

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 2023**

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

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

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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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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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**Risk Factors**

<b>Area</b>	<b>Issue</b>	<b>Mitigation</b>
Financial	<ul style="list-style-type: none"> <li>- Insufficient funds raised to meet costs</li> <li>- Loss of contract due to the commissioning environment</li> <li>- Loss of contract due to poor performance</li> <li>- Impact of external factors such as Covid-19</li> </ul>	<ul style="list-style-type: none"> <li>- A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed</li> <li>- Expansion of new funders and partnerships within the funding mix continues</li> <li>- Programmes matrix updated once a month, any failing programmes identified with mitigations in place</li> </ul>
Programmes	<ul style="list-style-type: none"> <li>- Failure to complete objectives</li> <li>- Failure to recruit appropriate staff to deliver against contract</li> </ul>	<ul style="list-style-type: none"> <li>- Management and staff clear on each project objective, regular check ins with key funders and contractors on progress of programmes</li> </ul>
Clinical	<ul style="list-style-type: none"> <li>- Staff and volunteers performing point of care testing, not competent</li> </ul>	<ul style="list-style-type: none"> <li>- Staff and volunteers trained once a year, monthly supervision for those providing HIV/STI testing</li> </ul>
HR	<ul style="list-style-type: none"> <li>- Adequate succession plans in place</li> <li>- Appraisals and staff training</li> </ul>	<ul style="list-style-type: none"> <li>- Strong SMT, clear existing plans in place for the senior and specialist roles</li> <li>- Yearly appraisals and staff training and personal development opportunities available</li> <li>- Exit interviews</li> </ul>

**Board of Trustees**

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

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

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**

<b>Dr Hamish Mohammed (Chair)</b>	<b>Dr Danielle Solomon</b>	
<b>Dr Vanessa Apea</b>	<b>Dr Rageshri Dhariywan</b>	<b>Dr Jaimie Vera</b>

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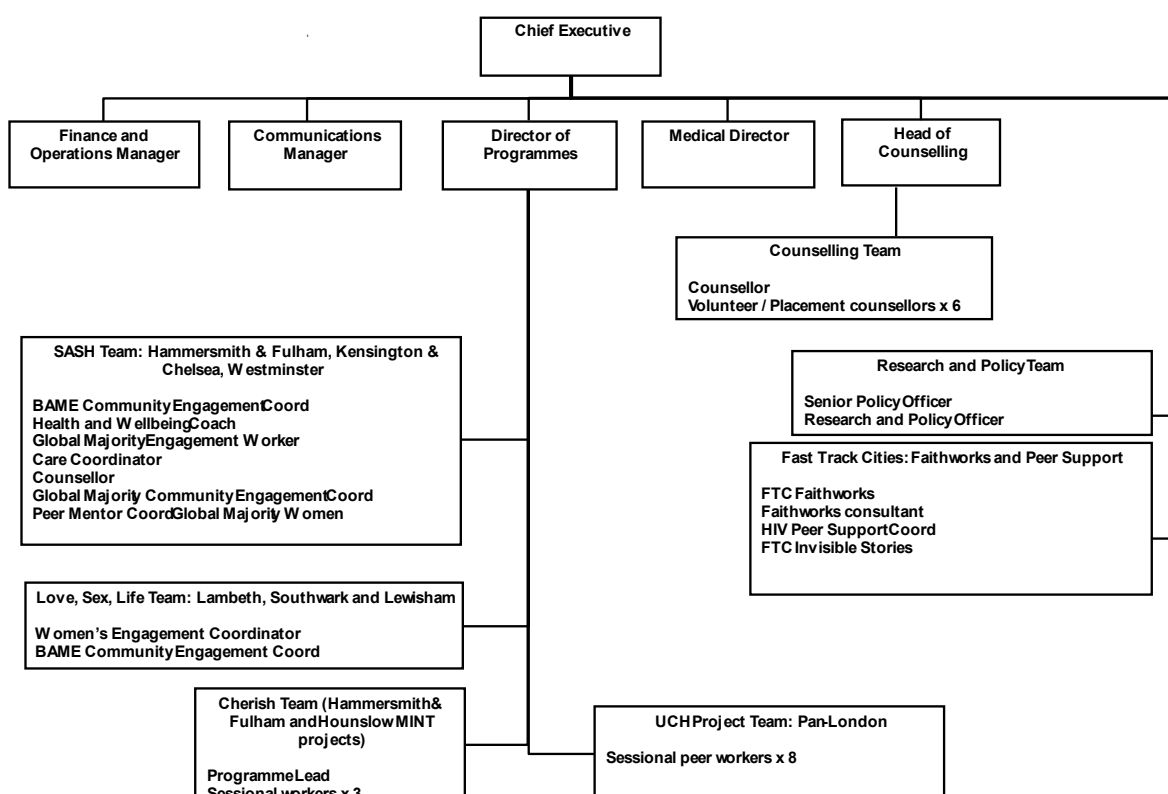
#### Senior Management Team

<b>Parminder Sekhon</b> Chief Executive	<b>Mohammed Jaseem</b> Finance Manager	<b>Sanjay Kumar</b> Head of Counselling
<b>Kim Hawkins</b> Research and Policy Officer	<b>Vanessa Apea</b> 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



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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 2022/23. Without their invaluable support, it would not have been possible to operate.

<b>Funders</b>	<b>Area</b>
- 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. Ther Joyful Noise Choir of people living with HIV celebrated its 10<sup>th</sup> 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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#### **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:

- Dhwani 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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#### **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 16<sup>th</sup> 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

# **THE NAZ PROJECT (LONDON)**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT**

**FOR THE YEAR ENDED 31 MARCH 2023**

#### **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 25<sup>th</sup> 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



# **THE NAZ PROJECT (LONDON)**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT**

***FOR THE YEAR ENDED 31 MARCH 2023***

#### **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 21<sup>st</sup> 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.

# **THE NAZ PROJECT (LONDON)**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT**

***FOR THE YEAR ENDED 31 MARCH 2023***

#### **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 21<sup>st</sup> July commemorates and honours Prudence Mabele (21<sup>st</sup> July 1971 – 10<sup>th</sup> 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.

# **THE NAZ PROJECT (LONDON)**

## **(A COMPANY LIMITED BY GUARANTEE)**

### **TRUSTEES' REPORT**

#### ***FOR THE YEAR ENDED 31 MARCH 2023***

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 21<sup>st</sup> 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

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

***FOR THE YEAR ENDED 31 MARCH 2023***

- 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

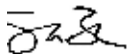
**Disclosure of information to the auditor**

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***

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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)**

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**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)**

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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)**

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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  
.....



**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**

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

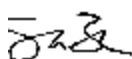
**THE NAZ PROJECT (LONDON)**  
**(A COMPANY LIMITED BY GUARANTEE)**  
**BALANCE SHEET**

**AS AT 31 MARCH 2023**

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



.....

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

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**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)**  
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**NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2023**

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**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)**  
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**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)**  
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**FOR THE YEAR ENDED 31 MARCH 2023**

**6 Charitable activities**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
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>
<b>Analysis by fund</b>		
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**

	<b>Support costs</b>	<b>Governance costs</b>	<b>2023</b>	<b>Support costs</b>	<b>Governance costs</b>	<b>2022</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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)**  
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**FOR THE YEAR ENDED 31 MARCH 2023**

**9 Employees**

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
Management & operations	18	21
	<u>          </u>	<u>          </u>
<b>Employment costs</b>	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
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:

	<b>2023</b>	<b>2022</b>
	<b>Number</b>	<b>Number</b>
£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**

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



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**FOR THE YEAR ENDED 31 MARCH 2023**

**11 Intangible fixed assets**

	CRM system £
<b>Cost</b>	
At 1 April 2022	21,366
Disposals	(21,366)
	<u>-</u>
At 31 March 2023	<u>-</u>
<b>Amortisation and impairment</b>	
At 1 April 2022	4,668
Disposals	(4,668)
	<u>-</u>
At 31 March 2023	<u>-</u>
<b>Carrying amount</b>	
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 £
<b>Cost</b>				
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>
<b>Depreciation and impairment</b>				
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>
<b>Carrying amount</b>				
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)**  
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**FOR THE YEAR ENDED 31 MARCH 2023**

**13 Debtors**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
<b>Amounts falling due within one year:</b>		
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**

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
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:

	<b>2023</b>	<b>2022</b>
	<b>£</b>	<b>£</b>
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:

	<b>Movement in funds</b>			<b>Movement in funds</b>			
	<b>Balance at 1 April 2021</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Balance at 1 April 2022</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Balance at 31 March 2023</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
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							

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**FOR THE YEAR ENDED 31 MARCH 2023**

<b>16</b>	<b>Restricted funds</b>							<b>(Continued)</b>
	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)**  
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**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)**  
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**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)
	<b>Cash generated from/(absorbed by) operations</b>	<u>149,695</u>	<u>(187,511)</u>
20	<b>Analysis of changes in net funds</b>		
	The charity had no debt during the year.		