

THE NAZ PROJECT(LONDON)

England & Wales · Charity number 1014056

Details

Other names	NAZ PROJECT, NPL, THE NAZ PROJECT
Status	Registered
Legal form	Charitable company
Company number	03236229
Registered	1992-09-09
Register	View on the Charity Commission register

Contact

Address	The Naz Project London 30 Blacks Road London W6 9DT
Phone	02087411879
Email	npl@naz.org.uk
Website	www.naz.org.uk

Activities

Objects: A) TO RELIEVE THE POVERTY, SICKNESS AND DISTRESS OF BLACK AND MINORITY ETHNIC PEOPLE WITH HIV/AIDS AND THEIR FAMILIES AND FRIENDS AFFECTED BY THESE AND RELATED SEXUAL HEALTH CONDITIONS, WITH PRIORITY BEING GIVEN TO SOUTH ASIAN AND MUSLIM COMMUNITIES RESIDENT IN LONDON. B) TO ADVANCE THE EDUCATION OF THE PUBLIC IN GENERAL AND SOUTH ASIAN, MUSLIM AND OTHER BLACK AND MINORITY ETHNIC COMMUNITIES IN PARTICULAR IN THE CONDITIONS AT 3 (A), THEIR TRANSMISSION TREATMENT AND CONSEQUENCES AND TO FOSTER THE DEVELOPMENT OF A NON-JUDGEMENTAL AND TOLERANT ATTITUDE FOR THOSE AFFECTED BY THE CONDITIONS OF 3(A).

Activities: SEXUAL HEALTH AND HIV SERVICES FOR SPECIFIED BLACK AND MINORITY ETHNIC COMMUNITIES, MAINLY IN LONDON. TRAINING, CONSULTANCY AND EDUCATIONAL RESOURCES AVAILABLE NATIONALLY.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, People With Disabilities, People Of A Particular Ethnic Or Racial Origin, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Throughout London

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£686,029	£778,101	£331,056	19
2024-03-31	£621,174	£658,671	£423,128	15
2023-03-31	£863,372	£742,692	£460,625	17
2022-03-31	£668,190	£822,495	£339,945	21
2021-03-31	£1,145,974	£757,277	£512,917	22

Trustees

Name	Role	Appointed
Sanjay Nazerali	Chair	2022-07-01
Adriana Wong		2023-06-01
Dr MARK RICHARD NELSON		2017-05-25
Nidhee Jadeje		2026-02-03
Tina St Leger		2013-11-01

THE NAZ PROJECT(LONDON)

England & Wales - Charity number 1014056

Accounts

Charity Registration No. 1014056

Company Registration No. 03236229 (England and Wales)

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Tina St Leger Professor Mark Nelson S Nazerali Adriana Wong T Rosemin
Secretary	Parminder Sekhon
Charity number	1014056
Company number	03236229
Registered office	30 Blacks Road London W6 9DT
Independent examiner	Mark Taylor HW Fisher Professional Services Limited Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	National Westminster Bank Plc 25 Shepherds Bush Green London W12 8PR

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(A COMPANY LIMITED BY GUARANTEE)
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THE NAZ PROJECT (LONDON)
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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees present their report which also includes the directors' report as required by company law 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 1, to the accounts and comply with the Charitable company's Memorandum and Articles of Association, the Companies Act 2006, 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 and Republic of Ireland ("FR5102"), (effective 1 January 2019).

Objectives and Activities

The charity was incorporated on 9 August 1996 and is governed by its Memorandum and Articles of Association, which were amended by special resolution on 15 October 2002.

Nazir was a Pakistani Muslim, married with two children. He was also a closeted gay man who was living with HIV. When his status became public, he was rejected by his mosque, ostracised by his community and found no social support that understood that he had more than one identity.

Naz was set up in his memory and is one of the largest sexual health charities in London initiated and led by Global Majority communities. It is also one of the longest established charities of this type and focuses predominantly on sexual health improvement and HIV support services for Black, Asian and Global Majority communities.

The work of the organisation is delivered through four key work streams:

1. Sexual Health Promotion including targeted support for Global Majority LGBTQ+ communities, faith communities, and those at risk of acquiring HIV, STIs and experiencing poor sexual health
2. HIV care and support services, for people living with and affected by HIV
3. Clinical Services: Counselling Services, as well as HIV and STI testing and screening
4. Research, influencing and policy development

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The Naz Board, staff and volunteers are recruited from the communities we seek to impact, and support is available in multiple languages. Today, Naz offers the most relevant range of sexual health services and programmes, specifically for people from Global Majority communities.

Public Benefit

The trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit. The purpose of the charity is enshrined in its objectives and mission statement. The trustees ensure this is carried out for the public benefit by delivering a range of activities to meet its intent.

Reserves Policy

The trustees have agreed a reserves policy whereby the free reserves (unrestricted funds held in net current assets, excluding funds held in tangible fixed assets) held by the charity should be equivalent to the value of approximately 3 months of non-discretionary resources expended (£200,000).

As at 31 March 2025, free reserves, as defined above, amount to £237,276 (2024: £183,999). This is an increase of £53,277.

Overall (unrestricted & restricted): The charity saw a deficit in the 2024/2025 financial year of **£92,072**. Charity managed to secure grants and funds from the funders as previous year and kept linear relationships with funders and donors.

Just unrestricted: The charity saw a surplus in the 2024/2025 financial year of **£53,277** on unrestricted funds. Charity managed to secure grants and funds from the funders as previous year and kept linear relationships with funders and donors.

A significant proportion of current costs is funded by unrestricted income, from a variety of funders, and is therefore predictable and managed. Should the level of funding decrease significantly then associated costs would also decrease and free reserves would enable current activities to continue in the short term.

The charity continues its focus on balancing the current needs of delivering critical prevention and support services, meeting the needs of its beneficiaries, whilst increasing its free reserves to the level determined by its policy.

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Recruitment, induction and training of trustees

The governing body of the charity is the board of trustees which is comprised of five members.

Trustees are appointed by an open recruitment process. Potential trustees can be recruited through recommendation, referral from a recruiting organisation or as a result of advertisement. Potential trustees will, in the first instance, be met by the CEO and/or Chair and be given an overview of the organisation from an operational perspective.

Potential new trustees will be given written background information about the organisation and will be invited to meet with representatives of the board. The subsequent meeting with members of the board will ascertain their skills, background and professional experience of working within a governance role. Following this meeting and upon receipt of references, recommendations will be made to the board of trustees and, if there is agreement, the new candidate will be invited to attend the subsequent board meeting.

The Company Secretary will then notify Companies House of the appointment. Trustees are appointed for a period of four years and can serve for a maximum of eight years. Each of the trustees is also a member of the company and guarantees to contribute up to £1 to the assets of the company in the event of a winding up.

The Trustees delegate the day-to-day management duties of the organisation to the CEO and Senior Management Team.

The Charity conducts risk assessments covering all of our work. The highest level of risk assessment identifies core areas of management and is reproduced below.

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FOR THE YEAR ENDED 31 MARCH 2025

Risk Factors

Area	Potential Issue	Mitigation
Financial	- Insufficient funds raised to meet costs - Loss of contracts due to the commissioning environment - Loss of contract due to poor performance - Impact of external factors	- A significant proportion of current costs is funded by unrestricted income, from a variety of funders, and is therefore predictable and managed - Expansion of new funders and partnerships within the funding mix continues - Programmes matrix updated once a month, any failing programmes identified with mitigations - Reserves are being built up to allow for continued operation in the face of external factors
Programmes	- Failure to complete objectives - Failure to recruit appropriate staff to deliver against contract	- Management and staff clear on each project objective, regular check-ins with key funders and contractors on progress of programmes - Programmes matrix updated once a month, any failing programmes identified with mitigations in place - Naz has robust recruitment procedures, including interview, references and DBS checks
Clinical	- Staff and volunteers not competent to perform point of care testing	- Staff and volunteers trained once a year, monthly supervision for those providing HIV/STI testing

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FOR THE YEAR ENDED 31 MARCH 2025

HR	- Staff leave without adequate succession plans in place - Staff lack up-to-date competencies around sexual and reproductive health	- Strong SMT, clear existing plans in place for the senior and specialist roles, exit interviews - Yearly appraisals and staff training and personal development opportunities available
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Board of Trustees

The trustees who served during the year and up to the date of approval of the financial statements are:

Sanjay Nazerali Chair	Adriana Wong Treasurer	
Tina St Leger	Professor Mark Nelson	Tai Rosemin

Senior Management Team

Parminder Sekhon Chief Executive	Avanti Arseculeratne Sexual Health Programmes Manager	Vanessa Apea Medical Director
Sanjay Kumar Head of Counselling	Cristina Monk Fundraising and Grants Manager	Christina Ganotakis Policy and Insights Manager
Kim Hawkins Research and Policy Officer	Ella Frost SASH Peer Mentoring Co-ordinator	

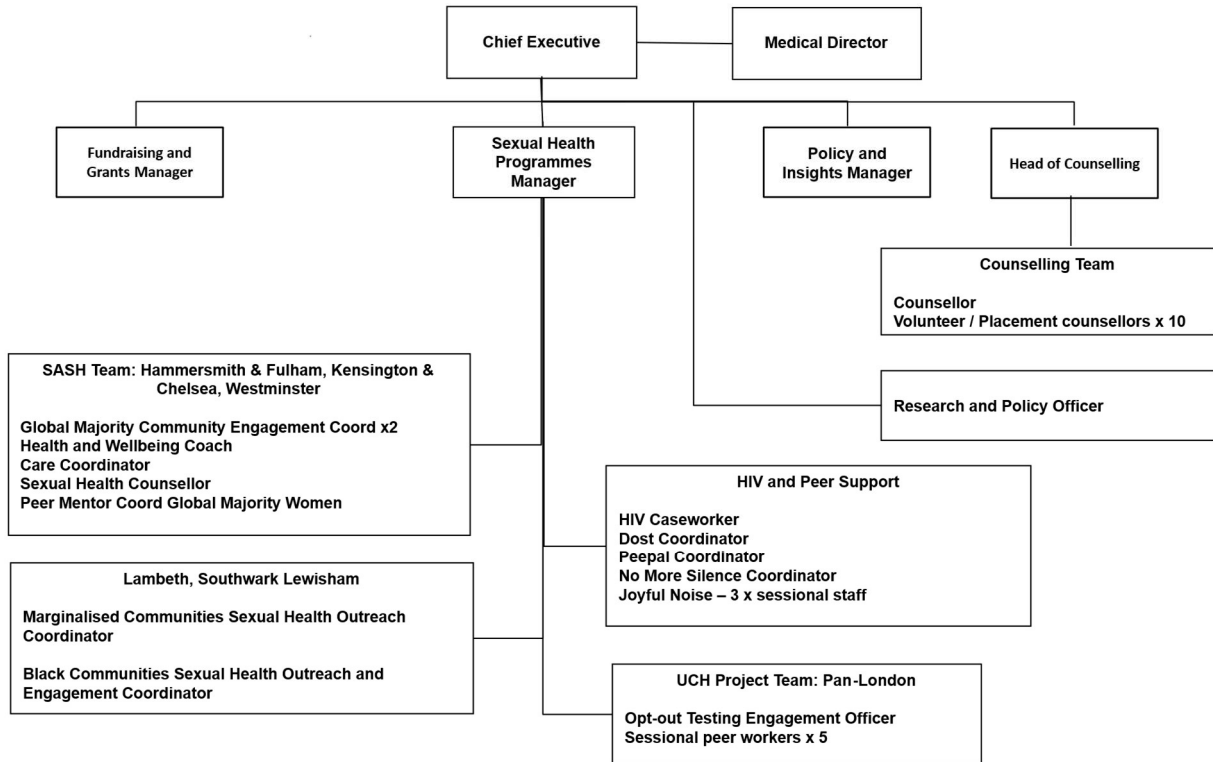
The Trustees wish to thank all the staff and volunteers who have played a part in the successful delivery of services during the course of the year.

Staff	Volunteers
18	31

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NAZ Organisational Chart (as of 31 March 2025)



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Pay and Remuneration

Naz is committed to the principle of equal pay for people of all genders. In this context 'pay' includes not only remuneration, but also other benefits such as promotion and training opportunities and access to facilities provided within the employment package from time to time. Naz is committed to introducing and maintaining pay systems which are free from sexual bias.

People employed by us are entitled to equal pay if they are undertaking work which is substantially similar or is of equal value to the organisation, unless there are specific and clear reasons unconnected with their gender which explain and justify a differential in pay. In some cases, individuals carrying out similar work may receive different salaries because of seniority, qualifications and other such factors.

Pay scales are in line with national averages for the activities nominated. Any increase to pay will be subject to a board motion, and agreement with the Finance Manager, Line Manager and CEO. Any increase will take effect from 1 July following the review. Pay will not be reviewed whilst employees are in their probationary period.

Funders

The trustees, staff and clients of NAZ would like to take this opportunity to thank all the funders from 2024/25. Without their invaluable support, it would not have been possible to operate.

Funders	Area
- Local Authorities (Hammersmith and Fulham, Kensington and Chelsea, Westminster and Hounslow, Hounslow, Lambeth Southwark and Lewisham) - National Lottery Community Fund - Gilead - Fast Track Cities - London Borough of Hounslow - ViiV Healthcare - Central North West London NHS Trust	Sexual Health Promotion
- National Lottery Community Fund - Gilead	Operations
- Henry Smith Charity	Clinical Services
- Gilead - MSD	Policy, Research and Influencing

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Summary of results

The net incoming resources for the year amounted to £686,029. Restricted reserves carried forward amounted to £93,780. Unrestricted reserves to be carried forward amounted to £237,276.

Naz is a sexual health charity whose services are dedicated to people experiencing better sexual health. We do this because there is a significant gap in the sexual health outcomes of Global Majority communities, compared to the general population. Everything Naz does works to reverse this trend. In addition to a programme of project work aimed at improving sexual health equality, Naz addresses these inequalities through influencing policy and practice. We seek to promote the needs of Global Majority communities and bring the latter to the attention of government, health providers and other third sector organisations with the aim of sharing best practice and ensuring appropriate service provision.

Last year the Naz Board of trustees set out a vision for the work the charity would undertake to improve outcomes in sexual health and HIV for Global Majority communities. We committed to re focusing our work with young people and expanding our work at the borough based level. We believe it is important to understand the current political landscape that Naz operates within. The current landscape of increased hate crimes, mental health epidemic and under-investment threatens the health, wellbeing, and security of Global Majority communities. Between the conclusions of the 2021 Commission on Racial Disparities and the challenging economic climate the socioeconomic environment continues to jeopardize the life-hood of society's most vulnerable and marginalised.

24-25 Operations Overview

Operations in 2024-25 saw Naz develop its core mission to support Global Majority populations at elevated risk of HIV and poor sexual health outcomes, to achieve better physical & mental health both nationally and regionally. As one of the few People of Colour-led HIV and sexual health organisations left in London, Naz's strategic contributions are shaped both by its grassroots services and the data collected and researched by our policy function, which highlights the need for targeted, culturally aware interventions. The far-right anti-immigration race riots in the summer of 2024 proved again when protective factors are absent, people of colour who are already shouldering the largest burden of that inequality, feel at elevated risk and this compounds the acceleration of poor health outcomes.

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24/25 has been another busy year for Naz operationally. This year we are delighted to have been awarded three new local authority contracts. Firstly, across Lambeth Southwark and Lewisham delivering HIV and sexual health awareness with our lead partners Turning Point and CAHN; secondly, the Cherish Hounslow service; and thirdly, restarting our young people's offer with new school and college settings intervention. In addition, we are taking our interventions within the Prison service at Feltham. Other highlights include the launch of our second Global Zero HIV Stigma Day on 21st July 2024 which saw a global reach of 1 million people and the launch of an Activists in Action book series celebrating the life of Prudence Mabele. Joyful Noise Choir performances included three memorable calendar dates: a Zero HIV Stigma Day Video; a Chelsea Flower Show Performance supporting the showing of the THT garden; and Gilead's World AIDS Day commemoration.

Naz has been incredibly proud of 3 key partnerships with University College London Hospital (UCLH) this year. Firstly as part of the seminal Verdi Study Naz was asked to co-chair a Community Advisory Board for a MPox Study in partnership with European AIDS Treatment Project, focusing on lessons learnt and media representation in 4 countries - UK, Nigeria, Italy, and Thailand. Secondly, our multi-dimensional collaboration with UCL Students' Union producing a number of public health research outcomes relating to the experiences of young people and sexual health on campus; and finally our ongoing partnership with the Find & Treat Team working with asylum seekers and supporting newly arrived migrants (less than 3 days in the UK). This last partnership offers screening and engagement support in 5 languages. This is in addition to the extensive work we have delivered since April 2024 and the 1-to-1 re-engagement work supporting people diagnosed with HIV and Hepatitis as part of the opt-out A&E testing.

Naz has been asked to take part in numerous Panels; from the closing plenary of the HIV prevention England Conference, Gunnersbury Museum, BFI LGBT Flare, Young people's Hounslow & APPG events, Unconference Fast track Cities, and for Hounslow Council in LGBT History Month. Naz has launched 3 new peer support groups; one for South Asian women and non-binary people (Kali Kiss in partnership with Club Kali), Black gay men (No More Silence); and one for Black women (Sisterhood). The Dost group (for GBQ+ South Asian men and non-binary people) has celebrated 2.5 years and has grown in strength, numbers and stature.

The following key statistics highlight the continued challenges in HIV testing, treatment, and mortality experienced across Global Majority communities in the UK:

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- Of the 6,402 new HIV diagnoses in the UK (excluding Northern Ireland) in 2023, 67% were among Global Majority communities.
 - This is a 13% increase from 2022 (54%).
 - 30% were among people of Black ethnicity, despite this community making up only 3% of the UK's population in the last census.
- Late diagnoses increased by 3%; from 896 in 2022, to 923 in 2023
 - This increase is largely among people of Black ethnicity (40% increase from 259 to 362).
 - There was also a 9% increase in the number of late diagnoses for people aged between 15 and 49 years (611 to 669).
- New HIV diagnoses increased among people of Black African ethnicity by 65% from 696 in 2021 to 1,146 in 2022. New HIV diagnoses also increased among people of Asian, mixed or other ethnicity by 28% (from 597 in 2021 to 764 in 2022).
- There are inequalities in the rate of new diagnosis decline between gay and bisexual MSM by ethnicity, with 33% of diagnoses occurring in ethnic minority groups other than white in 2023.
- In England, the highest population rates of STI diagnoses by ethnicity are among people of Black ethnicity (1,691.0 per 100,000) followed by mixed (1,468.6 per 100,000) and other ethnicity (780.0 per 100,000).
- One in eight LGBTQ+ people said they had experienced some form of unequal treatment from healthcare staff because of their sexual orientation. This increased to one in five for LGBTQ+ people of Global Majority ethnicity, and 24% for LGBT people of Asian ethnicity.
- Conversion therapy is still legal in the UK; 13% of people of Black ethnicity have undergone or been offered conversion therapy.
- Unemployment rates for people from Global Majority communities currently stand at 6.4%, compared to 3% for White ethnicities.
- The ethnicity pay gap is 5.7% for people of Black ethnicity in the UK and rising to 29.9% in London in 2022.

Our Policy and Advocacy work stream has resulted in a number of collaborations and outputs. The All-Party Parliamentary Group on HIV, AIDS and Sexual Health conducted an inquiry into the current state of sexual health and HIV services in the UK. For this, Naz provided evidence specific to Black, Brown and Global Majority communities; our service users' needs that are met and unmet; identified funding and resourcing barriers; and challenges the current workforce faces.

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FOR THE YEAR ENDED 31 MARCH 2025

Working at the intersections of HIV and ethnicity, sexual orientation and gender, Naz continues to center the need for good mental health at the heart of all the interventions we deliver. Naz has been at the front line of managing the mental ill-health epidemic.

Multiyear funding awarded from the National Lottery Community Fund enabled Naz in year 3 to continue focusing on developing its leadership infrastructure to strengthen our delivery model.

Personal health is interconnected with various facets of life including employment, personal and community safety, housing and access to social and health services, and education. When we want to understand how a person's health is affected by illness or disease, we need to think about the bigger picture. It's more than just health. In 2024-5 Naz will continue to address the health challenges Global Majority communities face, and continue to take the much needed holistic approach to addressing other areas of population health where they are disproportionately impacted.

2024-25 Fundraising Overview

In the 2024 to 2025 financial year, Naz raised £218,254 in new income, alongside £14,844 in in-kind donations received through goods and services. This growth reflects not only an increase in financial support but also the strength of our strategy to raise income in alignment with our mission and values.

Naz employs a "Growth with Purpose" model. This means we prioritise funding opportunities that directly serve our target populations rather than seeking income for its own sake. Every grant application and funding bid is made following careful research into the specific needs and wants of the communities we support. This approach ensures that our fundraising efforts are both strategic and meaningful, designed to enhance the delivery and quality of our services.

A significant milestone this year was the hiring of our first dedicated fundraiser in six years. Her role has focused on diversifying our funding streams and establishing long-term partnerships with trusts, foundations, and corporations. This effort is already paying off, as Naz successfully secured six grants from previously unknown trusts, foundations, and corporate donors, as well as two new institutional partnerships during this financial year. These new relationships represent important steps toward building a more sustainable and holistic funding structure that truly benefits our service users.

This financial year, approximately 50% of our new income came through borough-level funding,

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FOR THE YEAR ENDED 31 MARCH 2025

which reflects the success of our expanded work with local authorities. In particular, we formed large-scale partnerships with several London boroughs, including Lambeth, Southwark, and Lewisham. These collaborations have driven growth not only in income but in the depth and breadth of our sexual and mental health services, allowing us to reach more people with culturally competent and community-informed care.

The remainder of our income was drawn from a diverse mix of sources. Corporate donors accounted for approximately 23% of new income, while 22% came from trusts and foundations. Earned income contributed 4% and individual donations made up the remaining 1%. This blend of funding sources illustrates our ongoing commitment to building a diverse and resilient income base that supports our long-term sustainability.

Naz remains committed to fundraising that is ethical, strategic, and grounded in the lived realities of the communities we serve. Our goal is not simply to grow, but to grow with purpose, ensuring that every contribution strengthens the reach and impact of our work.

Key highlights during the year include:

- Naz engaged with UK and global stakeholders for the second Zero HIV Stigma Day on 21st July 2024, with over 1 million people engaging with the campaign online. Naz also wrote and published a children's book "Activists in Action: Prudence Mabele" showcasing the life and legacy of the late South African HIV activist.
- Our pan-London psychotherapeutic counselling service has provided culturally specific mental health and wellbeing support to 207 clients, delivering over 2,500 counselling hours. A further 23 were assessed and referred onwards. For the first time, Naz offered group-based therapy work also.
- Project NextGen worked with secondary school and sixth-form college in Croydon as part of our youth wing of work. Naz facilitators created space through sustained conversations for young people to explore topics including healthy relationships, harmful gender norms; with staff acting to reframe and question problematic perspectives that may arise, and encourage critical thinking around how they can respond to personal and social situations in healthy, constructive ways.
- Naz became co-Chair of the One Voice Network (of Black-led community health and wellbeing organisations working with those affected by HIV). In partnership with National AIDS Trust, One Voice Network held a parliamentary event in November "Ending Health

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- Inequalities in Black Communities”, hosted by Florence Eshalomi MP, co-Chair of the All Party Parliamentary Group on HIV, AIDS and Sexual Health.
- “Menofest” held on World Menopause Day at the Clore Centre at Kensington Palace, including “I wanna sex you up – Sex and the Menopause” presentation by a peer mentor, as part of the SASH partnership.
 - Three new and restarting peer support groups – Sisterhood group for Black women and non-binary people; Queer East and South East Asian support group; Kali KISS for South Asian LGBTQ+ women and non-binary people.
 - In February 2025 for LGBTQ+ History Month, our CEO Parminder Sekhon chaired Hounslow Council’s event and was in conversation with Sharan Dhaliwal the founder of Burnt Roti magazine, on how queer people have shaped the history of Southall and continue to shape its future. Naz’s Community Engagement Coordinator sat on a panel discussion held in Harrow by Naz, LGBT Consortium, Voluntary Action Harrow and West London Queer Project.
 - In March 2025, Naz began a new 30-month pilot with the UCH Find and Treat team to provide health screenings for newly arrived migrants in West London. This public health “one-stop shop” includes screening for TB and BBVs, with Naz providing 8 peer engagement workers offering in-person interpretation in 6 languages.
 - “Positive Touch” run as a pilot project in HMP Feltham, delivering reflexology treatments to 15 participants aged 18-26; feedback confirmed the emotional and psychological value of reflexology within restrictive environments.

Naz saw changes to the workforce in 24-25 with the departures of several members of staff for a range of personal and professional reasons. We also saw several new staff join the organisation.

We said goodbye to many of our staff in 2024-25:

- Priyanka Nagpal, Finance Manager
- Tamanna Kalhar, Communications Manager
- Dr Priyanka Goel, Cherish Project Lead
- Helin Kocadag, SASH Care Coordinator
- Yasmin Wing-Hei Davies, SASH Women’s Sexual Health Community Engagement Coordinator
- Mercedes Guirado, Finance Manager

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FOR THE YEAR ENDED 31 MARCH 2025

- Orlando Pieriera, SASH Counsellor

We are pleased to welcome the following staff and Trustees who have joined Naz this year:

- Avanti Arseculeratne, Sexual Health Programmes Manager
- Cristina Monk, Fundraising and Grants Manager
- Mercedes Guirado, Finance Manager
- Wafi Ahmed, SASH Community Engagement Coordinator
- Nura Elgamri, SASH Community Engagement Coordinator
- Morenike Lana, SASH Care Coordinator
- Elliot Nelson, SASH Sexual Health Counsellor
- Ena Taguiam, LSL Marginalised Communities Sexual Health Outreach Coordinator
- Udochi Adiukwu, LSL Black Communities Sexual Health Outreach and Engagement Coordinator
- Roberto Ruffo, Case Worker

Key Deliverables: Our Footprint in 2024-2025

Number of people supported living with HIV	173
Counselling hours delivered	2,500
1-to-1 advocacy and support clients	130
Support group sessions run	64
Total users reached through social media	95,000
Number of people reached through in-person outreach	723
Volunteering opportunities	31
People reached through holistic and wellbeing interventions	167

We continue to see clients from across all 33 London boroughs and have a steady inflow of clients from outside of London.

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FOR THE YEAR ENDED 31 MARCH 2025

1. Sexual Health Programmes

SASH Partnership

SASH is a partnership led by Turning Point, alongside Naz, London Friend and METRO Charity, which offers sexual health services to people aged 14+ who live in three London boroughs: Westminster, Hammersmith & Fulham, and Kensington & Chelsea, under a community-focused model.

Naz's contribution includes two Global Majority sexual health engagement coordinators, a health and well-being coach, a counsellor, a care coordinator and the peer mentor lead for Global Majority women. They support clients in the three boroughs with 1-to-1 key working, advocacy and referral, group work and counselling, workshops and events and complementary therapy (reflexology).

Highlights

- Living with HIV Long Term Service User Group meetings held at Naz monthly with around 12 attendees each month.
- SASH holds focus groups with core demographics (including LGBTQIA+, Learning Disabilities, Religion Race and Culture, Sex working, Older Adults, and Young People) to ensure effective services for all.
- Monthly SASH socials with c.10-20 attendees each month, visiting museums, touristic sites and London parks including John Soane Museum, a Hampstead Heath walk, the Natural History Museum.
- The care coordination team and health and wellbeing coaching team managed a caseload of clients with complex needs including Violence Against Women and Girls survivors, sex workers, and people who are recovering from substance use.
- Launch of the Queer East and South East Asian Support Group.
- Successful reinstatement of the Sisterhood support group (for Black-identifying women and non-binary folk) in March 2025, supported by a peer mentor. This group provides a supportive, non-judgmental and intersectional safe space, and individual sessions cover a wide range of themes including 'reclaiming Black bodies' and 'Black reproductivity'.

Programme spotlight, Health and Wellbeing Coaching

- Our SASH Health and Wellbeing Coach uses a person-centered approach to develop a

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personalized, goal-orientated health and wellbeing plan for each individual that reflects their preferences and choices, and ongoing coaching on achieve and maintaining these improvements.

- This typically takes place over 12 sessions, and will include providing sexual health information, emotional support and referral to other organisations for specialist support.
- Our SASH Health and Wellbeing Coach completed a total of 80 client sessions with these clients. This client base includes people with learning disabilities, mental health issues and/or neurodivergence where these are impacting their sexual health and wellbeing.
- Coaching tools and modalities include information resources, exercises, worksheets and SMART goals, as both activities within sessions and independent homework tasks.
- This work can include working on setting boundaries and how to build healthy intimate relationships eg: moving forwards with new intimate relationships following a previous abusive relationship; reevaluating how watching pornography has informed harmful beliefs and behaviours and how to overcome those; building self-worth and confidence which are not related to sexual 'success'; and improving confidence for dating through using hypothetical scenarios to practice a first date.

Programme Spotlight, Peer Mentoring

- As of March 2025, we have a roster of 15 peer mentors, with several of them actively conducting 1-1 peer mentor sessions and leading peer-led workshops. Two peer mentors are seeing 4 clients and giving specialist 1-1 support.
- Training was given to 4 new peer mentors with diverse life experiences, culture and language including gender transition and sex work .
- Ongoing training to peer mentors throughout the year is given to keep knowledge fresh and allow 'deep dives' into particular topics, including STIs, contraception, reproductive health, and gender and sexuality diversity.
- Menopause Forums in partnership with Lilyville Surgery and Sands End Clinic continued, hosting 3 sessions led by peer mentors, with 15-20 people attending.
- Peer mentors help facilitate the monthly SASH socials, which are held at various venues in London, including the John Soane Museum, a Hampstead Heath walk, the Natural History Museum, William Morris Museum exhibition on Arabic art, the Queer Britain Museum, and a boardgame café. These sessions offer real opportunity for discussions around HIV and sexual health, alongside socializing.

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- Peer mentors host a range of workshops for clients in the tri-borough, including a sound bath meditation session for people living with HIV, and self-confidence for a drug and alcohol women's group.
 - 'Facing Fears' workshop run by a peer mentor for female clients for the Drug and Alcohol Service from Turning Point for Hammersmith and Fulham
"The peer mentor trainer] was so calm and confident, I came struggling with alcohol and for this moment I am feeling more settled".
- Sisterhood group for Black women commenced 13th March providing peer support, supported by peer mentors.
- 1-1 peer mentor sessions address a variety of challenges including isolation due to disability, verbal abuse due to gender transition, supporting a Personal Independence Payment form application and stigma and self-esteem.

Selection of SASH Events

- To mark international Day of Older Persons on 1st October, SASH held a seminar to raise awareness of the often over-looked sexual and reproductive health and needs of people over 50.
- 'Menofest' held on World Menopause Day at the Clore Centre at Kensington Palace (October 18th) with 25 participants, included sexual health testing, "I wanna sex you up - Sex and the Menopause" presentation by a peer mentor; a talk on the connection between addiction and the menopause; discussions on the barriers to understanding menopause, and the intergenerational experiences of those affected; a sound bath; and chair-based yoga.
- SASH Social Carol singing at All Souls church 12th December.

Cherish Hammersmith & Fulham MINT programme

Naz and METRO Charity provided mental health support in Hammersmith and Fulham as part of the Mental Health Integrated Network Team (MINT). We provided MH services that are holistic and inclusive, understanding intersectionalities around gender, sexuality and ethnicity, including culturally appropriate therapeutic support and holistic approaches to those residents who have experienced trauma, particularly those whose trauma relates to migration and where their first language is not English. This service included Holistic health and wellbeing interventions (reflexology); Drop-in African dance wellbeing sessions; one-to-one psychotherapeutic counselling; structured mental Health and wellbeing peer support groups, including therapeutic groupwork; and one-to-one advice and advocacy casework.

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This service ended 31st March 2025.

Cherish Hounslow

Cherish Hounslow was a mental health community project partnership provided by Naz and METRO. The project provided 1-1 advice and advocacy, group work, social groups and counselling for LGBTIQ+ and Global Majority people in Hounslow who are experiencing mental health issues.

Highlights

- Naz's advice and advocacy sessions were delivered from local community hubs, connecting isolated community members with essential support services. We supported individuals experiencing complex issues, including asylum seekers, refugees, survivors of abuse, people newly diagnosed with HIV, people recovering from trauma, and those facing isolation or marginalization.
- Weekly reflexology sessions were held, addressing physical, emotional and mental health concerns. Many clients, particularly from Black and Brown and other Global Majority communities, expressed relief at finding a culturally safe therapeutic space outside of a clinical setting.
- Counselling was provided to clients, both online and in-person, supporting clients with issues including HIV-related stigma, refugees fleeing persecution based on their sexuality, and survivors of sexual abuse.

*"It was an amazing experience... the best experience and a great way to start my new year.
Highly recommend [the Naz reflexologist] who has healing hands, 5 stars"*

– Reflexology client

Fast Track Cities - Peer HIV Support

In partnership with Positively UK, Sophia Forum and Plus Health, Naz supplements the existing Chelsea and Westminster HIV care pathway with optimised peer-to-peer mentoring interventions across clinics in West and Central London. This supports retention in care for those newly diagnosed or lost to care, providing a community link before they leave the clinical setting. Naz provides 1-1 advocacy and casework, group work, referrals and signposting.

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Partnership with UCH – “Find & Treat” Blood-Borne Virus Screening

Since March 2021 and in partnership with the Find & Treat Health Inclusion team at University College Hospital NHS Foundation Trust, Naz provides a specialist outreach practitioner and several peer workers who provide interpretation and resident engagement for Covid-19 vaccine take up and Blood-Borne Virus (BBV) screening support in Arabic, Farsi, Sorani Kurdish and French.

Our peer workers provide engagement and translation support to large-scale BBV screening and vaccination drives in across Initial Accommodation Centre hotels all over London. We have also been able to offer a chaperone service for the most vulnerable clients to hospital appointments.

Our specialist outreach practitioner liaises with asylum seekers, rough sleepers, people experiencing homelessness, and people who use drugs and alcohol. His role involves finding people that have been lost from the healthcare system and therefore have not started or completed treatment for a variety of high impact diseases including hepatitis B and C, TB, HIV and other STIs. His support can include clinic referrals, chaperoning to clinic or hospital appointments, delivering medication to homes or hostels and contacting certain patients daily to ensure medication has been taken.

In March 2025, Naz began a new 3-month pilot with the UCLH Find and Treat team to provide health screenings for newly arrived migrants in West London. This public health “one-stop-shop” includes screening for TB and BBVs, with Naz providing eight peer engagement workers offering face-to-face interpretation in Kurdish, Farsi, Arabic, French, Amharic, and Tigrinya. The partnership demonstrates the power of collaboration between community health workers and clinical teams, especially in meeting the needs of vulnerable communities.

National Lottery Thought Leadership

The National Lottery Community Fund funded a 3-year programme in October 2022 to support Naz develop leadership capacity and thought leadership. In 2024-5 we have delivered on key outputs including recruitment for the thought leadership posts (Programmes Manager; and Fundraising Manager); as well as continued funding for our Counselling Services Manager and Policy and Insights Manager. With the capacity-strengthening and improved programming and communication we have been able to achieve with the Thought Leadership grant, we have

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successfully secured further grants including our youth pilot programme (NextGen) and the Lambeth, Southwark and Lewisham work (see below in this section 1 for both); and have also increased our social media engagement (see section 3, below).

Lambeth, Southwark and Lewisham - mobilization period

In October 2024, Naz in partnership with Turning Point, CAHN, IRMO and Spectra, won a 3-year contract from the three London Boroughs of Lambeth, Southwark and Lewisham under two separate lots to provide sexual health services for marginalised populations.

This new work will include outreach with global majority communities, using cultural insight to build trust and provide accessible services; and with diverse groups of marginalised communities (including asylum seekers, refugees, and LGBTQ+ populations).

This work will commence in April 2025, though during the mobilization period in February and March 2025, Naz and project partners have secured three weekly hubs in the tri-borough: Lewisham Shopping Centre, Peckham Palms, Lambeth College and Brixton Library. From these bases we will provide health activities including point-of care rapid HIV testing, motivational interviewing, identifying risky behaviours and referring people into appropriate sexual health services.

For National HIV Testing Week in February 2025, Naz and partners held outreach stalls across LSL and carried out 64 point-of-care HIV tests, gave out HTI/HIV home testing kits and sexual health supplies. Feedback highlighted the accessibility of our services and the importance of our service to individuals who appreciated being able to test outside of clinical settings.

Positive Touch – HMP Feltham

Positive Touch was run as a pilot project at HMP Feltham, with a certified reflexologist delivering 45-minute reflexology treatments over a 12-week period to 15 participants aged 18-26.

Reflexology is a Complementary Therapy technique based on Traditional Chinese Medicine which applies gentle pressure to the feet or hands at spots which are believed to correspond with other organs, tissues and muscles, relieving stress and pain in these parts of the body.

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During the 45-minute treatments, the reflexologist and participants also discussed life and wellbeing across a range of topics including their health, behaviours and lifestyle.

Highlights:

- Participants reported on a scale of 1-10 how the reflexology treatments affected different areas of wellbeing with results including:
 - Mood: 8.8/10
 - Self-care: 8/10
 - Aches and pains: 8.25/10
- Feedback confirmed the emotional and psychological value of reflexology within restrictive environments, supporting holistic healing and reducing stress-related conflict.

"This has helped me physically and my moods. It's centred me somehow... I feel calm."

"The first time I came here, I just thought 'let me try it', I didn't know I would relax and like it just like that."

"Me and the other boys on my wing, we been talking about this, it's mad [because] we all say the same thing – like we feel different, light, it's mad just feeling so different. From having my feet done. Can't lie, it's so good" – Feltham Positive Touch Participants.

Project NextGen

Naz worked with secondary school, college, and university students across Camden, Lambeth, and Croydon as a part of its youth wing of work.

Croydon – Year 10 and sixth form students

Our programmes facilitator ran a successful pilot in a Croydon school with Year 10 and Sixth Form students themed around sexual health and relationships. Through the six-week programme, we created space through sustained conversations for young people to explore topics around healthy relationships, setting boundaries, harmful gender norms, technology-facilitated violence and issues with access to mental health and sexual health services.

Naz staff act to reframe and question problematic perspectives that may arise (often due to ingrained gender norms and expectations) and encourage the young people to think

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critically on what they believe and how they can respond to social and personal situations in healthy and constructive ways.

Highlights

- 9 young people in year 10 (aged 14-15 years) engaged in 660 minutes' worth of in-depth discussion about sexual and mental health challenges and socially responsible content creation.
- 5 young people in sixth form (aged 16-17 years) engaged in 360 minutes' worth of discussions about sexual health and mental health challenges, as well as receiving qualitative research experience.
- Sessions were facilitated as group discussions where students were invited to introduce topics that were relevant and pressing to them, with the content and structure of these sessions being co-produced with the students to ensure their concerns were centred.
- 90% of students said they gained new insights and confidence, and 100% said they'd like more sessions.
- At the end of the six-week programme, each cohort worked on a community-oriented initiative. The Year 10s worked on a series of positive social media messaging to share their learning with peers, and the Sixth Formers on a survey to better understand their peers' experiences and opinions, receiving 61 responses.
- The community engagement lead at the school said that students had overwhelmingly positive feedback including 'it's better than mentoring.'
- The next cohort will launch in November 2025.

Responding to the prompt, what did you learn from the session?

"That we are all different and it's okay"

"How to be aware and acknowledge other people's opinions"

What was the best part of the session?

"Being able to open up about how I feel about the topics that I learnt during these session without being judged"

South Bank College – RSE and work experience

From March – May 2025, Naz is carrying out a Relationships and Sex Education/ Work Experience offer with Health and Social Care students at the Nine Elms campus of South Bank College (a Sixth Form College working with ages 16-19. A Naz facilitator held weekly 1.5 hour-long sessions with students to explore mental health and sexual health-related

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topics that are affecting students. The facilitator then provides students with accurate information and resources on these topics.

In April and May, students will create a community-oriented project to support their peers to improve their own mental and sexual health. This will also provide an opportunity for students to gain work experience by better understanding the work of a health charity.

UCL - Community research Initiative

Naz partnered with the Community Research Initiative at UCL to run a 6-month programme with student research volunteers. This was in addition to their regular study programmes. From November 2024 until March 2025, our programmes manager worked with a group of students to explore sexual health and mental health challenges and areas for improvement in their university context. Students took part in three sessions to brainstorm issues based on their own experiences. They then created a survey to gather broad, exploratory insights about student well-being, lived experiences, and access to support systems in relation to sexual and mental health. Data was gathered during outreach, and put together as a final report.

Highlights

- Student research volunteers surveyed over 70 UCL students, with findings including:
 - 77% of respondents were not aware of sexual health services on their campus.
 - 70.5% of respondents had not visited a sexual health clinic before.
 - 32% reported feeling stressed or anxious about sexual health issues.
 - Women and non-binary respondents were more likely to report stress, unsafe experiences and lower confidence discussing sexual health.
 - Psychosocial stressors, particularly around mental and sexual health, disproportionately affect women, LGBTQ+ students, and international students.
- Recommendations for future inclusive, accessible and culturally sensitive interventions were given.

Reimagining RSE

The Reimagining RSE project is led by social sciences researchers at the Universities of Surrey and Bedfordshire and has the aim of co-creating practical resources to upskill educators in facilitation and engaging young people in sex and relationships education. Naz

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joined their Reimagining RSE Trailblazers group in March. This group brings together school-based professionals and those working across wider youth, health and education sectors; and will allow Naz to further develop the resources and activities developed within Project NextGen for future sessions.

Peer Support groups

We run several support groups at our Hammersmith Office providing a space for group members to meet peers, discuss sexual health-related topics and stigma, and reduce social isolation. These gatherings enable people to engage in meaningful about identity, relationships, and experiences; while also meeting new people, engaging with community members, and taking part in fun, community building events.

- 20 sessions of Joyful Noise Choir for people living with HIV
- 12 Dost peer support sessions for South Asian LGBTQ+ men, and MSM
- 12 Peepal peer support sessions for South Asian people living with HIV
- 9 Kali KISS sessions for South Asian LGBTQ+ women
- 9 No More Silence sessions for Black LGBTQ+ men and non-binary people
- 1 Sisterhood session for Black African and Caribbean women and non-binary people

Joyful Noise Choir

Joyful Noise Choir was established in 2013 and is a multicultural award-winning choir for people living with HIV, bringing together community for people from all walks of life to reduce isolation and battle HIV stigma. Participants come from across London and the surrounding counties. This year we held another successful season of the Joyful Noise Choir.

- Funding for the Choir was secured from Awards for All.
- Performance at the Royal Chelsea Flower Show in May 24, ZHSD Video in July 24 and a World AIDS Day performance at Gilead in December 2024.
- 20 sessions delivered, supporting 35 members living with HIV.

"I love singing and performing, so this is a great opportunity to engage in a meaningful project, I also like the fact that it's for people living with HIV and I feel accepted and loved, and I can be myself fully without feeling stigmatised!" - Joyful Noise Choir member

"It is the perfect stress buster and a fun way to spend a few hours midweek. I left feeling

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energised and very very joyful” - Joyful Noise Choir member

Dost

Dost is a peer support group meeting monthly as a safe space for South AsianGBTQ+ men to meet, share, learn and support each other with issues they face, as well as reducing isolation. The format includes pair work, open discussion, activities and the occasional guest speaker.

- There were 77 new attendees this year.
- Average attendance is 19 people for each session, with a diversity of South Asian heritages and ages.
- Just over 70% of attendees completed the client survey. Of these:
 - 96% agreed or strongly agreed with the statement: “At DOST, I can talk about issues that I find difficult discussing in other spaces”.
 - 100% agreed or strongly agreed that “Dost helps me connect with other South AsianGBTQ+ men”.
- Throughout the year, participants consistently shared that they were motivated to attend Dost by a desire for community, connection and safe spaces, which helped them feel less alone, more confident and better able to express themselves. Many highlighted the value of open discussions, mental health support and the opportunity to build friendships.

“The topic was interesting coming from a gay man’s perspective growing up in a heteronormative society with cultural undertones. I felt like we explored topics rarely discussed and talked about within our community” – Dost member.

“A fab session allowing an important and stigmatised topic to be discussed” – Dost member.

Peepal

The Peepal group is a monthly peer-led social support space for people of South Asian heritage living with HIV to feel confident and living well with HIV. The group provides social support in a safe and confidential facilitated space and offers the opportunity to connect, discuss issues, and build skills to improve health and wellbeing. Monthly topics and themes are explored to support the members’ journeys of growth and self-discovery.

- 15 new members this year, with a total of 42 registered members, with attendance

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from 5-10 people per session.

- Membership is rich in diverse South Asian heritages, languages, multi-faith and diverse sexual orientations, with age groups ranging from 20s to 50s.
- Key topics covered over the last year included sharing and telling, identity, dating and relationships. As well as activity nights such as ten-pin bowling and a board games café.
- Members are invited to share personal stories through the themes explored, and issues raised include trauma, loss, rejection, isolation, ostracization, external and internal stigma, addictions, chemsex, domestic abuse; all within a safe and confidential self-empowered peer support approach.

"The mindful colouring workshop was beautiful because it was helpful for my mind"
– Peepal member

Kali KISS

In partnership with Club Kali, Kali KISS is a monthly support group for South Asian LGBTQ+ women to meet, form community, share experiences and support each other meet, share, learn and support each other with issues they face, as well as reducing isolation.

- Kali KISS and Dost co-hosted a social for all their members – a quiz night, which had 30 people attending.

"The people here - facilitators and attendees - were warm, funny and inclusive. Loved it!" - Kali Kiss Member.

"Overall it makes me feel comforted and it takes out my attention from stress to happiness..." - Member who attended DOST/Kali Kiss December Social.

No More Silence

No More Silence is a new monthly group for Black/dual heritage GBQ+men and non-binary people of African and Caribbean heritage. The group is a safe, facilitated space for those attending to connect, discuss issues they may be affected by and reduce social isolation. NMS has had 17 new members this year signaling a promising new space for peer support and connection.

"This is a place where I can talk about things with people that look like me and have

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the same feelings about some things.” - No More Silence Member.

Sisterhood Group

In March 2025 Naz relaunched our Sisterhood group, our community for Black African and Caribbean women and non-binary people. Each month we'll be hosting fun and free craft and activity workshops with varying themes all while creating a supportive space.

2. Clinical Services

Naz offers an Integrative psychotherapeutic counselling service pan-London and to surrounding counties, online and in-person to adults. Clients are primarily people from Black and Brown and other global majority communities. The service offers support for individuals struggling with various realities in their life, be it their relationships, work-life balance, anxiety, and depression, understanding and accepting their gender and/or sexual identities, family issues, difficulties arising from being new in the UK or being an asylum seeker or refugee, dealing with fleeing trauma or threats of violence.

We receive referrals from a range of organisations including sexual health clinics, Women's AID, Solace and Turning Point, as well as self-referrals. Many referrals come to us due to HIV diagnosis or difficulties arising from living with HIV. We have people come to our service as survivors of sexual abuse as children or adults, or having been victims of abuse of various kinds. We help them with the impact of these on their day-to-day life and relationships, and then work alongside supporting their psychiatric treatment where they receive help with trauma.

We now offer up to 6 sessions of holding, listening-ear support to people who have been assessed as unsuitable to access our service (typically due to requiring more specialist support from other agencies) but who would benefit from being held and supported while they wait for the referral process to complete.

Highlights

- The counselling service recruited 4 new volunteer placement counsellors this year.
- Naz now has 13 counsellors – a mix of paid and on-placement counsellors – offering services in 13 languages: English, Spanish, Portuguese, French, Hindi, Urdu, Tamil, Telugu, Kannada, Turkish, Farsi, Mandarin and Cantonese. We have counsellors

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from a diverse range of ethnicities, genders and sexualities, reflecting the clients we work with.

- New, group-based therapy offered over 10 weeks, “Knowing Me, Knowing You – Aha”. After the full pilot group, another full group was also held this year with a total 20 clients. The programme provides a safe space for individuals wanting to work on their self-esteem, build self-acceptance and self-confidence; it also aims to improve work/life balance by setting goals, gaining tools, and creating support systems.
- 246 clients were assessed for counselling (an increase of 64% from the previous year), of whom 207 were accepted onto the Naz counselling service and went onto receive counselling. 23 were assessed and referred onto more suitable support.
- Over 2,500 hours of counselling session hours were delivered, up 46% from the previous year.
- This year there was a 10% increase in trans and non-binary people using the service.

“Counselling has helped me to navigate my thoughts, it has helped me navigate my thoughts in a positive way with someone.” – Counselling client

“Thank you so much Naz team. I’m in a better space more able to take action. These sessions have moved me on.” – Counselling client

HIV testing

As part of our UCH ‘Find and Treat’ project (see above) Naz staff have supported HIV and STI testing alongside clinical staff, and supported the engagement of asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers. We also delivered information and testing services during National HIV Testing Week as part of the SASH partnership.

3. Policy, Research and Influencing

Naz’s policy work aims to: strengthen our influencing relationships; share best practice and evidence on inequalities for Black, Brown and Global Majority communities with the wider sector and UK parliament; as well as global work to highlight the structural barriers impacting our communities.

Programme spotlight - Zero HIV Stigma Day, 21st July

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Naz, in partnership with International Association of Providers of AIDS Care (IAPAC) and Fast Track Cities, created the global anti-HIV stigma awareness campaign 'Zero HIV Stigma Day', held on the 21st July every year.

After its launch last year, 2024 was the second ZHSD of action, themed "Beyond Labels: Redefining HIV Narratives". Naz engaged with UK and global stakeholders, gaining endorsements from UNAIDS, Elizabeth Taylor AIDS Foundation, HIV.gov, the UK All Party Parliamentary Group on HIV, Aids and Sexual Health, the U.S. Department of Health, the Mayor of London, the US Centres for Disease Control and Prevention, and Grindr. One million people engaged with the campaign online.

We wrote and published a children's book "Activists in Action: Prudence Mabele" showcasing the life and legacy of the late South African HIV activist Prudence Mabele (21st July 1971 - 10th July 2017), who was the first Black woman in South Africa to publicly share her HIV status and worked to reduce HIV stigma and gender-based violence.

Looking forward to the 2025 day of action, in December 2024 we launched the theme for ZHSD "Awareness to Action: Our Path to 2030". Since then, we have secured a partner in Edelman UK to host an in-person event in London leading up to the day of action in July 2025.

Project spotlight – One Voice Network

One Voice Network is an independent collective of Black-led community organisations and allies, seeking to improve the health and wellbeing of Black communities in the UK who are affected by HIV. In September 2024, Naz was elected as a co-Chair of the One Voice Network which later expanded its membership to 15 members in Spring 2025.

- In May 2024, Christina represented OVN on a BBC Radio London interview with Eddie Nestor and National AIDS Trust to discuss the findings of the latest Unheard Voices report. Unheard Voices is a partnership between the National AIDS Trust and the One Voice Network which centres Black people living with, or at risk of, HIV in conversations about their health services.
- In September 2024, Christina represented One Voice Network on the closing plenary of the HIV Prevention England conference with representatives from NHSE, voluntary sector CEOs, HIV consultants, and BASHH.
- In November 2024, in partnership with National AIDS Trust on the Unheard Voices

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project's commissioners report, One Voice Network held a Parliamentary event "Ending Health Inequalities in Black Communities". This was hosted by Florence Eshalomi MP, co-chair of the All Party Parliamentary Group PPG on HIV, AIDS and Sexual Health. Naz's local MP, Andy Slaughter MP for Hammersmith and Chiswick attended in support.

Other Policy Highlights

- In January 2025, we co-facilitated a session at the Fast Track Cities UK and Ireland Conference on "Addressing HIV Stigma".
- In January 2025, our Policy and Insights Manager sat in on a consultation, led by National AIDS Trust as part of the HIV Provider's Forum and commissioners, to share insights for the HIV Outcomes "State of the Voluntary Sector in the UK" report.
- In February 2025, Naz was invited to become the steering group coordinator for the Black Women's Health Manifesto Collective, a project led by Naz Medical Director Vanessa Apea and Professor Jenny Douglas of the Open University.
- In March 2025, Naz exhibited a stall at the Black Health Inequalities Summit in London, showcasing our services, programmes, and advocacy. We also presented a poster showcasing the findings and reflections of the 'Positive Touch' reflexology pilot programme at HMP Feltham.

Communications Work

As part of our Policy, Research and Influencing stream, Naz Communications maintained a strong online profile, facilitating engagement for Black History Month, LGBT History Month, Zero HIV Stigma Day, Transgender Awareness Week, World AIDS Day and National HIV Testing Week; as well as ongoing social media posts several times a week.

- In December 2024, we started a Naz quarterly newsletter, with the second edition published in March 2024.
- The second Global Zero HIV Stigma Day on 21st July 2024 saw a global reach of 1 million people across social media platforms.
- From April 1, 2024 – March 31, 2025, Naz social media accounts (Instagram, X, LinkedIn, Facebook, TikTok, BluSky, YouTube) had the following outcomes:
 - Gained 1,191 new followers.
 - 1,001 posts across our accounts.
 - 94,199 users reached through our page or profile (number of people who saw any content from or about our Facebook, Instagram, and LinkedIn).

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- 191,651 impressions (number of times posts on our Facebook, Instagram, LinkedIn, Twitter, TikTok, and YouTube Pages or accounts appeared on someone's screen) – an increase of 36% on the previous year.
- 205 followers on Bluesky since the account was created in November 2024.
- Average post engagement rate across all platforms: 6.51%.

4. Volunteering

Naz's volunteers, predominantly peer-led, have an astounding impact on the work that we are able to do and the positive changes we make to the lives of clients. Volunteer roles range from peer mentors to counsellors to interns, and many of our support groups are run with the assistance of members in setting up the rooms, organizing socials, and making new members feel welcome. We would like to acknowledge and thank each of our volunteers for their passion, skills and time given to improve the health of our Black, Brown and Global Majority clients and communities.

- This year, 31 volunteers contributed around 1,800 volunteering hours
- 13 volunteer placement counsellors, providing psychotherapy as part of our counselling service, contributing 1,450 counselling hours
- 15 peer mentors in the SASH project delivered interventions including 1-1 mentoring and events

5. Plans for the future

In the next 12 months we will work to:

- Deliver the 3rd Global Zero HIV Stigma Day in partnership with International Association of HIV Providers of care 21st July 2025.
- Further develop our young people's offer on Re-imagining reproductive and sexual health education.
- Explore health interventions related to long term health conditions such as Cardiovascular disease, diabetes, and hypertension facing global majority communities where Naz's expertise can be transferred.
- Continue to deliver 1-to-1 psychological wellbeing interventions through our Counselling service, through adding psychosexual counselling and couples counselling
- Continue to link and support people living with HIV outside of the system into statutory HIV care and support.
- Promote Black, Brown and Global Majority leaders and thinkers through our policy

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work as part of the Global HIV Collaborative; to amplify the voices of those leaders demanding an action plan to end HIV transmissions by 2030 for all communities.

- Increase awareness and focus on sexual wellbeing and pleasure as part of sexual health, as part of our ongoing work.

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STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2025

The trustees, who are also the directors of The Naz Project (London) for the purpose of company law, are responsible for preparing the Trustees' 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and group 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 charitable company and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. So far as each of the Trustees is aware at the time the report is approved:

- there is no relevant information of which the charitable company's independent examiner is unaware; and
- Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant information and to establish that the independent examiner is aware of that information.

The report of the Trustees has been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006.

On behalf of the Board of Trustees,

Sanjay Nazerali
Chair of Trustees

Dated:

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF THE NAZ PROJECT (LONDON)

I report to the trustees on my examination of the financial statements of The Naz Project (London) (the charity) for the year ended 31 March 2025 as set out on pages 35 - 50.

Responsibilities and basis of report

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

Having satisfied myself that the financial statements of the charity 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 the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act

Independent examiner's statement

Since the charity's consolidated 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 am a member of The Institute of Chartered Accountants in England and Wales (ICAEW), 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 charity as required by section 386 of the 2006 Act; or
- the financial statements do not accord with those records; or
- the financial statements 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 financial statements 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 financial statements to be reached.

Mark Taylor
Chartered Accountant
HW Fisher Professional Services Limited
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

Date

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
INCOME					
Income from:					
Grants and donations	3	135,706	308,437	444,143	393,830
Charitable activities	4	191,908	-	191,908	186,162
Other trading activities	5	49,978	-	49,978	41,182
TOTAL INCOME		377,592	308,437	686,029	621,174
EXPENDITURE					
Expenditure on:					
Charitable Activities	6	322,341	455,760	778,101	658,671
TOTAL EXPENDITURE	6	322,341	455,760	778,101	658,671
Net income/(expenditure) for the year before transfers		55,251	(147,323)	(92,072)	(37,497)
Gross transfers between funds		(1,974)	1,974	-	-
Net income & Net movement in funds		53,277	(145,349)	778,101	(37,497)
Fund balances at 1 April 2024	14	183,999	239,129	423,128	460,625
Fund balance at 31 March 2025	14	237,276	93,780	331,056	423,128

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2025

PRIOR YEAR - STATEMENT OF FINANCIAL ACTIVITIES

	<i>Unrestricted Funds 2024 £</i>	<i>Restricted Funds 2024 £</i>	<i>Total Funds 2024 £</i>
INCOME			
Income from:			
Grants and donations	5,789	388,041	393,830
Charitable activities	186,162	-	186,162
Other trading activities	41,182	-	41,182
TOTAL INCOME	233,133	388,041	621,174
EXPENDITURE			
Expenditure on:			
Charitable Activities	343,897	314,774	658,671
TOTAL EXPENDITURE	343,897	314,774	658,671
<i>Net income/(expenditure) for the year before transfers</i>	<i>(110,764)</i>	<i>73,267</i>	<i>(37,497)</i>
<i>Gross transfers between funds</i>	<i>(23,084)</i>	<i>23,084</i>	<i>-</i>
<i>Net income & Net movement in funds</i>	<i>(133,848)</i>	<i>96,351</i>	<i>(37,497)</i>
<i>Fund balances at 1 April 2023</i>	<i>317,847</i>	<i>142,778</i>	<i>460,625</i>
<i>Fund balances at 31 March 2024</i>	<i>183,999</i>	<i>239,129</i>	<i>423,128</i>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

FOR THE YEAR ENDED 31 MARCH 2025

	Note	£	2025 £	£	2024 £
Fixed Assets					
Tangible assets	10		56,768		68,380
Current Assets					
Debtors	11	196,025		61,538	
Cash at Bank and in hand		173,157		395,750	
		369,182		457,288	
Creditors: amounts falling due within one year	12	(94,894)		(102,540)	
Net current assets			274,288		354,748
Total assets less current liabilities			331,056		423,128
Represented by:					
Restricted Funds	14		93,780		239,129
Unrestricted Funds			237,276		183,999
			331,056		423,128

The financial statements were approved, and authorised for issue, by the trustees on 22/12/25 and signed on their behalf by:-

SANJAY NAZERALI, Chair

Company registration no. 03236229

The annexed notes form part of these financial statements.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	£	2025 £	£	2024 £
Cash Flows from operating activities					
Cash (used)/generated from operations	17		(222,593)		10,478
Net Cash used in investing activities			-		-
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			<u>(222,593)</u>		<u>10,478</u>
Cash and Cash equivalents at beginning of year			<u>395,750</u>		<u>385,272</u>
Cash and Cash equivalents at end of year			<u><u>173,157</u></u>		<u><u>395,750</u></u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1) ACCOUNTING POLICIES

Charity Information

The Naz Project (London) is a private company limited by guarantee incorporated in England and Wales. The registered office is 30 Blacks Road, London, W6 9DT.

1.1) Accounting convention

The financial statement have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 and Republic of Ireland (FRS 102)(effective from 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2) Going concern

The trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. The trustees have reviewed our forecasts and concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

1.3) Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4) Income

Incoming resources are included in the Statement of Financial Activities when the charity becomes entitled to the income and the amounts can be measured reliably.

Donations are recognised on a receivable basis.

Grant and contract income is recognised upon receipt, or if earlier, at the time the charity becomes entitled to it. Where receipt is dependent upon fulfillment of performance conditions, income is deferred as appropriate.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1) ACCOUNTING POLICIES (continued)

1.5) Expenditure

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. These costs have also been allocated in full to the single charitable activity.

1.6) Cash and bank

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.7) Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20 years straight line (length of lease)
Computer equipment	4 years straight line
Fixtures, fittings, & equipment	10 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8) Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1) ACCOUNTING POLICIES (continued)

1.9) Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10) Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2) CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any critical accounting estimates or judgements applied in the preparation of the financial statements.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

3) GRANTS AND DONATIONS

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £
Donations and gifts	69,327	114,930	184,257
Grants receivable for core activities	66,379	193,507	259,886
	135,706	308,437	444,143
Prior Year	<i>Unrestricted Funds 2024 £</i>	<i>Restricted Funds 2024 £</i>	<i>Total Funds 2024 £</i>
Donations and gifts	4,289	152,128	156,417
Grants receivable for core activities	1,500	235,913	237,413
	5,789	388,041	393,830

4) CHARITABLE ACTIVITIES

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	<i>Total Funds 2024 £</i>
Prevention and support	191,908	-	191,908	186,162

5) OTHER TRADING ACTIVITIES

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	<i>Total Funds 2024 £</i>
Other trading activities	49,978	-	49,978	41,182

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6) CHARITABLE ACTIVITIES

	2025	2024
	£	£
Staff Costs	537,674	381,505
Depreciation	11,491	13,776
IT expenditure	12,033	13,782
Premises	70,024	84,820
Events & communications	11,547	10,593
Professional fees & consultant costs	49,083	62,882
Phone, printing and stationary	4,984	12,080
Partnership project costs	59,354	45,423
Sundry costs	9,374	9,435
	765,564	634,296
Share of governance costs {see note 7}	12,537	24,375
	778,101	658,671
Analysis by fund		
Unrestricted funds	322,341	343,897
Restricted funds	455,760	314,774
	778,101	658,671

Details of support costs are given in Note 7.

7) SUPPORT COSTS

	2025	2024
	£	£
Goverance costs		
Audit fees	6,254	22,875
Accountancy	3,720	1,500
Independent Examiner's fees	2,563	-
	12,537	24,375

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

8) TRUSTEES

None of the trustees (or any persons connected with them) received any remuneration or reimbursed expenses during the year (2024: £nil).

9) EMPLOYEES

	2025	2024
	Number	<i>Number</i>
Management & operations	<u>19</u>	<u>15</u>
Employment costs	2025	2024
	£	£
Wages and salaries	491,137	344,011
Social security costs	37,959	29,254
Other pension costs	8,578	8,240
	<u>537,674</u>	<u>381,505</u>

Remuneration of key management personnel

The charity's key management personnel comprises the Board of Trustees and the senior management team. Included within the senior management team are the following:- Chief Executive, Research and Policy Officer, Head of Counselling, Finance Manager, Policy and Comms Manager, Fundraising Manager, Programmes Manager and SASH Peer Mentoring Co-ordinator. Total benefit received by the senior management team in the year amounted to £294,936 (2024: £113,665).

The number of employees whose annual remuneration was £60,000 or more were:

	2025	2024
	Number	<i>Number</i>
£60,000 < £69,999	<u>1</u>	<u>1</u>

Of the employees whose emoluments exceed £60,000 is 1 (2024: 1) have retirement benefits accruing under a pension scheme.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

10) TANGIBLE FIXED ASSETS

	Leasehold improvements	Computer equipment £	Fixture, fittings & equipment £	Total £
Cost				
At 1 April 2024	197,677	42,173	16,584	256,434
Additions in the year	-	-	-	-
Disposals in the year	-	(26,438)	(2,648)	(29,086)
At 31 March 2025	197,677	15,735	13,936	227,348
Accumulated depreciation				
At 1 April 2024	135,847	35,903	16,304	188,054
Charge for the year	9,884	1,505	102	11,491
Disposals in the year	-	(26,438)	(2,527)	(28,965)
At 31 March 2025	145,731	10,970	13,879	170,580
Net book value				
At 31 March 2025	51,946	4,765	57	56,768
At 31 March 2024	61,830	6,270	280	68,380

11) DEBTORS

	2025 £	2024 £
Amounts falling due within one year:		
Trade debtors	173,722	49,112
Prepayments and accrued income	22,303	12,426
	196,025	61,538

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

12) CREDITORS: amounts falling due within one year	2025	2024
	£	£
Other taxation and social security	31,660	33,079
Trade creditors	35,069	29,619
Other creditors	265	342
Accruals and deferred income	27,900	39,500
	94,894	102,540

13) OPERATING LEASE COMMITMENTS

At the reporting end date the charity had outstanding commitments for future minimum lease payments relating to property under operating leases, which fall due as follows:

	2025	2024
	£	£
Within one year	45,000	45,700
Between two and five years	140,918	180,000
In over five years	-	-
	185,918	225,700

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

14) RESTRICTED FUNDS

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
1. National Lottery Community Fund	133,583	58,242	(117,318)	-	74,507
2. Gilead	-	10,000	(10,334)	334	-
3. FTC	3,044	-	-	(3,044)	-
4. Positively UK	-	16,062	(20,077)	4,015	-
5. Mary Kinross	5,000	20,000	(24,827)	(173)	-
6. Henry Smith	25,429	57,300	(63,456)	-	19,273
7. Viiv - Choir	2,923	-	(3,200)	277	-
8. UCL NHS	-	76,000	(75,866)	(134)	-
9. Hammersmith and Fulham	63,510	24,890	(87,131)	(1,269)	-
10. Hounslow Mint	5,640	26,000	(31,879)	239	-
11. UCL Hillingdon	-	14,040	(15,515)	1,475	-
12. Feltham HMP	-	5,903	(6,157)	254	-
Total restricted funds	239,129	308,437	(455,760)	1,974	93,780

The expenditure for each project can be grouped into three key elements:

Direct costs that have been incurred during the year that can be directly attributed to work done on each projects.

An allocation of staff costs that have been incurred from NAZ staff members working directly on project deliverables.

An amount that has been recharged to cover overheads and management costs of the staff members.

Purposes of restricted funds

1. Core funding to strengthen our leadership infrastructure at Naz. The fund supports the delivery of our Business Manager, Programmes Manager, Policy and Comms Manager and Mental Health Services.
2. Policy - Global Health Collaborative and subsequently Zero HIV Stigma Day.
3. Faith work interventions in faith settings - education and awareness and HIV and STI's. The transfer out of the fund of £3,044 is to the general fund and relates to expenditure that was incurred in the prior years, but not allocated to the project.
4. Naz is a junior partner in Fast Track Cities programme to deliver HIV Chel West Hospital Peer support interventions for people living with HIV.
5. Counselling and therapeutic support, funded by Mary Kinross.
6. Counselling and therapeutic support, funded by Henry Smith.
7. Funding from a pharma for Joyful Noise choir.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

14) RESTRICTED FUNDS (continued)

8. Health Screening support for asylum seekers - interpretation and engagement.
9. Naz delivers mental health and wellbeing support since April 2022. The project finished during the financial year and the transfer out represent expenditure that was incurred in the prior financial year but not allocated to the project.
10. Naz delivers mental health and wellbeing support to residents since April 2021.
11. Support for newly arrived migrants - 3 month pilot in Hillingdon.
12. Delivery of Reflexology Pilot.

Further details on the restricted funding streams are included on page 8 of the Trustees' Report.

RESTRICTED FUNDS - PRIOR YEAR

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
National Lottery Community Fund	25,923	141,658	(33,998)	-	133,583
Gilead	36,826	-	(41,793)	4,967	-
PHE - Beards & Flushed	-	-	(1,774)	1,774	-
FTC	-	6,000	(2,956)	-	3,044
Let's Stop HIV	-	-	(1,050)	1,050	-
Mary Kinross	-	5,000	-	-	5,000
Joyful Noise Choir	-	-	(1,296)	1,296	-
Henry Smith	37,363	46,666	(58,600)	-	25,429
Viiv - Choir	-	10,529	(7,606)	-	2,923
UCL NHS	-	109,480	(111,552)	2,072	-
Positively UK	-	-	(9,097)	9,097	-
Hammersmith and Fulham	42,666	42,648	(21,804)	-	63,510
Hounslow Mint	-	26,060	(20,420)	-	5,640
Other	-	-	(2,828)	2,828	-
Total restricted funds	142,778	388,041	(314,774)	23,084	239,129

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

15) ANALYSIS OF NET ASSETS BETWEEN FUNDS

CURRENT YEAR

	Unrestricted funds 2025 £	Restricted fund 2025 £	Total funds 2025 £
Tangible assets	56,768	-	56,768
Current assets	180,508	93,780	274,288
	<u>237,276</u>	<u>93,780</u>	<u>331,056</u>

PRIOR YEAR

	Unrestricted funds 2024 £	Restricted fund 2024 £	Total funds 2024 £
Tangible assets	68,380	-	68,380
Current assets	115,619	239,129	354,748
	<u>183,999</u>	<u>239,129</u>	<u>423,128</u>

16) RELATED PARTY TRANSACTIONS

There were no disclosable related party transactions during the year (2024: £nil).

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

17) Cash generated from operations

	2025	2024
	£	£
Deficit for the year	(92,072)	(37,497)
Adjustments for:		
Loss on disposal of tangible assets	121	-
Depreciation and impairment of tangible fixed assets	11,491	13,776
Movements in working capital		
(Increase) / decrease in debtors	(134,487)	46,866
Increase / (decrease) in creditors	(7,646)	(12,667)
Cash generated from operations	<u>(222,593)</u>	<u>10,478</u>

18) Analysis of changes in net funds

The charity had no debt during the year.

THE NAZ PROJECT(LONDON)

England & Wales - Charity number 1014056

Accounts

Charity Registration No. 1014056

Company Registration No. 03236229 (England and Wales)

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)



THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
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THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2024

The Trustees present their report which also includes the directors' report as required by company law and financial statements for the year ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1, to the financial statements and comply with the Charitable company's Memorandum and Articles of Association, the Companies Act 2006, 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 and Republic of Ireland ("FR5102"), (effective 1 January 2019).

Objectives and Activities

The charity was incorporated on 9 August 1996 and is governed by its Memorandum and Articles of Association, which were amended by special resolution on 15 October 2002.

Nazir was a Pakistani Muslim, married with two children. He was also a closeted gay man who was living with HIV. When his status became public, he was rejected by his mosque, ostracised by his community and found no social support that understood that he had more than one identity.

Naz was set up in his memory and is one of the largest sexual health charities in London initiated and led by Global Majority communities. It is also one of the longest established charities of this type and focuses predominantly on sexual health improvement and HIV support services for Black, Asian and Global Majority communities.

The work of the organisation is delivered through four key work streams:

1. Sexual Health Promotion including targeted support for Global Majority LGBTQ+ communities, faith communities and those at risk of acquiring HIV, STIs and experiencing poor sexual health
2. HIV care and support services, for people living with and affected by HIV
3. Clinical Services: Counselling Services, as well as HIV and STI testing and screening
4. Research, influencing and policy development

The Naz Board, staff and volunteers are recruited from the communities we seek to impact, and support is available in multiple languages. Today, Naz offers the most relevant range of sexual

health services and programmes, specifically for people from Global Majority communities.

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Public Benefit

The trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit. The purpose of the charity is enshrined in its objectives and mission statement. The trustees ensure this is carried out for the public benefit by delivering a range of activities to meet its intent.

Reserves Policy

The trustees have agreed a reserves policy whereby the free reserves (unrestricted funds held in net current assets, excluding funds held in tangible fixed assets) held by the charity should be equivalent to the value of 3 months of non-discretionary resources expended (£200,000).

As at 31 March 2024, free reserves, as defined above, amounted to £183,999 (2023: £317,847). This is a decrease of £133,848. The decrease in free reserves does not help to meet the trustees' stated strategic objective of achieving the free reserves figure equal to 3 months operating costs.

The charity saw a deficit in the 2023/2024 financial year of £37,497.

A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed. Should the level of funding decrease significantly then associated costs would also decrease and free reserves would enable current activities to continue in the short term.

The charity continues its focus on balancing the current needs of delivering critical prevention and support services, meeting the needs of its beneficiaries, whilst increasing its free reserves to the level determined by its policy.

Recruitment, induction and training of trustees

The governing body of the charity is the board of trustees which is comprised of five members.

Trustees are appointed by an open recruitment process. Potential trustees can be recruited through recommendation, referral from a recruiting organisation or as a result of advertisement. Potential trustees will, in the first instance, be met by the CEO and/or Chair and be given an overview of the organisation from an operational perspective.

Potential new trustees will be given written background information about the organization and will be invited to meet with representatives of the board. The subsequent meeting with members of the board will ascertain their skills, background and professional experience of working within a governance role. Following this meeting and upon receipt of references, recommendations will be made to the board of trustees and, if there is agreement, the new

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candidate will be invited to attend the subsequent board meeting.

The Company Secretary will then notify Companies House of the appointment. Trustees are appointed for a period of four years and can serve for a maximum of eight years. Each of the trustees is also a member of the company and guarantees to contribute up to £1 to the assets of the company in the event of a winding up.

The Trustees delegate the day-to-day management duties of the organisation to the CEO and Senior Management Team.

The charity conducts risk assessments covering all of our work. The highest level risk assessment identifies core areas of management and is reproduced below.

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Risk Factors

Area	Potential Issue	Mitigation
Financial	- Insufficient funds raised to meet costs - Loss of contracts due to the commissioning environment - Loss of contract due to poor performance - Impact of external factors	- A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed - Expansion of new funders and partnerships within the funding mix continues - Programmes matrix updated once a month, any failing programmes identified with mitigations - Reserves are being built up to allow for continued operation in the face of external factors
Programmes	- Failure to complete objectives - Failure to recruit appropriate staff to deliver against contract	- Management and staff clear on each project objective, regular check ins with key funders and contractors on progress of programmes - Programmes matrix updated once a month, any failing programmes identified with mitigations in place - Naz has robust recruitment procedures, including interview, references and DBS checks
Clinical	- Staff and volunteers not competent to perform point of care testing	- Staff and volunteers trained once a year, monthly supervision for those providing HIV/STI testing
HR	- Staff leave without adequate succession plans in place - Staff lack up-to-date competencies around sexual and reproductive health	- Strong SMT, clear existing plans in place for the senior and specialist roles, exit interviews - Yearly appraisals and staff training and personal development opportunities available

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Board of Trustees

The trustees who served during the year and up to the date of approval of the financial statements are:

Sanjay Nazerali Chair since 27 June 2023	Uday Thakkar Chair until 27 June 2023	Adriana Wong Treasurer
Tina St Leger	Professor Mark Nelson	Tai Rosemin

Uday Thakkar resigned on 27 June 2023 and was replaced as Chair by Sanjay Nazerali, an existing Trustee. Adriana Wong and Tai Rosemin were appointed on 1st June 2023 and 11 November 2023 respectively.

NAZ Medical Board

Dr Hamish Mohammed (Chair)	Dr Danielle Solomon	
Dr Vanessa Apea	Dr Rageshri Dhariywan	Dr Jaimie Vera

Senior Management Team

Parminder Sekhon Chief Executive	Sanjay Kumar Head of Counselling	Vanessa Apea Medical Director
Mohammed Jaseem Outgoing Finance Manager	Priyanka Nagpal Incoming Finance Manager	Christina Ganotakis Senior Policy Officer
Kim Hawkins Research and Policy Officer		

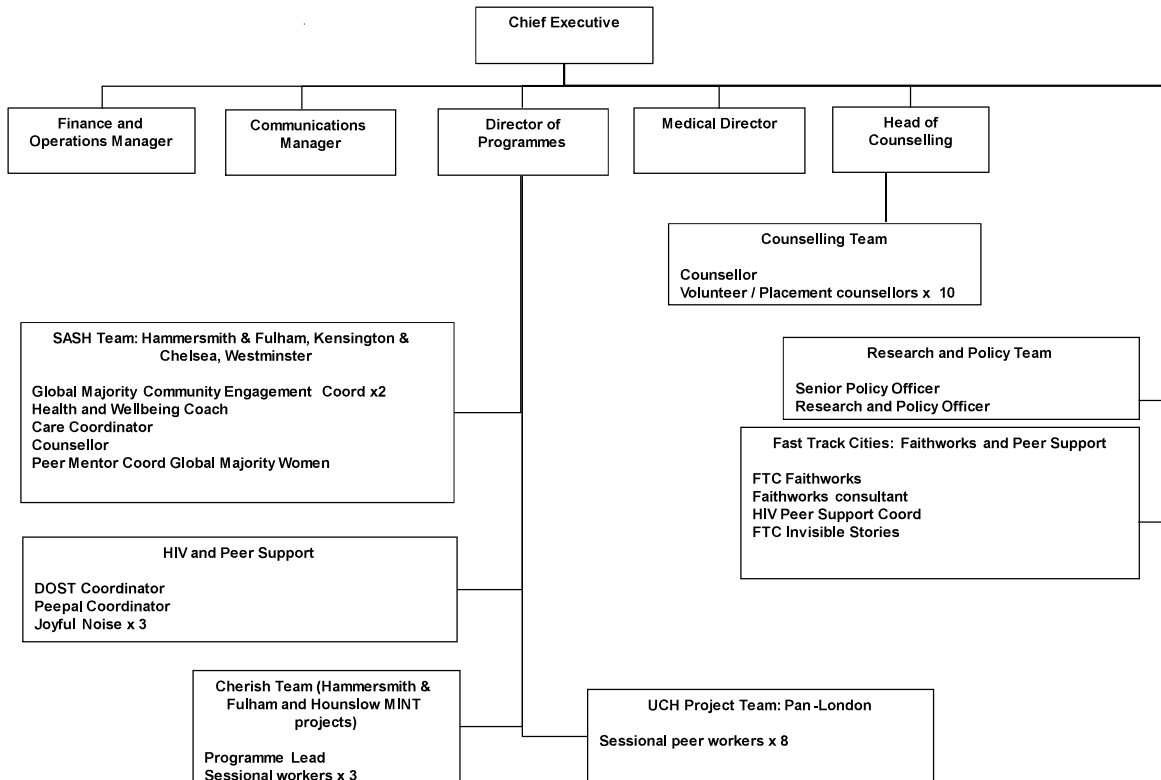
The Trustees wish to thank all the staff and volunteers who have played a part in the successful delivery of services during the course of the year.

Staff	Volunteers
15	32

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NAZ Organisational Chart (as of 31 March 2024)



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Pay and Remuneration

Naz is committed to the principle of equal pay for people of all genders. In this context 'pay' includes not only remuneration, but also other benefits such as promotion and training opportunities and access to facilities provided within the employment package from time to time. Naz is committed to introducing and maintaining pay systems which are free from sexual bias.

People employed by us are entitled to equal pay if they are undertaking work which is substantially similar or is of equal value to the organisation, unless there are specific and clear reasons unconnected with their gender which explain and justify a differential in pay. In some cases, individuals carrying out similar work may receive different salaries because of seniority, qualifications and other such factors.

Pay scales are in line with national averages for the activities nominated. Any increase to pay will be subject to a board motion, and agreement with the Finance Manager, Line Manager and CEO. Any increase will take effect from 1 July following the review. Pay will not be reviewed whilst employees are in their probationary period.

Funders

The trustees, staff and clients of NAZ would like to take this opportunity to thank all the funders from 2023/24. Without their invaluable support, it would not have been possible to operate.

Funders	Area
- Local Authorities (Hammersmith and Fulham, Kensington and Chelsea, Westminster and Hounslow Boroughs) - Gilead - Fast Track Cities - London Borough of Hounslow - ViiV Healthcare	Sexual Health Promotion
- National Lottery Community Fund - Gilead	Operations
- National Lottery Community Fund - Henry Smith Charity	Clinical Services
- Gilead - MSD	Policy, Research and Influencing

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Summary of Results

The net incoming resources for the year amounted to £621,174. Restricted reserves carried forward amounted to £239,129. Unrestricted reserves to be carried forward amounted to £183,999.

Naz is a sexual health charity whose services are dedicated to people experiencing better sexual health. We do this because there is a significant gap in the sexual health outcomes of Global Majority communities, compared to the general population. Everything Naz does works to reverse this trend. In addition to a programme of project work aimed at improving sexual health equality, Naz addresses these inequalities through influencing policy and practice. We seek to promote the needs of Global Majority communities and bring the latter to the attention of government, health providers and other third sector organisations with the aim of sharing best practice and ensuring appropriate service provision.

In 2023 Naz's Board of trustees set out a vision for the work the charity would undertake to improve outcomes in sexual health and HIV for Global Majority communities. We believe it is important to understand the current political landscape that Naz operates within. The current landscape of increased hate crimes, mental health epidemic and underinvestment threatens the health, wellbeing, and security of Global Majority communities. Between the conclusions of the 2021 Commission on Racial Disparities and the current cost of living crisis, the socioeconomic environment further jeopardises the welfare of society's most vulnerable and marginalised.

23-24 Operations Overview

Operations in 2023-24 saw Naz consolidate its mission to support Global Majority populations at elevated risk of HIV and poor sexual health outcomes, to achieve better physical & mental health both regionally and globally. Developing interventions to reduce health disparities in both prevention and treatment remained our top priority. We continued to develop and deliver community-based approaches to ensure better engagement and sustainability by centering the communities we seek to serve. We recognize that typically, healthcare only accounts for 10% of overall population health and wellbeing outcomes; and that wider determinants of good health include socio economic factors such as good housing, secure and good employment, legal status and strong community and family relationships. The legacies of Covid-19 and the cost of living crisis combined with structural discrimination and racism means that when these protective factors are absent, people of colour are at increased risk of poor health outcomes and have been systematically shown to be shouldering the largest burden of that inequality.

As one of the few Global Majority led HIV and sexual health organisations left in London, Naz's

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strategic contributions are shaped both by its grassroots services and the data collected and researched by our policy function, which highlights the need for targeted, culturally-aware interventions. Naz's efforts to future-proof the charity centres on our ability to effectively demonstrate our relevance and impact to funders and commissioners who recognise the role we play in addressing health inequalities.

The following key statistics highlight the continued challenges in HIV testing, treatment, and mortality experienced across Global Majority communities in the UK:

- Of the 4,040 new HIV diagnoses in the UK (excluding Northern Ireland) in 2022, 51% were among Global Majority communities
- 30% were among people of Black ethnicity despite this community making up only 3% of the UK's population in the last Census
- Diagnosis rates remain disproportionately higher among gay and bisexual MSM (men who have sex with men) and heterosexual people of Black African ethnicity, in comparison to the overall population and other heterosexual populations of non-Black African ethnicity
- We have an ageing population living with HIV: 51% of people accessing HIV care in England were 50 years or older in 2023 compared to 27% in 2013
- Those first diagnosed at a late stage of infection in the UK in 2021 were 6 times more likely to die within a year (including deaths in both 2021 and 2022) of their diagnosis, compared to those who were diagnosed promptly
- The highest proportion of women in care in 2022 were of Black ethnicity at 69.45%. 79% of women accessing HIV care were of Global Majority backgrounds. Among adults seen for HIV care in the UK in 2022, 52% were of White ethnicity, 29% of Black African ethnicity, 5% of Black Caribbean or Black African, Black British other ethnicity, 11% constituted people in the 'Asian', 'people with dual or multiple heritage' 'other' ethnic categories.

Highlights in 2023-4 include the launch of our inaugural Global Zero HIV Stigma Day on 21st July 2023 at the Royal Society of Medicine in W1 which saw a global reach of 650K people and was recognised as a HIV awareness day by the US Health Department.

Joyful Noise Choir performances in 2023-4 included three memorable calendar dates: Zero HIV Stigma Day; One Voice Network event with guest of honour Winnie Byanyima, Executive Director of UNAIDS, at the Africa Centre; and for BHIVA on World AIDS Day.

Our Policy and Advocacy work stream has resulted in a number of collaborations and outputs. The All-Party Parliamentary Group on HIV conducted an inquiry into the current state of sexual health and HIV services in the UK. For this, Naz provided evidence specific to Black, Brown and Global Majority communities; our service users' needs that are met and unmet; identified

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funding and resourcing barriers; and challenges the current workforce faces.

Naz and the European Treatment Project have been commissioned by VERDI (an international consortium focusing on populations at increased risk for SARS-Cov-2; and populations at increased risk for mpox such as people living with HIV and people attending sexual health clinics) to establish and manage a Community Advisory Group led by UCL for VERDI Mpox dedicated to investigating Mpox and establishing international research methods, processes and capacity to address emerging infections. The research will primarily focus on the UK, Italy, and Nigeria.

We continued to provide peer work to reduce isolation; and 1-to-1 casework support to service users to help those most in need. Our partnership with University College London / Central North West London Trust to provide clinical outreach support to help the Covid-19 and blood-borne virus vaccination effort continued with asylum seeker populations in hotel accommodation across London. The service is delivered in 4 community languages across 3-5 days a week all year-round. This project was further expanded to include referrals received from Accident and Emergency and chaperoning to patients to clinic for treatment and care as part of the opt-out testing across London A&E departments. Patients who are 'Lost To Follow Up' cost the healthcare system at every stage: HIV clinics lose time on missed appointments, untreated HIV leads to expensive inpatient admissions and there are lifetime care costs for new cases of HIV as a result of onward transmissions. One year of inpatient hospital admissions for HIV-related illnesses amounts to £408,135 compared to £220,000 for an average lifetime care cost for every new case of HIV.

Working at the intersections of HIV and ethnicity, sexual orientation and gender, Naz continues to center the need for good mental health at the heart of all the interventions we deliver. Naz has been at the front line of managing the mental ill-health epidemic. We have seen an increase in referrals year on year through the life of this grant (2021-4). This was in part to do with the Covid recovery work we were delivering and in part due to the long waiting lists for statutory counselling services through GPs. We have seen a growth in new referral partnerships especially through local authority and NHS crisis team and early intervention teams. With Black people 3.5 times as likely to be sectioned under the Mental Health Act as White people (according to government figures for the year to March 2023), our counselling service has seen a growth in referrals, and our team of therapists has expanded in response.

Multiyear funding awarded from National Lottery Community Fund enabled Naz in year 2 (October 2023) to continue focusing on developing its leadership infrastructure to strengthen our delivery model and we are looking forward to establishing two new positions to the senior management team in 2024-5.

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In 2023-24, the Naz Board of Trustees developed a 2030 Strategy document after consulting with staff, volunteers, service users and external stakeholders to explore how we may unlock growth and potential and develop our service offer. The cultural specificity of our in-community model and credibility with a distinct group of service users is where our specialism lies. Given advances in healthcare, “living with” is now the primary challenge. We are increasingly having to address co-morbidities (from heart conditions to mpox), poor mental health, high drop-out from care rates, substance misuse, and poorer PrEP literacy among people of colour. In 2024-5 Naz will continue to address these intersectional health areas where Naz target communities remain at risk of poorer health outcomes.

Key highlights during the year include:

- Naz in partnership with the International Association of AIDS Providers of Care launched the inaugural Zero HIV Stigma Day on 21st July 2023 – a global day of solidarity to reduce HIV stigma
- Joyful Noise Choir of people living with HIV performed publicly at World Aids Day event 1st December 2023 at Kensington Palace, providing a platform for remembrance and reflection; and for the UNAIDS Executive Director Winnie Byanyima as part of the One Voice Network at the Africa Centre for World AIDS Day.
- Naz partnered with UCL on their MPox International Verdi Study exploring attitudes and representation of MPox in the media and amongst affected populations. Research is focused on experiences in the UK, Italy and Nigeria. Naz co-developed a Community Advisory Group in partnership with European AIDS Treatment Project which is made up of people with lived experience to support the research.
- Naz’s Policy function contributed to several national policy initiatives including providing evidence to the HIV & AIDS APPG assessing the state of the UK HIV sector.
- During National HIV Testing Week 5-11th February Naz engaged 369 people across 8 Blood test sites in Lambeth Southwark and Lewisham sharing information about Sexual health London home sampling tests.
- “Salud Y Comunidad” Latin American Health event held at Kensington Palace 7th February 2024
- Naz supported over 1900 asylum seekers and homeless populations in shelters to receive Covid vaccinations and Blood-borne Virus support in Arabic, French, Spanish, Kurdish and Farsi
- Our SASH Peer Mentoring Programme delivered peer-led menopause workshops at venues including the Marylebone Project and the Drug and Alcohol Wellbeing Service
- “Find and Treat” Blood-Borne Virus Screening in partnership with University College London Hospitals NHS Foundation Trust; our specialist outreach practitioner supported 50 patients to complete their hepatitis C treatment

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- successfully, as well as securing accommodation for 3 asylum seekers who had been made homeless after receiving their Leave to Remain status
- Our pan-London psychotherapeutic counselling service has provided culturally specific mental health and wellbeing support to 126 clients, accessing between 8-12 sessions of counselling each; and a further 34 who were assessed and referred onwards
 - SASH programme across London borough of Hammersmith and Fulham was renewed for a further 3 years until 2027. This is a programme we have successfully delivered on as part of a partnership since 2017

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Naz saw changes to the workforce in 23-24 with the departures of several members of staff for a range of personal and professional reasons. We also saw several new staff join the organisation.

We said goodbye to many of our staff and a trustee in 2023-24:

- Uday Thakkar, Chair of Trustees
- Mohamed Jaseem, Finance Manager
- Dhwani Jaisingh, SASH Care Coordinator
- Rachel Musomba, Faithworks
- Anthony Hunte, Peer Support
- Belinda Rumara – SASH Care Corodinator
- Atika Menina – UCL Peer Engagement Worker

We are pleased to welcome the following staff and Trustees who have joined Naz this year:

- Adriana Wong, Trustee Treasurer
- Tai Rosemin, Trustee
- Christina Ganotakis, Senior Policy Officer
- Priyanka Nagpal, Finance Manager
- Helin Kocadag, SASH Care Coordinator
- Morenike Lana, SASH Health and Wellbeing Coach
- Mina Kakaiya, Peepal Support Group Facilitator

Key Deliverables: Our Footprint in 2023-2024

Number of people supported living with HIV	214
Counselling support	150
1-to-1 advocacy and support	175
Support group sessions run	58
Refugees and asylum seekers supported for BBV screens	1,980
Total followers across our social media accounts	8,846
Number of people reached through in-person outreach	730
Volunteering opportunities	44

We continue to see clients from across all 33 London boroughs and have a steady inflow of clients from outside of London.

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1. Cost of Living Crisis

Global Majority households continue to be among those hardest-hit by the cost of living crisis, with both global majority and vulnerable communities being hit disproportionately. These are the very same communities that were unequally hit by the effects of Covid-19. Food Foundation has stated that Global Majority families are already twice as likely to be suffering from food insecurity, with 1 in 5 households currently food insecure compared to 1 in 10 white households.

All of this has increased demand on our services, with our clients continuing to have a greatly increased need for support in 2023 and 2024, with issues including access to benefits and welfare, employment issues and housing.

- Naz activities include advocacy and casework, enabling clients to access hardship grants, appeal adverse benefits decisions, preventing homelessness and connecting clients to food banks and other sources of support
- Our counselling service continues to provide a much-needed space for clients to come to terms with the uncertainty and anxiety caused by this crisis

2. Sexual Health Programmes

SASH Partnership

SASH is a partnership led by Turning Point, alongside NAZ, London Friend and METRO Charity, which offers sexual health services to people aged 14+ who live in three London boroughs: Westminster, Hammersmith & Fulham, and Kensington & Chelsea, under a community-focused model.

NAZ's contribution includes two Global Majority sexual health engagement coordinators, a health and well-being coach, a counsellor, a care coordinator and the peer mentor lead for Global Majority women.

Highlights

- Naz continued to support clients in the three boroughs with 1-to-1 casework, advocacy and referral, group work and counselling, workshops and events
- The care coordination team and health and wellbeing coaching team managed a caseload of clients with complex needs including Violence Against Women and Girls survivors, sex workers, people who are recovering from substance use
- Delivery of counselling sessions in Portuguese and English, face to face and online
- Online and in-person workshops included a Global Majority HIV drop-in on the first Wednesday of every month
- Launch of the Gay and Bisexual Men's Group – a support group addressing issues of

isolation among gay and bisexual men. This initiative stems from conversations with clients who

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expressed a desire for a dedicated space where they can focus on enhancing their health and well-being, fostering social connections, and addressing topics that contribute to health inequalities within their community

- Warm Spaces Project at Kensington Palace – an initiative spearheaded by the Kensington Palace community team in collaboration with SASH and Turning Point to create a warm space during winter
- Living with HIV Long Term Service User Group meetings held at Naz monthly, c. 14 attendees each month
- Menopause Champions Group set up with a new partnership with Lilyville Surgery and Sands End Clinic, hosting their first menopause forum in Fulham Library October 2023; with 4 sessions following in 2023/24, including a session designed by the Menopause Champions leading the attendees through a haiku-making session followed by sharing.
- Monthly SASH socials with c. 10-20 attendees each month, visiting museums, touristic sites such as the London Transport Museum, Hampton Court, Westminster Abbey, 'Queer Nature' at Kew Gardens, and Wellcome Collection

"I'd never been to one before but it was very friendly and I felt supported"

Selection of SASH Events

- World Contraception Day filming 13th September 2023 - for WCD, SASH filmed staff and peer mentors debunking myths around contraception to stimulate conversation and education
- Inaugural International Men's Day event 19th November 2023 hosted at the learning centre at Kensington Palace, attracting 30+ participants. The theme for this year's event was 'Zero Male Suicide'. SASH provided a researched overview of the state of Men's Health and Wellbeing in the UK and Europe
- World Aids Day event 1st December 2023 at Kensington Palace for the community of people living with HIV, providing a platform for remembrance, reflection and the sharing of personal experiences. There was a performance from the Naz Joyful Noise Choir
"What a beautiful WAD event Lisa, Leo and Ella organised. Very well done!"
"Thank you for a lovely day, I appreciate all the planning and organising that must have gone into making the event feel special."
- "Salud Y Comunidad" Latin American Health Event at Kensington Palace 7th February 2024 – in partnership with the John Hunter Clinic, Historic Royal Palaces and other organisations for Latin Americans living in the UK. For PrEP distribution, HIV testing, GP registration and other support services, with partners including SHL, IRMO, LAWA, LAWRS
- International Womens Day Event at Kensington palace March 8th 2024

Programme Spotlight, Peer Mentoring:

- Training was given to 9 new peer mentors with diverse life experiences including neurodiversity, homelessness and sex work
- Ongoing training to peer mentors throughout the year is given to keep knowledge fresh and

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allow 'deep dives' into particular topics, including STIs, contraception, reproductive health, and gender and sexuality diversity

- The 15 new and ongoing peer mentors' activities included delivery of 1-1 peer mentor sessions and peer-led workshops; including contacting a roster of 200 service users to ensure their needs are met and concerns addressed
- 1-1 peer mentor sessions address a variety of challenges including isolation, internalized homophobia, shame and other personal issues, and with our diverse base of peer mentors, can be delivered in a range of languages
- Leading and supporting the delivery of the Sisterhood Group for Black Women, including a visit to 'Brenda's Got A Baby' play about Black expectation around birth and marriage, for Black History Month
- Delivering peer-led menopause workshops alongside the Menopause Champion groups at venues including the Marylebone Project, and the Drug and Alcohol Wellbeing Service. The closing session in December was a Sip'n'Paint, encouraging clients to reflect on their relationship to their vulva whilst painting a watercolour.

"The menopause was a bloody nightmare, I think [the facilitator] is awesome"

"I will let my daughter know what I heard today, great workshop"

Cherish Hammersmith & Fulham MINT programme

Naz and METRO Charity provide mental health support in Hammersmith and Fulham as part of the Mental Health Integrated Network Team (MINT). We provide MH services that are holistic and inclusive, understanding intersectionalities around gender, sexuality and ethnicity, including culturally appropriate therapeutic support and holistic approaches to those residents who have experienced trauma, particularly those whose trauma relates to migration and where their first language is not English.

Highlights

- Holistic health and wellbeing intervention (reflexology) – 52 individuals, 4 sessions each
- Drop-in African dance wellbeing sessions – 60 individuals
- One-to-one psychotherapeutic counselling - 14 individuals, 12 sessions each
- Structured Mental Health and wellbeing peer support groups, including therapeutic groupwork – 45 individuals
- One-to-one advice and advocacy casework – 44 individuals

Programme Spotlight, African Dance Class (50 minutes) followed by a meet and greet social (1 hour)

Run within The Factory Quarter, a development of 500 flats built by the social housing provider Notting Hill Genesis. The majority of attendees are from Somali, Tunisian and Algerian communities who have expressed their appreciation on provision of movement classes near their home and fitting

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around their childcare responsibilities. They have also expressed how providing a private space (Naz staff covers the windows and glass walls with privacy shield every week before class) have been instrumental for them to attend these sessions without being observed by men who live in neighbourhood. Naz staff recognise the cultural barriers women from our target communities face when joining movement sessions like dance, Zumba or other similar activities and have worked hard to secure the beneficiaries trust and confidence.

Case Study, Reflexology:

"I have suffered from long term mental health issues. Recently bereavement in family brought these to surface and was affecting my work at the care home. These sessions have helped me to address my past trauma and handle bereavement in a positive way. Reflexology sessions helped me with addressing my issues and now I would like to come for counselling as that will help me long term. I wouldn't have agreed for counselling if reflexology sessions didn't make me realize that such services were available in our H&F for free."

Cherish Hounslow

Cherish Hounslow is a mental health community project partnership provided by Naz and METRO. The project provides 1-1 advice and advocacy, group work, social groups and counselling for LGBTIQ+ and Global Majority people in Hounslow who are experiencing mental health issues.

Highlights

- Holistic health and wellbeing intervention (reflexology) – 21 individuals, 4 sessions each
- One-to-one psychotherapeutic counselling -10 individuals, 12 sessions each
- Structured Mental Health and wellbeing peer support groups, including therapeutic groupwork – 20 individuals
- One-to-one advice and advocacy casework – 32 individuals

Programme Spotlight, Reflexology:

The main presenting complaints of clients include: living with HIV, bereavement, back pain, peripheral neuropathy, chronic pain management, loneliness, anxiety, nonspecific aches and

pains, lethargy and general malaise.

"Most of the clients are relieved that reflexology can ease pain, directly address the foot disorders or helps to minimise digestive issues, improve sleep patterns, rid of headaches (some associated to their medical regimes), lessen anxiety, reduce the duration and severity of psychosis episodes and much more" - Helen Cox, Reflexology Therapist

- 96% of clients rated the reflexology service as 'Excellent'
- 60% of clients said reflexology helped with their sleep
- 48% of clients said reflexology helped with their mobility

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-
- 56% of clients said reflexology had helped with their wellbeing

Fast Track Cities - Peer HIV Support

In partnership with Positively UK, Sophia Forum and Plus Health, we supplement the existing Chelsea and Westminster HIV care pathway with optimised peer-to-peer mentoring interventions across 4 clinics in West and Central London - 10 Hammersmith Broadway, West Middlesex, 56 Dean Street and the Kobler Clinic. This targets those newly diagnosed to support retention in care for those most at risk through providing a community link before they leave the clinical setting. We also target those lost to care.

- Naz supported people living with HIV with 1-1 interventions, group work, referrals and signposting
- New clients are added each month from the newly diagnosed patient list

Partnership with UCLH – “Find & Treat” Blood-Borne Virus Screening

Since March 2021 and in partnership with the Find & Treat Health Inclusion team at University College London Hospitals NHS Foundation Trust, Naz provides a specialist outreach practitioner and several peer workers who provide interpretation and resident engagement for Covid-19 vaccine take up and Blood-Borne Virus (BBV) screening support in Arabic, Farsi, Sorani Kurdish, French, and Spanish.

Our peer workers provide engagement and translation support to large-scale BBV screening and vaccination drives in across Initial Accommodation Centre hotels all over London. We have also been able to offer a chaperone service for the most vulnerable clients to hospital appointments.

- 1,500 refugees and asylum seekers engaged over the year across 25 IAC hotels, pan-London

Programme Spotlight, ‘Find and Treat’ Specialist Outreach Practitioner:

Our specialist outreach practitioner liaises with asylum seekers, rough sleepers, people

experiencing homelessness, and people who use drugs and alcohol. His role involves finding people that have been lost from the healthcare system and therefore have not started or completed treatment for a variety of high impact diseases including hepatitis B and C, TB, HIV and other STIs. He locates these people using the Emergency Department list for opt-out testing – this allows him to contact the patients and understand their specific needs, building rapport and encouraging and supporting them through their treatment journey. This support can include clinic referrals, chaperoning to clinic or hospital appointments, delivering medication to homes or hostels and contacting certain patients daily to ensure medication has been taken for those with chaotic lives.

- 50 Patients completed their Hepatitis C treatment successfully and have been given the all-clear; 40 people remain in the process of treatment
- Secured accommodation for 3 asylum seekers who were made homeless after receiving their Leave To Remain status.

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National Lottery Thought Leadership

The National Lottery Community Fund funded a programme from October 2022 to support Naz to develop and strengthen leadership capacity and thought leadership over the next 3 years. In 2023-24 we have been able to build on the successes of 2022-23, expanding our community reach online through our Zero HIV Stigma Day initiatives and community outreach programme. During the latter part of the year we have launched recruitment for a Business Development (Fundraising) Manager and a Naz Programmes Manager.

Peer Support

Our pan-London peer support groups meet at our Hammersmith office, and include:

- 35 sessions of Joyful Noise Choir for people living with HIV
- 12 Dost peer support sessions for South Asian gay and bisexual-identified men, and MSM
- 12 Peepal peer support sessions for South Asian people living with HIV

Joyful Noise Choir

Joyful Noise Choir was established in 2013 and is a multi-cultural award-winning choir for people living with HIV. Participants come from across London and the surrounding counties.

- Funding for the Choir was secured from ViiV Health Care; food at Choir practices is donated by Pret Foundation
- 35 sessions delivered, supporting 30 members living with HIV
- Performances included a performance at the inaugural Zero HIV Stigma Day at the Royal Society of Medicine on 21st July, and at the Africa Centre on 28th November for World AIDS as part of One Voice Network, where UNAIDS Executive Director Winnie Byanyima was guest of honour.

Dost

Dost is a peer support group meeting monthly as a safe space for South Asian LGBTQ+ men to meet, share, learn and support each other with issues they face, as well as reducing isolation. The format includes pair work, open discussion, activities and the occasional guest speaker.

- Average attendance is 15 people for each session, with a diversity of South Asian heritages
- One rewarding shift this year has been an increased courage and confidence of the group to look at very taboo topics in the South Asian community, including chemsex
- Monthly anonymous surveys are taken after each group (via QR code) and show a positive client journey, with members reporting increased feelings of support and decreased feelings of isolation after sharing their experiences and hearing from others

“Dost enables discussions on intersectionality between race and sexuality, which can be difficult to be had in other spaces” - Dost member

THE NAZ PROJECT (LONDON)
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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

"It's great to have a space to socialize... I think being around other LGBT South Asians has given me something I've been missing in my life and I struggle to put into words. I'm incredibly grateful for it" - Dost member

Peepal

The Peepal group is a monthly peer-led social support space for people of South Asian heritage living with HIV to feel confident and living well with HIV. The group provides social support in a safe and confidential facilitated space and offers the opportunity to connect, promote and build skills to improve health and wellbeing. Monthly topics and themes are explored to support the members' journeys of growth and self-discovery.

- 40 registered members, with an average attendance of 8 people.
- Membership is rich in diverse South Asian heritages, languages, multi-faith and diverse sexual orientations, with age groups ranging from 20s to 50s
- Key topics covered over the last year included identity; dating and relationships; sexual wellbeing. As well as activity nights such as ten-pin bowling and a board games café
- Members are invited to share personal stories through the themes explored, and issues raised include trauma, loss, rejection, isolation, ostracization, external and internal stigma, addictions, chemsex; all within a safe and confidential self-empowered peer support approach

"I am thankful to be part of this group. I have attended all the workshops and helping and encouraging us in participating in the workshops. Overall, my experience with Peepal group is fabulous" – Peepal member

"The relationship exercise was really great, it allowed me to look at my own attitudes" – Peepal member

3. Clinical Services

Counselling

NAZ offers a pan-London psychotherapeutic counselling service online and in-person to adults; primarily to people from Black and Brown communities. We receive referrals from a range of organisations including sexual health clinics, Women's AID, Solace and Turning Point, as well as self-referrals.

The counselling service has 12 counsellors – a mix of paid and on-placement counsellors – offering services in Arabic, English, Hindi, Kannada, Portuguese, Spanish, Tamil, Telugu, Turkish, Urdu. We have counsellors from a diverse range of ethnicities, genders and sexualities, reflecting the clients we work with.

The counselling service offers support for individuals struggling with various realities in their life,

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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

such as their relationships, work-life balance, anxiety, and depression, understanding and accepting their gender and/or sexuality, family issues, difficulties arising from being new in the UK or being an asylum seeker or refugee. Many referrals come to us due to HIV diagnosis or difficulties arising from living with HIV. We have people come to our service as survivors of sexual abuse as children or adults, or having been victims of abuse of various kinds. We then work alongside supporting their psychiatric treatment.

Highlights

- 150 clients were assessed for counselling, of whom 126 were accepted onto the Naz counselling service
- 126 clients supported accessing up to 12 sessions of counselling each; 10 clients were given extensions to our standard offer of 12 sessions due to complex and enduring needs
- New this year we also offered up to 6 sessions of holding, support and listening ear service for those unsuitable for our service while they awaited counselling to start elsewhere; we also started a small paid-for open-ended psychotherapy service for income generation
- All of the above added up to 1702 hours of counselling

Some Feedback from Clients:

"I felt able to discuss anything I needed to with the counsellor, no matter the topic or relevance to previous discussions. I was able to talk about historical/childhood issues, present emotional and physical issues, as well as concerns I had about my family members, without concern that I would be judged or that my worries were irrelevant."

"It was very beneficial for me to have someone who can understand what I'm going through and that helped me to see things clearly when everything seemed so difficult from my perspective"

"Having the ability to speak freely without feeling judged brought me tremendous comfort."

HIV testing

We have continued to promote self-sampling during this time. As part of our UCLH 'Find and Treat' project (see above) Naz staff have supported HIV and STI testing alongside clinical staff, and supported the engagement of asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers. We also delivered information and testing services during National HIV Testing Week as part of the SASH partnership and at Blood test sites across Lambeth, Southwark and Lewisham.

THE NAZ PROJECT (LONDON)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

4. Policy, Research and Influencing

Naz's policy work in the past year has focused on strengthening our influencing relationships, sharing best practice and evidence with the UK parliament, and global work to highlight the structural barriers impacting Black, Brown and Global Majority communities.

Relationships and influencing

Our focus for 2023-24 was to increase our impact nationally, through cultivating local and regional relationships such as with the One Voice Network (of Black-led HIV organisations and community allies) and the HIV Providers' Forum. We represented Naz and One Voice Network on a BBC London Radio interview with Eddie Nestor to discuss the OVN and National AIDS Trust's joint project 'Unheard Voices', where we discussed the overall structural barriers to better sexual health and wellbeing outcomes for Black communities.

APPGHIV inquiry into the current state of sexual health and HIV services in the UK

The All-Party Parliamentary Group on HIV conducted an inquiry into the current state of sexual health and HIV services in the UK. Naz provided evidence specific to Black, Brown and Global Majority peoples, our service users' needs that are met and unmet, identified funding and resourcing barriers, and the challenges the current workforce faces. We also collected evidence from the OVN to submit with Naz's, so smaller organisations and service providers could share their input.

Global HIV Collaborative

Naz is the secretariat for the Global HIV Collaborative, brings together diverse perspectives and expertise from across countries and sectors to uncover, explore and share successful HIV interventions from around the world.

We established a campaign called #TheRealConversation focused on identifying and highlighting various issues and their intersection with structural racism. We are sharing developed informational posts on our social media accounts addressing issues such as the wage gap, Black maternal health, life expectancy, global debt structures, and Covid-19. Our largest output, a series of webinars focused on the #TheRealConversation campaign, is currently in planning phases. We are identifying potential partners and is securing meetings with international donors such as the Global Fund to platform our discussion.

Zero HIV Stigma Day - 21st July

Naz, in partnership with International Association of Providers of AIDS Care (IAPAC) and Fast Track Cities, created the global anti-HIV stigma awareness campaign called #ZeroHIVStigmaDay to commemorate the life and legacy of the late South African HIV activist Prudence Mabele (21st July 1971 - 10th July 2017), the first Black woman in South Africa to publicly share her HIV status.

The first Zero HIV Stigma Day of action took place on July 21, 2023. In the lead-up to the Day we engaged with various stakeholders across the UK and global policy spheres, achieving endorsements from the UK All-Party Parliamentary Group on HIV/AIDS, the US Presidential Advisory Council on HIV/AIDS, the Elton John AIDS Foundation, South African National AIDS Council Civil Society Forum, and Y+ Global, all of which amplified our mission to end global HIV stigma.

THE NAZ PROJECT (LONDON)
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TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

Our outcomes included in-person events in the United Kingdom, United States, Ghana, and South Africa where we premiered 'Human First', our short documentary focusing on six people and their lived experience with HIV stigma, highlighting both the injustice but also resilience and innovation within these communities. We renewed momentum and focus on the intersectional impact of stigma with over 3,000 views of the 'Human First documentary' and over 20,000 visitors to the Zero HIV Stigma Day website in July 2023. We assessed digital engagement through social media and website metrics, measuring 19,950 website visits and 11,075 visitors, 4,593 Instagram visits and 1,360 visitors, 3,043 Facebook page impressions and 1,257 page visits, and 10,889 Twitter impressions.

In the campaign, we saw human-level outcomes and senior level policy engagement. There were personal "coming out" stories where members of the public felt empowered to share their HIV status online, testimonies and community discussions of resilience, power, and community using the #ZeroHIVStigmaDay hashtag.

Our 2024 day of action, surpassed the success of 2023's campaign; with our main asset being a children's book dedicated to Prudence Mabele's life and achievements.

Communications Work

As part of our Policy, Research and Influencing Stream, Naz Communications maintained a strong online profile, facilitating engagement for Black History Month, LGBT History Month, Zero HIV Stigma Day, Transgender Awareness Week, World AIDS Day and National HIV Testing Week; as well as ongoing social media posts several times a week.

- 635 posts across Instagram, Twitter/X, Facebook, LinkedIn
- 8,846 total followers, an increase of 13.5% from the previous year
- 140,660 total impressions (total of all platforms)
- 6.12% engagement rate (average across all platforms)
- Instagram had the highest engagement rate at 10.41%, with photo posts our most popular content type

5. Volunteering

Naz's peer-led volunteering service makes a huge contribution to our clients and communities. With the end of lockdown, and increased in-person outreach and sexual health promotion our volunteer footprint has increased since the previous year. We would like to acknowledge and thank each of them for their support improving the health of Global Majority communities.

- This year, 44 volunteers contributed around 1,600 volunteering hours
- 12 volunteer placement counsellors, providing psychotherapy as part of our counselling service, contributing 950 counselling hours
- 15 peer mentors in the SASH project delivered interventions including 1-1 mentoring and events
- 17 volunteers supported our outreach and awareness-raising events such as at UK Black Pride and London Pride

THE NAZ PROJECT (LONDON)
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TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

6. Plans for the future

In the next 12 months we will work to:

- Plan and mobilise delivery of the 3rd Global Zero HIV Stigma Day 21st July 2025
- Develop further our Latin American service user offer
- Consolidate and grow delivery of the Black gay bisexual MSM peer support group launch in June 24
- Further develop our capacity to offer 1-to-1 psychological wellbeing interventions through our Counselling service, through adding psychosexual counselling and couples counselling
- Continue working in partnership with University College Hospital and the NHS on the Health Inclusion project with Refugees and Asylum seekers.
- Continue to link and support people living with HIV outside of the system into statutory HIV care and support
- Promote Black, Brown and Global Majority leaders and thinkers through our policy work as part of the Global HIV Collaborative; to amplify the voices of those leaders demanding an action plan to end HIV transmissions by 2030 for all communities
- Expansion of our borough-specific work funded by local councils to include more London boroughs, especially those with high proportions of Black, Asian and Global Majority residents.
- Increase awareness and focus on sexual wellbeing and pleasure as part of sexual health, as part of our ongoing work
- Build on our young people sexual and mental health sex education pilot programme delivered in Autumn 24

Disclosure of information to the auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

On behalf of the Board of Trustees,

Sanjay Nazerali

31 Jan 2025

Sanjay Nazerali

Chair of Trustees

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of The Naz Project (London) for the purpose of company law, are responsible for preparing the Trustees' 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

Opinion

We have audited the financial statements of The Naz Project (London) (the 'charity') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud;
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006;
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly;
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual;
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied;
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud;
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations;
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds;
- Testing key income lines for evidence of management bias;
- Obtaining third-party confirmation of material bank balances;
- Documenting and verifying all significant related party balances and transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the entity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Rich (Senior Statutory Auditor)
for and on behalf of HW Fisher Audit

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

Andrew Rich

31 Jan 2025

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

Current financial year

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
	Notes						
<u>Income from:</u>							
Grants and donations	3	5,789	388,041	393,830	24,163	495,198	519,361
Charitable activities	4	186,162	-	186,162	330,985	8,167	339,152
Other trading activities	5	41,182	-	41,182	4,859	-	4,859
Total income		<u>233,133</u>	<u>388,041</u>	<u>621,174</u>	<u>360,007</u>	<u>503,365</u>	<u>863,372</u>
<u>Expenditure on:</u>							
Charitable activities	6	343,897	314,774	658,671	194,514	534,151	728,665
Other	10	-	-	-	14,027	-	14,027
Total resources expended		<u>343,897</u>	<u>314,774</u>	<u>658,671</u>	<u>208,541</u>	<u>534,151</u>	<u>742,692</u>
Net (outgoing)/incoming resources before transfers		(110,764)	73,267	(37,497)	151,466	(30,786)	120,680
Gross transfers between funds		(23,084)	23,084	-	-	-	-
Net (expenditure)/income for the year/ Net movement in funds		<u>(133,848)</u>	<u>96,351</u>	<u>(37,497)</u>	<u>151,466</u>	<u>(30,786)</u>	<u>120,680</u>
Fund balances at 1 April 2023		<u>317,847</u>	<u>142,778</u>	<u>460,625</u>	<u>166,381</u>	<u>173,564</u>	<u>339,945</u>
Fund balances at 31 March 2024		<u><u>183,999</u></u>	<u><u>239,129</u></u>	<u><u>423,128</u></u>	<u><u>317,847</u></u>	<u><u>142,778</u></u>	<u><u>460,625</u></u>

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Fixed assets					
Tangible assets	11		68,380		82,156
Current assets					
Debtors	12	61,538		108,404	
Cash at bank and in hand		395,750		385,272	
		<u>457,288</u>		<u>493,676</u>	
Creditors: amounts falling due within one year	13	<u>(102,540)</u>		<u>(115,207)</u>	
Net current assets			354,748		378,469
Total assets less current liabilities			<u>423,128</u>		<u>460,625</u>
Income funds					
Restricted funds	15		239,129		142,778
Unrestricted funds			183,999		317,847
			<u>423,128</u>		<u>460,625</u>

The financial statements were approved by the Trustees on 31 Jan 2025

Sanjay Nazerali
Sanjay Nazerali
Chair

Company Registration No. 03236229

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from operations	18		10,478		149,695
Investing activities					
Proceeds on disposal of intangibles		-		2,671	
Proceeds on disposal of tangible fixed assets		-		(8,768)	
Net cash used in investing activities			-		(6,097)
Net cash used in financing activities			-		-
Net increase in cash and cash equivalents			10,478		143,598
Cash and cash equivalents at beginning of year			385,272		241,674
Cash and cash equivalents at end of year			395,750		385,272

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies

Charity information

The Naz Project (London) is a private company limited by guarantee incorporated in England and Wales. The registered office is 30 Blacks Road, London, W6 9DT.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 and Republic of Ireland (FRS 102) (effective from 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Incoming resources are included in the Statement of Financial Activities when the charity becomes entitled to the income and the amounts can be measured reliably.

Donations are recognised on a receivable basis.

Grant and contract income is recognised upon receipt, or if earlier, at the time the charity becomes entitled to it. Where receipt is dependent upon fulfilment of performance conditions, income is deferred as appropriate.

1.5 Expenditure

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. These costs have also been allocated in full to the single charitable activity.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

1 Accounting policies **(Continued)**

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20 years straight line (length of lease)
Computer equipment	4 years straight line
Fixtures, fittings & equipment	10 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. These financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.8 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.9 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any critical accounting estimates or judgements applied in the preparation of the financial statements.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

3 Grants and donations

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	4,289	152,128	156,417	20,562	224,572	245,134
Grants receivable for core activities	1,500	235,913	237,413	3,601	270,626	274,227
	<u>5,789</u>	<u>388,041</u>	<u>393,830</u>	<u>24,163</u>	<u>495,198</u>	<u>519,361</u>

4 Charitable activities

	Prevention and support 2024 £	Prevention and support 2023 £
Prevention and support	<u>186,162</u>	<u>339,152</u>
Analysis by fund		
Unrestricted funds	186,162	330,985
Restricted funds	<u>-</u>	<u>8,167</u>

5 Other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Other trading activities	<u>41,182</u>	<u>4,859</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

6 Charitable activities

	2024	2023
	£	£
Staff costs	381,505	383,114
Depreciation	13,776	12,125
IT expenditure	13,782	15,224
Premises	84,820	75,101
Events & communications	10,593	16,468
Professional fees & consultant costs	62,882	92,737
Phone, printing and stationery	12,080	10,467
Partnership project costs	45,423	96,930
Sundry costs	9,435	4,258
	<u>634,296</u>	<u>706,424</u>
Share of governance costs (see note 7)	24,375	22,241
	<u>658,671</u>	<u>728,665</u>
Analysis by fund		
Unrestricted funds	343,897	194,514
Restricted funds	314,774	534,151
	<u>658,671</u>	<u>728,665</u>

7 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Audit fees	-	22,875	22,875	-	22,241	22,241
Accountancy	-	1,500	1,500	-	-	-
	<u>-</u>	<u>24,375</u>	<u>24,375</u>	<u>-</u>	<u>22,241</u>	<u>22,241</u>
Analysed between						
Charitable activities	-	24,375	24,375	-	22,241	22,241
	<u>-</u>	<u>24,375</u>	<u>24,375</u>	<u>-</u>	<u>22,241</u>	<u>22,241</u>

Governance costs includes payments to the auditors of £24,375 (2023: £22,241) for audit and accountancy fees.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or reimbursed expenses during the year (2023: £nil).

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(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

9 Employees

	2024	2023
	Number	Number
Management & operations	15	18
Employment costs	2024	2023
	£	£
Wages and salaries	344,011	351,008
Social security costs	29,254	28,435
Other pension costs	8,240	3,671
	381,505	383,114

Remuneration of key management personnel

The charity's key management personnel comprises the Board of Trustees and the senior management team. Included within the senior management team are the following:- Chief Executive, Research and Policy Officer, Head of Counselling and Finance Manager. Total benefit received by the senior management team in the year amounted to £113,665 (2023: £104,757).

The number of employees whose annual remuneration was £60,000 or more were:

	2024	2023
	Number	Number
£60,000 - £70,000	1	1

Of the employees whose emoluments exceed £60,000, 1 (2023: 1) have retirement benefits accruing under a pension scheme.

10 Other

	Total	Unrestricted funds
	£	
	2024	2023
Net loss on disposal of intangible fixed assets	-	14,027

THE NAZ PROJECT (LONDON)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

11 Tangible fixed assets

	Leasehold improvements £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 April 2023	197,677	42,173	16,584	256,434
At 31 March 2024	197,677	42,173	16,584	256,434
Depreciation and impairment				
At 1 April 2023	125,963	32,113	16,202	174,278
Depreciation charged in the year	9,884	3,790	102	13,776
At 31 March 2024	135,847	35,903	16,304	188,054
Carrying amount				
At 31 March 2024	61,830	6,270	280	68,380
At 31 March 2023	71,714	10,060	382	82,156

12 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Trade debtors	49,112	94,925
Prepayments and accrued income	12,426	13,479
	61,538	108,404

13 Creditors: amounts falling due within one year

	2024 £	2023 £
Other taxation and social security	33,079	14,253
Trade creditors	29,619	33,052
Other creditors	342	2,325
Accruals and deferred income	39,500	65,577
	102,540	115,207

THE NAZ PROJECT (LONDON)
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NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments relating to property under operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	45,700	48,320
Between two and five years	180,000	182,567
In over five years	-	45,000
	225,700	275,887

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 April 2022 £	Movement in funds		Balance at 1 April 2023 £	Movement in funds		Transfers £	Balance at 31 March 2024 £
		Incoming resources £	Resources expended £		Incoming resources £	Resources expended £		
Big Lottery	10,000	51,952	(36,029)	25,923	141,658	(33,998)	-	133,583
Gilead	-	52,326	(15,500)	36,826	-	(41,793)	4,967	-
Brook	27,542	8,167	(35,709)	-	-	-	-	-
PHE - Beards & Flushed	31,577	9,047	(40,624)	-	-	(1,774)	1,774	-
FTC	10,057	71,443	(81,500)	-	6,000	(2,956)	-	3,044
Let's Stop HIV	-	-	-	-	-	(1,050)	1,050	-
Mary Kinross	-	-	-	-	5,000	-	-	5,000
Metro / My message to you	8,875	5,000	(13,875)	-	-	-	-	-
Joyful Noise Choir	-	-	-	-	-	(1,296)	1,296	-
Henry Smith	36,728	67,533	(66,898)	37,363	46,666	(58,600)	-	25,429
Soul to Soul	3,234	-	(3,234)	-	-	-	-	-
Viv - Choir	12,526	5,000	(17,526)	-	10,529	(7,606)	-	2,923
UCL NHS	8,025	172,858	(180,883)	-	109,480	(111,552)	2,072	-
Books 2 Door	5,000	-	(5,000)	-	-	-	-	-
Positively UK	20,000	-	(20,000)	-	-	(9,097)	9,097	-
Hammersmith and Fulham	-	42,666	-	42,666	42,648	(21,804)	-	63,510
Hounslow Mint	-	17,373	(17,373)	-	26,060	(20,420)	-	5,640
Other	-	-	-	-	-	(2,828)	2,828	-
	<u>173,564</u>	<u>503,365</u>	<u>(534,151)</u>	<u>142,778</u>	<u>388,041</u>	<u>(314,774)</u>	<u>23,084</u>	<u>239,129</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

15	Restricted funds	(Continued)
	National Lottery Community Fund - core funding to strengthen our leadership infrastructure at Naz. The fund supports the delivery of our Business Manager, Programmes Manager and Mental Health Services	
	Gilead - Policy Back to Blaque Policy and website creation for Global Health Collaborative	
	PHE - Public Health England - Menopause project for women living with HIV	
	FTC - Faith work interventions in faith settings - education and awareness of HIV and STI's	
	Lets Stop HIV - Elton John AIDS Foundation Funding early HIV detection	
	Hounslow Mint - Naz delivers mental health and wellbeing support to residents since April 2021	
	Viv Choir - funding from a pharma for Joyful Noise choir	
	UCL NHS - Health Screening support for asylum seekers - interpretation and engagement	
	Positively UK - Naz is a junior partner in a Fast Track Cities programme to deliver HIV Chel West Hospital Peer support interventions for people living with HIV	
	Joyful Noise Choir - HIV peer support music therapy group for people living with HIV	
	Hammersmith and Fulham - Naz delivers mental health and wellbeing support since April 2022	
	Henry Smith Charity/ Mary Kinross: Counselling and therapeutic support.	
	Further details on the restricted funding streams are included on page 8 of the Trustees' Report.	

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

16 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 March 2024 are represented by:						
Tangible assets	68,380	-	68,380	82,156	-	82,156
Current assets/(liabilities)	115,619	239,129	354,748	235,691	142,778	378,469
	<u>183,999</u>	<u>239,129</u>	<u>423,128</u>	<u>317,847</u>	<u>142,778</u>	<u>460,625</u>

17 Related party transactions

There were no disclosable related party transactions during the year (2023: £nil).

18 Cash generated from operations

	2024 £	2023 £
(Deficit)/surplus for the year	(37,497)	120,680
Adjustments for:		
(Gain)/loss on disposal of intangible assets	-	14,027
Depreciation and impairment of tangible fixed assets	13,776	12,125
Movements in working capital:		
Decrease in debtors	46,866	8,394
(Decrease) in creditors	(12,667)	(5,531)
Cash generated from operations	<u>10,478</u>	<u>149,695</u>

19 Analysis of changes in net funds

The charity had no debt during the year.

THE NAZ PROJECT(LONDON)

England & Wales - Charity number 1014056

Accounts

Charity Registration No. 1014056

Company Registration No. 03236229 (England and Wales)

THE NAZ PROJECT (LONDON)
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ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Tina St Leger	
	Professor Mark Nelson	
	S Nazerali	(Appointed 1 August 2022)
	Adriana Wong	(Appointed 1 June 2023)
	T Rosemin	(Appointed 11 November 2023)
Secretary	Parminder Sekhon	
Charity number	1014056	
Company number	03236229	
Registered office	30 Blacks Road London W6 9DT	
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom	
Bankers	National Westminster Bank Plc 25 Shepherds Bush Green London W12 8PR	

THE NAZ PROJECT (LONDON)

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THE NAZ PROJECT (LONDON)

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

The Trustees present their report which also includes the directors' report as required by company law and financial statements for the year ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1, to the accounts and comply with the Charitable company's Memorandum and Articles of Association, the Companies Act 2006, 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 and Republic of Ireland ("FRS102"), (effective 1 January 2019).

Objectives and Activities

The charity was incorporated on 9 August 1996 and is governed by its Memorandum and Articles of Association, which were amended by special resolution on 15 October 2002.

Nazir was a Pakistani Muslim, married with two children. He was also a closeted gay man who was living with HIV. When his status became public, he was rejected by his mosque, ostracised by his community and found no social support that understood that he had more than one identity.

NAZ was set up in his memory and is one of the largest sexual health charities in London initiated and led by ethnic minorities. It is also one of the longest established charities of this type and focuses predominantly on sexual health improvement and HIV support services for Black, Asian and Minority Ethnic (BAME) communities.

The work of the organisation is delivered through four key work streams:

1. HIV care and support services, for people living with and affected by HIV
2. Sexual Health Promotion including targeted support for BAME LGBTQ+ communities, faith communities and those at risk of acquiring HIV, STIs and experiencing poor sexual health
3. Clinical Services: HIV and STI testing and screening, as well as counselling services
4. Research, influencing and policy development

The NAZ board, staff and volunteers are recruited from the communities we seek to impact, and support is available in multiple languages. Today, NAZ offers the most relevant range of sexual health services and programmes, specifically for people from BAME communities.

Public Benefit

The trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit. The purpose of the charity is enshrined in its objectives and mission statement. The trustees ensure this is carried out for the public benefit by delivering a range of activities to meet its intent.

Reserves Policy

The trustees have agreed a reserves policy whereby the free reserves (unrestricted funds held in net current assets, excluding funds held in tangible fixed assets) held by the charity should be equivalent to the value of approximately 3 months of non-discretionary resources expended (£200,000).

As at 31 March 2023, free reserves, as defined above, amount to £317,847 (2022: £151,466). This is an increase of £166,381. The increase in free reserves makes a start to meet the trustees' stated strategic objective of achieving

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

the free reserves figure within 3 to 5 years but there is still more to do and which will get the charities more stable to operate.

The charity saw a surplus in the 2022/2023 financial year of £120,680. Charity managed to secure grants and funds from the funders as previous year and kept linear relationship with funders and donors.

Furthermore charity received more funds from our NHS contracts compared to previous year.

Reduction in staff expenditure was achieved through small changes in organisation restructure and cost savings following a thorough budget review in the previous year to scrutinise and eliminate unnecessary.

A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed. Should the level of funding decrease significantly then associated costs would also decrease and free reserves would enable current activities to continue in the short term.

The charity continues its focus on balancing the current needs of delivering critical prevention and support services, meeting the needs of its beneficiaries, whilst increasing its free reserves to the level determined by its policy.

Recruitment, induction and training of trustees

The governing body of the charity is the board of trustees which is comprised of four members.

Trustees are appointed by an open recruitment process. Potential trustees can be recruited through recommendation, referral from a recruiting organisation or as a result of advertisement. Potential trustees will, in the first instance, be met by the CEO and or Chair and be given an overview of the organisation from an operational perspective.

Potential new trustees will be given written background information about the organisation and will be invited to meet with representatives of the board. The subsequent meeting with members of the board will ascertain their skills, background and professional experience of working within a governance role. Following this meeting and upon receipt of references, recommendations will be made to the board of trustees and, if there is agreement, the new candidate will be invited to attend the subsequent board meeting.

The Company Secretary will then notify Companies House of the appointment. Trustees are appointed for a period of four years and can serve for a maximum of eight years. Each of the trustees is also a member of the company and guarantees to contribute up to £1 to the assets of the company in the event of a winding up.

The Trustees delegate the day-to-day management duties of the organisation to the CEO and Senior Management Team.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

Risk Factors

Area	Issue	Mitigation
Financial	- Insufficient funds raised to meet costs - Loss of contract due to the commissioning environment - Loss of contract due to poor performance - Impact of external factors such as Covid-19	- A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed - Expansion of new funders and partnerships within the funding mix continues - Programmes matrix updated once a month, any failing programmes identified with mitigations in place
Programmes	- Failure to complete objectives - Failure to recruit appropriate staff to deliver against contract	- Management and staff clear on each project objective, regular check ins with key funders and contractors on progress of programmes
Clinical	- Staff and volunteers performing point of care testing, not competent	- Staff and volunteers trained once a year, monthly supervision for those providing HIV/STI testing
HR	- Adequate succession plans in place - Appraisals and staff training	- Strong SMT, clear existing plans in place for the senior and specialist roles - Yearly appraisals and staff training and personal development opportunities available - Exit interviews

Board of Trustees

The trustees who served during the year and up to the date of approval of the financial statements are:

Uday Thakkar Chair	Harry Clementson Treasurer (Resigned 20 March 2023)	Tina St Leger
Professor Mark Nelson	Sanjay Nazerali	

Subsequent to the year end, Uday Thakkar resigned on 27 June 2023, and Adriana Wong and Tai Rosemin were appointed on 1st June 2023 and 11 November 2023 respectively.

NAZ Medical Board

Dr Hamish Mohammed (Chair)	Dr Danielle Solomon	
Dr Vanessa Apea	Dr Rageshri Dhariywan	Dr Jaimie Vera

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FOR THE YEAR ENDED 31 MARCH 2023

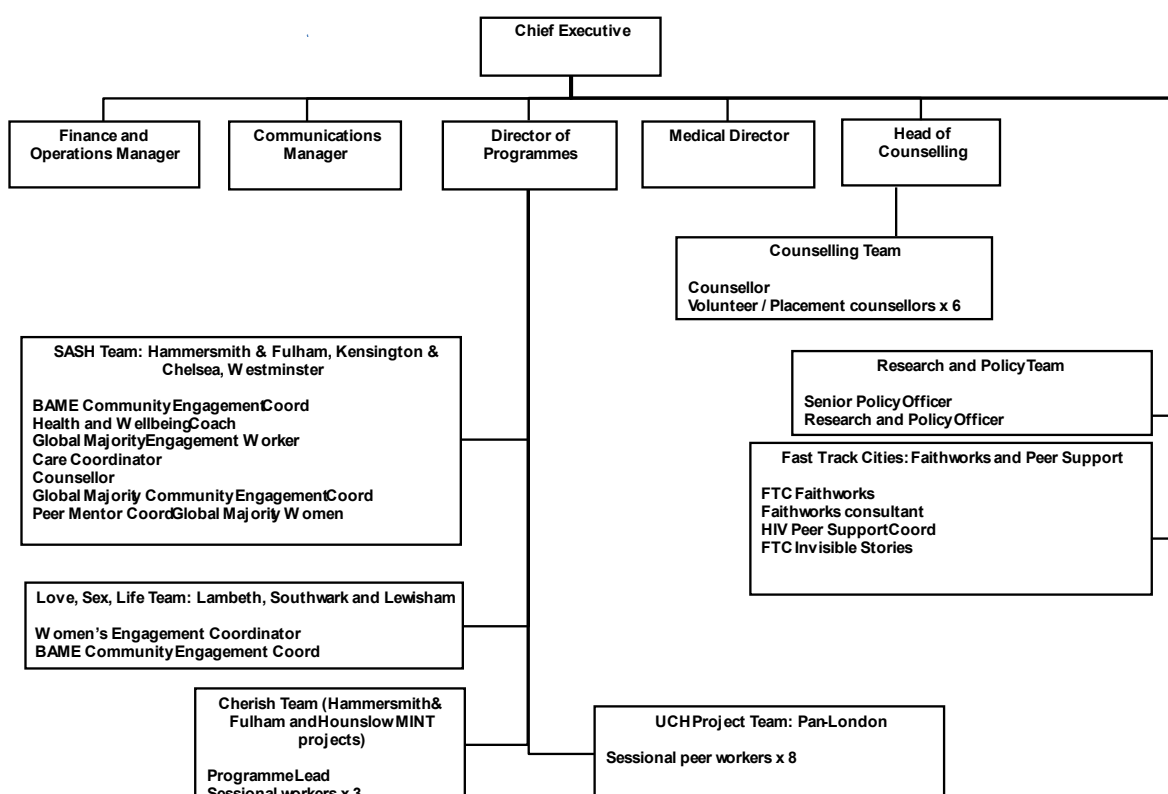
Senior Management Team

Parminder Sekhon Chief Executive	Mohammed Jaseem Finance Manager	Sanjay Kumar Head of Counselling
Kim Hawkins Research and Policy Officer	Vanessa Apea Medical Director	

The Trustees wish to thank all the staff and volunteers who have played a part in the successful delivery of services during the course of the year.

Staff	Volunteers
18	33

NAZ Organisational Chart



THE NAZ PROJECT (LONDON)

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

Pay and Remuneration

NAZ is committed to the principle of equal pay for all genders. In this context 'pay' includes not only remuneration, but also other benefits such as promotion and training opportunities and access to facilities provided within the employment package from time to time. NAZ is committed to introducing and maintaining pay systems which are free from sexual bias.

People employed by us are entitled to equal pay if they are undertaking work which is substantially similar or is of equal value to the organisation, unless there are specific and clear reasons unconnected with their gender which explain and justify a differential in pay. In some cases, individuals carrying out similar work may receive different salaries because of seniority, qualifications and other such factors.

Pay scales are in line with national averages for the activities nominated. Any increase to pay will be subject to a board motion, and agreement with the Finance Manager, Line Manager and CEO. Any increase will take effect from 1 July following the review. Pay will not be reviewed whilst employees are in their probationary period.

Funders

The trustees, staff and clients of NAZ would like to take this opportunity to thank all the funders from 2022/23. Without their invaluable support, it would not have been possible to operate.

Funders	Area
- Local Authorities (Hammersmith and Fulham, Kensington and Chelsea, Westminster and Hounslow Boroughs) - Gilead - Elton John AIDS Foundation - Fast Track Cities - London Borough of Hounslow - ViiV Healthcare	Sexual Health Promotion
- National Lottery Community Fund - Gilead	Operations
- National Lottery Community Fund	Clinical Services
- Gilead - MSD	Policy, Research and Influencing

Summary of Results

The net incoming resources for the year amounted to £863,372. Restricted reserves carried forward amounted to £142,778. Unrestricted reserves to be carried forward amounted to £317,847.

Naz is a sexual health charity whose services are dedicated to people experiencing better sexual health. We do this because there is a significant gap in the sexual health outcomes of Global Majority communities, compared to the general population. Everything Naz does works to reverse this trend. In addition to a programme of project work aimed at improving sexual health equality, Naz addresses these inequalities through influencing policy and practice. We seek to promote the needs of Global Majority communities and bring the latter to the attention of government, health providers and other third sector organisations with the aim of sharing best practice and ensuring appropriate service provision.

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22-23 Operations Overview

Operations in 2022-23 saw Naz consolidate its mission to support Global Majority Populations at elevated risk of HIV poor sexual health outcomes to achieve better physical & mental health both regionally and globally. Developing interventions to reduce health disparities in both prevention and treatment remained our top priority. We continued to develop and deliver community centered approaches to ensure better engagement and sustainability by centering the communities we seek to serve. We recognize that typically healthcare only accounts for 10% of overall population healthcare and wellbeing outcomes and other wider determinants of good health include socio economic factors such as good housing, secure and good employment, legal status and strong community and family relationships. The legacies of Covid, combined with structural discrimination and racism means these when these protective factors are absent, people of colour are at increased risk of poor outcomes and have been systematically shown to be shouldering the largest burden of that inequality.

The UKHSA's "HIV testing, PrEP, new HIV diagnoses, and care outcomes for people accessing HIV services: 2022 report" shows that new HIV diagnoses fell slightly from 2,961 in 2020 to 2,955 in 2021 but rose by 1% (2,673 to 2,692) in England. Of the 2,023 new diagnoses first made in England, people of Black African ethnicity constituted 19% (382). Among people exposed by heterosexual contact first diagnosed in England, people of Black African ethnicity were the highest proportion (37%, 294 out of 798), followed by White ethnicity at 32% (252 out of 798).

The proportion diagnosed late was highest among people of Black African ethnicity, 56% in 2021 (174 out of 312), comparing to people of White ethnicity at 45% (331 out of 739). The risks associated with late diagnosis have increased - those first diagnosed late in the UK in 2020 were 11 times more likely to die within a year of diagnosis, compared to those who were diagnosed promptly; in 2019 those diagnosed late were 6 times more likely to die within a year of diagnosis, compared to those diagnosed promptly. This may reflect the direct impact of Covid-19 infection, as well as its indirect impact through disruption to healthcare services. Treatment coverage in populations accessing HIV care also varies, and the proportion of those who were not receiving treatment despite having been diagnosed was one and a half times higher in those of 'Other or Mixed' ethnicity when compared to White ethnic groups. The proportions of those populations who were not virally suppressed despite being on treatment are highest among people of Black, Other and Mixed ethnicities compared to white ethnicities, and nearly twice as high for those of 'Black other' ethnicities than White ethnicities.

In 2022-23 our local service offer has largely transitioned back to face-to-face delivery engaging beneficiaries and stakeholders. Naz celebrated three significant points during the course of the year. The Joyful Noise Choir of people living with HIV celebrated its 10th birthday and was invited to perform on Britain's Got Talent for Series 16 in front of a huge London Palladium audience, securing a standing ovation and 4 "Yes" votes raising much need visibility of HIV. The choir also performed for the top 200 Global leaders at ViiV Healthcare. Secondly, in July 2022 Naz in partnership with IAPAC launched the soft announcement of Zero HIV Stigma Day in memory of Prudence Mabele and began the 365-day count down with the launch of a new dedicated website. Thirdly, Naz successfully secured 3-year funding from National Lottery to support the leadership structure at the Charity.

We continued to provide peer work to reduce isolation; and 1-to-1 casework support to service users to help those most in need. Our partnership with University College London/ Central North West London Trust to provide clinical outreach support to help the Covid-19 and blood-borne virus vaccination effort continued with asylum seeker populations in hotel accommodation across London. The service is delivered in 6 community languages across 4-5 days a week all year. This project was further expanded to include referrals received from Accident and Emergency and chaperoning to patients to clinic for treatment and care as part of the opt-out testing across London A&E departments. Patients who are 'Lost To Follow Up' cost the healthcare system at every stage: HIV clinics lose time on missed appointments, untreated HIV leads to expensive inpatient admissions and there are lifetime care costs for

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new cases of HIV as a result of onward transmissions. One year of inpatient hospital admissions for HIV-related illnesses amounts to £408,135 compared to £220,000 for an average lifetime care cost for every new case of HIV.

Working at the intersections of HIV and ethnicity, sexual orientation and gender, Naz continues to centre the need for good mental health at the heart of all the interventions we deliver. With Black people four times as likely to be sectioned under the Mental Health Act as White people our counselling service has seen a growth in referrals and our team of therapists have expanded to respond to the mental health epidemic. Multiyear funding awarded in 2022 from National Lottery Community Fund enabled Naz to focus on developing its leadership structure to strengthen our delivery model and renewed funding from Gilead to focus on our local and international policy offer has enabled Naz to deliver globally.

NAZ, in partnership with Positively UK, 4M and Sophia Forum, were proud recipients of a 6-month grant from Gilead to deliver further creative writing interventions to explore the intersection of HIV and Menopause. The Bearded & Flushed partnership delivered exemplary outputs that have been showcased in the [Bearded and Flushed website](#).

We also continued with our monthly No More Silence peer support groups for Black gay and bisexual men, and other men who have sex with men, and delivered face-to-face delivery.

Key highlights during the year include:

- Joyful Noise Choir of people living with HIV performed publicly on 5 occasions in 2022-23: at Toynbee Hall 27th April, Royal College of Physicians for 25th November BHIVA WAD, 2nd December Southwark Cathedral World AIDS Day, Britain's Got Talent at London Palladium on 25th January 2023, Viiv Health Care 8th February 2023
- Naz in partnership with the International Association of AIDS Providers of Care announced on July 21st 2022 the 365 day count down to Zero HIV Stigma Day 2023 – a global day of solidarity to reduce HIV stigma.
- Naz staff and volunteers attended the 'Fight HIV Stigma' March through London on March 18th organised by the HIV providers Forum of which Naz is a member.
- 'Speaking Positively' Podcast launched for Spanish and Portuguese speaking communities living with HIV, addressing issues of self-stigma as a tool for education and information.
- Naz supported over 1,700 asylum seekers receive Covid vaccinations and Blood-borne Virus support in Arabic, French, Spanish, Kurdish and Farsi.
- Supported 85 people living with or impacted by HIV with casework and advocacy, securing hardship grants, access to emergency support, legal advice, completing welfare benefit forms and support with appeals.
- Bearded and Flushed partnership led by Naz supported 24 women ageing with HIV to discover their creative voice over a series of writing workshops. This culminated in a live performance at the Cinema Museum in October 22 to an audience of over 100 people.
- Our pan-London psychotherapeutic counselling service has provided culturally specific mental health and wellbeing support to 162 clients, accessing between 8-12 sessions of counselling each.
- Collaborated with Prepster to deliver MPox Vaccine clinics for South Asian and Latin American communities.
- Secured a new contracts with our partners Metro Charity to deliver Mental Health & Wellbeing programmes across London boroughs of Hammersmith and Fulham and an one year extension in Hounslow.
- Creation of the Faithworks short film in partnership with AAF and JAT as part of the fast Track Cities Initiative featuring 4 people living with HIV talking about their relationship with faith and HIV.
- SASH programme across London borough of Westminster and Royal Borough of Kensington and Chelsea is renewed for a further 3 years from 2022-2025. This is a programme we have successfully delivered on as part of a partnership since 2017.
- Global HIV Collaborative launched with 17 leaders and activists from across the world; meetings with the leadership of pivotal global institutions to hold them to account around Black communities' sexual health, including UNAIDS, The World Health Organisation and the Robert Carr Fund.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2023

NAZ saw changes to the workforce in 22-23 with the departures of several members of staff for a range of personal and professional reasons. We also saw several new staff join the organisation.

We said goodbye to many of our staff and a trustee in 2022-23:

- Harry Clementson, Treasurer, Trustee
- Mohamed Essoussi, Community Engagement Coordinator
- Ali Jameel, SASH Sexual Health Care Coordinator
- Khaizer Khan, Faithworks Worker
- Sammy Assayed, SASH BAME Sexual Health Engagement Officer
- Shinette Brown, SASH Health and wellbeing Coach
- Kandace Smith, Brook Womens Outreach Worker
- Hareya Gebreyohanes UCL peer Engagement Worker
- Jesus Moran, Sessional UCL Peer Engagement Worker
- Jose Javier Heurta Raga Sessional UCL Peer Engagement Worker
- Jesus Moran, Sessional UCL Peer Engagement Worker
- Luwam Tesfay, Sessional UCL Peer Engagement Worker
- Shewit Tesfay, Sessional UCL Peer Engagement worker

We are pleased to welcome the following staff who have joined NAZ this year:

- Dhvani Jaisingh, SASH Sexual Health Care Co-ordinator
- Sanjay Kumar, Counselling Manager
- Belinda Rumara, SASH Health and Wellbeing Coach
- Yasmin Hei Wing Davies – SASH Women's Worker
- Mustapha Kamal Hacine Bacha – Sessional UCL Outreach Engagement Worker.

Key Deliverables: Our Footprint in 2022-23

Number of people supported living with HIV	244
Counselling support	162
1-to-1 advocacy and support	85
Support group sessions run	58
Refugees and asylum seekers supported for Covid-19 vaccinations	1,700
Number of people reached through in-person outreach	680
Volunteering opportunities	33

We continue to see clients from across all 33 London boroughs and have a steady inflow of clients from outside of London.

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FOR THE YEAR ENDED 31 MARCH 2023

1. Cost of Living Crisis

Global Majority households have been among those hardest-hit by the cost of living crisis, with both global majority and vulnerable communities being hit disproportionately. These are the very same communities that were unequally hit by the effects of Covid-19. In May 2022, the New Economics Foundation published an analysis warning that Global Majority households in the UK will experience an average cost of living increase 1.6x higher than white communities. Food Foundation has stated that Global Majority families are already twice as likely to be suffering from food insecurity, with 1 in 5 households currently food insecure compared to 1 in 10 white households.

All of this has increased demand on our services, with our clients continuing to have a greatly increased need for support in 2021 and 2022, with issues including access to benefits and welfare and employment issues.

- Naz activities include advocacy and casework, enabling clients to access hardship grants, appeal adverse benefits decisions, preventing homelessness and connecting clients to food banks and other sources of support
- Our counselling service continues to provide a much-needed space for clients to come to terms with the uncertainty and anxiety caused by this crisis

2. Covid-19

Covid-19 and its long-term effects such as bereavement, trauma and financial difficulties continue to disproportionately impact Global Majority communities. After the cycle of lockdowns ended, Naz continued its programmes providing support to those communities most impacted.

- The disruption to our Face-to-Face work has eased; Naz now operates a hybrid model with advocacy, casework and counselling delivery available online and over the phone, with the option of face-to-face contact if clients wish
- This move to a hybrid model, with significant health promotion activities conducted through social media, continues to present new opportunities and challenges to our sexual health work

3. Sexual Health Promotion

SASH Partnership

SASH offers sexual health services to people aged 14+ who live in three London boroughs: Westminster, Hammersmith & Fulham, and Kensington & Chelsea, under a community-focussed model. SASH is a partnership led by Turning Point, alongside NAZ, London Friend and METRO Charity.

NAZ's contribution includes two Global Majority sexual health engagement coordinators, a health and well-being coach, a counsellor, a care coordinator and peer mentor lead for Global Majority women.

Highlights

- Naz continued to support clients in the three boroughs with 1-to-1 casework, advocacy and referral, group work and counselling, workshops and events
- Online and in-person workshops included a Global Majority HIV drop-in on the first Wednesday of every month
- International women's day full day event at Tower Hamlets, the theme was on Equity with over 30 women attending

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- Delivery of counselling sessions in Portuguese and English, face to face and online
“Counselling sessions with [Naz SASH Counsellor] helped me a lot during a very difficult time I have had over the last few months. Talking to [them] on a weekly basis has allowed me to openly discuss all the issues which I have been having in terms of chem sex, sexual health, general life, family relationships, work, etc”
- The 10 peer mentors’ activities included leading and supporting the delivery of the Sisterhood Group for Black Women, a peer support group for South Asian people based at Naz, delivery of a 12-session Porn Compulsion group, and leading peer-led menopause workshops alongside the menopause champion groups
- The monthly Sisterhood Black Women’s group has delivered consistent support for 12 women throughout the cost of living crisis
- Youth engagement in schools focusing on reproductive health and contraceptive methods, with 365 young people reached in 2022-23 across SASH
- Delivery of a 1-hour Endometriosis Awareness workshop to 5 people at the Marylebone Project, which resulted in 2 brief interventions and 1 referral into SASH services
- Continued partnership work with Sands End Health Centre (Hammersmith & Fulham) – a Naz worker attends the clinic on a bi-monthly basis, provides cervical screening call-backs as well as phone calls and face to face brief interventions
- The client care coordination and health and wellbeing coaching team managed a caseload of clients with complex needs including Violence Against Women and Girls survivors, sex workers, people who are recovering from substance use, and perpetrators of sexual and violent offences.
- Creation of resource booklets on women’s health concerns to serve as a resource for service users and professionals. Topics including: Polycystic ovary disease, Abortion, Miscarriage, Endometriosis, Vaginismus, Fibroids, Menopause and Vulva Health
- Living with HIV Long Term Service User Group meetings held at Naz monthly, c, 15 attendees each month
- In February Naz hosted an mpox vaccine pop up in partnership with Prepster and 10HB. 11 South Asian gay and bisexual men received a combination of 1st and 2nd dose of the mpox vaccine
- Monthly SASH socials with c. 10-20 attendees each month, visiting museums, touristic sites etc
“Just want to say I am incredibly grateful, you know part of what I am recovering from, and these kinds of days are really helpful. I'm meeting the same faces over again from different groups and continuing conversations and developing my confidence and building appropriate friendships. Everyone has been so welcoming and friendly. Thank you for my coffee and cake. It was a wonderful way to end the visit.”

Cherish Hammersmith and Fulham

Naz in partnership with METRO provides mental health support in Hammersmith and Fulham as part of the Mental Health Integrated Network Team (MINT). We provide MH services that are holistic and inclusive, understanding intersectionality around gender, sexuality and ethnicity, including culturally appropriate therapeutic support and holistic approaches to those residents who have experienced trauma, particularly those whose trauma relates to migration and their first language is not English. We provide African dance, reflexology, peer-support wellbeing groups and 1-1 psychotherapeutic counselling, resulting in increased mental health engagement, support and improved outcomes.

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Highlights

- 50 reflexology clients, each having up to 4 sessions: 90% of reflexology clients reported an improvement in relaxation, sleep or mood.
- 56 attended our African dance group
- 48 clients supported through 1-1 advocacy and information work
- We have been working with a 15-strong Muslim women's group at Factory Quarter Flats run by Notting Hill Housing Association delivering structured group work, reflexology and exercise classes

"When I started coming, I was using walking stick, and did lessons sitting on a chair. Now I have lost weight, I don't use my walking stick and I dance like everyone else, standing. I look forward to Monday morning every weekend" – Dance class attendee, 70 years old

"I have a medical condition with hyper mobility syndrome called as Ehlers-Danlos syndrome. I have been struggling to cope with long-term pain and issues around it. I am happy that I can come here for reflexology and its helping with my pain and sleep issues." – Reflexology attendee

Cherish Hounslow

Cherish Hounslow is a mental health community project partnership provided by Naz and METRO. The project provides 1-1 advice and advocacy, group work, social groups and counselling for LGBTIQ+ and Global Majority people in Hounslow who are experiencing mental health issues.

Highlights

- 20 counselling clients, each having up to 12 sessions
- 24 Hounslow residents taking part in reflexology sessions
- 25 benefitting from 1-1 advocacy and casework sessions.

My Message To You

Naz and METRO partnered to develop 5 short films (My Message To You) featuring Latin Americans living with HIV last year and in March the films were shortlisted for the final of the Charity film Awards. This year 15 Latin Americans were referred to HIV clinics, linking people into care and for emergency HIV prescription renewal.

Fast Track Cities – Invisible Stories – Latin Americans living with HIV tackle stigma

After the success of My Message To You, Naz and METRO have collaborated again to deliver Invisible Stories – Latin Americans living with HIV tackle stigma. This is a creative project that zeroes in on the experiences of 3 marginalised and rarely heard groups within Latin American communities: Trans people, Latin American MSM and Latin American women. This project is rooted in creative and educational interventions and explored ways to break the silence and develop activities of empowerment.

- 12 episodes of the 'Invisible Stories' podcast, a valuable asset highlighting the needs of this underserved community
- March 16th hosted a celebration of the programme at METRO's base in New Cross, to wrap up all the work, present the podcasts to the community and had a live Q&A with the participants

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Fast Track Cities – FaithWorks

In partnership with Africa Advocacy Foundation and Jewish Aids Trust, we created a change in the way Muslim, Jewish and Black Christian faith communities understand, respond, and promote information about HIV. We also cemented the knowledge that HIV is a manageable condition which can be treated. Faith Work provided faith leaders with an opportunity to become part of the HIV care continuum through their own programmes. This 3-year project came to an end in March 2023. Overall project goals included:

- 3244 engagements across all three communities through 21 outreach events; education materials distributed at 95 training and community workshops with Faith leaders and local communities
- 141 faith leaders recruited and trained; of whom 55 participated in our HIV testing outreach and workshops
- 400 people tested for HIV; 3 reactive tests
- 8 video recordings with faith leaders were made to promote HIV awareness and distributed on social media
- Presence of FaithWorks established in several communal organisations including Council of Christians and Jews, roundtable of Faith Leaders established
- FaithWorks results will be presented in a round table discussion during the 7th East African Health Summit held April 2023 at The Royal College of General Practitioners
- A presentation will be made June 2023 at the NHIVNA Annual Conference

Fast Track Cities – Peer Support

In partnership with Positively UK and Plus Health, we supplement the existing Chelsea and Westminster HIV care pathway with optimised peer-to-peer mentoring interventions across 4 clinics in West and Central London - 10 Hammersmith Broadway, West Middlesex, 56 Dean Street and the Kobler Clinic. This targets those newly diagnosed to support retention in care for those most at risk through providing a community link before they leave the clinical setting. We also target those lost to care.

- 180 patients supported with 1-1 interventions, group work, referrals and signposting
- New clients are added each month from the newly diagnosed patient list

Partnership with UCH – Covid-19 Vaccinations and Blood-Borne Virus Screening

Since March 2021 and in partnership with the Find & Treat Health Inclusion team at University College Hospital, Naz peer workers provide interpretation and resident engagement for Covid-19 vaccine take up and Blood-Borne Virus screening support in Arabic, Farsi, Sorani Kurdish, French, and Spanish. Naz provides frontline peer engagement worker and interpreters who engage asylum seekers across Initial Accommodation Centre hotels all over London from Heathrow to Ilford up to 5 days a week. We have also been able to offer a chaperone service for the most vulnerable clients to hospital appointments. Naz works in partnership with UCH to deliver this NHS-funded programme to reduce Covid-related ill health and to reduce late presentation.

- 1,700 refugees and asylum seekers engaged over the year across 25 IAC hotels, pan-London
- A two-month pilot scheme for referrals from opt-out testing in A&E was held, which has led onto a full year's funding for Hepatitis B, Hepatitis C and HIV diagnoses, chaperoning clients to clinic and delivering medication across Greater London

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National Lottery Thought Leadership

The National Lottery Community Fund funded a programme from October 2022 to support Naz to develop leadership capacity and thought leadership over the next 3 years. Over the first 6 months:

- Organisational review partially carried out; to be completed June 2023. Identified current work domains and areas of growth
- Year 1 strategic plan, guided by staff and service user feedback, due June 2023
- 76 individuals assessed for Naz Counselling service; 67 accepted for 1-1 therapy on psychotherapeutic counselling course of up to 12 counselling sessions (including couple and group counselling)
- 56 people living with HIV attended structured group work over the first 6 months of the project; and 48 people who identify as LGBTQ+
- HIV and Mental Health services support and reach total 162 people; Sexual Health Promotion Services reach total 1,700 people through community programmes; 1,418 people supported to take Covid vaccine

Peer Support

Naz has been able to move its online provision of support groups to in-person again. Our pan-London peer support groups include:

- 35 sessions of Joyful Noise Choir for people living with HIV
- 12 DOST peer support sessions for South Asian gay and bisexual-identified men, and MSM
- 8 Peepal peer support sessions for South Asian people living with HIV
- 2 'No More Silence' Peer Support group sessions for Black gay and bisexual-identified men, and MSM
- 1 Muslims in the City session for Muslims living with HIV

Joyful Noise Choir

Joyful Noise Choir was established in 2013 and is a multi-cultural award-winning choir for people living with HIV. Participants come from across London and the surrounding counties.

- Funding for the Choir was secured from ViiV Health Care; food at Choir practices is donated by Pret Foundation
- 35 sessions delivered, supporting 30 members living with HIV
- Toynbee Hall performance April 2022 for Henry Smith Charity
- January 25th 2023 JNC took part in a live audition for Britain's Got Talent at London Palladium in front of Simon Cowell, Alesha Dixon, Amanda Holden and Bruno Tonioli and received a standing ovation from all four judges and the Palladium audience. Naz choir members were able to promote a message of fighting HIV Stigma to an audience of 2,500. The performance may be broadcast as part of the show in April and May.
- Performances also included for ViiV Healthcare's Global Senior Leadership Team, and World AIDS Day 2022 events at BHIVA Royal College of Physicians and Southwark Cathedral

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Bearded and Flushed

Bearded and Flushed ran is a partnership between Naz, Sophia Forum, 4M and Positively UK and is funded by Gilead. Following 2 successful writing courses in 2021-22, a third six-week course in 2022 provided space for 8 women ageing with HIV to discover their creative voice over a series of writing workshops focussed on living well with HIV and going through the menopause, led by Maggie Saunders and Juddy Otti.

- Bearded and Flushed Abstract accepted at the Aids impact conference in June 2023 in Stockholm where the Bearded and Flushed short film will also be shown as part of a symposium on Menopause convened by HIV Consultant Dr Shema Tariq
- Launch of Bearded and Flushed film short featuring four women living with HIV, submitted to the Charity Film Awards <https://www.youtube.com/watch?v=QBOHbBaX1ts&t=12s>
- Bearded and Flushed produced a live spoken word event on 21st October 2022 to an audience of over 100 at the Cinema Museum. This evening also included the short Bearded and Flushed film, and a Q&A supported by two consultants in sexual health and HIV medicine, Dr Nneka Nwokolo and Dr Shema Tariq

“Hearing that some of the women had felt guilty about surviving stirred something in me. I had pushed HIV to the side whilst I was a single parent, this workshop is helping me to make peace with myself” - Participant from the writing group

Love, Sex, Life

The Love, Sex, Life service was a partnership set up in April 2020 to support the sexual health and wellbeing of Black, Asian and Minority Ethnic communities including LGBTQ+ communities living in Lambeth, Southwark and Lewisham (LSL). The partnership includes Brook, as the lead partner, Stephen Lawrence Charity, NAZ and Shape History. NAZ worked with women (including LBTIQ+) in the tri-borough, as well as creating connections with organisations and communities in LSL. This project came to an end in May 2022.

4. Clinical Services

Naz Counselling Service

NAZ offers a pan-London Integrative psychotherapeutic counselling service online and in-person to adults; primarily to people of from the Global Majority. Our new Counselling Services Manager, J Sanjay Kumar was recruited from May 2022.

6 new volunteer placement counsellors were recruited this year – the team now has 11 counsellors, two are paid. The counsellors are from across the spectrum of gender and sexuality and come from Black, South Asian and South American backgrounds. Counselling is currently offered in English, Spanish, Portuguese, Hindi, Urdu, Tamil, Telugu and Tagalog.

The counselling service offers support for individuals struggling with various realities in their life, such as their relationships, work-life balance, anxiety, and depression, understanding and accepting their gender and/or sexuality, difficulties arising from being who they are, family issues, difficulties arising from being new in the UK or being an asylum seeker or refugee. Many referrals come to us due to HIV diagnosis or difficulties arising from living with HIV. We have people come to our service as survivors of sexual abuse as children or adults or have been victims of abuse of various kinds. We then work alongside supporting their psychiatric treatment.

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Highlights

- 124 clients were assessed for counselling. 101 clients were accepted onto the Naz counselling service and 23 were assessed and either referred onto a more suitable service; or did not take up counselling
- 101 clients supported accessing up to 12 sessions of counselling each, for 1,1700 total counselling hours
- Waiting time to counselling reduced to an average of 12 weeks

Some Feedback from Clients:

"[My therapist's] professionalism and dedication have left a lasting impression on me. She brings a unique perspective to our sessions that I find highly beneficial. Even though my mental health has been on the low side for months now, I've found her approach to be truly remarkable, and I'm genuinely appreciative of her support. I think I would have been in a much worse off position if it wasn't for her counsel. And these sessions have become an anchor for me each week, providing a sense of understanding that I value deeply."

"I truly appreciate the exceptional work you've done in our recent counselling sessions. Despite initial doubts, your ability to create a safe environment allowed me to open up freely. Your patience and non-judgmental attitude made uncomfortable areas easier to explore. Your deep understanding, rooted in knowledge and experience, is evident in practical coping strategies."

Thank you for surpassing expectations in guiding my journey to personal growth and healing. Your dedication and care shine in every interaction.

I'm truly grateful to work with you and eagerly anticipate my journey now, to continue my progress last week. Thursday was the last session but intend to put all that was taught in practice for my CPD. Thanks to Naz for providing this great service."

HIV testing

We have continued to promote self-sampling during this time. As part of our new UCH project (see above) Naz staff have supported HIV and STI testing alongside clinical staff, and supported the engagement of over 4,000 asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers. We have also delivered rapid HIV testing through our Faithworks initiative in Faith settings.

5. Policy, Research and Influencing

Zero HIV Stigma Day – 21st July

While occasions such as World AIDS Day bring needed awareness to HIV in general, there has never been a global awareness day specifically to challenge the impact of stigma, which persists despite biomedical advancements in HIV prevention and care.

Naz, in partnership with International Association of Providers of AIDS Care (IAPAC) and Fast Track Cities, announced the first, global, Zero HIV Stigma Day to take place on 21st July 2023. The day will unite people, communities, organisations and countries to raise awareness and take action against HIV stigma which reinforces and amplifies the HIV pandemic and related inequalities.

The choice of 21st July commemorates and honours Prudence Mabele (21st July 1971 – 10th July 2017), the first Black South African woman to publicly share her HIV status, and the countless other HIV activists that have been fundamental in improving outcomes for people living with and affected by HIV.

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Naz and our partners have been working to ignite an annual day of bold and international activities that will:

- Highlight HIV stigma and the impact it has on the lives of people living with and affected by HIV
- Highlight the intersections of stigma, shame, discrimination, and inequality. Amplifying the message that improved outcomes in sexual health and HIV can only come when we tackle stigma and inequality across society (through tackling the wider determinants of health)
- Reinvigorate broader collaborative working. Initiating a global call to action opportunity to share the impact of stigma through community action
- Inform people what they can do to combat stigma (i.e., pledge, direct action, influence policy)
- The Global HIV Collaborative, developed by Naz, was involved in the Day
- Also funded by our Policy, Research and Influencing stream is our Communications work. We maintained a strong online profile facilitating engagement for Black History Month, LGBT History Month, Transgender Awareness Week, World AIDS Day and National HIV Testing week

6. Volunteering

Naz's peer-led volunteering service makes a huge contribution to our clients and communities. With the end of lockdown, and increased in-person outreach and sexual health promotion our volunteer footprint has increased since the previous year. We would like to acknowledge and thank each of them for their support improving the health of Global Majority communities.

- This year, 33 volunteers contributed around 1,600 volunteering hours
- 9 volunteer placement counsellors, providing psychotherapy as part of our counselling service, contributing 950 counselling hours
- 10 peer mentors in the SASH project delivered interventions including leading and supporting the delivery of the Sisterhood Group for Black Women, a peer support group for South Asian people based at Naz, , delivery of a 12-session Porn Compulsion group, and leading peer-led menopause workshops alongside the menopause champion groups
- 14 volunteers supported our outreach and awareness-raising events such as at UK Black Pride and London Pride

7. Plans for the future

In the next 12 months we will work to:

- Develop a new strategic plan for 2023-2026, setting out the organisation's key strategic priorities
- Start a young people's Queer East and South-east Asian support group, as there are few spaces where communities of South-East and East Asian heritage who also identify as queer, can meet and discuss their identities, life experiences and struggles
- Deliver the 1st Global Zero HIV Stigma Day in partnership with International Association of HIV Providers of care 21st July 2023
- Relaunch Grupo Amigos peer support group for Latin Americans living with HIV
- Ensure Global Majority communities are supported in the mental health epidemic and adequate support is made available as we commit to a Building Back Fairer recovery programme
- Further develop our capacity to offer 1-to-1 psychological wellbeing interventions to communities disproportionately affected by Covid-19 through our Counselling and Reflexology service
- To continue building the internal capabilities and leadership structure of the organisation to support accountability and sustainability.
- Develop our Health and Wellbeing services in London Boroughs of Hammersmith & Fulham, and Hounslow as part of our contract extensions

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- Continue working in partnership with University College Hospital and the NHS on the Health Inclusion project with Refugees and Asylum seekers.
- Continue to link and support people living with HIV outside of the system into statutory HIV care and support
- Join up our approach on HIV, sexual health and reproductive health in line with other health inequalities experienced by our target communities
- Promote Black, Brown and Global Majority leaders and thinkers through our policy work as part of the Global HIV Collaborative; to amplify the voices of those leaders demanding an action plan to end HIV transmissions by 2030 for all communities

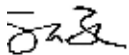
Disclosure of information to the auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

Auditor

In accordance with section 485 of the Companies Act 2006, a resolution proposing that HW Fisher LLP be re-appointed as auditor of the company will be put to the Annual General Meeting.

On behalf of the Board of Trustees,



Sanjay Nazerali

Chair of Trustees

Dated: 30 Jan 2024

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also the directors of The Naz Project (London) for the purpose of company law, are responsible for preparing the Trustees' 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE NAZ PROJECT (LONDON)
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INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

Opinion

We have audited the financial statements of The Naz Project (London) (the 'charity') for the year ended 31 March 2023 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

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- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud;
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006;
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly;
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

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- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual;
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied;
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud;
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations;
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds;
- Testing key income lines for evidence of management bias;
- Obtaining third-party confirmation of material bank balances;
- Documenting and verifying all significant related party balances and transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the entity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Rich
Andrew Rich (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom
30 Jan 2024
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THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2023

Current financial year

		Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
	Notes						
Income from:							
Grants and donations	3	24,163	495,198	519,361	19,529	388,922	408,451
Charitable activities	4	330,985	8,167	339,152	198,030	60,000	258,030
Other trading activities	5	4,859	-	4,859	1,709	-	1,709
Total income		360,007	503,365	863,372	219,268	448,922	668,190
Expenditure on:							
Charitable activities	6	194,514	534,151	728,665	186,432	636,063	822,495
Other	10	14,027	-	14,027	-	-	-
Total resources expended		208,541	534,151	742,692	186,432	636,063	822,495
Net income/(expenditure) for the year/							
Net movement in funds		151,466	(30,786)	120,680	32,836	(187,141)	(154,305)
Fund balances at 1 April 2022							
		166,381	173,564	339,945	133,545	360,705	494,250
Fund balances at 31 March 2023							
		317,847	142,778	460,625	166,381	173,564	339,945

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

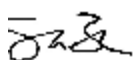
THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Intangible assets	11		-		16,698
Tangible assets	12		82,156		85,513
			<u>82,156</u>		<u>102,211</u>
Current assets					
Debtors	13	108,404		116,798	
Cash at bank and in hand		385,272		241,674	
		<u>493,676</u>		<u>358,472</u>	
Creditors: amounts falling due within one year	14	(115,207)		(120,738)	
Net current assets			378,469		237,734
Total assets less current liabilities			<u>460,625</u>		<u>339,945</u>
Income funds					
Restricted funds	16		142,778		173,564
Unrestricted funds			317,847		166,381
			<u>460,625</u>		<u>339,945</u>

30 Jan 2024

The financial statements were approved by the Trustees on



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Sanjay Nazerali
Chair

Company Registration No. 03236229

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

		2023		2022	
	Notes	£	£	£	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	19		149,695		(187,511)
Investing activities					
Proceeds on disposal of intangibles		2,671		-	
Purchase of tangible fixed assets		-		(8,300)	
Proceeds on disposal of tangible fixed assets		(8,768)		-	
Net cash used in investing activities			(6,097)		(8,300)
Net increase/(decrease) in cash and cash equivalents			143,598		(195,811)
Cash and cash equivalents at beginning of year			241,674		437,485
Cash and cash equivalents at end of year			385,272		241,674

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

The Naz Project (London) is a private company limited by guarantee incorporated in England and Wales. The registered office is 30 Blacks Road, London, W6 9DT.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 and Republic of Ireland (FRS 102) (effective from 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Incoming resources are included in the Statement of Financial Activities when the charity becomes entitled to the income and the amounts can be measured reliably.

Donations are recognised on a receivable basis.

Grant and contract income is recognised upon receipt, or if earlier, at the time the charity becomes entitled to it. Where receipt is dependent upon fulfilment of performance conditions, income is deferred as appropriate.

1.5 Expenditure

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. These costs have also been allocated in full to the single charitable activity.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

(Continued)

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

CRM system	4 years straight line
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1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20 years straight line (length of lease)
Computer equipment	4 years straight line
Fixtures, fittings & equipment	10 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any critical accounting estimates or judgements applied in the preparation of the financial statements.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

3 Grants and donations

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2023 £	2023 £	2023 £	2022 £	2022 £	2022 £
Donations and gifts	20,562	224,572	245,134	(2,663)	184,606	181,943
Legacies receivable	-	-	-	1,792	-	1,792
Grants receivable for core activities	3,601	270,626	274,227	20,400	204,316	224,716
	<u>24,163</u>	<u>495,198</u>	<u>519,361</u>	<u>19,529</u>	<u>388,922</u>	<u>408,451</u>

4 Charitable activities

	Prevention and support 2023 £	Prevention and support 2022 £
Prevention and support	<u>339,152</u>	<u>258,030</u>
Analysis by fund		
Unrestricted funds	330,985	198,030
Restricted funds	8,167	60,000
	<u>339,152</u>	<u>258,030</u>

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2023 £	2022 £
Other trading activities	<u>4,859</u>	<u>1,709</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

6 Charitable activities

	2023	2022
	£	£
Staff costs	383,114	478,497
Depreciation	12,125	15,884
IT expenditure	15,224	15,309
Premises	75,101	57,115
Events & communications	16,468	10,362
Professional fees & consultant costs	92,737	81,863
Phone, printing and stationery	10,467	10,456
Partnership project costs	96,930	116,900
Sundry costs	4,258	22
Amortisation	-	2,334
Bad debt written off	-	15,846
	<u>706,424</u>	<u>804,588</u>
Share of governance costs (see note 7)	<u>22,241</u>	<u>17,907</u>
	<u><u>728,665</u></u>	<u><u>822,495</u></u>
Analysis by fund		
Unrestricted funds	194,514	186,432
Restricted funds	534,151	636,063
	<u><u>728,665</u></u>	<u><u>822,495</u></u>

7 Support costs

	Support costs	Governance costs	2023	Support costs	Governance costs	2022
	£	£	£	£	£	£
Audit fees	-	22,241	22,241	-	17,907	17,907
	<u>-</u>	<u>22,241</u>	<u>22,241</u>	<u>-</u>	<u>17,907</u>	<u>17,907</u>
Analysed between						
Charitable activities	-	22,241	22,241	-	17,907	17,907
	<u>-</u>	<u>22,241</u>	<u>22,241</u>	<u>-</u>	<u>17,907</u>	<u>17,907</u>

Governance costs includes payments to the auditors of £22,241 (2022: £17,907) for audit fees.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or reimbursed expenses during the year (2022: £nil). The Board of Trustees received no remuneration in the year.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

9 Employees

	2023	2022
	Number	Number
Management & operations	18	21
	<u> </u>	<u> </u>
Employment costs	2023	2022
	£	£
Wages and salaries	351,008	434,595
Social security costs	28,435	34,748
Other pension costs	3,671	9,154
	<u> </u>	<u> </u>
	<u>383,114</u>	<u>478,497</u>

Remuneration of key management personnel

The charity's key management personnel comprises the Board of Trustees and the senior management team. Included within the senior management team are the following:- Chief Executive, Research and Policy Officer and Head of Counselling. Total benefit received by the senior management team in the year amounted to £104,757 (2022: £110,855).

The number of employees whose annual remuneration was £60,000 or more were:

	2023	2022
	Number	Number
£60,000 - £70,000	1	1
	<u> </u>	<u> </u>

Of the employees whose emoluments exceed £60,000, 1 (2022: 1) have retirement benefits accruing under a pension scheme.

10 Other

	Unrestricted	Total
	funds	
	2023	£
		2022
Net loss on disposal of intangible fixed assets	14,027	-
	<u> </u>	<u> </u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

11 Intangible fixed assets

	CRM system £
Cost	
At 1 April 2022	21,366
Disposals	(21,366)
	<u>-</u>
At 31 March 2023	<u>-</u>
Amortisation and impairment	
At 1 April 2022	4,668
Disposals	(4,668)
	<u>-</u>
At 31 March 2023	<u>-</u>
Carrying amount	
At 31 March 2023	<u>-</u>
	<u><u>-</u></u>
At 31 March 2022	<u><u>16,698</u></u>

12 Tangible fixed assets

	Leasehold improvements £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 April 2022	197,677	43,181	16,584	257,442
Disposals	-	(1,008)	-	(1,008)
	<u>197,677</u>	<u>42,173</u>	<u>16,584</u>	<u>256,434</u>
At 31 March 2023	<u>197,677</u>	<u>42,173</u>	<u>16,584</u>	<u>256,434</u>
Depreciation and impairment				
At 1 April 2022	125,855	29,974	16,100	171,929
Depreciation charged in the year	9,884	2,139	102	12,125
Eliminated in respect of disposals	(9,776)	-	-	(9,776)
	<u>125,963</u>	<u>32,113</u>	<u>16,202</u>	<u>174,278</u>
At 31 March 2023	<u>125,963</u>	<u>32,113</u>	<u>16,202</u>	<u>174,278</u>
Carrying amount				
At 31 March 2023	<u>71,714</u>	<u>10,060</u>	<u>382</u>	<u>82,156</u>
	<u><u>71,714</u></u>	<u><u>10,060</u></u>	<u><u>382</u></u>	<u><u>82,156</u></u>
At 31 March 2022	<u><u>71,822</u></u>	<u><u>13,207</u></u>	<u><u>484</u></u>	<u><u>85,513</u></u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

13 Debtors

	2023	2022
	£	£
Amounts falling due within one year:		
Trade debtors	94,925	90,712
Prepayments and accrued income	13,479	26,086
	<u>108,404</u>	<u>116,798</u>

14 Creditors: amounts falling due within one year

	2023	2022
	£	£
Other taxation and social security	14,253	49,113
Trade creditors	33,052	20,996
Other creditors	2,325	5,438
Accruals and deferred income	65,577	45,191
	<u>115,207</u>	<u>120,738</u>

15 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments relating to property under operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	48,320	44,320
Between two and five years	182,567	169,367
In over five years	45,000	82,000
	<u>275,887</u>	<u>295,687</u>

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at	Incoming	Resources	Balance at	Incoming	Resources	Balance at
	1 April 2021	resources	expended	1 April 2022	resources	expended	31 March 2023
	£	£	£	£	£	£	£
Barts faces	204	-	(204)	-	-	-	-
Big Lottery	124,713	10,000	(124,713)	10,000	51,952	(36,029)	25,923
Gilead	28,488	-	(28,488)	-	52,326	(15,500)	36,826
Brook	39,576	60,000	(72,034)	27,542	8,167	(35,709)	-
Comic							
Relief/Metro	2,000	-	(2,000)	-	-	-	-
Lead							

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

16	Restricted funds							(Continued)
	PHE	5,454	-	(5,454)	-	-	-	-
	PHE - Beards & Flushed	-	51,274	(19,697)	31,577	9,047	(40,624)	-
	The-PHE-MSM	426	-	(426)	-	-	-	-
	Covid grants	73,939	-	(73,939)	-	-	-	-
	FTC - Faith Work	10,352	45,833	(52,513)	3,672	54,417	(58,089)	-
	FTC - Peer support	8,000	20,000	(21,615)	6,385	17,026	(23,411)	-
	MSD - Testing faith	13,250	-	(13,250)	-	-	-	-
	Mary Kinross	3,449	-	(3,449)	-	-	-	-
	Metro / My message to you	8,400	10,210	(9,735)	8,875	5,000	(13,875)	-
	Three Rivers	1,000	-	(1,000)	-	-	-	-
	Wave 3 (London Community)	30,821	-	(30,821)	-	-	-	-
	MSD 50 Over 50 campaign	1,300	-	(1,300)	-	-	-	-
	Henry Smith	30,000	65,333	(58,605)	36,728	67,533	(66,898)	37,363
	Soul to Soul	(2,000)	21,528	(16,294)	3,234	-	(3,234)	-
	MAC AIDS - Estee Lauder	-	15,000	(15,000)	-	-	-	-
	Viiv - Choir	-	21,412	(8,886)	12,526	5,000	(17,526)	-
	UCL NHS	-	84,665	(76,640)	8,025	172,858	(180,883)	-
	Books 2 Door	-	5,000	-	5,000	-	(5,000)	-
	Positively UK	-	20,000	-	20,000	-	(20,000)	-
	Hammersmith and Fulham	-	-	-	-	42,666	-	42,666
	Hounslow Mint	-	-	-	-	17,373	(17,373)	-
		<u>379,372</u>	<u>430,255</u>	<u>(636,063)</u>	<u>173,564</u>	<u>503,365</u>	<u>(534,151)</u>	<u>142,778</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

16 Restricted funds

(Continued)

Barts Faces: Agreement with Barts Charity around community conversations and reshaping the African Conversation.

Gilead/Shape History: Policy Back to Blaue Policy and website creation for Global Health Collaborative.

Wave 3/ Covid 19 Grants/ National Lottery – Covid 19 Emergency Grant Support, Core client services and core running costs.

Brook: Sexual Health and Reproductive outreach and professionals training across Lambeth Southwark and Lewisham.

Fast track Cities Peer Support: Agreement with NHS. Focus on re-engaging people living with HIV back into HIV clinical care across Chelsea and Westminster 4 clinics.

Fast Track Cities Faithwork: Agreement with NHS. Focussed on testing in faith environments, working with faith leaders to deliver interventions designed to support Black majority faiths to be part of the HIV care continuum.

Comic Relief/Metro Charity Lead (Metro partner to distribute emergency Covid Funds to LGBTQIA VSO's across the 4 nations.

Henry Smith Charity/ Mary Kinross: Counselling and therapeutic support.

MSD – Partnership honorarium 50 over 50, aging with HIV project.

PHE: Sole to Soul /My Message to you Innovation Fund funding interventions with organisations working with women and girls and Latin American Communities.

Further details on the restricted funding streams are included on page 6 of the Trustees' Report.

17 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:						
Intangible fixed assets	-	-	-	16,698	-	16,698
Tangible assets	82,156	-	82,156	85,513	-	85,513
Current assets/(liabilities)	235,691	142,778	378,469	64,170	173,564	237,734
	<u>317,847</u>	<u>142,778</u>	<u>460,625</u>	<u>166,381</u>	<u>173,564</u>	<u>339,945</u>

18 Related party transactions

There were no disclosable related party transactions during the year (2022: £nil).

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2023

19	Cash generated from operations	2023	2022
		£	£
	Surplus/(deficit) for the year	120,680	(154,305)
	Adjustments for:		
	Loss on disposal of intangible assets	14,027	-
	Depreciation and impairment of tangible fixed assets	12,125	15,884
	Movements in working capital:		
	Decrease/(increase) in debtors	8,394	(36,276)
	(Decrease) in creditors	(5,531)	(12,814)
	Cash generated from/(absorbed by) operations	<u>149,695</u>	<u>(187,511)</u>
20	Analysis of changes in net funds		
	The charity had no debt during the year.		

Accounts

Charity Registration No. 1014056

Company Registration No. 03236229 (England and Wales)

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

THE NAZ PROJECT (LONDON)

(A COMPANY LIMITED BY GUARANTEE)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Uday Thakkar Tina St Leger Professor Mark Nelson Harry Clementson S Nazerali	(Appointed 1 August 2022)
Chief Executive and Company Secretary	Parminder Sekhon	
Charity number	1014056	
Company number	03236229	
Registered office	30 Blacks Road London W6 9DT	
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom	
Bankers	National Westminster Bank Plc 25 Shepherds Bush Green London W12 8PR	

THE NAZ PROJECT (LONDON)

(A COMPANY LIMITED BY GUARANTEE)

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NAZ PROJECT LONDON

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

The Trustees present their report which also includes the directors' report as required by company law and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1, to the accounts and comply with the Charitable company's Memorandum and Articles of Association, the Companies Act 2006, 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 and Republic of Ireland ("FRS102"), (effective 1 January 2019).

Objectives and Activities

The charity was incorporated on 9 August 1996 and is governed by its Memorandum and Articles of Association, which were amended by special resolution on 15 October 2002.

Nazir was a Pakistani Muslim, married with two children. He was also a closeted gay man who was living with HIV. When his status became public, he was rejected by his mosque, ostracised by his community, and found no social support that understood that he had more than one identity.

NAZ was set up in his memory and is one of the largest sexual health charities in London initiated and led by ethnic minorities. It is also one of the longest established charities of this type and focuses predominantly on sexual health improvement and HIV support services for Black, Asian and Minority Ethnic (BAME) communities.

The work of the organisation is delivered through four key work streams:

1. HIV care and support services, for people living with and affected by HIV
2. Sexual Health Promotion including targeted support for BAME LGBTQ+ communities, faith communities and those at risk of acquiring HIV, STIs and experiencing poor sexual health
3. Clinical Services: HIV and STI testing and screening, as well as counselling services
4. Research, influencing and policy development

The NAZ board, staff and volunteers are recruited from the communities we seek to impact, and support is available in multiple languages. Today, NAZ offers the most relevant range of sexual health services and programmes, specifically for people from BAME communities.

NAZ's mission is to achieve true parity in sexual health outcomes for our target communities living with and elevated risk of HIV. Our evidence-based interventions are designed to enable those with the greatest risk of poor sexual health outcomes to have fulfilling sexual lives, understand how to access the right local service and ultimately to support better physical, mental and sexual health outcomes. We exist to ensure inequalities in health outcomes are eradicated so everyone can enjoy good sexual health. Our core values include:

- Inclusion and health equity for all so everyone can enjoy good sexual health and wellbeing
- Respect – We respect and value the lived experience, diverse talents and initiative of our beneficiaries and workforce
- Bold and intentional allyship to amplify our core mission to ensure health equity for Naz target communities.

NAZ PROJECT LONDON

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Public Benefit

The trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit. The purpose of the charity is enshrined in its objectives and mission statement. The trustees ensure this is carried out for the public benefit by delivering a range of activities to meet its intent.

Reserves Policy

The trustees have agreed a reserves policy whereby the free reserves (unrestricted funds held in net current assets, excluding funds held in tangible fixed assets) held by the charity should be equivalent to the value of approximately 3 months of non-discretionary resources expended (£200,000).

As at 31 March 2022, free reserves, as defined above, amount to £64,170 (2021: £23,750). This is an increase of £40,420. The increase in free reserves makes a start to meet the trustees' stated strategic objective of achieving the free reserves figure within 3 to 5 years but there is still more to do.

The charity saw a surplus in the 2021/2022 financial year, driven by an increase in grants as well as cost savings following a thorough budget review in the previous year to scrutinise and eliminate unnecessary costs. Income shifted toward grants and donations, reflecting the impact of the pandemic, which for a second year prevented the charity from holding events to generate sponsorships, or other charitable activities that were held in previous years. As a result, the charity applied for emergency funding to help with increased demand from service users and to support core costs and sustainability. The impact of pandemic restrictions also reduced office costs.

A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed. Should the level of funding decrease significantly then associated costs would also decrease and free reserves would enable current activities to continue in the short term.

The charity continues its focus on balancing the current needs of delivering critical prevention and support services, meeting the needs of its beneficiaries, whilst increasing its free reserves to the level determined by its policy.

Recruitment, induction and training of trustees

The governing body of the charity is the board of trustees which is comprised of four members.

Trustees are appointed by an open recruitment process. Potential trustees can be recruited through recommendation, referral from a recruiting organisation or as a result of advertisement. Potential trustees will, in the first instance, be met by the CEO and or Chair and be given an overview of the organisation from an operational perspective.

Naz prioritises trustee applications from those identifying Black, Asian, and Global Majority backgrounds but not exclusively, offering particular skills, knowledge or experience to advance the mission of the Charity. A role description and personal specification will be shared as a part of a recruitment process.

Appointment of trustees to Naz will be subject to:

- Receipt of CV and short personal statement
- Interviewed and approval by the Chair of Trustees, senior manager/CEO and a minimum of one other trustee, usually the Vice Chair
- The supply of 2 references
- Completion of all related documentation including equality monitoring information

All Trustees have a legal duty to act only in the best interests of their charity and comply with the Charities Act 2021. This affirmation will be annually filed.

NAZ PROJECT LONDON

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Potential new trustees will be given written background information about the organisation and will be invited to meet with representatives of the board. The subsequent meeting with members of the board will ascertain their skills, background, and professional experience of working within a governance role. Following this meeting and upon receipt of references, recommendations will be made to the board of trustees and, if there is agreement, the new candidate will be invited to attend the subsequent board meeting.

The Company Secretary will then notify Companies House of the appointment. Trustees are appointed for a period of four years and can serve for a maximum of eight years. Each of the trustees is also a member of the company and guarantees to contribute up to £1 to the assets of the company in the event of a winding up.

The Trustees delegate the day-to-day management duties of the organisation to the CEO and Senior Management Team.

All Trustees will receive a full induction with Chair of Board and CEO. They will be buddied up to a fellow trustee for the purposes of induction support and there will be opportunities for Learning and Development with the wider charity as per its mission.

Risk Factors

Area	Issue	Mitigation
Financial	- Insufficient funds raised to meet costs - Loss of contract due to the commissioning environment - Loss of contract due to poor performance - Impact of external factors such as Covid-19	- A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed - Expansion of new funders and partnerships within the funding mix continues - Programmes matrix updated once a month, any failing programmes identified with mitigations in place
Programmes	- Failure to complete objectives - Failure to recruit appropriate staff to deliver against contract	- Management and staff clear on each project objective, regular check ins with key funders and contractors on progress of programmes
Clinical	- Staff and volunteers performing point of care testing, not competent	- Staff and volunteers trained once a year, monthly supervision for those providing HIV/STI testing
HR	- Adequate succession plans in place - Appraisals and staff training	- Strong SMT, clear existing plans in place for the senior and specialist roles - Yearly appraisals and staff training and personal development opportunities available - Exit interviews
Covid-19	- Reduced ability to meet clients in person, both 1-to-1 and in groups - Reduced ability to engage public in public venues - Covid-19 affects NAZ team directly or through bereavement	- Migrate services to online provision, e.g. counselling, peer support - Increased use of social media to engage with the public - Employee assistance programme for staff activated

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Board of Trustees

The trustees who served during the year and up to the date of approval of the financial statements are:

- Uday Thakkar, Chair
- Harry Clementson, Treasurer
- Tina St Leger, Trustee
- Professor Mark Nelson, Trustee

NAZ Medical Board

- Dr Hamish Mohammed (Chair)
- Dr Danielle Solomon
- Dr Rageshri Dhariywan
- Dr Jaimie Vera
- Dr Vanessa Apea

Senior Management Team

- Parminder Sekhon, Chief Executive
- Yusuf Hussein, Interim Director of Finance and Operations
- Benjamin Beever, Finance Manager
- Vanessa Apea, Medical Director
- Mariam Osman, Fundraising Manager

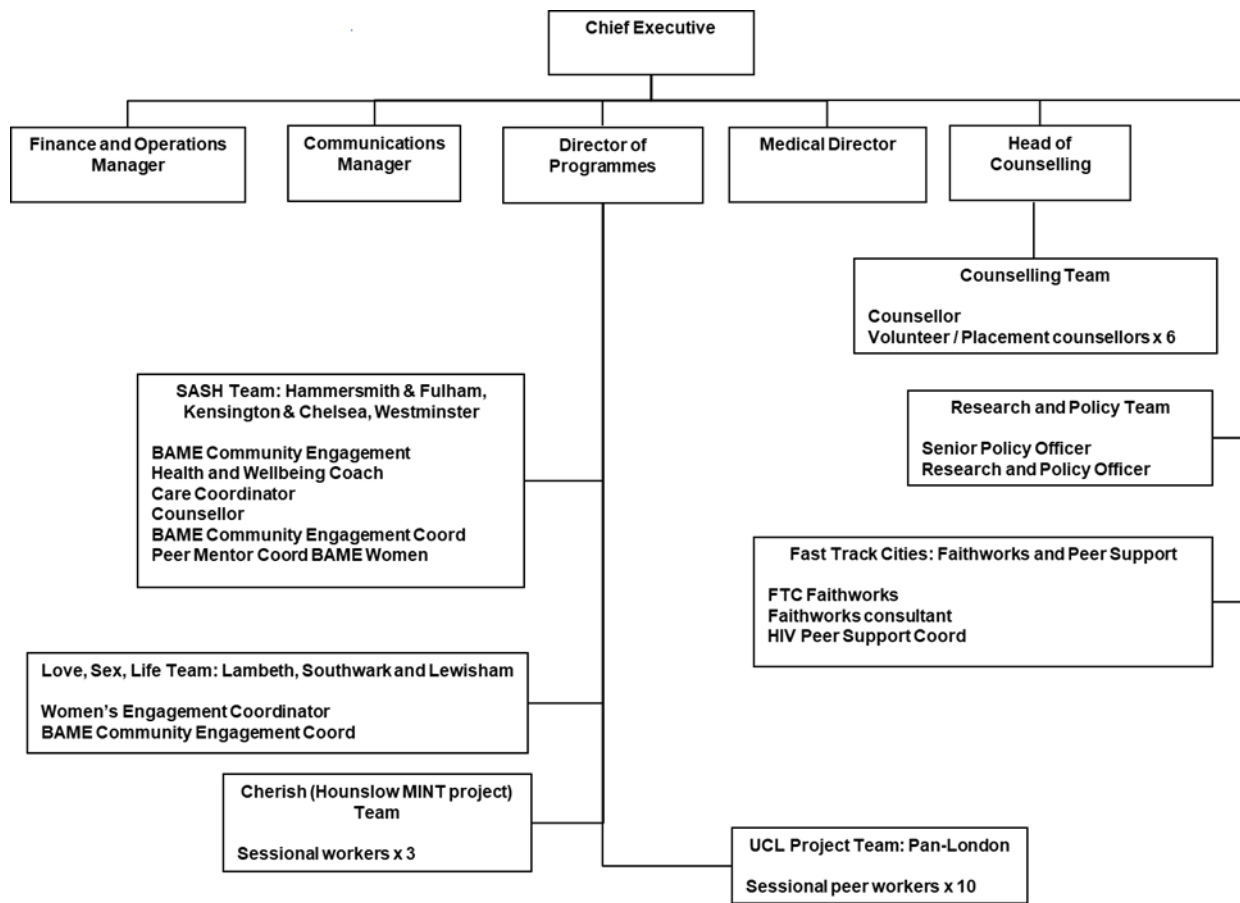
The Trustees wish to thank all the staff and volunteers who have played a part in the successful delivery of services during the course of the year.

Full Time	Part Time	Volunteers
5	21	18

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

NAZ Organisational Chart



Pay and Remuneration

NAZ is committed to the principle of equal pay for all genders. In this context 'pay' includes not only remuneration, but also other benefits such as promotion and training opportunities and access to facilities provided within the employment package from time to time. NAZ is committed to introducing and maintaining pay systems which are free from sexual bias.

People employed by us are entitled to equal pay if they are undertaking work which is substantially similar or is of equal value to the organisation, unless there are specific and clear reasons unconnected with their gender which explain and justify a differential in pay. In some cases, individuals carrying out similar work may receive different salaries because of seniority, qualifications, and other such factors.

Pay scales are in line with national averages for the activities nominated. Any increase to pay will be subject to a board motion, and agreement with the Finance Manager, Line Manager and CEO. Any increase will take effect from 1 July following the review. Pay will not be reviewed whilst employees are in their probationary period.

NAZ PROJECT LONDON

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Funders

The trustees, staff and clients of NAZ would like to take this opportunity to thank all the funders from 2021/22. Without their invaluable support, it would not have been possible to operate.

Funders	Area
- NHS (Camden and Islington Boroughs) - Public Health England Innovation Fund - Turning Point (Hammersmith and Fulham, Kensington and Chelsea, and Westminster Boroughs) - Lambeth, Southwark, Lewisham Boroughs - Gilead - Elton John AIDS Foundation - Fast Track Cities - London Borough of Hounslow	Sexual Health Promotion
- National Lottery Community Fund - Gilead	HIV Care and Support
- National Lottery Community Fund	Clinical Services
- Gilead - MSD	Policy, Research and Influencing
- ViiV Healthcare - COVID-19 CCLORS - Henry Smith Charity	Covid-19 Emergency Funders

Summary of Results

The net incoming resources for the year amounted to £668,190. Restricted reserves carried forward amounted to £173,564. Unrestricted reserves to be carried forward amounted to £166,381.

NAZ is a sexual health charity whose services are dedicated to people experiencing better sexual health. We do this because there is a significant gap in the sexual health outcomes of BAME communities, compared to the general population. Everything NAZ does works to reverse this trend. In addition to a programme of project work aimed at improving sexual health equality, NAZ addresses these inequalities through influencing policy and practice. We seek to promote the needs of BAME communities and bring the latter to the attention of government, health providers and other third sector organisations with the aim of sharing best practice and ensuring appropriate service provision.

The charity has seen a reduction in income in 2021/22, driven partly by the lack of multi-year funding opportunities and a sustained focus on short-term Covid recovery support. To address this, cost savings have been made through a thorough budget review to scrutinise and eliminate unnecessary costs, as well as other measures including implementing reductions to senior management salaries. The impact of the pandemic has also reduced office costs as we are still operating a hybrid model of working

The Trustees have prepared financial and cash flow forecasts for the period to 31st December 2023. These were completed on a worst-case basis, including only the income that is certain or highly likely, such as contracted grant income, as well as reasonable cost projections based on previous years. Further possible cost savings, such as rent reductions, were not included within the forecast.

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FOR THE YEAR ENDED 31 MARCH 2022

The Trustees have also considered the continued emphasis on recovery post pandemic. The pandemic has caused considerable disruption to the lives of our primary beneficiaries and the charity's operations; however, the charity was successfully able to navigate services as we began to increase delivery of face-to-face activities.

After consideration of the forecasts and the viability of operations through the pandemic, the trustees have no material uncertainties to disclose that may cast doubt over the charity's ability to continue to adopt the going concern basis of accounting. The Trustees have a reasonable expectation that the Charity has adequate resources to continue in operation for the foreseeable future.

21/22 Operations Overview

Operations in 2021/22 saw NAZ continue to respond to the ongoing impact of the Covid pandemic and navigate the easing of restrictions towards the end of the financial year. The rise of the Omicron variant in Autumn 2021 added to the overall uncertainty and concern of our key beneficiary groups and stakeholders, and our ability to plan and deliver front-facing services. Services were delivered in a hybrid model using both online and face-to-face interventions to engage beneficiaries and stakeholders.

We continued to provide 1-to-1 casework support to service users to help those most in need. We developed our partnership with University College London to provide clinical outreach support to help the Covid-19 vaccination effort with asylum seeker populations across London in 8 community languages, delivering full day outreach activities 4-5 days a week all year. Our Reflexology service to support those most impacted by Covid-19 to receive free health and wellbeing interventions proved highly successful with high levels of self-reported health and wellbeing benefits.

Demand for NAZ counselling increased throughout 2021/22 as our target communities coped with multiple challenges and losses, and our volunteer counselling team gradually increased in size to reflect this. We engaged the services of a new clinical supervisor who provided training and guidance as we continued to receive complex referrals post lock down as well as the usual portfolio of referrals.

On December 1st 2021, the UK government launched their HIV Action Plan for the next 3 years taking us to 2025 by which time the aim is to reach over 80% of our agreed goal to reach zero transmissions. For this to happen, NAZ is advocating on a series of initiatives to tackle health inequalities that are exacerbating HIV risks. NAZ is leading a piece of global advocacy work with the Global HIV Collaborative - a strategic partnership of global leaders advocating the needs of Black populations not benefitting from HIV prevention gains. In the United Kingdom and United States of America, declines in new HIV diagnoses have been greater among White populations than among Black people. In countries such as Australia, Canada and the United States, HIV acquisition rates are higher in Indigenous communities than in non-Indigenous communities. Our mission to normalise HIV and STI testing and make testing convenient for people to access aims to ensure early detection and to prevent late diagnosis, ensuring clinical support is coupled with care and support in the community to deal with all the other issues that compound poor HIV outcomes, e.g., loneliness, stigma, immigration status and poverty. We also provide advocacy - keep calling out the inequity and demand the centering of racially minoritised communities in what we all hope, will be the final decade in the fight to eliminate HIV and finally amplify the voices of people living with HIV is as relevant now as it ever was. There is much work to do still for all the communities NAZ represents.

This year NAZ has been proud to continue its work with the All-Party Parliamentary Group on HIV and Aids and support the consultations and recommendations for the Testing and BAME, HIV and Aids reports as well as writing the forward for the Testing report.

NAZ, in partnership with 4M and Sophia Forum, were proud recipients of a PHE Innovation Fund Award to deliver a 6-month intervention using creative writing to explore the intersection of HIV and Menopause. The Bearded & Flushed partnership delivered exemplary outputs that have been showcased in the [Bearded and Flushed website](#).

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Our local authority partnerships programmes with SASH, Brook, CLASH and Hounslow covering 9 London Boroughs all faced significant disruption as we were forced to migrate our services online and look to recalibrate our project delivery in response to the challenges of the pandemic.

In addition, we were very proud of the online Boisterous Ravens offer and Bearded and Flushed events, an evening of live Spoken Word performance for and featuring strong Black women and Black non-binary voices and women living with HIV which create a safe space for people to come online to connect, perform and voice their lived experiences. We also continued with our monthly No More Silence peer support groups for Black gay and bisexual men, and other men who have sex with men, and delivered them through a combination of online and face-to-face delivery. Both were crucial online spaces to support the mental health of our service users.

Multiyear and project funding decreased in 21/22 as emergency funding streams reduced and Covid-19 recovery opportunities presented in the later part of the financial year. Funding success despite being limited was significant. In February 21, NAZ successfully renewed its three-borough funding with the SASH Partnership for a further 3 years. Other significant multi-year applications were submitted, and successful outcomes shared in early 22/23.

NAZ saw a great many changes to the workforce in 21/22 with the departures of several members of staff for a range of personal and professional reasons. We also saw several new staff join the organisation.

We said goodbye to many of our managers and staff in 2021 and 2022:

- Yusuf Hussain, Interim Programmes Director
- Benjamin Beever, Finance and Operations Manager
- Elaine Cunnea, Head of Counselling
- Mariam Osman, Fundraising Manager
- Emma Sutton, Senior Policy Officer
- Loveness Chitiyo, Women's Engagement Coordinator
- Imale Ndhlovu, Community Engagement Coordinator
- Charity Nyirenda, Sexual health engagement worker
- Aicha Kallo – Brook Women's Sexual Health Worker

We are pleased to welcome the following staff who have joined NAZ this year:

- Mohamed Essoussi, Community Engagement Coordinator
- Anthony Hunte, HIV Peer Mentor
- Ali Jameel, Sexual Health Care Coordinator
- Mustapha Hacine Bacha
- Atika Menina

Key highlights during the year include:

- Supported 102 people living with or impacted by HIV with casework and advocacy, securing hardship grants, access to emergency support, legal advice, completing welfare benefit forms and support with appeals
- 11 film screening events which broke stigma and increased engagement in HIV prevention among Latin American communities as part of My Message To You (MMTU)
- Delivered 12 sexual and reproductive health training modules for non-sexual health professionals (e.g. NHS workers, workers with homelessness) working in Lambeth, Southwark and Lewisham; delivered 43 Health Promotion outreach sessions to 400 people in these boroughs, both in-person (e.g. at community centres, women's refuges, sixth-form colleges) and virtually

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FOR THE YEAR ENDED 31 MARCH 2022

- A Pride online Boisterous Ravens attracted 58 attendees to its Pride event, a live spoken word performance for and featuring strong Black women and Black non-binary voices.
- 2 in-person education and testing session at churches in South London, 200+ attendees; 30 chose to test for HIV
- Joyful Noise Choir restarted in September 2021 with 2 seasons, supporting 29 members living with HIV and delivering a public performance for the British HIV Association to mark 40 years of the HIV epidemic at the Royal Society of Medicine.
- 'Bearded and Flushed' provided space for 16 women ageing with HIV to discover their creative voice over a series of writing workshops. They presented two live online performances of their writing, one for World Aids Day 2021 (with 67 attendees) and another for Valentine's Day (with 45 attendees) called 'Love Letters To Lady Parts'
- Our pan-London psychotherapeutic counselling service has provided culturally specific mental health and wellbeing support to 137 clients, accessing between 8-12 sessions of counselling each.
- NAZ has led the BAME and HIV sectors in calling the NHS and Government to account for the higher levels of illness and death in NAZ target communities, with Parminder Sekhon, our CEO, writing the Forward to the report of the All-Party Parliamentary Group on HIV and Aids' National HIV Testing report published in June 2021.
- Global HIV Collaborative launched with 17 leaders and activists from across the world; meetings with the leadership of pivotal global institutions to hold them to account around Black communities' sexual health, including UNAIDS, The World Health Organisation and the Robert Carr Fund.

Key Deliverables: Our Footprint in 21/22

Number of people supported living with HIV	236
Counselling support	137
1-to-1 advocacy and support	68
Support group sessions run	41
Refugees and asylum seekers supported for Covid-19 vaccinations	6,000
Number of people reached through in-person outreach	530
Training and workshop sessions run	41
Volunteering opportunities	18

We continue to see clients from across all 33 London boroughs and have a steady inflow of clients from outside of London.

1. Covid-19

Covid-19 has disproportionately impacted on BAME communities and had a profound impact on our clients. NAZ staff and sector colleagues have also experienced high levels of bereavement and mental health challenges. Even as widespread vaccination slowly lifted the UK out of the cycle of lockdowns, NAZ continued its programmes providing support to those communities most impacted.

- Face-to-face work has continued to face disruption; while much of our work moved online and over telephone, traditional outreach was disrupted during much of 2021 and into 2022

NAZ PROJECT LONDON

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FOR THE YEAR ENDED 31 MARCH 2022

- This disruption was minimised by producing online group events and conducting health promotion through social media and in partnership with other organisations
- The NAZ Office in Hammersmith reopened in 2021 and provided reflexology as well as casework and advocacy from its premises
- NAZ now operates a hybrid model with advocacy, casework, and counselling delivery all online and by telephone, with the option of face-to-face contact if clients wish
- Our clients continued to have a greatly increased need for support in 2021 and 2022, with issues including access to benefits and welfare, employment issues and emergency support
- We continued our Covid-19 emergency support, mobilising food and other emergency goods to our service users who would otherwise go hungry or be without essentials such as tampons, soap and other pharmaceutical products. While we remained committed to supporting our clients, many of whom have no recourse to public funds, through the full duration of the Covid-19 crisis, the demand has slowly decreased over the tail end of 2021 and in 2022 the provision of emergency supplies was wound down
- We are aware that the cost-of-living crisis has followed the Covid-19 crisis, and remain committed to supporting our service users access benefits and welfare
- NAZ has led the BAME and HIV sectors in calling the NHS and Government to account for the higher levels of illness and death in BAME communities

Covid-19 emergency support

NAZ was awarded emergency Covid-19 funding from Big Lottery and CCLORS to enable us to support our core beneficiaries in the wake of Covid-19.

Highlights:

- Although our emergency food distribution service came to an end in April 2021, other work streams covered by this emergency funding continued. These activities included advocacy and casework, enabling clients to access hardship grants, appeal adverse benefits decisions and prevented homelessness; counselling, to provide a much-needed space for clients to come to terms with Covid-19-related bereavement and anxiety, amongst other issues; policy work and a hardship fund. All this work is covered further in this Report
- Also funded by this stream was the recruitment of a part-time Communications Manager, who was instrumental in continuing our online outreach delivery. We maintained a strong online profile including facilitating engagement for Black History Month, LGBT History Month, Transgender Awareness Week, World AIDS Day and National HIV Testing week

2 – HIV Client support services

The HIV Client Support Service was funded and supported by Big Lottery until August 2021 and was an integrated service for BAME individuals living with or affected by HIV. We conducted client work to ensure newly diagnosed people with HIV experience greater choice, control, and empowerment in managing their lives; and improved their psychological wellbeing.

Highlights

- NAZ has supported 102 people living with or impacted by HIV with casework and advocacy, securing hardship grants, access to emergency support, access to blood-borne virus and Covid-19 screening, legal advice, completing welfare benefit forms and support with appeals

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- We distributed 20 hardship grants of between £50-£200 to support people living with HIV, e.g., women needing to buy baby care materials, supporting people living with HIV to attend hospital appointments and re-engage with care, and people with no recourse to public funds who were struggling to pay for basic living essentials

Case Study:

Client A has received £200 from the emergency hardship. He is unable to work due to advanced AIDS related illnesses. He has a CD4 count of 142 which has risen from 15 when he was first diagnosed in 2020. He is married with three children who all live in one room in private accommodation. NAZ is working with him and his family to obtain social services support and immigration support.

3. Sexual Health Promotion

My Message To You (MMTU)

In partnership with METRO Charity, My Message To You (MMTU) was a response to the disproportionate rates of HIV among Latin American communities, and ran 11 film screening events which broke stigma and increased engagement in HIV prevention. The project also ran 2 community training sessions and 5 creative HIV stigma workshops and stills from the film were edited into posters displayed on bus stops and phone boxes around Latin American neighbourhoods. This project ended in December 2021.

SASH Partnership

SASH offers sexual health services to people aged 14+ who live in three London boroughs: Westminster, Ham-smith & Fulham, and Kensington & Chelsea, under a community-focussed model. SASH is a partnership led by Turn-ing Point, alongside NAZ, London Friend, METRO Charity, and Marie Stopes UK.

NAZ's contribution includes two BAME engagement coordinators, a well-being coach, a counsellor, a care coordina-tor, and peer mentor lead for BAME women.

Highlights

- Services were offered on a hybrid model, with online and face-to-face support available. NAZ continued to support clients in the tri-borough with 1-to-1 casework, advocacy and referral, group work and counselling, workshops, and events
- Other online workshops included Positive Self Talk, Reclaiming Our Bodies, Overcoming Pleasure Blocks, and Managing Mental Health and Relationships during Covid-19
- As a result of our robust partnership with a local GP Practice, the SASH BAME Engagement Team set up a weekly contraception telephone clinic during a time when service users did not have the same level of ac-cess to sexual health clinics, free contraception, and regular screening appointments due to Covid-19
- After a successful recruitment period, 4 women signed up for SASH Peer Mentor Training that took place online in January. The four new peer mentors included two women living with HIV of South Asian and East Asian ethnicity. The peer mentors will be assigned a variety of roles including designing and delivering work-shops related to identity and life experience living with HIV, SASH social activities, involvement in the Black Women's group and 1-1 support.
- Support for the Afghan Clinic in Radisson Blue hotels that support women making appointments for sexual health concerns in local clinics and giving support and advice on contraception, menstrual cycles, meno-pause among sexual health generally.

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- NAZ Peer Mentor Coordinator and SASH's Youth Worker delivered of a 90 min workshop for two classes of 30 year 11's in St Augustine's CE High School on rape culture, consent and boundaries.
- The Black Women's group has delivered consistent support for 6-8 women throughout a tempestuous time for those hit hardest by the pandemic

"My Counsellor has been an excellent help to me and challenging me make changes and consider my thinking. I was nervous about counselling via phone vs in person and yet it all worked extremely well. Support was well received, and the period of time given vastly exceeded what is normally available via other sources. I intend to look at continuing counselling going forward to help build on the gains that I've made with SASH." – SASH Counselling client, Hammersmith

Latin American work through Elton John Aids Fund Social Impact Bond

Our Latin American sexual health promotion service ran with funding from Elton John Aids Foundation Social Impact Bond. The project runs in Latin American communities in Lambeth, Southwark and Lewisham and focusses on Linking Latin Americans into UK HIV treatment and healthcare. HIV is still a highly stigmatised virus, and for many people, their initial shock on diagnosis meant that it was hard to process and take the next steps. A lot of time, support and practical considerations went into supporting individuals to follow up their HIV reactive results and to be guided and supported into clinical care. This project came to an end in December 2021 after linking 26 people living with HIV into treatment.

Highlights:

- Though many of our ordinary activities (condom distribution and HIV testing) were curtailed by Covid-19, we successfully linked 8 clients previously not linked into statutory HIV care into sexual health clinics for treatment.

Love, Sex, Life

The Love, Sex, Life service is a partnership set up in April 2020 to support the sexual health and wellbeing of Black, Asian and Minority Ethnic communities including LGBTQ+ communities living in Lambeth, Southwark and Lewisham (LSL). The partnership includes Brook, as the lead partner, Stephen Lawrence Charity, NAZ and Shape History. NAZ works with women (including LBTQ+) in the tri-borough, as well as creating connections with organisations and communities in LSL.

Highlights:

- Delivered 12 sexual and reproductive health training modules for non-sexual health professionals (e.g. NHS workers, workers with homelessness), boosting their capacity to support service users' sexual health
- Delivered 43 Health promotion outreach sessions to 400 people, both in-person (e.g. at community centres, women's refuges, sixth-form colleges) and virtually
- 'Diva Village' event at Peckham Pelican, Southwark, with 20 participants. The theme was 'I See You; I Hear You' – acknowledging and tackling testimonial injustice in sexual health
- Radio show for Love Da Beat Radio – HIV testing week and PrEP discussion to over 300 views on Instagram
- 11 'On the Sofa' online LBTQ+ Women's community sessions, providing a space for LBTQ+ women to be candid and vulnerable with topics including sexual and reproductive health

"I found the session informative and dynamic, it utilised different formats like discussions, open questions, videos and slides. I felt able to share my thoughts and ask questions freely without judgement. It felt like a collaborative learning environment where everyone was invited to share their experiences and resources."

– Professional training participant

NAZ PROJECT LONDON

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

“Choices of contributors were all excellent... I particularly liked Aurora's final closing video with the overlay of amazing text...[Dr Vanessa Apea's presentation] was so moving, affirming and inspiring, it was palpable how it connected with everyone, you could hear a pin drop...thank you” – Diva Village attendee

Boisterous Ravens

NAZ held a Pride online Boisterous Ravens event. 58 attendees the live spoken word performance for and featuring strong Black women and Black non-binary voices.

“Boisterous Pride was fantastic, thank you Ravens great performances, it was great to see South East and Spanish performers. What a special night, loved the theme of self-love. Amazing poetry. Thank you.” - Audience Member

Cherish Hounslow

Cherish Hounslow commenced in April 2021 with NAZ in partnership with METRO Charity providing a diverse range of support and activities which have helped people feel part of the community and strengthen their own confidence and knowledge about ways they can improve their own health and wellbeing.

The project was mostly delivered online with some exceptions; we delivered a combination of 1-1 and structured group work including Mindfulness for people who are LGBTQ+ and BAME communities, group dance classes, 1-1 counselling, weekly LGBTQ+ drop in at Hounslow Arts Centre. We provided counselling to 23 people, with 73 Hounslow residents taking part in drop-in sessions and 42 benefitting from 1-1 advice and casework sessions.

“The last 8 weeks have been amazing. It had a lot of positive effect as I talked openly which is so part of expressing yourself too!” - S Asian gay male, living with disability

“Thanks so much for welcoming me into the group. It was lovely to meet everyone and be a part of it...Really appreciate having a space” - Trans woman attending Cherish LGBTQ+ wellbeing group

Case study –

Background: E is a Hounslow resident who was referred to Cherish by her psychologist. E shared that she is keen to access some mental health support, now her psychology sessions are coming to end. E lives with her family, however they are not always supportive of her transgender identity. E has been signed off work due to her mental health and is unsure whether to return, as her employers have since changed her role. E said this is causing her a lot of stress.

Needs identified: Emotional and/or therapeutic support, employment advice.

Support provided: E has been referred to the Cherish counselling team for LGBTQ-informed counselling. E has spoken with the advice worker and been signposted to a specialist employment advice service. E has also attended the Cherish Tuesdays LGBTQ wellbeing group. E shared that this was the first time she attended a social space and felt comfortable to use her preferred pronouns and chosen name. This was a positive experience and E hopes to attend again.

CLASH in Camden and Islington

NAZ was a partner within the Central London Action on Sexual Health (CLASH) outreach service located in Camden and Islington. CLASH provides free and confidential sexual health outreach services for sex workers, homeless people, drug users, BAME people and men who have sex with men (MSM) living or working in the boroughs. This programme continued from the previous year, ending in July 2021 due to Covid-19 related reprioritisation.

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

Fast Track Cities – FaithWorks

In partnership with Africa Advocacy Foundation and Jewish Aids Trust, we create a change in the way Black Christian, Black Muslim and Jewish faith communities understand, respond, and promote information about HIV. We also cement the knowledge that HIV is a manageable condition which can be treated. Faith Work provides faith leaders with an opportunity to become part of the HIV care continuum through their own programmes.

- 600+ engagements across all three communities; education materials distributed to more than 8 faith settings
- 10 online sessions run with 40+ attendees
- 2 in-person education and testing session at churches in South London reaching over 200 attendees, 30 chose to test.
- Presence of FaithWorks established in several communal organisations including Council of Christians and Jews, roundtable of Faith Leaders established

“I felt almost emotional, that there was such a positive uptake! I held a joint discussion with about 12 people after the event had ended, 6 of them had been given advice they’d appreciated and were willing to put into practice” – Community Leader after education and testing session at church, Southwark borough

Fast Track Cities – Peer Support

In partnership with Positively UK and Plus Health, we supplement the existing Chelsea and Westminster HIV care pathway with optimised peer-to-peer mentoring interventions across 4 clinics in West and Central London - 10 Hammersmith Broadway, West Middlesex, 56 Dean Street and the Kobler Clinic. This targets those lost to care and it improves wellbeing; and supports retention in care for those most at risk.

- 218 patients seen, of whom 84 are still receiving some form of ongoing support
- New additions each month from the newly diagnosed patient list

Partnership with UCH – Covid-19 Vaccinations and Blood-Borne Virus Screening

Since March 2021 and in partnership with the Find & Treat Health Inclusion team at University College Hospital, NAZ peer workers provide interpretation and resident engagement for Covid-19 vaccine take up and Blood-Borne Virus screening support in Arabic, Amharic, Tigrinya, Farsi, Sorani Kurdish, French, Spanish and Turkish. NAZ provides front-line peer engagement worker and interpreters who engage asylum seekers across Initial Accommodation Centre hotels all over London from Heathrow to Ilford up to 5 days a week. We have also been able to offer a chaperone service for the most vulnerable clients to hospital appointments. NAZ has worked in partnership with UCH to deliver this NHS-funded programme to reduce Covid-related ill health and to reduce late presentation.

- 6,000 refugees and asylum seekers engaged over the year

“We cannot speak highly enough of the translators! Thank you for your invaluable work, your unwavering enthusiasm and your continuous warmth and happiness... they go above and beyond every session and we all know that a day working with them is going to be full of fun, smiles and lots of jabs in arms! I could go on and on - you are all SO appreciated!” – Health Clinical Nurse Specialist, University College Hospital

Peer Support

Funded by The National Lottery Community Fund, NAZ has carried on running online pan-London peer support groups throughout the pandemic in a hybrid model including:

- 12 ‘No More Silence’ Peer Support group sessions for Black gay and bisexual-identified men, and MSM
- 1 Muslim HIV peer support group
- 20 sessions of Joyful Noise Choir for people living with HIV

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FOR THE YEAR ENDED 31 MARCH 2022

Joyful Noise Choir

Joyful Noise Choir was established in 2013 and is a multi-cultural award-winning choir for people living with HIV. Participants come from across London and the surrounding counties. After a 20-month hiatus due to Covid-19, September 2021 saw the relaunch of the Choir at the Hard Rock Hotel in W1 under the direction of a brand-new creative team lead by Choir Director Colin Vassell, Vocal Coach Stella Betton and Pianist Calvin Robb. The workshops then moved to the NAZ office in Hammersmith for season 2.

- Funding for the Choir was secured from ViiV Health Care; food at Choir practices is sponsored by Pret
- 2 seasons delivered, supporting 29 members living with HIV
- The Choir delivered a public performance for the British HIV Association to mark 40 years of the HIV epidemic at the Royal Society of Medicine for World AIDS Day on 27th November.

Bearded and Flushed

Bearded and Flushed was a 6-month partnership between NAZ, Sophia Forum, 4M and Positively UK and is funded by Public Health England Innovation Fund 2021/22. It provided space for 16 women ageing with HIV to discover their creative voice over a series of writing workshops led by actor and writer Maggie Saunders.

- A series of two, six-week writing workshops focussing on living well with HIV and going through the menopause
- Bearded and Flushed produced two live online performances of their writing, one for World Aids Day 2021 (with 67 attendees) and another for Valentine's Day (with 45 attendees) called Love Letters To Lady Parts
- Following on from the workshops, Bearded and Flushed have filmed seven HIV and Menopause vignettes telling stories of courage, fortitude and wisdom, which have had 1,700 online engagements. In addition, the project partners have reached out to over 500 women through their networks
- The vignettes were released in March 22 and in Summer 2022 as a short film.

"This creative journey has been a revelation. That we can talk about and tackle an issue which for centuries has been such a taboo subject, in a fun, thoughtful, provocative, sexy, loud and sensitive way. All rolled into one. It was amazing to learn, to share and to celebrate my writing with my fellow sisters living with HIV and going through the menopause" - Bearded & Flushed Writer

Sole to Soul

Funded by the National Lottery Community Fund, Sole to Soul in partnership with Atune Holistic Health continued as a one-day a week reflexology service to clients living with HIV or from vulnerable groups. This in-person service took place as Covid-19 regulations allowed, delivering over 100 appointments before end March 2022.

"I didn't know what to expect from it, but I had a wonderful experience, Helen gave me tips on how to release my anxiety. This service was really great"— Service user living with HIV

"Helen it is an excellent Reflexology Therapist, the session was very helpful specially with the pain on my foot, during visiting NAZ, I got full support from NAZ staff, it is a shame that it can't continue because of second lockdown, as now I can't wait to resume my sessions" - Service user

NAZ PROJECT LONDON

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

4. Clinical Services

NAZ Counselling Service (5 days a week)

Our pan-London psychotherapeutic counselling service has continued as an online and phone service during the pandemic, providing a culturally specific mental health and wellbeing service.

NAZ sees clients of a highly complex nature with multiple presenting issues. Therapeutic presentations have included recent HIV diagnosis, anxiety, depression, bereavement, loss of familial relationships, coming out, gender identity, internalised homophobia, self-harm, suicidal ideation, sexual abuse, isolation relating to seeking asylum, intimate partner violence and being a victim of homophobic hate crime.

We have seen an increase in referrals over this period as the full impact of Covid-19 has hit home. Initial assessments and therapy have been carried out in a range of languages, including English, Spanish and Portuguese to 174 clients.

Of the 174 clients who approached the service, 165 individuals accessed a counselling assessment: 44% reported severe anxiety and/or depression; 16% reported being in exploitative relationships; 19% reported episodes of self-harm or suicidal ideation; 23% reported problematic drug use.

Highlights:

- 137 clients supported accessing between 8-12 sessions counselling each, for 1,272 hours of counselling
- Delivered 3 cycles (4 weeks) of Therapeutic Mindfulness and Meditation for 14 individuals as part of our group counselling offer
- Volunteer counsellor placements for 8 counsellors at NAZ, with a range of therapeutic backgrounds

“Coming to NAZ for counselling is one of the best things I've ever done, and I owe so much to Karl for being a simply wonderful counsellor - I couldn't have asked for a better form of support. During a very difficult period of my life Karl went over and above to support me and I'm proud to say I'm in a fantastic place because of his counselling. Thought I should let you know - thanks again” – Counselling client upon completion of counselling

HIV testing

We have continued to promote self-sampling during this time. As part of our new UCL project (see above) NAZ staff have conducted HIV and STI testing alongside clinical staff and supported the engagement of over 2,000 asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers. We have also delivered rapid HIV testing through our FaithWorks initiative in Faith settings.

5. Policy, Research and Influencing

Grants from the National Lottery and Gilead have enabled us to recruit a Senior Policy Officer, enabling increased policy, research and influencing work at NAZ across multiple levels.

Covid-19 and BAME Communities

NAZ has been active in keeping up pressure around the health inequalities facing BAME communities and has led the BAME and HIV sectors in calling the NHS and Government to account for the higher levels of illness and death in these communities.

Parminder Sekhon, our CEO, wrote the Forward to the report of the All-Party Parliamentary Group National HIV Testing report published in June 2021.

NAZ PROJECT LONDON

(A COMPANY LIMITED BY GUARANTEE)

TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

“The earlier someone is diagnosed with HIV, the sooner they can begin treatment. They get to stay well and the transmission on to others can be prevented. Yet four decades on, shame, stigma and fear are still driving late diagnosis of HIV in a way that is unacceptable and entirely preventable.” – Parminder Sekhon, forward to the Report.

Global HIV Collaborative

In 2020, NAZ received funds from Gilead to develop a collaborative of international leaders and activists to address the ongoing deleterious impacts of HIV outcomes on Black populations globally. Despite the pandemic, we mobilised and identified allies in our movement that were working to achieve the same goal in their geographical region. 17 Collaborative members have come together in solidarity and deep concern about the current global trajectory of HIV outcomes in Black populations.

- Recruitment of 17 leaders/activists from across the globe (Africa, Caribbean North America, Europe), to form a collective that shapes the strategic direction of the collaborative and supports the delivery of GHC's objectives.
- Website development and launch with follow on engagement from all regions of the world for example, Jamaica, Sudan and Ghana.
- We have met with the leadership of pivotal global institutions to hold them to account by asking them to detail what specific actions are taking place to support Black communities to exercise agency including UNAIDS, The World Health Organisation and the Robert Carr Fund.
- We have created global regional policy briefings, looking at key Black populations and identifying regional policy proposals.
- We have completed the first phase of collating a repository of global interventions that have been deployed for Black populations.

Objectives for 2022-2023

- Advocate and feed into the development of a strategic plan for Black communities, of which the development is centred around the Black experience and developed with Black-led organisations that are working with Black populations. This will be embedded into the wider health equity agenda
- Having further meetings with global institutions to hold them to account over workstreams and strategies to support Black populations in the fight against HIV.
- Examine new routes to funding by engaging high net worth individuals from minority communities to become more aligned to this cause; recruiting brands which have high minority audience
- Further develop the web-based repository which identifies different interventions that can be replicated at scale, and which interventions have failed.
- Expand our relationships with global, national, and key sector stakeholders to ensure there is adequate representation Black populations feeding into initiatives, networks, and consultations.

www.hiv-collaborative.org

6. Volunteering

NAZ's peer-led volunteering service makes a huge contribution to our clients and communities. Although our outreach and sexual health promotion work moving online led to a reduced volunteer footprint in the 2021-22 year, our Covid-19 emergency response programme had many volunteer food packers, driver-distributors and administrators who were vital to this work with some of London's most vulnerable communities

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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2022

- This year, NAZ had 18 people volunteer or on placement with us, contributing around 1,500 volunteering hours. We would like to acknowledge and thank each of them for their support improving the health of BAME communities and combating the effects of the pandemic
- Of these volunteers, the majority were involved in our Covid-19 emergency response programme. An additional 7 people provided psychotherapy as part of our counselling service.

“Working for the last 6 months on the emergency food project has been amazing, a real opportunity to give back. NAZ does such amazing work and was right there for me when I needed help, so this is my way of saying thank you. And all the people are so grateful. It makes me feel like I am doing something useful.” – Food distribution volunteer

7. Plans for the future

In the next 12 months we will work to:

- Deliver a Global Zero HIV Stigma Day in partnership with International Association of HIV Providers of care 21st July 2023
- Ensure BAME communities are supported in the mental health epidemic and adequate support is made available as we commit to a Building Back Fairer recovery programme
- Further develop our group work offer as a way of extending delivery to more beneficiaries
- Further develop our capacity to offer 1-to-1 psychological wellbeing interventions to communities disproportionately affected by Covid-19 through our Counselling and Reflexology service
- Build the internal capabilities and leadership structure of the organisation to support accountability and sustainability.
- Develop a new strategic plan for 2022-2025, setting out the organisation’s key strategic priorities
- Deliver two new Health and Wellbeing initiatives in London Boroughs of Hammersmith & Fulham, and Hounslow.
- Continue working in partnership with University College Hospital and the NHS on the Health Inclusion project with Refugees and Asylum seekers.
- Continue to link and support people living with HIV outside of the system into statutory HIV care and support
- Join up our approach on HIV, sexual health and reproductive health in line with other health inequalities experienced by our target communities
- Promote Black, Brown and Racially Minoritised leaders and thinkers through our policy work as part of the Global HIV Collaborative; to amplify the voices of those leaders demanding an action plan to end HIV transmissions by 2030 for all communities
- Develop further our online Communications capability as more of our work will take place digitally as we continue to work using a hybrid model of virtual and face-to-face delivery

Disclosure of information to the auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information. No funds are held by the charity as a custodian or on behalf of others.

**NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 MARCH 2022

Auditor

In accordance with section 485 of the Companies Act 2006, a resolution proposing that HW Fisher LLP be re-appointed as auditor of the company will be put to the Annual General Meeting.

On behalf of the Board of Trustees,

Uday Thakkar

Uday Thakkar

Chair of Trustees

Dated: 20 Dec 2022

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2022

The trustees, who are also the directors of The Naz Project (London) for the purpose of company law, are responsible for preparing the Trustees' 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

Opinion

We have audited the financial statements of The Naz Project (London) (the 'charity') for the year ended 31 March 2022 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

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- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud;
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006;
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly;
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

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- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual;
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied;
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud;
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations;
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds;
- Testing key income lines for evidence of management bias;
- Obtaining third-party confirmation of material bank balances;
- Documenting and verifying all significant related party balances and transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the entity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Andrew Rich

Andrew Rich (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom
20 Dec 2022
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THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2022

Current financial year					(As restated)	(As restated)	
		Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
		2022	2022	2022	2021	2021	2021
	Notes	£	£	£	£	£	£
Income from:							
Grants and donations	3	19,529	388,922	408,451	161,233	624,593	785,826
Charitable activities	4	198,030	60,000	258,030	278,897	61,000	339,897
Other trading activities	5	1,709	-	1,709	1,584	-	1,584
Total income		219,268	448,922	668,190	441,714	685,593	1,127,307
Expenditure on:							
Charitable activities	6	186,432	636,063	822,495	407,945	349,332	757,277
Net income/(expenditure) for the year/							
Net movement in funds		32,836	(187,141)	(154,305)	33,769	336,261	370,030
Fund balances at 1 April 2021							
As originally reported		133,545	379,372	512,917	99,776	24,444	124,220
Prior year adjustment	18	-	(18,667)	(18,667)	-	-	-
As restated		133,545	360,705	494,250	99,776	24,444	124,220
Fund balances at 31 March 2022		166,381	173,564	339,945	133,545	360,705	494,250

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	£	2021 £ (As restated)	£
Fixed assets					
Intangible assets	10		16,698		19,032
Tangible assets	11		85,513		90,763
			<u>102,211</u>		<u>109,795</u>
Current assets					
Debtors	12	116,798		80,522	
Cash at bank and in hand		241,674		437,485	
		<u>358,472</u>		<u>518,007</u>	
Creditors: amounts falling due within one year	13	(120,738)		(133,552)	
Net current assets			<u>237,734</u>		<u>384,455</u>
Total assets less current liabilities			<u>339,945</u>		<u>494,250</u>
Income funds					
Restricted funds	15		173,564		360,705
Unrestricted funds			166,381		133,545
			<u>339,945</u>		<u>494,250</u>

19 Dec 2022

The financial statements were approved by the Trustees on

Uday Thakkar

 Uday Thakkar
 Trustee

Company Registration No. 03236229

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022

		2022		2021	
	Notes	£	£	£	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	19		(187,511)		386,935
Investing activities					
Purchase of intangible assets		-		(21,366)	
Purchase of tangible fixed assets		(8,300)		(7,447)	
Net cash used in investing activities			(8,300)		(28,813)
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(195,811)		358,122
Cash and cash equivalents at beginning of year			437,485		79,363
Cash and cash equivalents at end of year			241,674		437,485

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

Charity information

The Naz Project (London) is a private company limited by guarantee incorporated in England and Wales. The registered office is 30 Blacks Road, London, W6 9DT.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 and Republic of Ireland (FRS 102) (effective from 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The Covid-19 pandemic has caused considerable disruption to the Charity's operations. Despite these difficulties, the charity continues to deliver services to those clients in need who elected to continue their counselling by phone or zoom. Safeguards are in place to ensure the wellbeing of clients and counsellors. The Trustees have prepared financial and cash flow forecasts demonstrating the charity can continue as a going concern. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Incoming resources are included in the Statement of Financial Activities when the charity becomes entitled to the income and the amounts can be measured reliably.

Donations are recognised on a receivable basis.

Grant and contract income is recognised upon receipt, or if earlier, at the time the charity becomes entitled to it. Where receipt is dependent upon fulfilment of performance conditions, income is deferred as appropriate.

1.5 Resources expended

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. These costs have also been allocated in full to the single charitable activity.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

1 Accounting policies

(Continued)

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

CRM system	4 years straight line
------------	-----------------------

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20 years straight line (length of lease)
Computer equipment	4 years straight line
Fixtures, fittings & equipment	10 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.11 Leases

Rentals payable under operating leases are charged to income on a straight line basis over the term of the relevant lease.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any critical accounting estimates or judgements applied in the preparation of the financial statements.

3 Grants and donations

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2022	2022	2022	2021	2021	2021
	£	£	£	£	£	£
				(As restated)	(As restated)	(As restated)
Donations and gifts	(2,663)	184,606	181,943	1,992	79,618	81,610
Government grant - Furlough income	1,792	-	1,792	45,674	-	45,674
Grants receivable for core activities	20,400	204,316	224,716	113,567	544,975	658,542
	<u>19,529</u>	<u>388,922</u>	<u>408,451</u>	<u>161,233</u>	<u>624,593</u>	<u>785,826</u>

4 Charitable activities

	Prevention and support 2022 £	Prevention and support 2021 £
Prevention and support	<u>258,030</u>	<u>339,897</u>
Analysis by fund		
Unrestricted funds	198,030	278,897
Restricted funds	60,000	61,000
	<u>258,030</u>	<u>339,897</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Other trading activities	1,709	1,584

6 Charitable activities

	2022	2021
	£	£
Staff costs	478,497	511,571
Depreciation	15,884	14,409
IT expenditure	15,309	11,554
Premises	57,115	59,915
Events & communications	10,362	12,788
Professional fees & consultant costs	81,863	55,168
Other related staff costs	-	6,164
Phone, printing and stationery	10,456	14,446
Partnership project costs	116,900	62,092
Sundry costs	22	114
Amortisation	2,334	-
Bad debt written off	15,846	-
	<u>804,588</u>	<u>748,221</u>
Share of governance costs (see note 7)	17,907	9,056
	<u>822,495</u>	<u>757,277</u>
Analysis by fund		
Unrestricted funds	186,432	407,945
Restricted funds	636,063	349,332
	<u>822,495</u>	<u>757,277</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

7 Support costs

	Support costs	Governance costs	2022	2021	Basis of allocation
	£	£	£	£	
Audit fees	-	17,907	17,907	9,056	100% charitable activities
	<u>-</u>	<u>17,907</u>	<u>17,907</u>	<u>9,056</u>	
	<u>-</u>	<u>17,907</u>	<u>17,907</u>	<u>9,056</u>	
Analysed between					
Charitable activities	-	17,907	17,907	9,056	
	<u>-</u>	<u>17,907</u>	<u>17,907</u>	<u>9,056</u>	

Governance costs includes payments to the auditors of £17,907 (2021: £9,056) for audit fees.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or reimbursed expenses during the year (2021: £nil). The Board of Trustees received no remuneration in the year.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

9 Employees

Number of employees

	2022	2021
	Number	Number
Management & operations	21	22

Employment costs

	2022	2021
	£	£
Wages and salaries	434,595	472,107
Social security costs	34,748	39,464
Other pension costs	9,154	-
	<u>478,497</u>	<u>511,571</u>

Remuneration of key management personnel

The charity's key management personnel comprises the Board of Trustees and the senior management team. Included within the senior management team are the following:- Chief Executive, HIV Service Manager, Operations Manager, Director of Fundraising, Director of Finance and Operations / Finance Manager and Programmes and Programme Manager. Total benefit received by the senior management team in the year amounted to £110,855 (2021: £114,043).

The number of employees whose annual remuneration was £60,000 or more were:

	2022	2021
	Number	Number
£60,000 - £70,000	1	-

Of the employees whose emoluments exceed £60,000, 1 (2021: none) have retirement benefits accruing under a pension scheme.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

10 Intangible fixed assets

	CRM system £
Cost	
At 1 April 2021 and 31 March 2022	21,366
Amortisation and impairment	
At 1 April 2021	2,334
Amortisation charged for the year	2,334
At 31 March 2022	4,668
Carrying amount	
At 31 March 2022	16,698
At 31 March 2021	19,032

11 Tangible fixed assets

	Leasehold improvements £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 April 2021	197,677	34,881	16,584	249,142
Additions	-	8,300	-	8,300
At 31 March 2022	197,677	43,181	16,584	257,442
Depreciation and impairment				
At 1 April 2021	115,971	26,409	15,999	158,379
Depreciation charged in the year	9,884	3,565	101	13,550
At 31 March 2022	125,855	29,974	16,100	171,929
Carrying amount				
At 31 March 2022	71,822	13,207	484	85,513
At 31 March 2021	81,706	8,472	585	90,763

12 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Trade debtors	90,712	64,001
Prepayments and accrued income	26,086	16,521
	116,798	80,522

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

13 Creditors: amounts falling due within one year

	2022	2021
	£	£
		(As restated)
Other taxation and social security	49,113	36,359
Trade creditors	20,996	55,254
Other creditors	5,438	5,177
Accruals and deferred income	45,191	36,762
	<u>120,738</u>	<u>133,552</u>

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments relating to property under operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	44,320	45,881
Between two and five years	169,367	174,768
In over five years	82,000	123,000
	<u>295,687</u>	<u>343,649</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Balance at 1 April 2021	As restated 2021	Incoming resources	Resources expended	Balance at 31 March 2022	
	£	£	£	£		£	£	£	
Barts faces	204	-	-	204	204	-	204	-	
Big Lottery	(15,831)	250,000	109,456	124,713	124,713	10,000	124,713	10,000	
Gilead	13,988	18,000	3,500	28,488	28,488	-	28,488	-	
Brook	-	60,000	20,424	39,576	39,576	60,000	72,034	27,542	
Comic Relief/Metro Lead	-	2,000	-	2,000	2,000	-	2,000	-	
PHE	7,824	-	2,370	5,454	5,454	-	5,454	-	
PHE - Beards & Flushed	-	-	-	-	-	51,274	19,697	31,577	
The-PHE-MSM	426	-	-	426	426	-	426	-	
Covid grants	-	205,565	131,626	73,939	73,939	-	73,939	-	
FTC - Faith Work	2,585	35,537	27,770	10,352	10,352	45,833	52,513	3,672	
FTC - Peer support	1,998	27,463	21,461	8,000	8,000	20,000	21,615	6,385	
MSD - Testing faith	13,250	-	-	13,250	13,250	-	13,250	-	
Mary Kinross	-	20,000	16,551	3,449	3,449	-	3,449	-	
Metro / My message to you	-	8,400	-	8,400	8,400	10,210	9,735	8,875	
Shape History		220	220	-	-	-	-	-	
Three Rivers	-	1,600	600	1,000	1,000	-	1,000	-	
Wave 3 (London Community)	-	44,175	13,354	30,821	30,821	-	30,821	-	
MSD 50 Over 50 campaign	-	1,300	-	1,300	1,300	-	1,300	-	
Henry Smith	-	30,000	-	30,000	11,333	84,000	58,605	36,728	
Soul to Soul	-	-	2,000	(2,000)	(2,000)	21,528	16,294	3,234	
MAC AIDS - Estee Lauder	-	-	-	-	-	15,000	15,000	-	
Viiv - Choir	-	-	-	-	-	21,412	8,886	12,526	
UCL NHS	-	-	-	-	-	84,665	76,640	8,025	
Books 2 Door	-	-	-	-	-	5,000	-	5,000	
Positively UK						20,000	-	20,000	
	24,444	704,260	(349,332)	379,372	360,705	448,922	(636,063)	173,564	

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2022

15 Restricted funds

(Continued)

Barts Faces: Agreement with Barts Charity around community conversations and reshaping the African Conversation.

Gilead/Shape History: Policy Back to Blaques Policy and website creation for Global Health Collaborative.

Wave 3/ Covid 19 Grants/ National Lottery – Covid 19 Emergency Grant Support, Core client services and core running costs.

Brook: Sexual Health and Reproductive outreach and professionals training across Lambeth Southwark and Lewisham.

Fast track Cities Peer Support: Agreement with NHS. Focus on re-engaging people living with HIV back into HIV clinical care across Chelsea and Westminster 4 clinics.

Fast Track Cities Faithwork: Agreement with NHS. Focussed on testing in faith environments, working with faith leaders to deliver interventions designed to support Black majority faiths to be part of the HIV care continuum.

Comic Relief/Metro Charity Lead (Metro partner to distribute emergency Covid Funds to LGBTQIA VSO's across the 4 nations.

Henry Smith Charity/ Mary Kinross: Counselling and therapeutic support.

MSD – Partnership honorarium 50 over 50, aging with HIV project.

PHE: Sole to Soul /My Message to you Innovation Fund funding interventions with organisations working with women and girls and Latin American Communities.

Further details on the restricted funding streams are included on page 6 of the Trustees' Report.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2022

16 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Intangible fixed assets	16,698	-	16,698	19,032	-	19,032
Tangible assets	85,513	-	85,513	90,763	-	90,763
Current assets/(liabilities)	64,170	173,564	237,734	5,083	379,372	384,455
	<u>166,381</u>	<u>173,564</u>	<u>339,945</u>	<u>114,878</u>	<u>379,372</u>	<u>494,250</u>

17 Related party transactions

There were no disclosable related party transactions during the year (2021: £nil).

18 Prior year adjustment

Following a review of The Naz Project (London) contract income, it was identified that the income for one of the contracts was fully recognised in the prior year accounts instead of a portion of the contract being deferred. An amounts of £18,667 has reduced income in the comparative year and this amount has been carried forward in deferred income.

19 Cash generated from operations	2022 £	2021 £
(Deficit)/surplus for the year	(154,305)	370,030
Adjustments for:		
Depreciation and impairment of tangible fixed assets	15,884	14,409
Movements in working capital:		
(Increase)/decrease in debtors	(36,276)	60,612
(Decrease) in creditors	(12,814)	(58,116)
Cash (absorbed by)/generated from operations	<u>(187,511)</u>	<u>386,935</u>

20 Analysis of changes in net funds

The charity had no debt during the year.

THE NAZ PROJECT(LONDON)

England & Wales - Charity number 1014056

Accounts

Charity Registration No. 1014056

Company Registration No. 03236229 (England and Wales)

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

THE NAZ PROJECT (LONDON)

(A COMPANY LIMITED BY GUARANTEE)

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Uday Thakkar Tina St Leger Professor Mark Nelson Harry Clementson
Chief Executive and Company Secretary	Parminder Sekhon
Charity number	1014056
Company number	03236229
Registered office	30 Blacks Road London W6 9DT
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	National Westminster Bank Plc 25 Shepherds Bush Green London W12 8PR

THE NAZ PROJECT (LONDON)

(A COMPANY LIMITED BY GUARANTEE)

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NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their report which also includes the directors' report as required by company law and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the Charitable company's Memorandum and Articles of Association, the Companies Act 2006, 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 and Republic of Ireland ("FRS102") (effective 1 January 2019).

Objectives and Activities

The charity was incorporated on 9 August 1996 and is governed by its Memorandum and Articles of Association, which were amended by special resolution on 15 October 2002.

Nazir was a Pakistani Muslim, married with two children. He was also a closeted gay man who was living with HIV. When his status became public, he was rejected by his mosque, ostracised by his community and found no social support that understood that he had more than one identity.

NAZ was set up in his memory and is one of the largest sexual health charities in London initiated and led by ethnic minorities. It is also one of the longest established charities of this type and focuses predominantly on sexual health improvement and HIV support services for Black, Asian and Minority Ethnic (BAME) communities.

The work of the organisation is delivered through four key work streams:

1. HIV care and support services, for people living with and affected by HIV
2. Sexual Health Promotion including targeted support for BAME LGBTQ+ communities, faith communities and those at risk of acquiring HIV, STIs and experiencing poor sexual health
3. Clinical Services: HIV and STI testing and screening, as well as counselling services
4. Research, influencing and policy development

The NAZ board, staff and volunteers are recruited from the communities we seek to impact and support is available in multiple languages. Today, NAZ offers the most relevant range of sexual health services and programmes, specifically for people from BAME communities.

Public Benefit

The trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit. The purpose of the charity is enshrined in its objectives and mission statement. The trustees ensure this is carried out for the public benefit by delivering a range of activities to meet its intent.

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Reserves Policy

The trustees have agreed a reserves policy whereby the free reserves (unrestricted funds held in net current assets, excluding funds held in tangible fixed assets) held by the charity should be equivalent to the value of approximately 3 months of non-discretionary resources expended (£200,000).

As at 31 March 2021, free reserves, as defined above, amount to £23,750 (2020: £4,385). This is an increase of £19,365. The increase in free reserves makes a start to meet the trustees' stated strategic objective of achieving the free reserves figure within 3 to 5 years but there is still more to do.

The charity saw a surplus in the 2020/2021 financial year, driven by an increase in grants as well as cost savings following a thorough budget review in the previous year to scrutinise and eliminate unnecessary costs. Income shifted toward grants and donations, reflecting the impact of the pandemic, which prevented the charity from holding events to generate sponsorships, or other charitable activities that were held in previous years. As a result the charity applied for emergency funding to help with increased demand from service users and to support core costs and sustainability. The impact of pandemic restrictions also reduced office costs.

A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed. Should the level of funding decrease significantly then associated costs would also decrease and free reserves would enable current activities to continue in the short term.

The charity continues its focus on balancing the current needs of delivering critical prevention and support services, meeting the needs of its beneficiaries, whilst increasing its free reserves to the level determined by its policy.

Recruitment, induction and training of trustees

The governing body of the charity is the board of trustees which is comprised of four members.

Trustees are appointed by an open recruitment process. Potential trustees can be recruited through recommendation, referral from a recruiting organisation or as a result of advertisement. Potential trustees will, in the first instance, be met by the CEO and or Chair and be given an overview of the organisation from an operational perspective.

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Potential new trustees will be given written background information about the organisation and will be invited to meet with representatives of the board. The subsequent meeting with members of the board will ascertain their skills, background and professional experience of working within a governance role. Following this meeting and upon receipt of references, recommendations will be made to the board of trustees and, if there is agreement, the new candidate will be invited to attend the subsequent board meeting.

The Company Secretary will then notify Companies House of the appointment. Trustees are appointed for a period of four years and can serve for a maximum of eight years. Each of the trustees is also a member of the company and guarantees to contribute up to £1 to the assets of the company in the event of a winding up.

The Trustees delegate the day-to-day management duties of the organisation to the CEO and Senior Management Team.

Risk Factors

Area	Issue	Mitigation
Financial	- Insufficient funds raised to meet costs - Loss of contract due to the commissioning environment - Loss of contract due to poor performance - Impact of external factors such as Covid-19	- A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed - Expansion of new funders and partnerships within the funding mix continues - Programmes matrix updated once a month, any failing programmes identified with mitigations in place
Programmes	- Failure to complete objectives - Failure to recruit appropriate staff to deliver against contract	- Management and staff clear on each project objective, regular check ins with key funders and contractors on progress of programmes
Clinical	- Staff and volunteers performing point of care testing, not competent	- Staff and volunteers trained once a year, monthly supervision for those providing HIV/STI testing

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

HR	- Adequate succession plans in place - Appraisals and staff training	- Strong SMT, clear existing plans in place for the senior and specialist roles - Yearly appraisals and staff training and personal development opportunities available - Exit interviews
Covid-19	- Reduced ability to meet clients in person, both 1-to-1 and in groups - Reduced ability to engage public in public venues - Covid-19 affects NAZ team directly or through bereavement	- Migrate services to online provision, e.g. counselling, peer support - Increased use of social media to engage with the public - Employee assistance programme for staff activated

Board of Trustees

The trustees who served during the year and up to the date of approval of the financial statements are:

Uday Thakkar Chair	Harry Clementson Treasurer	Tina St Leger
Professor Mark Nelson		

NAZ Medical Board

Dr Hamish Mohammed (Chair)		
Dr Vanessa Apea	Dr Rageshri Dhariywan	Dr Charles Mazhude

Senior Management Team

Parminder Sekhon Chief Executive	Yusuf Hussein Interim Director of Finance and Operations	Benjamin Beever Finance Manager
Mariam Osman Fundraising Manager	Vanessa Apea Medical Director	

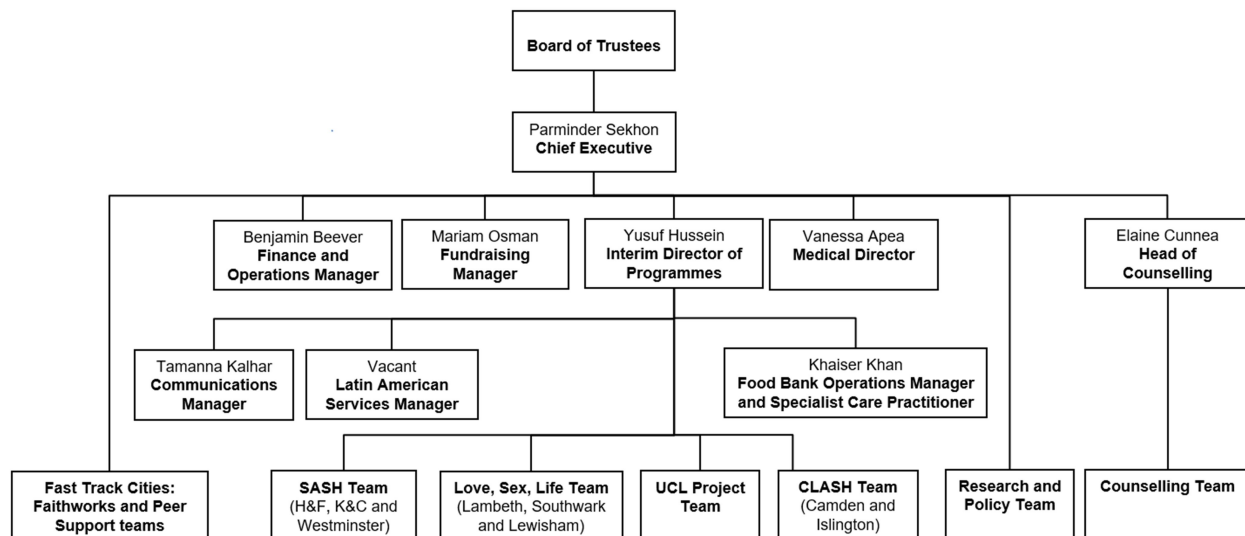
NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees wish to thank all the staff and volunteers who have played a part in the successful delivery of services during the course of the year.

Full Time	Part Time	Volunteers
8	17	21

NAZ Organisational Chart



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Pay and Remuneration

NAZ is committed to the principle of equal pay for all genders. In this context 'pay' includes not only remuneration, but also other benefits such as promotion and training opportunities and access to facilities provided within the employment package from time to time. NAZ is committed to introducing and maintaining pay systems which are free from sexual bias.

People employed by us are entitled to equal pay if they are undertaking work which is substantially similar or is of equal value to the organisation, unless there are specific and clear reasons unconnected with their gender which explain and justify a differential in pay. In some cases, individuals carrying out similar work may receive different salaries because of seniority, qualifications and other such factors.

Pay scales are in line with national averages for the activities nominated. Any increase to pay will be subject to a board motion, and agreement with the Finance Manager, Line Manager and CEO. Any increase will take effect from 1 July following the review. Pay will not be reviewed whilst employees are in their probationary period.

Funders

The trustees, staff and clients of NAZ would like to take this opportunity to thank all the funders from 2020/21. Without their invaluable support, it would not have been possible to operate.

Funders	Area
- NHS (Camden and Islington Boroughs) - Public Health England - Turning Point (Hammersmith and Fulham, Kensington and Chelsea, and Westminster Boroughs) - Terrence Higgins Trust (Brent, Ealing, Harrow and Hillingdon Boroughs) - Lambeth, Southwark, Lewisham Boroughs - Gilead - Elton John AIDS Foundation - Public Health England - Fast Track Cities	Sexual Health Promotion
- National Lottery Community Fund - MAC Aids - Gilead - London Foundation	HIV Care and Support
- National Lottery Community Fund - Mary Kinross	Clinical Services

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- Gilead - MSD	Policy, Research and Influencing
- Trust for London - Emergency Covid-19 Grant - Martin Lewis Charitable Fund - ViiV Healthcare - Gilead CARES Covid Grant - British Muslim Covid-19 Grant - Splash - Wex Europe Ltd - Comic Relief (Metro Lead) - Wave 3 London Communities Response Team - COVID-19 CCLORS - Henry Smith	Covid-19 Emergency Funders

Summary of Results

The net incoming resources for the year amounted to £1,145,974. Restricted reserves carried forward amounted to £379,372. Unrestricted reserves to be carried forward amounted to £133,545.

NAZ is a sexual health charity whose services are dedicated to people experiencing better sexual health. We do this because there is a significant gap in the sexual health outcomes of Black, Asian and Minority Ethnic (BAME) communities, compared to the general population. Everything NAZ does works to reverse this trend. In addition to a programme of project work aimed at improving sexual health equality, NAZ addresses these inequalities through influencing policy and practice. We seek to promote the needs of BAME communities and bring the latter to the attention of government, health providers and other third sector organisations with the aim of sharing best practice and ensuring appropriate service provision.

20/21 Operations Overview

Covid-19 has made 2020/21 an unprecedented year of loss, disruption and economic hardship. The murder of George Floyd and the subsequent resurgence of the Black Lives Matter movement reverberated across the world and both these global events had a profound impact on our beneficiaries. The pandemic has amplified and exacerbated longstanding social, economic, health and structural inequalities BAME communities have faced for decades, with a disproportionate rate of deaths from Covid-19 in BAME communities. The Institute of Fiscal Studies estimated that the deaths of people of Black African ethnicity are 3.7 times higher than might be expected by geography and age, 2.9 times higher for those of Pakistani ethnicity and 1.8 for Black Caribbean ethnicities. The two waves of Covid-19 and two national lock downs have disproportionately affected Black, Brown and Minoritised communities, of whom NAZ directly serves some of the most vulnerable. As a BAME-led agency, the NAZ workforce has also experienced high levels of bereavement and mental health challenges during the past 12 months.

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NAZ responded with an emergency food distribution scheme supporting 106 households pan-London delivering nutritious, culturally appropriate and non-perishable food and toiletries to vulnerable service users. We continued to provide 1-to-1 casework support to service users to help those most in need. We also joined forces with University College London to provide clinical outreach support to help the Covid-19 vaccination effort with asylum seeker populations across London in 8 community languages, and launched a Reflexology service to support those most impacted by Covid-19 to receive free health and wellbeing interventions.

Demand for NAZ counselling increased throughout 2020/21 as our target communities coped with multiple challenges and losses, and our volunteer counselling team increased in size to reflect this.

Data published in November 2020 for 2019 showed new HIV diagnosis across the UK fell once again. The statistics below show the extent of the work that remains:

- Of the 4,139 new HIV diagnoses in the UK in 2019, 45% were among BAME communities; with 26% among Black ethnicities despite these making up only 3.0% of UK population in the last census
- The proportion diagnosed late remains high among black African ethnicities, at 47% compared to 39% for White ethnicities
- BAME women make up 79% of all women seen for HIV care, and Black African women make up 62% of all women seen for HIV care in the UK
- Few gay and bisexual men refuse a HIV test (4%) compared to 20% of Black African ethnicity heterosexual women and 9% of Black African ethnicity heterosexual men. This disparity comes despite these being the two groups most impacted by HIV in England.

Between April and June 2020 NAZ led a coalition of HIV agencies and wrote to the All-Party Parliament Group on HIV and AIDS (APPG) and a number of other national key stakeholders including the Health Secretary to alert them to the impact Covid-19 was having on BAME communities, staff, service users, and the financial health of the BAME charity sector. The letter was signed by a number of both BAME and non-BAME signatories within the sector, recognising the limited number of BAME-led agencies providing services and the economic threat of Covid-19 to this sector. We also submitted written and oral evidence to the APPG. As well as focussing on the domestic agenda and supporting the work of the HIV Commission, we also continued with our pre-pandemic work plans to advocate for global parity of HIV outcomes as part of the UNAIDS 2030 target to reach zero transmissions of HIV with the launch of the Global HIV Collaborative, which resumed its work with international partners in January 2021.

NAZ, in partnership with Metro Charity, were proud recipients of a PHE Innovation Fund Award to make 5 short films featuring Latin American people living with HIV to address the impact of stigma and the benefits of early diagnosis and treatment.

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NAZ was also a partner in the Comic Relief-commissioned Metro partnership tasked with distributing £650K emergency Covid-19 support funds to LGBTQ+ charities across the 4 home nations. The Comic Relief LGBTQ+ Covid-19 Fund was used to support 80 LGBTQ+ groups and organisations across the UK, ranging from £200 micro-grants up to large grants of £15,000.

Our local authority partnerships programmes with SASH, Brook, CLASH and Outer North West London covering 11 London Boroughs all faced significant disruption as we were forced to migrate our services online and look to recalibrate our KPIs in response to the challenges of the pandemic.

Although multiyear and project funding decreased in 20/21, emergency funding from the London Community Team, Gilead and National Lottery Community Fund (NLCF) enabled NAZ to weather the challenges of the year as we migrated our services online and developed a new hybrid working method with enhanced IT infrastructure.

The Communications Manager post, funded by NLCF had a significant role during the past 12 months. As most of our contractual KPIs were repurposed to online delivery NAZ has been able to maintain a strong profile online supporting a presence and facilitating engagement for Black History Month, LGBT History Month, World AIDS Day, and National HIV Testing week where 9,339 people were reached through the development of the NAZ HIV Testing videos alone.

In addition, we were very proud of the online Boisterous Ravens offer and events, an evening of live Spoken Word performance for and featuring strong Black women and Black non-binary voices which created a safe space for women of colour to come online to connect, perform and voice their experiences of Covid-19. We also continued with our monthly No More Silence peer support groups for Black gay, bisexual and men who have sex with men and delivered them online. Both were crucial online spaces to support the mental health of our service users.

NAZ saw a great many changes to the workforce in 20/21 with the departure of Marion Wadibia, CEO of NAZ in June 2020 and a number of staff members throughout the year. We also saw a number of new staff join the organisation. Parminder Sekhon joined NAZ in May 2020 and has been working hard with the team to steer NAZ's course during this precarious and demanding year.

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In addition to Marion's departure, we said goodbye to many of our managers and staff in 2020 and 2021:

- Jose Trueba, Director of Operations
- Ivan Alvarez, BAME Sexual Health Coordinator
- Doris Bafi, Women's Engagement Worker
- Belen Bueno, BAME Sexual Health Coordinator / CLASH Health Promotion Specialist
- Carlos Corredor, Latin America Services Manager / SIB Health Promotion Specialist
- Aicha Kallo, Women's Engagement Worker / Case Worker Coordinator
- Christabel Kunda, Women's and Faith Services Manager
- Michelle Mzari, Outer North West London Programme Manager
- Edem Ntumu, SASH Programme Manager

We are pleased to welcome the following staff who have joined NAZ this year:

- Yusuf Hussain, Interim Programmes Director
- David Cline, Fast Track Cities Faithworks
- Jose Huerta Raga, Sessional Counsellor
- Tamanna Kalhar, Communications and Digital Engagement Manager
- Nathan Lewis, No More Silence Facilitator
- Atika Menina, Sessional Arabic Speaking Outreach worker
- Jesús Moran, Sessional Latin American Support Worker
- Imale Ndhlovu, BAME Community Engagement Coordinator
- Sayda El Sharief, BAME Caseworker
- Emma Sutton, Senior Policy Officer

Key highlights during the year include:

- Emergency food and toiletry supplies provision to over 100 households
- Supported 159 people living with or impacted by HIV with casework and advocacy, securing hardship grants, access to emergency support, legal advice, completing welfare benefit forms and support with appeals
- Organised and facilitated BAME Connect, a networking event which gathered 32 professionals together to discuss the specific sexual health needs of BAME communities across London
- 4 online 'Boisterous Ravens' live Spoken Word performances for and featuring Black women and Black non-binary voices for a total 140 people
- 16 online sexual health training sessions of 3 hours each to 75 professionals from organisations working in Lambeth, Southwark and Lewisham.
- 11 LGBTIQ+ online support sessions supporting 65 women, 'On the Sofa', providing a space for LGBTIQ+ women to be candid and vulnerable while still feeling safe enough to ask questions.

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- Since February 2021, NAZ staff have conducted HIV and STI testing and translation alongside University College London clinical staff, and supported the engagement of over 1,000 asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers
- Our pan-London psychotherapeutic counselling service has continued as an online service during the pandemic, providing a culturally specific mental health and wellbeing service to 110 clients, for over 1,000 hours of psychotherapy
- NAZ submitted oral evidence to the APPG HIV & Aids Inquiry in June 2020 on the effects of Covid-19 on Black, Asian and Racially Minoritised groups, and written evidence in partnership with BHA for Equality, Centre for All Families Positive Health and House of Rainbow

Key Deliverables: Our Footprint in 20/21

Households supported by emergency food distribution	106
Number of people supported living with HIV	231
Counselling support	110
1-to-1 advocacy and support	134
Number of people supported by online events and groups	540
Volunteering opportunities	21

We continue to see clients from across all 33 London boroughs and have a steady inflow of clients from outside of London.

1. Covid-19

Covid-19 and the two national lockdowns have disproportionately impacted on Black, Brown and Minoritised communities, and has had a profound impact on our beneficiaries. As a Black-led agency, NAZ workforce and sector colleagues have also experienced high levels of bereavement and mental health challenges. In the face of this crisis, NAZ has adapted all of our programmes to continue providing support to our most impacted communities.

- Covid-19 has disrupted all of our face-to-face work. While much work has been moved online and by telephone, our traditional outreach was effectively halted, and our office closed
- NAZ services were migrated online, with advocacy, casework and counselling delivery online and by telephone to meet the greatly increased need for support by our clients – in March we had nearly 4 times our expected client caseload, with issues around access to benefits and welfare, employment issues and emergency support

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- Disruption to outreach work was minimised by producing online group events and conducting health promotion through social media, our website and in partnership with other organisations
- From March 2020 onwards, we have mobilised the supply of food and other emergency goods to our service users who would otherwise go hungry or be without essentials such as tampons, soap and pharmaceutical products. We remained committed to supporting our clients, many of whom have no recourse to public funds, for the full duration of this crisis
- From the end of March 2020, NAZ has led the BAME and HIV sectors in calling the NHS and Government to account for the higher levels of illness and death in BAME communities

Covid-19 emergency support

NAZ was awarded emergency Covid-19 funding from Big Lottery and CCLORS to enable us to support our core beneficiaries during this year of unprecedented loss and economic hardship. For the first time, we have repurposed our faith and community networks to provide emergency food and menstrual hygiene supplies weekly to many clients.

Highlights:

- We have supported over 100 households to receive emergency food distribution, delivering nutritious, culturally appropriate and non-perishable food and toiletries. In partnership with Fareshare and Hammersmith and Fulham Food Bank, Tesco, Waitrose and Ansar Youth Food Drop, weekly food drop-offs for 2-3 days have been delivered to households across London
- This has been done with the support of over 15 volunteers and we have developed a partnership with the NHS Royal Volunteers Corp

“NAZ thank you so much for having the kind people come and deliver the food so far out to me, this has been a tremendous help. I have no job, I have four children, I have been struggling since the lock down and your help providing me with this food on a regular basis has been a Godsend. Bless you. I thank you sincerely, from the bottom of my heart. Without your help I don't know what I would have done, I am really struggling.” - Male Client living with HIV, East London

“Due to my disability and I'm suffering from cancer and accessing chemotherapy, the providing of this food service is a great service for me. I have a very poor health and it is essential for me to get the good nutritional benefit of food. The food package is ideal as it contains fruits and vegetables and other essential items that will last me for weeks. I'm so grateful to NAZ for helping me for the past several months in making sure my health and wellbeing is being met. Thank you again” – Female client

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- Also covered by this emergency funding was: advocacy and casework, enabling clients to access hardship grants, appeal adverse benefits decisions and prevented homelessness; counselling, to provide a much-needed space for clients to come to terms with Covid-19-related bereavement and anxiety, amongst other issues; policy work and a hardship fund. All this work is covered further in this Report
- Also funded by this funding was the recruitment of a part-time Communications Manager, who was instrumental in repurposing our outreach to online delivery. We maintained a strong online profile including facilitating engagement for Black History Month, LGBT History Month, Transgender Awareness Week, World AIDS Day and National HIV Testing week where 9,339 people were reached through the development of the NAZ HIV testing videos

2 – HIV Care and support services

The HIV Care and Support Service is funded and supported by Big Lottery, and is an integrated service for Black, Asian and Racially Minoritised individuals living with or affected by HIV/AIDS. We conduct client work to ensure newly diagnosed people with HIV experience greater choice, control and empowerment in managing their lives; and improve their psychological wellbeing.

Highlights

- NAZ has recruited 4 new caseworkers and supported 134 people living with or impacted by HIV with casework and advocacy, securing hardship grants, access to emergency support, access to blood-borne virus and Covid-19 screening, legal advice, completing welfare benefit forms and support with appeals
- We distributed 28 hardship grants of between £50-£200 to support people living with HIV, e.g. women giving birth and needing to buy baby care materials, supporting people living with HIV to attend hospital appointments and re-engage with care, and people with no recourse to public funds who were struggling to pay for basic living essentials

Case Study:

Client A has received £200 from the emergency hardship. He is unable to work due to advanced Aids-related illnesses. He was first diagnosed in 2020 with a CD4 count of 15, which has now risen to 142. He is married with three children who all live in one room in private accommodation. NAZ is working with him and his family to obtain social services support and immigration support to attempt to regularise his status.

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3. Sexual Health Promotion

Paramos el VIH (Let's Stop HIV)

Let's Stop HIV is a NAZ campaign to improve the health outcomes of the Latin American population, delivering HIV care and support interventions to Spanish- and Portuguese-speaking communities in London, funded by the Elton John Aids Foundation as part of the LSL Social Investment Bond.

Highlights:

- Though many of our ordinary activities (condom distribution and HIV testing) were curtailed by Covid-19, we successfully linked 8 clients previously not linked into statutory HIV care into sexual health clinics for treatment.

Case Study:

Brazilian citizen A, 26 years old, contacted NAZ Autumn 2020. A had been diagnosed with HIV in 2015 while living in Brazil. He had been on treatment before arriving to the UK in September of 2020. On meeting the client, it was evident that he needed support that went beyond solely HIV care. NAZ referred him to a Latin support project for immigration support, and the Coalition of Latin Americans in the UK (CLAUK) to address broader health concerns. In addition to that, A was chaperoned by a NAZ employee to Guy's hospital in London, where his CD4/Viral load was tested. NAZ further supported A in linking and registering with his local GP where he successfully completed his registration.

SASH Partnership

SASH offers sexual health services to people who live in three London boroughs: Westminster, Hammersmith & Fulham, and Kensington and Chelsea. SASH is a partnership led by Turning Point, alongside NAZ, London Friend, METRO Charity, and Marie Stopes UK.

The work we do at SASH is not exclusive to BAME communities however our contribution includes two BAME engagement coordinators, a well-being coach, a counsellor, a care coordinator and peer mentor lead for BAME women.

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Highlights

- With the impact of Covid-19, services were migrated online and NAZ continued to support clients in the tri-borough with 1-to-1 casework, advocacy and referral, online group work and counselling, workshops and events
- Organised and facilitated BAME Connect, a networking event which gathered 32 professionals together to discuss the specific sexual health needs of BAME communities across London. Dr Vanessa Apea, NAZ Medical Director discussed the role of third-party organisations in enabling support for BAME communities, while Egyptian LGBTIQ+ activists Medhat Othman and Nermeen Khaled discussed the intersectionality of bodily rights and freedom of expression for LGBTIQ+ migrants in the UK
- Other online workshops included Positive Self Talk, Reclaiming Our Bodies and Managing Mental Health and Relationships during Covid-19
- In Q4, delivered weekly telephone contraception clinics in partnership with Sands End Health Centre, giving information around the different methods of contraception available to clients, and the next steps in accessing their preferred method of contraception

"I enjoyed the space to be open to various discussions about our bodies, which I very rarely do." - Reclaiming our bodies workshop attendee

"I enjoyed the talk about confidence and interviews, as I was able to give advice to my daughter. Also talking about the importance of being kind to yourself." - Positive self-talk workshop attendee

"I am getting so much everywhere from my counselling sessions, initially I was not sure but I have learnt that this is a gradual progressive process and I am benefiting new ways of thinking and understanding also improving my general mental awareness. Examples include me not using drugs alcohol and sitting with my feelings living life sober and changing my narrative to situations and my general thinking this helps me with my fear and anxiety and above all not going back to chemsex and drinking. All of this with [my counsellor] is helping me with my self-care. Other areas are improved relationships with family and myself. Keeping boundaries and understanding more about myself." - Counselling service user, SASH, Male, Indian, 40s

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ONWL and Hillingdon Partnership

ONWL was a partnership between NAZ, Terrence Higgins Trust and Hillingdon borough council working across Outer North West London, to deliver sexual and reproductive health and HIV services across Brent, Ealing, Harrow, and Hillingdon boroughs, each of which has significant proportions of BAME communities.

Though many of our ordinary activities were curtailed by Covid-19, we continued to link clients to sexual health clinics, conduct online sexual health awareness raising, and support people living with HIV in the boroughs. This contract ended October 31st 2020.

CLASH in Camden and Islington

NAZ is a partner within the Central London Action on Sexual Health (CLASH) outreach service located in Camden and Islington. CLASH provides free and confidential sexual health outreach services for sex workers, homeless people, drug users, Black Asian and Minority Ethnic people (BAME) and men who have sex with men (MSM) living or working in the boroughs

Highlights:

- Conducted a mapping exercise of BAME organisations in the boroughs
- During lockdown we continued our outreach with sex workers and referred them and other clients to sexual health clinics

Boisterous Ravens

Boisterous Ravens is a series of live Spoken Word performance for and featuring Black women and Black non-binary voices.

Highlights:

- 4 online events conducted to a total 140 people, with many attending multiple sessions
- Including our World Aids Day event for 60 people; the event was LGBTIQ+ inclusive and featured a number of LGBTIQ+ identified artists as well as women and non-binary people living with HIV.

“Last night’s Boisterous Ravens was such a beautiful, raw, authentic and inspiring evening. A powerful reminder of why we are here and why we have to continue.”

“Last night absolutely did that for me. It was humbling to hear so many stories of quiet defiance and superhuman strength. To listen to the voices of your beneficiaries really brought home the important and life-affirming work you do. So thank you very much for inviting me. I’ll remember last night for a long time.”

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Love, Sex, Life

The Love, Sex, Life service is a partnership set up in April 2020 to support the sexual health and well-being of BAME people including LGBTIQ+ communities living in Lambeth, Southwark and Lewisham (LSL). The partnership includes Brook, as the lead partner, Stephen Lawrence Charity, NAZ and Shape History. NAZ works with women (including LGBTIQ+) in the tri-borough, as well as creating connections with organisations and communities in LSL.

Highlights:

- 16 online sexual health training sessions of 3 hours each to 75 professionals from organisations working in LSL. Topics include conflict resolution and power dynamics in relationships; consent, STIs and HIV, PrEP, reproductive health, gender and sexuality, body image and exploring body diversity
- 11 LGBTIQ+ online support sessions supporting 65 women, 'On the Sofa', providing a space for LGBTIQ+ women to be candid and vulnerable while still feeling safe enough to ask questions. Topics include sexuality, relationships, reproductive health and sex and the law.
- 36 online health promotion sessions reaching 106 people
- Online community outreach for women and LGBTIQ+ women, promoted through partnerships such as Al-Aman Women's Support Services, a domestic violence intervention project supporting Arabic-speaking communities in London

Case Study

One of the organisations attending the online training sessions was Redthread; a youth work charity based in London that supports young people aged 11-25 on their personal and social development. Having recently joined Redthread as a volunteer 'R' was interested in upskilling and expanding their knowledge.

"The most surprising thing for me was the impact of body image, because I work with young people I have been inspired to create affirming spaces and also to educate young people of the various self-love tools we discussed in the session"

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Fast Track Cities – Faith Work

In partnership with Africa Advocacy Foundation and Jewish Aids Trust, we create a change in the way faith communities understand, respond, and promote information about HIV. We also cement the knowledge that HIV is a manageable condition which can be treated. Faith Work will provide faith leaders with an opportunity to become part of the HIV care continuum through their own programmes.

Fast Track Cities – Peer Support

In partnership with Positively UK and Plus Health, we supplement the existing Chelsea and Westminster HIV care pathway with optimised peer-to-peer mentoring interventions across 4 clinics in West and Central London - 10 Hammersmith Broadway, West Middlesex, 56 Dean Street and the Kobler Clinic. This targets those lost to care and it improves wellbeing; and supports retention in care for those most at risk.

Partnership with UCL – Covid-19 Vaccinations and Blood-Borne Virus Screening

Since February 2021, NAZ has been in partnership with clinicians at University College London providing translation and mobilisation support for Covid-19 vaccination and blood-borne virus (BBV) screening to asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers in London. NAZ staff have supported the engagement of over 1,000 asylum seekers covering Spanish, Portuguese, Amharic, Tigrinya, French and Arabic languages and delivering rapid HIV and STI testing. We have also been able to offer a chaperone service for the most vulnerable clients to hospital appointments.

“It has been a very long but productive day, with 80 people vaccinated today and a number of people tested for BBVs. It was the first vaccination visit to that venue and there was a lot of learning. It was a pleasure to have the NAZ peers work alongside. Atika, Jose and Jesús were absolutely invaluable today, and clearly highlight the importance of peers from minoritized groups being involved in the work. Their presence and involvement was extremely welcomed both by the team and especially the patients.” - Dr Binta Sultan (Lead clinician after the outreach sessions)

“We cannot speak highly enough of the translators! Thank you for your invaluable work, your unwavering enthusiasm and your continuous warmth and happiness... they go above and beyond every session and we all know that a day working with them is going to be full of fun, smiles and lots of jabs in arms! I could go on and on - you are all SO appreciated!” – Janine Ryan (Inclusion Health Clinical Nurse Specialist, University College Hospital)

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Peer Support

NAZ has carried on running online pan-London peer support groups throughout the pandemic, including:

- 6 'No More Silence' Peer Support group sessions for Black gay and bisexual-identified men, and MSM
- 2 Muslim HIV peer support groups
- 4 DOST support groups for South Asian and Middle Eastern gay and bisexual-identified men, and MSM

Sole to Soul

Sole to Soul was launched in October 2020 in partnership with Atune Holistic Health as a two-day a week reflexology service to clients living with HIV or from vulnerable groups. This in-person service took place as Covid-19 regulations allowed, offering 50 appointments to 15 service users before end March 2021.

"This is exactly what I needed, I have never had this treatment before but the therapist was so kind and professional, she knew about HIV and she chatted with me and this virus has been so bad, when I got the email I thought let me see...glad I came." – Service user living with HIV

"I didn't know what to expect from it but I had a wonderful experience, Helen gave me tips on how to release my anxiety. This service was really great...." Service user living with HIV

4. Clinical Services

NAZ Counselling Service (5 days a week)

Our pan-London psychotherapeutic counselling service has continued as an online service during the pandemic, providing a culturally specific mental health and wellbeing service. Despite the difficulties that the pandemic has brought and the unexpected impact on delivery of the service, we were able to move to online and telephone support in a short time frame to deliver services to those clients in need who elected to continue their counselling by phone or zoom. Safeguards have been updated to ensure the wellbeing of clients and counsellors during this transition.

NAZ sees clients of a highly complex nature with multiple presenting issues. Therapeutic presentations have included recent HIV diagnosis, anxiety, depression, bereavement, loss of familial relationships, coming out, gender identity, internalised homophobia, self-harm, suicidal ideation, childhood sexual abuse, isolation relating to seeking asylum, intimate partner violence and being a victim of homophobic hate crime.

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Highlights:

- 110 clients supported accessing between 8-12 sessions each, for over a thousand hours of counselling
- Volunteer counsellor placements increased to 8 counsellors at NAZ, with a range of therapeutic backgrounds

“I just wanted to get in touch to say a huge thank you to you and all the team at Naz, and in particular to sing the praises of the wonderful Karl Stephenson. Coming to Naz for counselling is one of the best things I've ever done and I owe so much to Karl for being a simply wonderful counsellor - I couldn't have asked for a better form of support. During a very difficult period of my life Karl went over and above to support me and I'm proud to say I'm in a fantastic place as a result of his counselling” – Counselling client Dec 2020 upon completion of 12 weeks of counselling

HIV testing

With the pandemic, in-person HIV testing at the NAZ office has proved largely unfeasible. We have promoted self-sampling during this time. As part of our new UCL project (see above) NAZ staff have conducted HIV and STI testing alongside clinical staff, and supported the engagement of over 1,000 asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers.

5. Policy, Research and Influencing

Grants from the National Lottery and Gilead have enabled us to recruit a Senior Policy Officer, enabling increased policy, research and influencing work at NAZ across multiple levels:

- NAZ submitted written evidence to the All-Party Parliamentary Group on HIV and Aids for the HIV Testing inquiry which will inform the Secretary of State for Health and Social Care's HIV Action Plan in Autumn 21
- We have also developed questions for the BAME inquiry into the disproportionality of HIV outcomes for BAME communities, “Addressing the needs of Black, Asian and Minority Ethnic Communities in relation to HIV”
- NAZ is part of a MSD (Pharma) HIV and aging consultation project. NAZ along with other key stakeholders across the sector identified service users aged 50 and over to contribute to a body of interviews and testimonials about the needs of people growing older with HIV and their changing needs and concerns
- NAZ is part of the Comic Relief Covid-19 LGBTQ+ Partnership fund distributing monies to small LGBTQ+ organisations across the four nations

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Covid-19 and Black, Asian and Racially Minoritised Communities

NAZ has been active in keeping up pressure around the health inequalities facing Black, Asian and Racially Minoritised communities, and has led the BAME and HIV sectors in calling the NHS and Government to account for the higher levels of illness and death in these communities.

In April 2020 we wrote on behalf of 39 BAME-led HIV service providers and allies to the Secretary of State for Health and Social Care, the Chair of APPG HIV & Aids, the CEOs of NHS England and Public Health England, around the impact of Covid-19 on BAME communities.

We also submitted oral evidence to the APPG HIV & Aids Inquiry in June 2020 on the effects of Covid-19 on Black, Asian and Racially Minoritised groups, and written evidence in partnership with BHA for Equality, Centre for All Families Positive Health and House of Rainbow.

Global HIV Collaborative

NAZ has launched the Global HIV Collaborative which represent the needs of those communities around the world who are not benefiting from the gains in HIV prevention at the same rate as others impacted by the disease. We are currently engaging with stakeholders for 1-to-1 interviews from America, Africa and Europe and UK and have interviewed key activists to amplify the needs of the communities and identify best practice that can be replicated at scale.

Future work of the GHC will include:

- Creating a global group of 20 BAME leaders to provide intelligence of how to engage with BAME communities
- Host an annual meeting with the GHC BAME leaders and other key stakeholders
- Hold global institutions to account on the response to BAME/ minority and women groups

www.hiv-collaborative.org

6. Volunteering

NAZ's peer-led volunteering service makes a huge contribution to our clients and communities. Although our outreach and sexual health promotion work moving online led to a reduced volunteer footprint in the 2020-21 year, our Covid-19 emergency response programme had many volunteer food packers, driver-distributors and administrators who were vital to this work with some of London's most vulnerable communities

- This year, NAZ had 21 people volunteer or on placement with us, contributing around 2,000 volunteering hours. We would like to acknowledge and thank each of them for their support improving the health of BAME communities and combating the effects of the pandemic

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

- Of these volunteers, the majority were involved in our Covid-19 emergency response programme. An additional 8 people provided psychotherapy as part of our counselling service.

“Working for the last 6 months on the emergency food project has been amazing, a real opportunity to give back. NAZ does such amazing work and was right there for me when I needed help, so this is my way of saying thank you. And all the people are so grateful. It makes me feel like I am doing something useful.” - Food Distribution Volunteer

7. Plans for the future

In the next 12 months we will work to:

- Ensure Black, Asian and Racially Minoritised communities are supported through the Covid-19 pandemic and adequate support is made available as we commit to a Building Back Fairer recovery programme
- Develop our capacity to offer 1-to-1 psychological wellbeing interventions to communities disproportionately affected by Covid-19 through our counselling and reflexology service
- Build the internal capabilities and structure of the organisation to make it more accountable
- Develop a new strategic plan for 2021-2025, setting out the organisation’s key strategic priorities
- Continue to link people living with HIV outside of the system into statutory HIV care and support
- Join up our approach on HIV, sexual health and reproductive health in line with other health inequalities experienced by our target communities
- Promote Black, Brown and Racially Minoritised leaders and thinkers through our policy work as part of the Global HIV Collaborative; to amplify the voices of those leaders demanding an action plan to end HIV transmissions by 2030 for all communities
- Develop further our online Communications capability as more of our work will take place digitally as we continue to work using a hybrid model of virtual and face to face delivery.
- Support the work of the HIV Commission Advisory Group and All-Party Parliamentary Group on HIV & Aids

Disclosure of information to the auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

**NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 MARCH 2021

Auditor

In accordance with section 485 of the Companies Act 2006, a resolution proposing that HW Fisher LLP be re-appointed as auditor of the company will be put to the Annual General Meeting.

On behalf of the Board of Trustees,

Uday Thakkar

Uday Thakkar

Chair of Trustees

Dated: 31 Jan 2022

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES
FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also the directors of The Naz Project (London) for the purpose of company law, are responsible for preparing the Trustees' 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 trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

Opinion

We have audited the financial statements of The Naz Project (London) (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud;
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006;
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly;
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual;
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied;
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud;
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations;
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds;
- Testing key income lines for evidence of management bias;
- Obtaining third-party confirmation of material bank balances;
- Documenting and verifying all significant related party balances and transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the entity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Suresh Mehta (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom



THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
Income from:							
Grants and donations	3	161,233	643,260	804,493	216,500	175,885	392,385
Charitable activities	4	278,897	61,000	339,897	665,588	-	665,588
Other trading activities	5	1,584	-	1,584	1,048	-	1,048
Total income		441,714	704,260	1,145,974	883,136	175,885	1,059,021
Expenditure on:							
Charitable activities	6	407,945	349,332	757,277	1,109,095	200,529	1,309,624
Net income/(expenditure) for the year/							
Net movement in funds		33,769	354,928	388,697	(225,959)	(24,644)	(250,603)
Fund balances at 1 April 2020		99,776	24,444	124,220	325,735	49,088	374,823
Fund balances at 31 March 2021		133,545	379,372	512,917	99,776	24,444	124,220

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Intangible assets	10		19,032		-
Tangible assets	11		90,763		95,391
			<u>109,795</u>		<u>95,391</u>
Current assets					
Debtors	12	80,522		141,134	
Cash at bank and in hand		437,485		79,363	
		<u>518,007</u>		<u>220,497</u>	
Creditors: amounts falling due within one year	13	(114,885)		(191,668)	
		<u>518,007</u>		<u>220,497</u>	
Net current assets			403,122		28,829
Total assets less current liabilities			<u>512,917</u>		<u>124,220</u>
Income funds					
Restricted funds	15		379,372		24,444
Unrestricted funds			133,545		99,776
			<u>512,917</u>		<u>124,220</u>

27 Jan 2022

The financial statements were approved by the Trustees on

Uday...Thakkar
Uday Thakkar
Trustee

Company Registration No. 03236229

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

		2021		2020	
	Notes	£	£	£	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	18		386,935		(75,703)
Investing activities					
Purchase of intangible assets		(21,366)		-	
Purchase of tangible fixed assets		(7,447)		(985)	
Net cash used in investing activities			(28,813)		(985)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			358,122		(76,688)
Cash and cash equivalents at beginning of year			79,363		156,051
Cash and cash equivalents at end of year			437,485		79,363

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

The Naz Project (London) is a private company limited by guarantee incorporated in England and Wales. The registered office is 30 Blacks Road, London, W6 9DT.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 and Republic of Ireland (FRS 102) (effective from 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The Covid-19 pandemic has caused considerable disruption to the Charity's operations. Despite these difficulties, the charity continues to deliver services to those clients in need who elected to continue their counselling by phone or zoom. Safeguards are in place to ensure the wellbeing of clients and counsellors. The Trustees have prepared financial and cash flow forecasts demonstrating the charity can continue as a going concern. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Incoming resources are included in the Statement of Financial Activities when the charity becomes entitled to the income and the amounts can be measured reliably.

Donations are recognised on a receivable basis.

Grant and contract income is recognised upon receipt, or if earlier, at the time the charity becomes entitled to it. Where receipt is dependent upon fulfilment of performance conditions, income is deferred as appropriate.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 Resources expended

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. These costs have also been allocated in full to the single charitable activity.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

CRM system	4 years straight line
------------	-----------------------

1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20 years straight line (length of lease)
Computer equipment	4 years straight line
Fixtures, fittings & equipment	10 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Leases

Rentals payable under operating leases are charged to income on a straight line basis over the term of the relevant lease.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any critical accounting estimates or judgements applied in the preparation of the financial statements.

3 Grants and donations

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Donations and gifts	1,992	98,285	100,277	12,490	20,046	32,536
Government grant - Furlough income	45,674	-	45,674	7,135	-	7,135
Grants receivable for core activities	113,567	544,975	658,542	196,875	155,839	352,714
	<u>161,233</u>	<u>643,260</u>	<u>804,493</u>	<u>216,500</u>	<u>175,885</u>	<u>392,385</u>

4 Charitable activities

	Prevention and support 2021 £	Prevention and support 2020 £
Prevention and support	<u>339,897</u>	<u>665,588</u>
Analysis by fund		
Unrestricted funds	278,897	665,588
Restricted funds	<u>61,000</u>	<u>-</u>
	<u>339,897</u>	<u>665,588</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Other trading activities	1,584	1,048

6 Charitable activities

	2021	2020
	£	£
Staff costs	511,571	651,040
Depreciation	14,409	12,323
IT expenditure	11,554	12,327
Premises	59,915	71,029
Events & communications	12,788	102,488
Professional fees & consultant costs	55,168	83,390
Other related staff costs	6,164	13,607
Phone, printing and stationery	14,446	18,643
Partnership project costs	62,092	336,378
Sundry costs	114	1,094
	748,221	1,302,319
Share of governance costs (see note 7)	9,056	7,305
	757,277	1,309,624
Analysis by fund		
Unrestricted funds	407,945	1,109,095
Restricted funds	349,332	200,529
	757,277	1,309,624

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

7 Support costs

	Support costs	Governance costs	2021	2020	Basis of allocation
	£	£	£	£	
Audit fees	-	9,056	9,056	7,305	100% charitable activities
	-	9,056	9,056	7,305	
Analysed between					
Charitable activities	-	9,056	9,056	7,305	

Governance costs includes payments to the auditors of £9,056 (2020: £7,305) for audit fees.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or reimbursed expenses during the year (2020: £nil). The Board of Trustees received no remuneration in the year.

9 Employees

Number of employees

	2021 Number	2020 Number
Management & operations	22	25

Employment costs

	2021 £	2020 £
Wages and salaries	472,107	599,528
Social security costs	39,464	51,512
	511,571	651,040

Remuneration of key management personnel

The charity's key management personnel comprises the Board of Trustees and the senior management team. Included within the senior management team are the following:- Chief Executive, HIV Service Manager, Operations Manager, Director of Fundraising, Director of Finance and Operations / Finance Manager and Programmes and Programme Manager. Total benefit received by the senior management team in the year amounted to £114,043 (2020: £223,161).

There were no employees whose annual remuneration was £60,000 or more.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

10 Intangible fixed assets

	CRM system £
Cost	
At 1 April 2020	-
Additions	21,366
At 31 March 2021	21,366
Amortisation and impairment	
At 1 April 2020	-
Amortisation charged for the year	2,334
At 31 March 2021	2,334
Carrying amount	
At 31 March 2021	19,032
At 31 March 2020	-

11 Tangible fixed assets

	Leasehold improvements £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 April 2020	197,677	27,434	16,584	241,695
Additions	-	7,447	-	7,447
At 31 March 2021	197,677	34,881	16,584	249,142
Depreciation and impairment				
At 1 April 2020	106,087	24,349	15,868	146,304
Depreciation charged in the year	9,884	2,060	131	12,075
At 31 March 2021	115,971	26,409	15,999	158,379
Carrying amount				
At 31 March 2021	81,706	8,472	585	90,763
At 31 March 2020	91,590	3,085	716	95,391

12 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	64,001	128,885
Prepayments and accrued income	16,521	12,249
	80,522	141,134

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	36,359	92,194
Trade creditors	55,254	63,707
Other creditors	5,177	10,410
Accruals and deferred income	18,095	25,357
	<u>114,885</u>	<u>191,668</u>

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments relating to property under operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	45,881	45,881
Between two and five years	174,768	177,568
In over five years	123,000	164,000
	<u>343,649</u>	<u>387,449</u>

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds		Movement in funds		Movement in funds		Balance at
	Incoming	Resources	Incoming	Resources	Incoming	Resources	31 March 2021
	resources	expended	resources	expended	resources	expended	Balance at
	£	£	£	£	£	£	31 March 2021
							£
Barts faces	-	-	-	-	-	-	204
Big Lottery	119,381	(152,593)	250,000	(109,456)	-	-	124,713
Gilead	17,000	(20,521)	18,000	(3,500)	-	-	28,488
Brook	-	(1,350)	60,000	(20,424)	-	-	39,576
Comic Relief/Metro Lead	-	-	2,000	-	-	-	2,000
PHE	19,921	(24,315)	-	(2,370)	-	-	5,454
THE - HPE - MSM	-	-	-	-	-	-	426
Covid-19 Grants	-	-	205,565	(131,626)	-	-	73,939
Fast Track Cities	4,583	-	63,000	(49,231)	-	-	18,352
MSD - Testing Faith	15,000	(1,750)	-	-	-	-	13,250
Mary Kinross	-	-	20,000	(16,551)	-	-	3,449
Metro/Message to you	-	-	8,400	-	-	-	8,400
Shape History	-	-	220	(220)	-	-	-
Three Rivers	-	-	1,600	(600)	-	-	1,000
Wave 3	-	-	44,175	(13,354)	-	-	30,821
MSD - 50 over 50	-	-	1,300	-	-	-	1,300
Henry Smith - Counselling	-	-	30,000	-	-	-	30,000
Sole to Soul	-	-	-	(2,000)	-	-	(2,000)
	175,885	(200,529)	704,260	(349,332)	-	-	379,372
49,088							

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FOR THE YEAR ENDED 31 MARCH 2021

15	Restricted funds	(Continued)
	Barts Faces: Agreement with Barts Charity around community conversations and reshaping the African Conversation.	
	Gilead/Shape History: Policy Back to Blaque Policy and website creation for Global Health Collaborative.	
	Wave 3/ Covid 19 Grants/ National Lottery – Covid 19 Emergency Grant Support, Core client services and core running costs.	
	Brook: Sexual Health and Reproductive outreach and professionals training across Lambeth Southwark and Lewisham.	
	Fast track Cities Peer Support: Agreement with NHS. Focus on re-engaging people living with HIV back into HIV clinical care across Chelsea and Westminster 4 clinics.	
	Fast Track Cities Faithwork: Agreement with NHS. Focussed on testing in faith environments, working with faith leaders to deliver interventions designed to support Black majority faiths to be part of the HIV care continuum.	
	Comic Relief/Metro Charity Lead (Metro partner to distribute emergency Covid Funds to LGBTQIA VSO's across the 4 nations.	
	Henry Smith Charity/ Mary Kinross: Counselling and therapeutic support.	
	MSD – Partnership honorarium 50 over 50, aging with HIV project.	
	PHE: Sole to Soul /My Message to you Innovation Fund funding interventions with organisations working with women and girls and Latin American Communities.	
	Further details on the restricted funding streams are included on pages 6 and 7 of the Trustees' Report.	

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16 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:						
Intangible fixed assets	19,032	-	19,032	-	-	-
Tangible assets	90,763	-	90,763	95,391	-	95,391
Current assets/(liabilities)	23,750	379,372	403,122	4,385	24,444	28,829
	<u>133,545</u>	<u>379,372</u>	<u>512,917</u>	<u>99,776</u>	<u>24,444</u>	<u>124,220</u>

17 Related party transactions

There were no disclosable related party transactions during the year (2020: £nil).

18 Cash generated from operations

	2021 £	2020 £
Surplus/(deficit) for the year	388,697	(250,603)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	14,409	12,323
Movements in working capital:		
Decrease in debtors	60,612	150,055
(Decrease)/increase in creditors	(76,783)	12,522
Cash generated from/(absorbed by) operations	<u>386,935</u>	<u>(75,703)</u>

19 Analysis of changes in net funds

The charity had no debt during the year.