New designations	Designations released	Balance at 31.3.2022
	£	£	£	£
Gay Men's Project	30,000	-	(30,000)	-
Women's Project	-	56,000	-	56,000
Rooms rental	10,000	-	(10,000)	-
Evaluation	5,000	-	(5,000)	-
	45,000	56,000	(45,000)	56,000

Gay Men's Project: 30k to support our services for gay men living with HIV, including group support and 1-2-1 casework, to provide information, advocacy, and referrals to gay men living with HIV

Women's Project: to support our core services for women living with HIV including group support, casework, advocacy and signposting.

Rooms Rental: 10k as we have downscaled our premises during lockdown we need to book external rooms to hold meetings and deliver services such as support groups, trainings and workshops

Evaluation 5k: to evaluate our services during lockdown, demonstrate our impact and support fundraising

14. DESIGNATED FUNDS (continued)

2021	Balance at 1.4.2020	New designations	Designations released	Balance at 31.3.2021
	£	£	£	£
Gay Men's Project	-	30,000	-	30,000
Rooms rental	-	10,000	-	10,000
Evaluation	-	5,000	-	5,000
	-	45,000	-	45,000

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2022	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	£
Fixed assets	-	538	538
Current assets	322,329	197,858	520,187
Current liabilities	-	(30,537)	(30,537)
	322,329	167,859	490,188

2021	Restricted Funds	Unrestricted Funds	Total Funds
	£	£	£
Fixed assets	-	672	672
Current assets	286,844	178,731	465,575
Current liabilities	-	(37,441)	(37,441)
	286,844	141,962	428,806

16. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
	£	£
Net (expenditure) / income for 31 March 2021	61,382	206,718
Depreciation	134	168
Decrease / (Increase) in debtors	72,288	(108,865)
Increase / (Decrease) in creditors	(6,904)	16,311
Net cash flow from operating activities	126,900	121,332

17. COMPANY LIMITED BY GUARANTEE

The Charity is limited by guarantee and accordingly has no share capital. The liability guaranteed by each member is £10. At 31 March 2022 the membership was £10 (2021: £10).

POSITIVELY UK

England & Wales - Charity number 1007685

Accounts

POSITIVELY UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2021

Charity Registration Number 1007685

Registered Company Number 02424032

AZETS AUDIT SERVICES
Greytown House
221/227 High Street
Orpington
Kent BR6 0NZ

POSITIVELY UK
(A company Limited by Guarantee)
CONTENTS

	Page
Chair's Foreword	2
2020/21 At a Glance	4
Report of the Directors	5
Independent Examiner's Report	14
Statement of Financial Activities	15
Comparative Statement of Financial Activities	16
Balance Sheet	17
Statement of Cash Flows	18
Notes to the Financial Statements	19

POSITIVELY UK
(A company Limited by Guarantee)

CHAIR'S FOREWARD

Positively UK has thrived and adapted in the past year, despite the ongoing COVID pandemic. Online platforms have allowed Positively UK to have a wider reach and engage greater numbers and diversity of participants in Positively UK activities. I am immensely proud to have been elected Chair of the Board having re-joined as Trustee earlier in the year and, on that note, must thank our outgoing interim Chair Jane Bruton for all her hard work in the past year maintain stability and supporting the work and aims of the charity, thank you Jane.

Previous Chair, and well known to many of us, Paul Decle passed away April 2021. A commemorateiv tree has been planted at St George's Hospital where Paul had started a gardening group for people with HIV attending the Courtyard Clinic. A commemorative blog was also hosted on the Positively UK website https://positivelyuk.org/2021/05/24/in-loving-memory-of-paul-decle-a-former-chair-of-the-board-of-trustees-hiv-activist-and-keen-gardener/. We continue to keep Paul's partner Christian in our thoughts.

Adapting from face to face services and moving to home working and virtual programme delivery meant that over nine hundred people with HIV could continue to access one to one support during the year, and over four hundred could access group support. It is testament to each and every member of staff that pulling together during a time of immense uncertainty meant that people with HIV and diverse needs did not need to feel as isolated and alone during the pandemic as they might otherwise have done. Over three hundred new people with HIV began accessing Positively UK services, in addition to 546 existing participants.

The Gay Men's and Women's projects continue to thrive. Importantly also 134 heterosexual men accessed peer support, and we have identified 4 gender queer or non-binary people who have accessed services. This raises an important point of our work, as a Board, and as staff. People with HIV come from many backgrounds, and may have diverse, sometimes intersecting, protected characteristics. Positively UK is aware that it takes a sustained and concious effort and action to to improve access and inclusion, and we are considering how we can better give voice and support to those who may not be well represented , and ensuring our public face is truly diverse is absolutely essential. At Board level we have established an Equality, Diversity, and Inclusion subcommittee, chaired by Will Daniel-Braham, and have tasked this group to think deeply about how EDI can be improved at all levels within PUK. The subcommittee will include staff representation and we welcome active participation in this group. Positively UK continues to work in diverse areas and with diverse populations. Our peer ethos means that we believe in meaningfully involving and being lead by people who have bee historically marginalised. We continue to give space and opportunities to develop voice and agency to people with HIV who often are pushed to the side. This is at the core of what we do and who we are. One hundred and forty people accessed the online workshops centred on issues faced by migrant and racially minoritised people, developed in response to the Black Lives Matter movement, and six podcasts linked to 6 LGBTQ+ workshops were accessed by 800+ unique users.

The Seeds gardening project for over 50s was accessed by 51 people who don't normally access any other service, and Positive Future our Youth Project engaged with over 100 young people. Peer mentoring has continued by adaptation to online delivery, although there are now early steps of getting back to face to face contact with some of our peer case workers back in HIV clinics for booked appointments.

I am extremely pleased to highlight that Positively UK received the Martin Fisher award from BHIVA in 2020, for the data submitted from a survey on the experiences of people with HIV during COVID, also used as evidence to the All Party Parliamentary Group on HIV/AIDS inquiry.

Finally both Project100 and Catwalk4Power shared learnings around different models of Peer Support with an international audience through poster presentations at the International AIDS Conference 2020.

As we move forwards we are looking to expand our Board, with two current Trustee vacancies and the option to co-opt further to ensure we are diverse and representative. Our financial position is strong, although we must never relent in our efforts to find new and, hopefully, more sustained funding streams.

POSITIVELY UK
(A company Limited by Guarantee)

CHAIR'S FOREWARD

I cannot thank everyone enough for all their tremendous hard work during this past twelve months. I know that personally and professionally it has been a difficult, uncertain, stressful, and sometimes upsetting time. Many of you will have been personally affected by COVID-19 or know people who have been. I know that despite this your dedication has meant PUK has been able to maintain both the vision of the organisation, to ensure that everyone living with HIV has access to effective peer support to increase their knowledge, confidence and connections, to improve their health and quality of life, and the mission to share learning and solutions within HIV and across the health and social care sectors so that people living with HIV receive effective care and support, to achieve the best health and quality of life. It is really wonderful to be part of such an incredible team and organisation, and I look forward to meeting more of your in the coming 12 months, and to see further flourishing across our teams and in those whom we support.



Tristan Barber
Chair of The Board of Trustees

Date: 3 November 2021

POSITIVELY UK
(A Company Limited by Guarantee)

2020/21 AT A GLANCE

Due to the COVID-19 pandemic, we stopped face to face services on 16th March 2020 and quickly adapted to working from home and remote delivery of our services.

Over 900 people accessed 1-2-1 support and over 400 people group support.

308 new people living with HIV accessing our services, in addition to 546 existing service users.

300+ gay men have accessed our peer support and 110 gay men have accessed specialised support, including groups, social events and workshops through the gay men's project.

400+ women have accessed peer support through our services and 127 women have received specialised support through the Women's project in the last year

134 heterosexual men accessed peer support , mainly 1-2-1.

4 gender queer/non binary people accessed our services

The Welfare and Benefit Project provided welfare advice and support to over 225 and secured £ 730+ k of benefits people were entitled to.

Innovative Mixed Socials online engaged 160 people from around the UK, the group was open to all genders, sexuality and ages and has been a lifeline during the worst months of the pandemic.

Seeds – gardening project for over 50s offered a hybrid model of on line sessions, face to face sessions, and outings and was accessed by 51 people who don't normally access any other service

Positive Future our Youth Project engaged with over 100 young people.

140 people accessed the online **workshops centred on issues faced by migrant and racially minoritised people**, developed in response to the Black Lives Matter movement

6 Podcasts linked to 6 LGBTQ+ workshops which were accessed by 800+ unique users. The workshops

Peer mentoring training adapted for online delivery X peer mentors were trained to provide peer support

2180+ hours of 1-2-1 peer support and over **4750 interventions** were delivered by our case workers
Changing Perceptions campaign was launched, with 3 written reports and a short film.

We received the **Martin Fisher award from BHIVA 2020,** for the abstract based on our survey on the experiences of people with HIV during COVID, which was also submitted as evidence to the APPG on HIV and AIDS inquiry.

Project100 and Catwalk4Power shared learnings around different models of Peer Support with an international audience through poster presentations at the International AIDS Conference 2020.

The Directors, who are also Trustees, present their Annual Report together with the Audited Financial Statements for the year ended 31 March 2021. The Directors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK published on 16 July 2014 and updated by Bulletin 1 & 2.

OUR PURPOSE AND ACTIVITIES

Our Objects:

- To protect the health of people by the provision of support services to people who have HIV or any associated health condition.
- To advance education and research about health and particularly the health of those who have AIDS, HIV or any associated health condition.
- To provide community centred, advice and assistance for the benefit of people living with HIV or any associated health condition.

Our Vision: Positively UK's Vision:

Everyone living with HIV has access to effective peer support to increase their knowledge, confidence and connections, to improve their health and quality of life.

Our Mission: To share learning and solutions within HIV and across the health and social care sectors so that people living with HIV receive effective care and support, to achieve the best health and quality of life.

Our Actions:

- Providing specialist and peer support, advocacy and information
- Campaigning against discrimination
- Promoting positive attitudes and equitable access to health
- Increasing involvement, voice and visibility

Our Values and Personality

Champions:	We stand up for the dignity and rights of anybody with or affected by HIV.
Supporters:	We provide people living with HIV practical and emotional support to help l8ive a fulfilling life free from isolation
Commitment:	"We don't say, we act". We believe in the active involvement of people living with HIV in developing and delivering services and policy.
Passionate:	Nobody cares more or is more committed to developing a confident and positive future for people living with or affected by HIV.
Practical:	Our advice and support are practical and of immediate benefit.
Our Ambition:	Peer led support to all people living with HIV in the UK by 2025

How We Achieve This:

We have three interconnected person-centered aims to our strategy:

Connections: strengthening connections among people living with HIV by provision of peer support to enhance quality of life. Working in partnership with the NHS and voluntary sector to improve the access to good quality peer support. We provide a range of group work from recently diagnosed to groups for women, gay men, heterosexual men and women, mixed groups, and people aged over 50 and youth.

Knowledge: improving knowledge by sharing accurate information, research and skills through participatory peer led trainings and workshops, so that people with HIV are fully equipped to manage HIV, ARVs, comorbidities and related social issues. Promoting peer research and collaborations with researchers and academic institutions.

Confidence increasing the confidence of people with HIV by challenging stigma, and providing opportunities to be meaningfully involved and influence key decision makers. We will create opportunities to develop a collective voice by hosting events such as the biennial Conference of People Living with HIV, our Changing Perceptions campaign and Catwalk4Power etc.

The role and contribution of volunteers

Positively UK is hugely indebted to our volunteers and their dedicated support during the COVID-19 crisis. While many volunteering opportunities were contested, our volunteers have supported people living with HIV through the peer mentoring program, facilitating group supports online, contributing to our social media and communication, providing meaningful feedback, fundraising and undertaking administrative roles. In 202/21, our volunteers have contributed 936 hours in total to the organization. If costed at our sessional work rate of £13.50 per hour, this equates to £12,636.

In-Kind Donations

Positively UK would like to thank the DVB Bank SE for donating 20 used laptops and the Royal School of Speech and Drama for contributing free facilitation to our groups through their students.

Positively UK acknowledges the support given to clients in the form of hardship grants from London Catalyst and THT Hardship Fund, and food deliveries from The Food Chain, which were extremely important during lockdown.

Achievements and Performance

Last year we set ourselves the following goals and delivered on them as follows:

Connections

We continued to pilot new projects and increase connections by:

- **Over 900 peoples accessed** support though our services with 2,181 hours of support in a very heterogeneous group of people
- The **Youth Project**, Positive Futures, recruited a new team and engaged with 106 young people
- The **Seeds Project** continued to support a very marginalized group of older people with HIV with 51 participants
- The **Mixed Social**, online group created to reduce isolation during the COVID-19 crisis, was accessed by 160 people and constantly received outstanding feedback
- **The Women's Project** provided specialized support to over 170 women
- **The Gay Men's project** provided specialized support to 136 men
- **The Welfare and Benefit Project** provided advice and support to over 225 people and granted access to entitled benefits amounting £731k in total.
- **COVID-19 emergency funding** enabled us to provide refurbished smartphones and data plans to our service participants, so that they could access online services.

Knowledge

We support the widening of knowledge to promote informed choices by:

- **Project100 Core Peer Mentor** training and the train the trainers modules were adapted to online delivery
- **XX Peer Mentors were trained**
- **140** people accessed the online workshops centered on issues faced by **migrant and racially minoritised people**, developed in response to the **Black Lives Matter** movement
- We delivered a Peer Support training based on our P100 model for the charity Compassion in Dying
- For the first time our Gay Men's project developed and delivered **6 podcast episodes** linked to 6 thematic workshops on topics that matter to the **LGBTQ+ community**. The workshops were accessed by XXX people and the podcasts had 800+ unique users

Confidence

As part of our commitment to improve confidence, we aim to promote best quality of care for people living with HIV, and endorse the role of peer support and peer research to tackle HIV stigma.

- Most of our planned activities, such as the **Biannual Conference of People Living with HIV,** had to be put on hold because of COVID-19. The conference has been rescheduled for March 2022.
- We submitted evidence to the APPG inquiry about the **impact of COVID-19 on people living with HIV**, based on a survey among our service participants
- We worked collaboratively with Patient Experience Research Centre at Imperial College on a qualitative study on COVID-19 and people with HIV.
- Our abstract based on the survey on impact of COVID-19 on people living with HIV was awarded the **Martin Fisher Price** at the spring BHIVA conference.
- The GROWS project conducted peer research on older women living with HIV using online platforms. The research will be used to develop a trainings manual in 2021/22
- **We shared our learnings** around peer support models at the International AIDS Conference with poster presentations on Catwalk4Power and Project 100

Public benefit statement

We review our aims, objects and activities annually. This review looks at what we achieved and the outcomes of our work for the previous 12 months. The review considers the success of each key activity and the benefits they have brought to those groups of people we were set up to help. The review helps us to ensure our aims, objectives and activities remain focused on our stated purposes. We have referred to the Charity Commissions general guidance on public benefit when reviewing our aims and objectives and in planning our future activities.

All of our charitable activities focus on:

- To protect the health of people by the provision of support services to people who have HIV or any associated health conditions.
- To advance education and research about health and particularly the health of those who have HIV or any associated health condition, in the UK and abroad.
- To provide community-centered, advice and assistance for the benefit of people affected by HIV or any associated health condition.

All activities are undertaken to further our charitable purposes for the public benefit. Directors are satisfied that the charity meets the Charity Commission's guidelines with regard to delivering public benefit.

FINANCIAL REVIEW

With total income of £909,874 (2020: £591,876) and total expenditure of £703,156 (2020: £738,588), the Statement of Financial Activities shows a surplus on unrestricted activities of £71,264 the year ended 31 March 2021 (2020: deficit £30,649) and on restricted activities of £135,454 (2020: deficit £116,063). The total surplus for the year is £206,718 (2020 : deficit £146,712).

Total funds carried forward at 31 March 2021 were £428,806 (2020: £222,088), which was made up of unrestricted reserves of £141,962 (2020: £70,698) and restricted reserves of £286,844 (2020: £151,390).

Restricted income came through grants from Charitable Trusts and the National Community Lottery Fund. Additional grants were also received from the Henry Smith charity for core costs, National Lottery Community Fund for our Women's project, Gay Men's projects and Youth project, Homerton Hospital charitable wing (for our Peer Navigator project), London Funders COVID-19 emergency response (for training adaptation and to address digital poverty), the LGBT Consortium to develop podcasts.

FINANCIAL REVIEW - continued

Looking forward, statutory income along with project funding from charitable trusts and the National Lottery Community Fund continues to perform well with multi-year funding secured. We have addressed the shortfall in income caused by the end of the Monument Trust support of Project100, by securing multi-year funding from Fast Track City Improvement Fund to support 3 new projects alongside a 3 years core funding grant from Henry Smith and further funding from GILEAD, ViiV, COVID-19 emergency funds, and the LGBT Consortium through the LGBT Futures NET.

2021 Income: £909,874

- In total income from charitable trusts stands at £151,934 (2020 - £113,968).
- Income from statutory contracts stands at £356,968 (2020 - £170,922)
- Total income from the National Lottery Community Fund now stands at £231,186 (2020 - £185,494)
- Income from corporates, notably pharmaceuticals, to £139,670 **(**2020 - £95,246) with grants from Gilead for the Changing Perceptions/Positive Voices campaign, as well as the Seeds project, and ViiV support for groups and workshops. We also received sponsorship for our Biannual Conference by ViiV, GILEAD and MSD and Janssen).

Investment Powers and Policy

The Memorandum and Articles of Association authorises the Directors to make investments using the general funds of the charity. The Directors have the power to invest in any way that they see fit.

Reserves Policy

Positively UK aims to keep a minimum working balance of reserves equaling three to six months of operating costs, to cover future contractual liabilities, staff salaries and rent. The Directors consider that the Charity's reserves will enhance the services provided and provide financial security for the future. If at any time reserves fall below this target then any positive balance at the end of the financial year, which is not tied to a specific project or programme, will in principle be added to these reserves until they have reached the appropriate level. The target unrestricted funds the Directors wish to hold is £60,000 to £90,000 (2020: three months : £60,000).

Our total unrestricted reserves on 31 March 2021 stood at £141,962 (2020 - £70,698) which included designated funds of £45,000 (2020 - £nil) and unrestricted general reserves of £96,962 (2020 - £70,698).

GOING CONCERN

Positively UK's Board is aware of the uncertainties and challenges ahead in terms of funding landscape, but it is confident that Positively UK is in a good position to continue to operate and provide impactful services to our beneficiaries and fundraise successfully.

FUTURE ACTIVITIES

In line with our strategic vision, our activities over the coming year will support us in achieving the best physical, emotional and social wellbeing for people living with HIV across the UK. Because of COVID-19 crisis, most of those activities will be delivered online, and we will focus on those who are most vulnerable and isolated, as well as adapt our peer support model for online delivery.

Connections

In 2021/2022 We will continue to pilot new projects and deliver direct support to increase connections by:

- Actively reach out to all people living with HIV through the provision of online groups for women, gay men, young people, mixed group and people over 50
- Within our statutory contracts we will provide support to over 400 people with 90% of users reporting Improved quality of life
- Provide opportunity for social connections for people 50+ through our Seeds Project
- Expand the Seed project to South London through the new Seedling project
- Develop specialized training support to older women with HIV through our GROWS Fast-Track Cities project

- Within the extension year of our National Community Lottery funded project, Positively Women, continue to support at least 100 women and produce a conference final project report
- Through our Youth Project we aim to support 100 young people a year transitioning to adult services and increase opportunities for social interactions including a residential training for young peer volunteers
- Ensure that Peer support is available in all London Clinics and continue focusing on engaging with those most vulnerable to disengage from services
- Support 300+ people with HIV experiencing poverty through our Welfare & Benefits Project funded by Fast Track City Improvement Fund
- Develop a service that focuses on the needs of heterosexual men living with HIV through re-launching our St8Talk group
- Continue on line and face to face provision to a diverse group of people living with HIV through our Mixed Socials

Knowledge

In 2021/2022 we will continue working on our national reach by:

- Expand our online Project 100 training by developing new training modules on comorbidities and wellbeing
- Build on the legacy of project 100 and train mentor trainers in peers support at a national level using online platforms
- Continue to train new peer mentors in London and provide supervision and professional development opportunities through specialized workshops on working in clinics, group facilitation skills, etc,
- Pilot Peer Support Trainings with other health and social conditions
- Develop GROWS - a specialized peer training program to support women ageing with HIV in collaboration with Sophia Forum
- Continue working in partnership with academic institutions to strengthen peer research

Confidence

In 2021/2022 will continue to improve confidence by promoting the meaningful involvement of people living with HIV, disseminating evidence around effective peer support, and tackling HIV stigma.

- Continue to raise the profile of peer support through engaging with key agencies, such as NHS England, British HIV Association and Public Health England to promote good commissioning and integration of services.
- Inform and mobilizing our service participants through a series of workshops around race, inequalities and HIV
- Deliver the National Conference of People Living with HIV (which was postponed due to COVID-19) and create a new Manifesto on quality of life for the new decade,
- Contribute to the Fast-Track Cities work on internalized stigma

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational Structure

Positively UK (the word 'Limited' being omitted by licence from the Department of Trade) is registered under the Companies Act 2006 as a company limited by guarantee and not having a capital divided by shares. It is a registered charity constituted as a Limited Company under the Memorandum and Articles of Association.

Recruitment and appointment of Directors

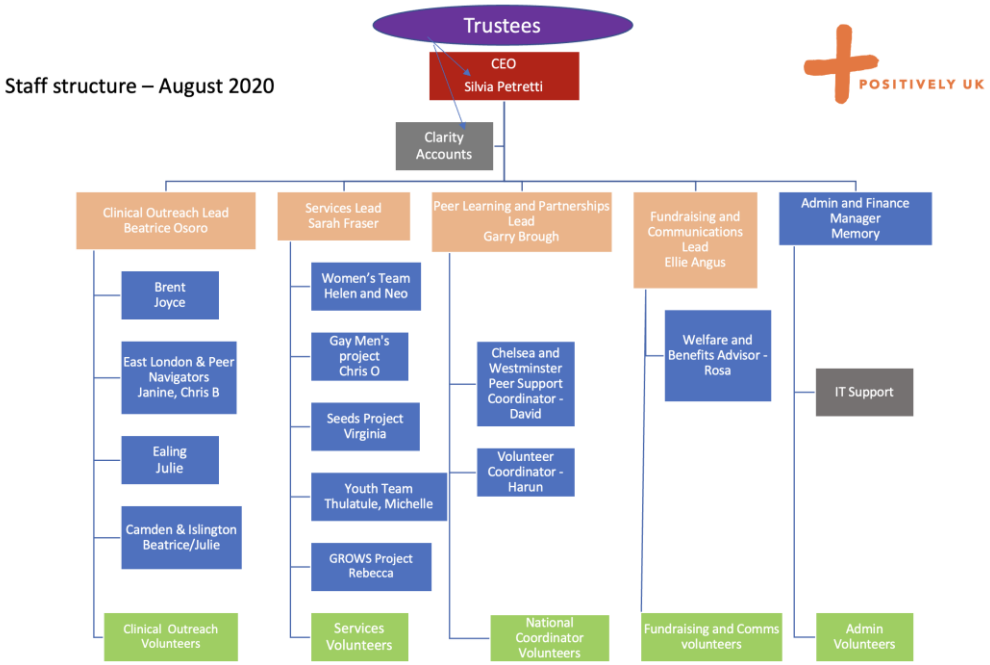
Positively UK's constitution states that 50% of the Board of Directors and the Chair of the Board should be living with HIV.

We recruit Directors through advertisements on our website and through social media, partner organisations, via email and personal contacts. Efforts are made to identify and ensure that we have a good mix of skills on the Committee. People interested in becoming a Director are invited to submit a letter and CV to the Director and Chair of the Board, who then shortlist, interview and appoint suitable candidates. Occasionally a suitable candidate for the Committee is co-opted during the year and appointed formally at the next Annual General Meeting.

Director induction and training

Each new Director goes through a formal induction programme which includes meetings with key staff and briefings on the key responsibilities of Directors, the vision, mission and strategic aims of the organization. Directors receive regular work updates from the various departments, as well as updates on relevant topics and current issues, both within the organization as well as the external environment.

Organisation



The Directors have delegated all day-to-day management to the Chief Executive, Silvia Petretti, who was appointed as Chief Executive in February 2019. The CEO is supported by the Leadership Team who are in turn responsible for service delivery within their areas (see organizational chart above).

Positively UK staff are committed to supporting people living with HIV achieve the best physical, emotional and social well-being. In line with our peer-led ethos, all front-line staff are people living with HIV, who understand the implications of living with the virus. All are fully trained in advice and guidance to help people self-manage their condition.

Related parties

We believe working together can best meet the needs of people living with HIV. We complement clinical care, with peer support integrated into HIV clinics at:

- Jefferies Wing, St. Mary's, Westminster
- 900 Youth Clinic, St Mary's, Westminster
- Homerton Hospital, Hackney
- Courtyard Clinic, St George's Hospital, Merton
- Harrison Wing, Guys & St Thomas, Southwark
- TEAM Clinic, Mortimer Market, Camden
- Caldecott Centre, Kings College Hospital, Lambeth
- Level 8 Clinic, Ealing Hospital, Ealing
- Ian Charleson Day Centre, Royal Free Hospital, Camden
- Northwick Park Gum Clinic (Brent)
- Brent Hub, Brent
- Kobler Centre, Chelsea & Westminster Hospital, Kensington & Chelsea
- 56 Dean Street, Chelsea & Westminster NHS Trust- Westminster
- 10 Hammersmith Broadway, Hammersmith
- West Middlesex University Hospital, Hounslow

During lockdown and the COVID-19 crisis the clinics continued to refer to us to support over the phone and via online platforms.

To ensure the voice of people living with HIV is heard amongst policy makers, staff at Positively UK are community members of NHS England's HIV forum and actively participate with the treatment advocates network UK-CAB. We also support and advise bodies such as NHIVNA, the Clinical Reference Group on HIV, we are on the London Fast Track City Leadership Group and our CEO is part of the World Health Organization Advisory Board on Women and HIV. Staff have presented at national and international conferences including BHIVA, NHIVNA, International AIDS Conference, The International Workshop on Women and HIV, The Fast-Track Cities Conference and EACS (European AIDS Conference).

This year we were also actively involved as a member of National Voices to ensure greater support across the NHS for people living with HIV and other long-term conditions.

Our Women's Project has been supported by external facilitators and volunteers to boost the project's media presence.

Catwalk4Power project launched its toolkit online and presented its model f peer support at the International AIDS Conference.

In building the capacity of the HIV sector to provide high quality peer support we have worked in partnership with over 70 HIV charities and clinics through Project 100 including HIV i-Base, Positive East and Africa Advocacy Foundation in London, Brigstowe Project in Bristol, George House Trust in Manchester, Blue Sky Trust in Newcastle, Waverley Care and Hwupenyu Project in Scotland, Positive Life in Northern Ireland and Positive Now in the Island of Ireland, Leeds Skyline, Birmingham Heartlands patient services, Sheffield Hallam University Hospital, Wessex HIV clinical services, Oxford Churchill Sexual Health clinic and Terrence Higgins Trust in England, Scotland and Wales.

Pay policy for senior staff

The benchmark for employee, including management, remuneration is the average of salaries paid in the sector. Positively UK maintains an overview of salaries across the voluntary sector, including HIV sector, to ensure it is competitive; and in assessing remuneration also considers the wider terms and conditions and benefits offered by Positively UK with our staff contracts.

Individual performance and remuneration are not linked: strong individual performance is rewarded by opportunities for further professional development and advancement such as training and personal development. Strong organizational performance and salary review for individuals demonstrating strong performance are linked. In a financial year where Positively UK's balance sheet has strengthened, an employee displaying strong performance will be considered for an increase in salary to ensure their remuneration is at or around the sector average.

The performance of all employees is reviewed on an annual basis. The review is formal, recorded, and takes place every March.

Charitable and political donations

During the year the company made no political or charitable donations.

Risk Management

The Directors have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. Risk assessments are carried out annually and reviewed by the Directors. Appropriate steps are taken to moderate and manage identified risks. The Directors are satisfied that, the Charity's internal controls comply with the guidelines issued by the Charities Commission, and that it complies with relevant laws and regulations.

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 02424032

Charity Number: 1007685

Directors:
Tristan Barber - Appointed 12 May 2021 – Chair of Trustees
Kevin Baker
William Daniel-Braham
Annette Browne - Appointed 11 November 2020, resigned 15 April 2021
Pamela Jane Bruton
Leasuwanna Griffith
Robert James
Peter Oswaldt
Glyn Richard
Fraser Serle - Resigned 16 November 2020
Corrine Squire
Shema Tariq

Company Secretary: Silvia Petretti

Senior Management Team:

Silvia Petretti	Chief Executive
Beatrice Osoro	Clinical Outreach and Statutory Contracts Lead
Sarah Fraser	Services Lead
Memory Sachikonye	Admin & Finance Lead
Garry Brough	Peer Learning & Partnership Lead

Principal Address:
St Marks Studios
14 Chillingworth Road
London N7 8QJ

Independent Examiner:
M A Wilkes FCA
Azets Audit Services
Greytown House
221 – 227 High Street
Orpington
Kent BR6 0NZ

Solicitors	Farrer & Co, 66 Lincoln's Inn Fields London WC2A 3LH
Bankers	NatWest Bank plc P.O. Box 83 Tavistock House Tavistock Square London WC1H 9JA

DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors (who are also trustees of Positively UK for the purposes of charity law) are responsible for preparing the Directors' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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

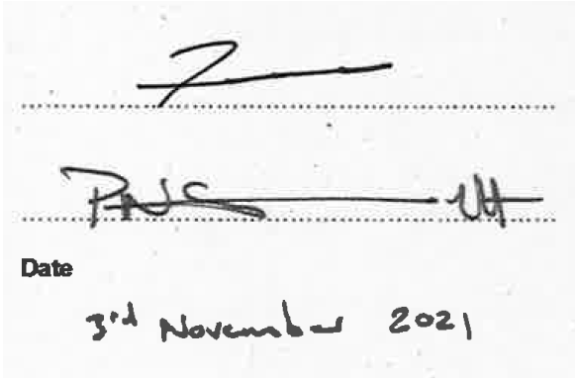
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business

The Directors are responsible for keeping adequate account records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The report of the directors has been prepared taking advantage of the small companies' exemption of section 415A of the Companies Act 2006.

This report was approved by the Board and signed on its behalf by:



Tristan Barber - Chair

Peter Oswaldt – Treasurer

POSITIVELY UK
(A company Limited by Guarantee)

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS

I report to the charity Directors on my examination of the accounts of the company for the year ended 31 March 2021 which are set out on pages 15 to 27.

Responsibilities and basis of report

As the charity Directors of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I a member of The Institute of Chartered Accountant England & Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



M A Wilkes (FCA)
For and on behalf of Azets Audit Services
Greytown House,
221/227 High Street
Orpington, Kent,
BR6 0NZ

Date: 10 November 2021

POSITIVELY UK
(A company Limited by Guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Restricted funds	Total 2021	Total 2020 (as restated)
		£	£	£	£
Income from:					
Donations	**2**	6,170	-	6,170	5,635
Charitable activities	**3**	232,738	649,116	881,854	571,640
Trading Activities	**4**	8,282	-	8,282	14,601
CJRS Grant		13,568	-	13,568	-
Total income		260,758	649,116	909,874	591,876
Expenditure on:					
Raising funds		26,752	-	26,752	26,720
Charitable activities		162,742	513,662	675,404	711,868
Total expenditure	**5**	189,494	513,662	703,156	738,588
Net movement in funds		71,264	135,454	206,718	(146,712)
Funds brought forward at 1 April 2020 (As restated)		70,698	151,390	222,088	368,800
Total funds carried forward at 31 March 2021		141,962	286,844	428,806	222,088

All of the charity's transactions are derived from continuing activities.

The Statement of Financial Activities includes all gains and losses recognised in the year

POSITIVELY UK
(A Company Limited by Guarantee)

COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Restricted funds	Total 2020 (as restated)
		£	£	£
Income from:				
Donations	**2**	5,635	-	5,635
Charitable activities	**3**	196,927	374,713	571,640
Trading Activities	**4**	14,601	-	14,601
Total income		217,163	374,713	591,876
Expenditure on:				
Raising funds		26,720	-	26,720
Charitable activities		221,092	490,776	711,868
Total expenditure	**5**	247,812	490,776	738,588
Net movement in funds		(30,649)	(116,063)	(146,712)
Funds brought forward at 1 April 2019 (As restated)		101,347	267,453	368,800
Total funds carried forward at 31 March 2020 (As restated)		70,698	151,390	222,088

POSITIVELY UK
(A company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2021

Company number: 02424032

	Note	2021		2020 (as restated)	
		£	£	£	£
Fixed Assets	**11**		672		840
Current Assets					
Debtors	**12**	216,701		114,696	
Cash at bank and in hand		248,874		127,542	
		465,575		242,238	
Creditors: amounts falling due within one year	**13**	(37,441)		(20,990)	
Net Current Assets			428,134		221,248
Net Assets			428,806		222,088
Represented by:					
Restricted funds	**14**		286,844		151,390
Unrestricted funds:					
Designated funds	**15**	45,000		-	
Unrestricted general fund		96,962		97,514	
			141,962		70,698
Total funds	**16**		428,806		222,088

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2021.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2021 in accordance with Section 476 of the Companies Act 2006.

The Directors acknowledge their responsibilities for:

(a) ensuring that the charitable company keeps accounting records which comply with Sections 386 and 38 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or loss for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

Approved by the Board of Directors on 3 November 2021 and signed on their behalf by:



Tristan Barber
Chair

Peter Oswaldt
Treasurer

POSITIVELY UK
(A company Limited by Guarantee)

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2021

	Notes	2021	2020 (as restated)
		£	£
Cash flow from operating activities	**16**	121,332	(150,725)
Net cash flow from operating activities		121,332	(150,725)
Net (decrease)/increase in cash and cash equivalents		121,332	(150,725)
Cash and cash equivalents at 1 April 2020		127,542	278,267
Cash and cash equivalents at 31 March 2021		248,874	127,542
Cash and cash equivalents consists of:			
Cash at bank and in hand		248,874	127,542
Cash and cash equivalents at 31 March 2021		248,874	127,542

1. ACCOUNTING POLICIES

a. Basis of preparation

Positively UK is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The address of the registered office is given in the charity information on page 11 of these financial statements. The nature of the charity's operations and principal activities are set out on page 4.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, UK Generally Accepted Practice as it applies from 1 January 2015 and the Charity SORP (FRS102) amended for Update Bulletin 1.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

b. Income

All income is included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably, and it is probable that the income will be received.

Voluntary income including donations and gifts are included in full in the SOFA when receivable.

The charity receives grants in respect of its activities. Income from grants are recognised at fair value when the charity has entitlement after any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably. If entitlement is not met, then these amounts are deferred.

Government grants are recognised at the fair value of the asset received or receivable when there is reasonable assurance that the grant conditions will be met and the grants will be received. A grant that specifies performance conditions is recognised in income when the performance conditions are met. Where a grant does not specify performance conditions it is recognised in income when the proceeds are received or receivable. A grant received before the recognition criteria are satisfied is recognised as a liability.

Other income includes income earned from rental and consultancy. Income is received in exchange for supplying services and is recognised when entitlement has occurred.

c. Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following headings:

- Costs of raising funds are those costs incurred in attracting voluntary income.
- Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

d. Support costs allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs, administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management carried out at Headquarters. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fund-raising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

e. Funds accounting

Unrestricted general funds are funds which can be used in accordance with the charitable objects at the discretion of the Directors.

Designated funds comprise unrestricted funds that have been set aside by the Directors for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the charity. Restriction arises when specified by the donor or when funds are raised for particular restricted purposes. The Directors have designated certain funds for specific purposes. These are set out in note 14.

f. Tangible fixed assets

All assets costing over £1,500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	- 20% reducing balance

g. Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

h. Going Concern

The financial statements have been prepared on a going concern basis as the Directors believe that no material uncertainties exist. The Directors have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern. This included consideration of the effect of the Covid-19 virus on the Charity's operations. The charity's budget has not been affected by COVID-19, as Positively UK was not reliant on fundraising events. All Trusts and Local Authorities have confirmed funding levels for the coming year.

i. Judgements and key sources of estimation uncertainty

Accounting estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The following judgements (apart from those involving estimates) have been made in the process of applying the above accounting policies that have had the most significant effect on amounts recognised in the financial statements:

Useful economic lives of tangible assets

The annual depreciation charge for tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 11 for the carrying amount of the property plant and equipment and note 1.6 for the useful economic lives for each class of assets.

There are no key assumptions concerning the future and other key sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year.

2. DONATIONS

	2021 £	2020 £
Other donations	6,170	5,635
	6,170	5,635

3. CHARITABLE ACTIVITIES

	2021 £	2020 £
Connections:		
Big Lottery Fund – Gay Men's Project	37,778	27,012
Big Lottery Fund – Women's Project	61,819	67,391
Big Lottery Fund – Youth Project	93,519	91,091
The Henry Smith Charity (core funding)	28,100	-
Homerton University Hospital	32,460	38,540
MAC Aids Fund	-	40,024
NHS Brent Teaching PCT	51,466	48,316
Local Authority Contracts	98,684	105,587
Smallwood Trust Peer Navigators	19,769	-
MIND	-	15,404
City Bridge Trust Covid 19 Emergency Response	7,851	-
Terrence Higgins Trust Hardship Grants	9,725	-
Battersea Community Gardening Project	4,372	-
Gilead Sciences (Seeds plus emergency)	62,000	-
Other Income	2,096	6,010
	509,639	439,375
Knowledge		
Gilead Fellowship - Project 100 Legacy	20,000	20,754
Postcode Community Trust	-	20,000
NCLF – Project 100 Adaption	38,070	-
Fast Track Cities (GROWS confidence)	169,694	-
Barrow Cadbury Trust – Project 100 Commodities	20,500	-
LGBT Consortium LGBTQ Podcasts	9,912	-
London Community Response Fund Emergency Support (Confidence funding)	4,137	-
ViiV Healthcare (group facilities, module adaption)	9,814	-
London Covid-19 Response Fund – Project 100 Adaption	15,108	-
	287,235	40,754
Confidence		
Gilead Sciences	15,000	27,492
ViiV Healthcare	-	47,000
MSD 15k conference	25,356	-
Janssen	7,500	-
Public Health England	-	17,019
FTC (Women and Ageing GROWS)	37,124	-
	84,980	91,511
	881,854	571,640

4. OTHER INCOME

	2021 £	2020 £
Consultancy fees	8,282	14,601
	8,282	14,601

5. EXPENDITURE

	Staff costs £	Other direct costs £	Support costs £	Total 2021 £	Total 2020 (as restated) £
Cost of raising funds	-	26,752	-	26,752	26,720
Charitable activities:					
Connections	283,066	35,468	63,199	381,733	499,517
Knowledge	156,431	46,457	50,589	253,477	185,924
Confidence	25,757	9,655	5,782	41,194	26,427
	465,254	118,332	119,570	703,156	738,588

All costs are allocated between the expenditure categories noted above on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, others are apportioned on an appropriate basis, being, time spent.

During the year THT Hardship grants were awarded totalling £9,125 to 77 clients.

6. SUPPORT COSTS

	2021 £	2020 (as restated) £
Premises costs	45,239	81,682
Legal and professional fees	711	7,182
Communication costs	12,068	15,277
Information technology	4,741	12,915
Insurance	2,167	3,047
Staff costs and expenses and volunteer expenses	733	3,937
Depreciation	168	210
Other costs	7,805	9,347
Office relocation	-	13,644
Accountancy support	9,765	10,560
Provision against debtor balance	31,589	22,540
Governance costs	5,134	4,500
	119,570	184,841

7. GOVERNANCE COSTS

	2021 £	2020 £
Independent Examination	4,000	3,958
Director's expenses	1,134	542
	5,134	4,500

8. DIRECTORS' REMUNERATION

None of the Directors received remuneration. No Directors received reimbursed expenses during the year (2020: £152 : 1 Director).

9. STAFF COSTS

	2021	2020 (as restated)
	£	£
Wages and salaries	423,562	387,041
Employer's National Insurance	32,755	29,111
Pension cost	8,937	8,145
	465,254	424,657

The average monthly number of employees, by headcount, during the year was:	No.	No.
Direct charitable activities	18	17
Administration - Part time	1	1
	19	18

No employee earned emoluments, as defined for taxation purposes, amounting to over £60,000 in either year.

The key management personnel comprise of those listed on page 1. The total employments benefits (including employer pension contributions and employers NI) of key management personnel was £188,320 (2020: restated : £175,445k). The increase reflects a change in hours and change in roles.

10. TANGIBLE FIXED ASSETS

	Fixtures & Fittings
	£
COST	
At 1 April 2020	6,257
At 31 March 2021	6,257
DEPRECIATION	
At 1 April 2020	5,417
Charge for the year	168
At 31 March 2021	5,585
NET BOOK VALUE	
At 31 March 2021	672
At 31 March 2020	840

11. DEBTORS

	2021 £	2020 (as restated) £
Grant, contract and other income	206,543	94,444
Other debtors	5,051	16,422
Prepayment	5,107	3,830
	216,701	114,696

12. CREDITORS

	2021 £	2020 £
Taxation and social security	11,731	8,930
Other creditors	6,476	2,396
Accruals and deferred income	19,234	9,667
	37,441	20,990

13. RESTRICTED FUNDS

2021	Balance at 1.4.2020	Income	Expenditure	Balance at 31.3.2021
	£	£	£	£
Peer Navigators	-	52,229	(51,782)	447
Project 100	70,858	-	-	70,858
Project 100 Legacy	10,054	20,000	(18,678)	11,376
Project 100 Adaptation	-	93,848	(80,392)	13,456
Youth Project	10,464	93,519	(56,590)	47,393
Groups & Workshops	8,430	-	-	8,430
Women's Project	5,683	61,819	(56,190)	11,312
Gay Men	-	37,778	(35,810)	1,968
Seeds	6,837	27,000	(20,097)	13,740
Self Care Toolkit	13,771	-	(3,100)	10,671
Changing Perception	21,573	-	(12,779)	8,709
Fast Track Cities – Chelsea and Westminster	-	99,676	(74,714)	24,962
Fast Track Cities – Welfare and Benefits	-	70,018	(57,692)	12,326
Fast Track Cities – Women and Ageing	-	37,124	(28,415)	8,709
Small Grant Fund	1,250	11,821	(13,071)	-
Battersea Community Garden	-	4,372	-	4,372
Policy Conference	2,470	30,000	-	32,470
LGBTQ Podcast	-	9,912	(4,352)	5,560
	151,390	649,116	(513,662)	286,844

Peer Navigators, clinical integration: specialised peer support embedded in clinical setting funded by Homerton NHS Trust via MAC AIDS Fun.

Project 100 Legacy: GILEAD fellowship funded project to support the national training of P100 peer mentors

Project 100 Adaptation: National Lottery fund to support the adaptation of our P100 peer mentoring training programme for online delivery.

Youth: Big Lottery Fund – Youth Project – Funding to support the engagement of two youth workers to lead our work with young people transitioning from paediatric to adult care.

Groups and Workshops: Quarterly groups and workshops aimed at providing social connection and appropriate up to date information to mixed groups of people living with HIV with the aim to decrease isolation and enabling self-management.

Women's Project: Community Lottery Fund – For the employment of a women's worker and to provide one-to-one and group support for women living with HIV, supported by a team of trained volunteer peer mentors.

Gay Men: Community Lottery Fund – For the employment of a gay men's worker and to provide one-to-one and group support for gay men living with HIV, supported by a team of trained volunteer peer mentors.

Seeds: A project to support people with HIV 50+ through outdoor activities and gardening funded by GILEAD. Welfare and Employment: Henry Smith Charity and MAC AIDS Fund – For the continuation of the Welfare Advice Service for people living with HIV and employment workshops ended in June 2019.

Self Care Toolkit is a workshop series to strengthen the skills and resilience of trained volunteers and support professional development.

Changing Perceptions is a development of the Positive Voices program in collaboration with Public Helath England and NAT to support people living with HIV to use Positive Voices Data to advocate for change.

Fast Track City- Three new projects have been funded: extending Peer Support to 4 clinics in collaboration with Chelsea and Westminster NHS Trust; addressing poverty with a pan London Welfare and Benefits support; and tackle the challenges older women with HIV face through: GROWS Women with HIV Growing Older Wiser and Stronger in collaboration with Sophia Forum.

Small Grant Fund is a small Hardship payments schemes to support people with HIV who are destitute. People can have one off grants of £40.

Battersea Community Garden: funded by the London Community Fund supports the development of a community garden at the Courtyard Clinic at St Georges Hospital.

Policy Conference is the National Conference of People Living with HV which due to COVID-19 has been rescheduled for May 2021.

LGBTQ+ Podcast : funded by the LGBTQ+ consortium supported the development of 6 podcasts for the LGBTQ+ community.

2020	Balance at 1.4.2019	Income	Expenditure	Balance at 31.3.2020 (as restated)
	£	£	£	£
Peer Navigators	-	38,540	(38,540)	-
Project 100	161,545	20,754	(101,387)	80,912
Youth	14,523	91,091	(95,150)	10,464
Groups & Workshops	5,319	12,000	(8,889)	8,430
Women's Project	21,678	101,574	(117,569)	5,683
Gay Men	21,983	27,012	(48,995)	-
Seeds	38,472	-	(31,635)	6,837
Welfare and Employment	3,933	-	(3,933)	-
Self Care Toolkit	-	20,000	(6,229)	13,771
Changing Perception	-	48,000	(26,427)	21,573
Fast Track Cities	-	9,492	(9,492)	-
Small Grant Fund	-	1,250	-	1,250
Policy Conference	-	5,000	(2,530)	2,470
	267,453	374,713	(490,776)	151,390

14. DESIGNATED FUNDS

2021	Balance at 1.4.2020	New designations	Designations released	Balance at 31.3.2021
	£	£	£	£
Gay Men's Project	-	30,000	-	30,000
Rooms rental	-	10,000	-	10,000
Evaluation	-	5,000	-	5,000
	-	45,000	-	45,000

Gay Men's Project: 30k to support our services for gay men living with HIV, including group support and 1-2-1 casework, to provide information, advocacy, and referrals to gay men living with HIV

Rooms Rental: 10k as we have downscaled our premises during lockdown we need to book external rooms to hold meetings and deliver services such as support groups, trainings and workshops

Evaluation 5k: to evaluate our services during lockdown, demonstrate our impact and support fundraising

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2021	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	672	672
Current assets	286,844	178,731	465,575
Current liabilities	-	(37,441)	(37,441)
	286,844	141,962	428,806

2020 (As restated)	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	840	840
Current assets	151,390	90,848	242,238
Current liabilities	-	(20,990)	(20,990)
	151,390	70,698	222,088

16. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2021 £	2020 (as restated) £
Net (expenditure) / income for 31 March 2021	206,718	(146,712)
Depreciation	168	210
Decrease / (Increase) in debtors	(108,865)	20,200
Increase / (Decrease) in creditors	16,311	(24,423)
Net cash flow from operating activities	121,332	(150,725)

17. COMPANY LIMITED BY GUARANTEE

The Charity is limited by guarantee and accordingly has no share capital.

The liability guaranteed by each member is £10. At 31 March 2021 the membership was £10 (2020: £10).

18. RELATED PARTY TRANSACTIONS

The following amounts, which have been overpaid by the charity, in respect of wages and salaries for members of key management personnel are:
S Petretti - £23,635 (2020 - £12,894);
S Fraser - £3,147 (2020 - £1,049)

Provision against these amounts due have been made in the financial statements so are not included in debtors (note 11). The balances have not been written off in the charity's financial records.

19. PRIOR YEAR ADJUSTMENT

The CEO discovered an historical discrepancy in our payroll from 2018 to October 2021 and involves 7 members of staff for the amount of £72,506 (including Pension and National Insurance contributions). An investigation is being organised to scrutinise this and identify and irregularities in payroll practices as well as make recommendations for reparation of funds.

The change has resulted in an increase in general reserves of £nil at 31 March 2020.

	£	£
Previously reported reserves at 1 April 2018		423,437
Previously reported deficit for the year ended 31 March 2019		(54,637)
Net overpayment of wages		4,276
Provision against debtor balance		(4,276)
Adjusted reserves at 31 March 2019		368,800
Previously reported deficit for the year ended 31 March 2020	(146,712)	
Net overpayment of wages	22,540	
Provision against debtor balance	(22,540)	
		(146,712)
Adjusted reserves at 31 March 2020		222,088