BHA FOR EQUALITY

England & Wales · Charity number 1079727

Details

Other names	BHAF, BLACK HEALTH AGENCY, BHA
Status	Registered
Legal form	Charitable company
Company number	03818058
Registered	2000-03-07
Register	View on the Charity Commission register

Contact

Address	Bha For Equality C/o Slade &Cooper Beehive Mill Jersey Street Manchester M4 6JG
Phone	03301 281 186
Email	aydin@thebha.org.uk
Website	www.thebha.org.uk

Activities

Objects: THE CHARITY'S OBJECTS ("THE OBJECTS") ARE TO PROTECT AND PRESERVE GOOD HEALTH AND WELL-BEING IN PARTICULAR BY PROMOTING THE GOOD HEALTH AND WELL-BEING OF MARGINALISED COMMUNITIES THROUGH ENGAGEMENT, EDUCATION, SUPPORT SERVICES, PROFESSIONAL ADVICE AND TRAINING.

Activities: BHA exists to improve the lives and change the futures of BME and other marginalised communities, through service delivery and by contributing to policy development to ensure diversity and equality are integral to mainstream health strategies.

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Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People Of A Particular Ethnic Or Racial Origin, Other Defined Groups

Geography

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£2,430,818	£2,397,891	£634,257	41
2024-03-31	£2,294,388	£2,242,637	£601,330	37
2023-03-31	£2,249,093	£2,288,190	£549,579	32
2022-03-31	£1,965,909	£1,845,358	£588,676	40
2021-03-31	£1,885,178	£1,820,013	£468,124	29

Trustees

Name	Role	Appointed
Francesca Tackie	Chair	2015-04-29
Antemeka Cobham-Wilson		2023-08-16
Crispen Samson Sachikonye		2017-12-06
Dr Kamie Chakib Kitmitto		2015-03-12

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BHA FOR EQUALITY

England & Wales - Charity number 1079727

Accounts



BHA for equality

2024 - 25 Impact Report

Chair's introduction



As Chair of BHA for Equality, I am delighted to present our Impact Report for 2024-25. This year has been one of both consolidation and innovation as we have continued to break down barriers to health and wellbeing for marginalised communities across the North of England and Midlands.

At BHA, our focus remains firmly on addressing health inequalities that disproportionately affect communities of colour and other marginalised groups. Through our work on HIV, TB, cancer and cardiovascular disease, we deliver culturally responsive services that meet people where they are.

This year has seen meaningful achievements across all our programmes. Our sexual health services have expanded with new work in Coventry and Warwickshire, the catwalk project in Leeds has challenged HIV stigma through peer support, and our cancer screening work has achieved remarkable increases in uptake. Whilst the Manchester Race & Health Service sadly ended, we secured continuation funding for TB work, responding to rising case numbers with essential translation support and community outreach. Our cardiovascular disease programme has delivered hundreds of health checks to communities at greatest risk.

The NHS continues to face significant funding pressures, which inevitably affect organisations like BHA. Despite these challenges, our dedicated team has continued to deliver high-quality, compassionate services.

I want to thank our incredible staff team, volunteers, trustees, partners and funders for their unwavering commitment to our mission. Behind every statistic is a person whose life has been touched by our work.

Francesca Tackie - Chair of BHA For Equality

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ACHIEVEMENTS AND PERFORMANCE

The charity's main activities and who it tries to help are described below. All its charitable activities focus on equality in health and wellbeing and are undertaken to further BHA for Equality's charitable purposes for the public benefit.

KEY STATS

1568
Number of Support Sessions Delivered

239
Number of Person-Centered Counselling Sessions Delivered

853
Number of Volunteer hours Gifted

160
Number of Visitors at Structured Support Groups

225
Number of Visitors at social groups and activities

37
Number of Dry Food Pantry Users

28
Number of BHA Crisis Funds

13
Number of Baby Milk Clients Supported

CHANGES WITHIN THE BHA SKYLINE TEAM

There were significant changes within the BHA Skyline team as our former Programme Lead, Becky Pullin, decided not to return to her role following her maternity leave. Becky's maternity cover, Pesha Thornton, remained in the post.

The BHA Skyline team also welcomed an Enhanced Support Worker, Sam Norris, to the team. The Enhanced Support Worker's role has been funded through Gilead Sciences for a year long project between April 2024 and April 2025, providing support for those who are lost to HIV follow up.

KEY PROGRAMME ACHIEVEMENTS

HOUSEHOLD GRANTS:

£10,000 distributed through Forum Central Leeds, delivering 91 energy vouchers, supermarket vouchers and white goods to service users experiencing poverty and homelessness.

GILEAD LOST TO CARE:

Enhanced Support Worker received 30 referrals, successfully supported 11 back into regular HIV care and 5 to register for BHA Skyline Support. Within that year the role will be funded as part of the core team from April 2025.

HUMANS BEING WELLBEING COURSES:

16 women participants reporting improved wellbeing.



100% DIGITAL LEEDS:

£5,000 equipment grant for digital inclusion sessions.

FAST TRACK CITY COMMUNITY GRANTS:

Completed projects showcased at Gilead Sciences funded celebration event (140 attendees), including "I Tested" poster campaign, stigma-challenging catwalk, and podcast series featuring people from Leeds living with HIV.

CASE STUDY - SUPPORT CLIENT

This case study demonstrates the impact of peer support in reducing HIV-related stigma and isolation. The case study pertains to the "Walking with Us: A Catwalk Against Stigma" Project, which was accessed by a BHA Wakefield service user and supported by a BHA Wakefield Volunteer and BHA Wakefield staff. The project culminated in a Catwalk at the Fast Track Cities Celebration Event on the 23rd of November 2024.

PRESENTING ISSUES

Client A requested involvement in the Catwalk Project via an online form

INTERVENTION

Client A stated that they wanted to attend the catwalk wellbeing sessions and more information sessions to reduce their loneliness and isolation that they had also been experiencing. The client took part in three sessions for the Catwalk Project as detailed.



THE WELLBEING SESSION

The Volunteers designed and conducted a four-hour wellbeing session for the Leeds Skyline and Wakefield service users taking part in the project. The theme of the wellbeing session was core memories and how listening and sharing to our core memories/sharing those stories can ignite a sense of self and wellbeing. Activities involved:

Sharing the impact that food and music has and how they can form individual and collective experiences.

Reflecting on positive words to describe members of the group and individuals and the power of positive words.

Sharing the stories of members' most memorable pair of shoes: this activity provided an insight into each person's life, their upbringing, previous hopes, country of birth, transition stories. It allowed the group to appreciate the people they were and are now and allowed new information to come to light and strengthened bonds.

Eye gazing, silent appreciation and gratitude.

Client A took part in the wellbeing session and formed a bond with two women present. Following the eye gazing and silent appreciation exercise Client A embraced another client and stated, "It has been so long since I had a hug!", this resulted in a group of fifteen people forming a group embrace. Client A then accessed the clients' telephone numbers and formed bonds with the Wakefield and Leeds clients beyond the service.

THE MUSIC SESSION

Volunteers welcomed Darren Murphy, Forward Leeds and Ryan Sewell, Revolve Sound System, to support in teaching the group to walk with confidence and to choose their favorite songs to walk the catwalk to. The attendees quickly lost their inhibitions and walked with confidence, whilst the group cheered and danced. Attendees reflected that they felt happy and alive again at hearing their favorite song in a safe space with trusted people. The session rapidly became a party with service users singing African songs and sharing stories from childhood. Client A reported to the group that she enjoyed the music session but felt safe as there was not an audience. They stated that they were afraid to walk the catwalk on the 23rd of November, due to fears of people learning their HIV status. The group agreed with Client A, but all stated that they were going to support one another and if people were unable to walk during the event, they would be respected nonetheless.



THE CATWALK

On Saturday 23rd November seventeen people brought their make-up and gowns to Leeds Skyline and prepared themselves before going to Left Bank Leeds to walk the catwalk against Stigma in front of over 100 people. Client A service user from Wakefield was one of those people. Client A told the group that they were worried they would not feel comfortable walking on a catwalk in front of a hundred people, let alone a hundred people who would then know they were living with HIV. Client A told the team they felt they would be too frightened and too ashamed of their HIV status...

Client A had support from their peers. The Volunteers, who created a program in which HIV was not the focal point -- the focus of the program was the attendees' humanity: hopes, favorite music, friendship and how it feels to be accepted. That night Client A walked the catwalk to their favorite song, TWICE! They have also made bonds with the other catwalkers and have plans to attend the Human Beings Women Supporting Women course in the new year.

FEEDBACK FROM CASE STUDY A:

"The Catwalk did lift me up to the top of my mind and my heart is full of love and happiness and I think I need to open up and start believing in myself again. Catwalk was an eye opener for me. Thanks so much."

"I look pregnant and beautiful. I love it"

OUTCOME:

The "Walking With Us: A Catwalk Against Stigma" project addressed self-stigma and social isolation among people living with HIV through creative engagement, peer support, and community visibility.

BHAWakefield

KEY STATS

5181
Number of community and postal condoms delivered

1913
Total Number of lubes delivered

308
Number of support sessions delivered to People Living with HIV

452
Number of 121 support sessions delivered to Prevention clients

174
Number of rapid HIV and Syphilis test performed

BHA WAKEFIELD STAFF CHANGES

In January 2025, BHA Wakefield's Service Lead, Becca Murdoch, left BHA for a new role. During the final quarter of the financial year, BHA worked to recruit a Service Lead, filling the vacancy in April 2025.

NEW PARTNERSHIPS

The team have worked to establish and solidify new testing venues across the Wakefield district, securing monthly testing slots at a local food bank. The team have also worked to build new partnerships with local LGBTQ charities, which resulted in three World AIDS Day celebration events in partnership with Longboat.

HIV TEST INCENTIVES

The HIV Incentives, in which BHA Wakefield work in partnership with Wakefield Council, Turning Point and UKS to provide people who inject drugs and/or of no fixed abode with food vouchers in exchange for a HIV test, continued across 2024/25. The initiative demonstrated measurable impact and has been published as an example of innovative work in breaking barriers to provide care to those who need it most by HIV Prevention England.

HEALTHY COMMUNITIES

MANCHESTER RACE & HEALTH SERVICE - TUBERCULOSIS (TB)

Our work on TB supported 780 individuals through the provision of vital information, whilst playing a key role in assisting TB nurses at Manchester Royal Infirmary as they experienced a sharp rise in cases. The number of active TB cases amongst adults increased from 81 to 142, and latent cases rose from 176 to 317. The engagement worker provided essential translation support and culturally appropriate guidance to patients, especially those newly arrived in the UK.

Community outreach has been extensive and diverse, spanning health events, GP surgeries, food banks, and hotels housing asylum seekers. Tailored TB awareness sessions were delivered at venues such as Cornbrook Medical Centre, community organisations such as Rainbow Surprise, and the annual Asian festival - Manchester Mela - reaching individuals from Caribbean, African, Pakistani, Somali, and Eritrean backgrounds. In delivering these sessions we use multilingual materials and direct conversations in Urdu, Punjabi, and Arabic, ensuring accessibility and relevance.

Training initiatives were also a key focus, with sessions delivered to staff and volunteers at community organisations such as Rainbow Heaven, Mustard Tree, and Chorlton Health Centre. These sessions addressed infection control, symptom recognition, and protocols for managing individuals undergoing TB treatment.

Community Research - Experiences of Bangladeshi, Arabic-speaking communities and Middle Eastern communities with Learning Disabilities

Following on from previous community research, we were asked to look at how NHS Manchester ICP could improve experiences. Through focus group interviews, involving community groups such as the Bangladeshi Women Network (Annaana) our research identified systemic barriers and proposed culturally sensitive reforms to improve healthcare delivery.

KEY FINDINGS

- Language barriers with inaccurate interpretation
- Lack of awareness about annual health checks and learning disability passports
- Cultural stigma discouraging engagement with services
- Inconsistent healthcare quality across regions

KEY RECOMMENDATIONS

- Simplifying appointment systems and prioritising families with learning disabilities
- Cultural sensitivity training and improved communication strategies
- Development of easy read, translated resources
- Support groups, tailored mental health services, and caregiver training



GREATER MANCHESTER CANCER SCREENING ENGAGEMENT PROGRAMME

(ANSWER CANCER)

BHA leads on community engagement within the Answer Cancer programme working across deprived areas of Greater Manchester. We engaged 6,300 people through 10+ engagement methods including mosque sessions during Ramadan, the GM Health Inequalities conference, mobile unit campaigns, and live radio shows.

95% of session participants demonstrated increased understanding of the signs and symptoms of breast, bowel and cervical screening and a greater willingness to attend their screening appointments.

Cervical screening pilot increased uptake 16-65% across Primary Care Networks, with 37% of individuals contacted booking appointments.

SALFORD IMPACT FUND

Our Tackling CVD in Partnership project trained 69 individuals from 9 organisations who are actively engaged in offering blood pressure checks to Salford residents and referrals to GPs.

CARDIOVASCULAR DISEASE – POINT OF CARE TESTING

In collaboration with CAHN and Winning Hearts and Minds:

- 449 full NHS Health Checks delivered
- 50% identified with high cholesterol risk
- 26% identified with high blood pressure
- 90% referred to GP







Coventry & Warwickshire

BHA for Equality were awarded a 4.5 year contract to provide sexual health and HIV outreach services in Coventry and Warwickshire, sub-contracted by HCRG Care Group from 1st April 2024, delivered with LGBT Foundation.

DELIVERY AND ACTIVITY (JAN 25 – MARCH 25)

3
Number of targeted outreach sessions delivered

55
Number of persons supported at targeted outreach sessions

21
Number of HIV POCT performed at targeted outreach sessions

13
Number of workshops delivered

338
Number of attendees at workshops

9
Number of promotional events attended

900
Number of persons supported at promotional stalls

The service experienced delays from February 2025 due to a nationwide data breach affecting HCRG Care Group. We used this time to focus on developing stakeholder relationships.

TEAM

Programme Lead, Community Engagement Worker (0.6 FTE), LGBT Foundation Sexual Health Coordinator, and 2 HCRG Engagement Officers - combining expertise in sexual health outreach, LGBTQ+ youth work, and therapeutic support.

LIVERPOOL

BHA's Sexual Health Services in Liverpool support Black and ethnically minoritised people through:

- Passionate about Sexual Health Partnership (PaSH)
- Liverpool Cancer Alliance Project
- PrEP and Women research with McMartin
- EJAF Project for PrEP access
- Intent Health Cancer Awareness

KEY OUTCOMES ACHIEVED

39
Number of outreach sessions delivered

553
Total number of 1-2-1 brief interactions

327
Total number of clients targeted with PrEP promotion

76
Number of POCT and HIV/STI screenings completed

5830
Number of loose condoms distributed

940
Number of loose lubricants distributed

Launched Liverpool sexual health quarterly newsletter, new Instagram/ Facebook pages, HIV POCT bookable appointments at Kumba Imani, 2 click and collect services, and completed community research on HIV understanding among ethnic minoritised communities.

Service User Feedback - "I wish I had known sooner about this service. You are very welcoming and I honestly did not think an appointment would be this nice"

"I didn't know about PrEP until today. I will surely pass on the message to my friends, or even encourage my partner to book as well."

GREATER MANCHESTER SEXUAL HEALTH SERVICES

BHA's Sexual Health Services operate across all ten boroughs of Greater Manchester, delivering culturally responsive interventions to communities experiencing the highest rates of HIV and STI diagnoses. Our work addresses the intersection of health inequalities, focusing particularly on Black African and Caribbean communities who represent 40% of new HIV diagnoses in the region despite comprising less than 3% of the population.

Through a combination of community-based testing, peer education, and strategic partnerships with NHS trusts and community organisations, we reached over 3,000 individuals directly this year whilst distributing over 59,000 prevention materials. Our approach emphasises meeting communities where they are - from barbershops and faith venues to nightlife spaces and community centres - ensuring sexual health services are accessible, culturally appropriate, and free from stigma.

The programmes detailed below demonstrate our commitment to both immediate prevention needs and long-term systemic change in how sexual health services engage with marginalised communities.

OUR SEXUAL HEALTH SERVICES ARE DELIVERED THROUGH:

- Passionate about Sexual Health Partnership (PaSH)
- HIVe Project (ending HIV transmissions by 2030)
- PrEP Awareness Campaigns
- Sexation (Trafford STI awareness)
- Hep Voice Project
- Smoking Cessation project



KEY OUTCOMES ACHIEVED

178
Number of outreach sessions delivered

2664
Total number of 1-2-1 brief interactions

777
Total number of clients completing assessment tools

35
Total number of group sessions delivered

429
Number of clients attending group-level sessions

95
Number of POCT tests completed

220
Number of Full Screenings completed

412
Number of DBS tests completed

43647
Number of loose condoms distributed

15623
Number of loose lubricants distributed

KEY ACHIEVEMENTS:

- Launched "Your guide to Menopause" booklet in 4 languages
- Showcased projects at Fast Track Cities Conference Paris and BaSHH conference (awarded 1st Marian Nicholson Scholarship Award)
- Delivered the "Body, Mind and Soul" health awareness event at Contact Theatre
- Hosted Spotify programmes "S word" and "Power to Prevent"
- Delivered training sessions to GP practices and businesses

ACKNOWLEDGMENTS

BHIVA
Berkshire Healthcare NHS FT
Bolton City Council
Bury Council
Coventry City Council
Coventry and Warwickshire ICB
EJAF - Elton John AIDS Foundation
Forum Central
Gilead Sciences
GSK & King's Fund
HCRG
HIV Prevention
Lancaster University Public Health
Laura Waters Fund
Leeds City Council
Liverpool City Council
Manchester City Council
Manchester Local Care Organisation
Manchester University NHS Foundation Trust
Manchester Active
National Voices
NHS England
Greater Manchester ICB
Oldham Council
Our Manchester Funds Team
Rochdale Borough Council
Salford City Council
Salford CVS
Salford Innovation Fund
Spectrum
Stockport City Council
Tameside Council
Terrence Higgins Trust
The Brunswick Centre
Trafford Council
Terrence Higgins Trust
VSNW
Wakefield District Council
Wakefield Public Health
Warwickshire Council
Wigan Borough

BHA FOR EQUALITY

Financial Summary 2024-25

An overview of income and expenditure for the 2024-25 financial year, demonstrating the allocation of funds towards health equality services including sexual health support, cancer screening engagement, and chronic disease awareness across Greater Manchester, Leeds, Liverpool, and Wakefield.

INCOME SOURCES

Charitable Activities (Health, Education and Direct Support)

£2,309,110

This primary income stream contributed toward the organisation's mission of health equality.

Policy and Development Income

£105,630

Funding specifically allocated for policy and development work totalled £105,630 during this financial year.

Investment Income

£13,942

Returns from the organisation's investments provided further funding.

Donations and Legacies

£2,136

Direct contributions through donations and legacies reached £2,136 for the period.

Total Annual Income	£2,430,818

EXPENDITURE AND INVESTMENT

Health, Education and Direct Support Delivery

£2,261,491

The charity invested into direct charitable activities and community health services.

Policy and Development Expenditure

£136,400

Expenditure on policy-driven initiatives and developmental projects amounted.

Total Annual Expenditure	£2,397,891

2024–25 FINANCIAL TOTALS

Net Movement in Funds

£32,927

The charity saw a positive net movement for the year ended 31 March 2025.

Financial Position Comparison

Financial Category	Value (£)
Total Funds Brought Forward	£601,330
Total Funds Carried Forward	£634,257



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Ancoats
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M4 6JG

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Registered Charity No. 1079727
Company No. 3818058

Company number: 3818058

Charity Number: 1079727

BHA for Equality

Report and financial statements

For the year ended 31 March 2025

BHA for Equality

Reference and administrative information

for the year ended 31 March 2024

Company number 03818058

Charity number 1079727

Registered office and operational address C/O Slade & Cooper Ltd. Beehive Mill, Jersey Street, Ancoats, Manchester, England, M4 6JG

Disclose any other name that the charitable company uses

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Francesca Tackie	Chair
Kamie Kitmitto	Treasurer
Nilam Prinja	
Crispin Satchikonye	
Antemeka Cobham-Wilson	
Natasha Klymczuk	

Key management personnel	Aydin Djemal	Chief Executive
	Donna Millller	Director of Policy, Engagement & Development
	Jeni Hirst	Director of Service Development

Bankers Co-operative Bank
3rd Floor
1 Balloon Street
Manchester
M60 4EP

Auditors Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG

BHA for Equality
Trustees' annual report

for the year ended 31 March 2025

The Trustees present their report and the audited financial statements for the year ended 2025. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity governing document "The Memorandum & Articles of Association" is replaced by "The Articles of Association" which were adopted by passing a special resolution on 5th August 2020.

The Charity's objects are to protect and preserve good health and well-being in particular by promoting the good health and well-being of marginalised communities through engagement, education, support services, professional advice and training.

The Objects of the Charity were amended at an Extra Ordinary General Meeting held in July 2009 after receiving permission from the Charity Commission.

Aims

1. Providing and developing a range of quality services.
2. Improving our understanding and knowledge of the communities we work with.
3. Improving our financial standing and independence to sustain our ability to develop and deliver quality services.
4. Raising the profile of BHA for Equality (BHA) and of issues for BME, disadvantaged and marginalised communities locally, regionally, and nationally.
5. To review, evaluate and develop BHA's structure and ensure we are fit for purpose.

Principal activities

The activities currently carried out for the public benefit by the charity can be broadly categorized into the areas of Health Education and Direct Support and Policy and Development.

The activities are broadly divided into geographical teams, covering Greater Manchester, Merseyside, Leeds, Wakefield, and Coventry and Warwickshire. In Greater Manchester the teams are further split into the PaSH Directorate and the Healthy Communities Directorate.

Achievements and Performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on equality in health and wellbeing and are undertaken to further BHA for Equality's charitable purposes for the public benefit.

Leeds Skyline

Key Stats

Number of Support Sessions Delivered	1568
Number of Person-Centered Counselling Sessions Delivered	**239**
Number of Volunteer hours Gifted	**853**
Number of Visitors at Structured Support Groups	**160**
Number of Visitors at social groups and activities	**225**
Number of Dry Food Pantry Users	**37**
Number of BHA Crisis Funds	**28**
Number of Baby Milk Clients Supported	**13**

Changes within the BHA Skyline Team

There were significant changes within the BHA Skyline team as our former Programme Lead, Becky Pullin, decided not to return to her role following her maternity leave. Becky's maternity cover, Pesha Thornton, remained in the post. The BHA Skyline team also welcomed an Enhanced Support Worker, Sam Norris, to the team. The Enhanced Support Worker's role has been funded through Gilead Sciences for a year long project between April 2024 and April 2025, providing support for those who are lost to HIV follow up.

Key Programme Achievements

• **Household Grants**: £10,000 distributed through Forum Central Leeds, delivering 91 energy vouchers, supermarket vouchers and white goods to service users experiencing poverty and homelessness

• **Gilead Lost to Care**: Enhanced Support Worker received 30 referrals, successfully supported 11 back into regular HIV care and 5 to register for BHA Skyline Support. Within that year the role will be funded as part of the core team from April 2025.

• **Humans Being Wellbeing Courses**: 16 women participants reporting improved wellbeing

• **100% Digital Leeds**: £5,000 equipment grant for digital inclusion sessions

• **Fast Track City Community Grants**: Completed projects showcased at Gilead Sciences funded celebration event (140 attendees), including "I Tested" poster campaign, stigma-challenging catwalk, and podcast series featuring people from Leeds living with HIV

Case Study - Support Client

This case study demonstrates the impact of peer support in reducing HIV-related stigma and isolation. The case study pertains to the "Walking with Us: A Catwalk Against Stigma" Project, which was accessed by a BHA Wakefield service user and supported by a BHA Wakefield Volunteer and BHA

Wakefield staff. The project culminated in a Catwalk at the Fast Track Cities Celebration Event on the 23rd of November 2024.

Presenting issues

Client A requested involvement in the Catwalk Project via an online form

Intervention

Client A stated that they wanted to attend the catwalk wellbeing sessions and more information sessions to reduce their loneliness and isolation that they had also been experiencing. The client took part in three sessions for the Catwalk Project as detailed below:

The wellbeing session *The Volunteers designed and conducted a four-hour wellbeing session for the Leeds Skyline and Wakefield service users taking part in the project. The theme of the wellbeing session was core memories and how listening and sharing to our core memories/sharing those stories can ignite a sense of self and wellbeing. Activities involved:*

Sharing the impact that food and music has and how they can form individual and collective experiences.

Reflecting on positive words to describe members of the group and individuals and the power of positive words.

Sharing the stories of members' most memorable pair of shoes: this activity provided an insight into each person's life, their upbringing, previous hopes, country of birth, transition stories. It allowed the group to appreciate the people they were and are now and allowed new information to come to light and strengthened bonds.

Eye gazing, silent appreciation and gratitude.

Client A took part in the wellbeing session and formed a bond with two women present. Following the eye gazing and silent appreciation exercise Client A embraced another client and stated, "It has been so long since I had a hug!", this resulted in a group of fifteen people forming a group embrace. Client A then accessed the clients' telephone numbers and formed bonds with the Wakefield and Leeds clients beyond the service.

The Music Session *Volunteers welcomed Darren Murphy, Forward Leeds and Ryan Sewell, Revolve Sound System, to support in teaching the group to walk with confidence and to choose their favorite songs to walk the catwalk to. The attendees quickly lost their inhibitions and walked with confidence, whilst the group cheered and danced. Attendees reflected that they felt happy and alive again at hearing their favorite song in a safe space with trusted people. The session rapidly became a party with service users singing African songs and sharing stories from childhood. Client A reported to the group that she enjoyed the music session but felt safe as there was not an audience. They stated that they were afraid to walk the catwalk on the 23rd of November, due to fears of people learning their HIV status. The group agreed with Client A, but all stated that they were going to support one another and if people were unable to walk during the event, they would be respected nonetheless.*

The Catwalk *On Saturday 23rd November seventeen people brought their make-up and gowns to Leeds Skyline and prepared themselves before going to Left Bank Leeds to walk the catwalk against Stigma in front of over 100 people. Client A service user from Wakefield was one of those people. Client A told the group that they were worried they would not feel comfortable walking on a catwalk in front of*

a hundred people, let alone a hundred people who would then know they were living with HIV. Client A told the team they felt they would be too frightened and too ashamed of their HIV status...

Client A had support from their peers. The Volunteers, who created a program in which HIV was not the focal point -- the focus of the program was the attendees' humanity: hopes, favorite music, friendship and how it feels to be accepted. That night Client A walked the catwalk to their favorite song, TWICE! They have also made bonds with the other catwalkers and have plans to attend the Human Beings Women Supporting Women course in the new year.

Feedback from Case Study A: "The Catwalk did lift me up to the top of my mind and my heart is full of love and happiness and I think I need to open up and start believing in myself again. Catwalk was an eye opener for me. Thanks so much."

"I look pregnant and beautiful. I love it"

Outcome: *The "Walking With Us: A Catwalk Against Stigma" project addressed self-stigma and social isolation among people living with HIV through creative engagement, peer support, and community visibility.*

BHA Wakefield

Number of community and postal condoms delivered	5181
Total Number of lubes delivered	**1913**
Number of rapid HIV and Syphilis test performed	**174**
Number of support sessions delivered to People Living with HIV	**308**
Number of 121 support sessions delivered to Prevention clients	**452**

BHA Wakefield staff changes

In January 2025, BHA Wakefield's Service Lead, Becca Murdoch, left BHA for a new role. During the final quarter of the financial year, BHA worked to recruit a Service Lead, filling the vacancy in April 2025.

New Partnerships

The team have worked to establish and solidify new testing venues across the Wakefield district, securing monthly testing slots at a local food bank. The team have also worked to build new partnerships with local LGBTQ charities, which resulted in three World AIDS Day celebration events in partnership with Longboat.

HIV Test Incentives

The HIV Incentives, in which BHA Wakefield work in partnership with Wakefield Council, Turning Point and UKS to provide people who inject drugs and/or of no fixed abode with food vouchers in exchange for a HIV test, continued across 2024/25. The initiative demonstrated measurable impact and has been published as an example of innovative work in breaking barriers to provide care to those who need it most by HIV Prevention England.

Healthy Communities

Manchester Race & Health Service - Tuberculosis (TB)

Our work on TB supported 780 individuals through the provision of vital information, whilst playing a key role in assisting TB nurses at Manchester Royal Infirmary as they experienced a sharp rise in cases. The number of active TB cases amongst adults increased from 81 to 142, and latent cases rose from 176 to 317. The engagement worker provided essential translation support and culturally appropriate guidance to patients, especially those newly arrived in the UK.

Community outreach has been extensive and diverse, spanning health events, GP surgeries, food banks, and hotels housing asylum seekers. Tailored TB awareness sessions were delivered at venues such as Cornbrook Medical Centre, community organisations such as Rainbow Surprise, and the annual Asian festival - Manchester Mela - reaching individuals from Caribbean, African, Pakistani, Somali, and Eritrean backgrounds. In delivering these sessions we use multilingual materials and direct conversations in Urdu, Punjabi, and Arabic, ensuring accessibility and relevance.

Training initiatives were also a key focus, with sessions delivered to staff and volunteers at community organisations such as Rainbow Heaven, Mustard Tree, and Chorlton Health Centre. These sessions addressed infection control, symptom recognition, and protocols for managing individuals undergoing TB treatment.

Community Research - Experiences of Bangladeshi, Arabic-speaking communities and Middle Eastern communities with Learning Disabilities

Following on from previous community research, we were asked to look at how NHS Manchester ICP could improve experiences. Through focus group interviews, involving community groups such as the Bangladeshi Women Network (Annaana) our research identified systemic barriers and proposed culturally sensitive reforms to improve healthcare delivery.

Key findings

- Language barriers with inaccurate interpretation
- Lack of awareness about annual health checks and learning disability passports
- Cultural stigma discouraging engagement with services
- Inconsistent healthcare quality across regions

Key recommendations

- Simplifying appointment systems and prioritising families with learning disabilities
- Cultural sensitivity training and improved communication strategies
- Development of easy read, translated resources
- Support groups, tailored mental health services, and caregiver training

Greater Manchester Cancer Screening Engagement Programme (Answer Cancer)

BHA leads on community engagement within the Answer Cancer programme working across deprived areas of Greater Manchester. We engaged 6,300 people through 10+ engagement methods including mosque sessions during Ramadan, the GM Health Inequalities conference, mobile unit campaigns, and live radio shows.

95% of session participants demonstrated increased understanding of the signs and symptoms of breast, bowel and cervical screening and a greater willingness to attend their screening appointments.

Cervical screening pilot increased uptake 16-65% across Primary Care Networks, with 37% of individuals contacted booking appointments.

Salford Impact Fund

Our Tackling CVD in Partnership project trained 69 individuals from 9 organisations who are actively engaged in offering blood pressure checks to Salford residents and referrals to GPs.

Cardiovascular Disease – Point of Care Testing

In collaboration with CAHN and Winning Hearts and Minds

- 449 full NHS Health Checks delivered
- 50% identified with high cholesterol risk
- 26% identified with high blood pressure
- 90% referred to GP

Coventry and Warwickshire

BHA for Equality were awarded a 4.5 year contract to provide sexual health and HIV outreach services in Coventry and Warwickshire, sub-contracted by HCRG Care Group from 1st April 2024, delivered with LGBT Foundation.

Team

Programme Lead, Community Engagement Worker (0.6 FTE), LGBT Foundation Sexual Health Coordinator, and 2 HCRG Engagement Officers - combining expertise in sexual health outreach, LGBTQ+ youth work, and therapeutic support.

Delivery and Activity (Jan 25 – March 25)

Number of targeted outreach sessions delivered	3
Number of persons supported at targeted outreach sessions	55
Number of HIV POCT performed at targeted outreach sessions	21
Number of workshops delivered	13
Number of attendees at workshops	338
Number of promotional events attended	9
Number of persons supported at promotional stalls	900

The service experienced delays from February 2025 due to a nationwide data breach affecting HCRG Care Group. We used this time to focus on developing stakeholder relationships.

Liverpool

BHA's Sexual Health Services in Liverpool support Black and ethnically minoritised people through:

- Passionate about Sexual Health Partnership (PaSH)

- Liverpool Cancer Alliance Project
- PrEP and Women research with McMartin
- EJAF Project for PrEP access
- Intent Health Cancer Awareness

Key outcomes achieved

Face to face outreach	
Number of outreach sessions delivered	39
Total number of 1-2-1 brief interactions	553
Total number of clients targeted with PrEP promotion	327
Number of POCT and HIV/STI screenings completed	76
Number of loose condoms distributed	5830
Number of loose lubricants distributed	940

Launched Liverpool sexual health quarterly newsletter, new Instagram/Facebook pages, HIV POCT bookable appointments at Kumba Imani, 2 click and collect services, and completed community research on HIV understanding among ethnic minoritised communities.

Service User Feedback - "I wish I had known sooner about this service. You are very welcoming and I honestly did not think an appointment would be this nice"

"I didn't know about PrEP until today. I will surely pass on the message to my friends, or even encourage my partner to book as well."

Greater Manchester Sexual Health Services

BHA's Sexual Health Services operate across all ten boroughs of Greater Manchester, delivering culturally responsive interventions to communities experiencing the highest rates of HIV and STI diagnoses. Our work addresses the intersection of health inequalities, focusing particularly on Black African and Caribbean communities who represent 40% of new HIV diagnoses in the region despite comprising less than 3% of the population. Through a combination of community-based testing, peer education, and strategic partnerships with NHS trusts and community organisations, we reached over 3,000 individuals directly this year whilst distributing over 59,000 prevention materials. Our approach emphasises meeting communities where they are - from barbershops and faith venues to nightlife spaces and community centres - ensuring sexual health services are accessible, culturally appropriate, and free from stigma. The programmes detailed below demonstrate our commitment to both immediate prevention needs and long-term systemic change in how sexual health services engage with marginalised communities.

Our sexual health services are delivered through:

- Passionate about Sexual Health Partnership (PaSH)
- HIVe Project (ending HIV transmissions by 2030)
- PrEP Awareness Campaigns
- Sexation (Trafford STI awareness)
- Hep Voice Project
- Smoking Cessation project

Key outcomes achieved

Face to face outreach	
Number of outreach sessions delivered	178
Total number of 1-2-1 brief interactions	2664
Total number of clients completing assessment tools	777
Total number of group sessions delivered	35
Number of clients attending group-level sessions	429
Number of POCT tests completed	95
Number of Full Screenings completed	220
Number of DBS tests completed	412
Number of loose condoms distributed	43647
Number of loose lubricants distributed	15623

In addition, BHA also:

- Organised and supported a number of campaigns including Sexual Health Week, HPE Summer campaign, Black History Month, National HIV Testing Week, PrEP Awareness Week, and Greater Manchester Testing Week.
- Launched the booklet "**Your guide to Menopause,"** available in 4 different languages, with 2 events, one for the community and another for professionals.

- Launched the Greater Manchester sexual health **quarterly newsletter**

- Hosted the Spotify programmes **"S word",** to raise awareness of STIs among black men and **"Power to Prevent",** to raise awareness about PrEP

- Showcased "Sexation project" through an oral presentation and a poster presentation for the PrEP fast referral pathway with Northern Sexual Health Clinic at the **Fast Track Cities Conference in Paris**, highlighting our community-led approach as a model for inclusive HIV prevention strategies.

- Showcased "Educational translated booklets – Your Guide to Contraception, Your Guide to STIs and Your Guide Menopause at **BaSHH conference,** with a poster presentation. The poster was awarded the 1st "**Marian Nicholson Scholarship Award".**

- Delivered several co-produced workshops aiming exploring sexual health topics with local creatives within "Sextation project".
- Organised the successful event "Body, Mind and Soul" at Contact Theatre.
- Participated in several events across Greater Manchester including the Mela and the Carnival festivals.
- Promoted sexual health prevention messages and services using **Social Media Influencers** and **Community Ambassadors.**
- Delivered training sessions about Sexual Health and HIV to professionals, including **GP practices and business.**

Reserves

BHA Trustee have reviewed the risk assessment of the income, expenditure and future needs of the charity and have reviewed the Reserves Policy and accept it to be appropriate to reflect the reserves requirement of the charity. The BHA Reserves Policy states:

- Reserves are maintained at a level which ensures that BHA's core activity can continue during a period of unforeseen difficulty.
- A proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of BHA's planning, budget, and forecast cycle.

It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- Potential future risks

The Trustees have reviewed the reserves of the charity. This review encompassed the nature of the income and expenditure streams, the need to match income with fixed expenditure and the nature of the reserves. The review concluded that to allow the charity to be managed efficiently and to fulfil the strategic aims of the organisation, and to meet the charity's liabilities the level of reserves will be reasonable and appropriate to the probable risks and contingencies of the charity. The level of reserves required for this purpose was £150,000. The actual free reserves at the end of year after allowing for contingencies are £474,921, which will be sufficient to cover any unforeseen events and fund future activities for which funding is to be secured.

Going Concern

The charity has a strong reserve position and has sufficient available resources, as demonstrated by the reserves policy above. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.

The organisation is moving into outsourcing key services which can bring unforeseen risks. The Trustees are confident that the new operational approach will benefit the future development of the organisation.

The accounts are approved during a period at a time when there is a cost-of-living crises, changes in commissioning structures and risks of changing priorities once the new structures have settled. The Charity is constantly assessing the short and long-term impact on its income sources in the current climate and looking for opportunities to diversify and move into other work and geographically areas.

The ultimate impact of these challenges on the charity is not certain. Our risk management framework captures the risks and our mitigation plans. Our cash deposits could easily be drawn down should working capital be required.

The trustees believe that although there is uncertainty with the identified risks, the charity remains in a strong position to use its cash deposits to take advantage of any opportunities and consider it appropriate for the going concern basis to be adopted for these accounts.

The Trustees have reviewed the budgets, forecasts, the funding life cycle and considered the prospects of renewing existing contracts to conclude their confidence in this Going Concern statement.

There are no other material uncertainties that call into doubt the charity's ability to continue.

Plans for the future Plans

We will continue to deliver our commissioned services through planned activities to raise awareness of the health conditions and issues that affect our communities. We will provide emotional and psychological support to individuals, families and communities that are living with certain health conditions.

We will expand our offer by covering more of the most important health conditions and focus on intersectional groups within our key communities.

We will continue to develop our services in new geographical locations, expanding our services in Leeds, Liverpool, Coventry and Warwickshire, and Wakefield. We will look to expand our engagement with GPs and PCNs, who offer additional opportunities for our communities to access healthcare support.

We also intend to expand our community fundraising team in the coming year, with a view to introducing more unreserved income.

Key targets from our Strategic Plan include

* Supporting the ongoing development of Leeds Skyline

* Supplementing our HIV Support Service in Wakefield with additional activities

* Extending our PaSH contract in Manchester

* Looking to expand on our new projects in Coventry and Warwickshire

Structure, governance, and management

The organisation is a charitable company limited by guarantee, incorporated on 02/08/1999 and registered as a charity on 7/11/1991.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2023 was 5 (2022:5). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

BHA has a Board of Trustees of six members. Their role is the strategic development and management of the organisation. The Board of Trustees meet on a quarterly basis. The Board considers matters relating to the strategic direction of the organisation.

The Trustees of the Charity may at any time appoint new Trustees.

All prospective Trustees are given information about the organisation as well as the Charity Commission guidance on roles and responsibilities of Charity Trustees. Potential Trustees also have an opportunity

to meet with the Chief Executive to discuss the organisation and their potential contribution to the work of the Board. All appointed Trustees are informed of training and offered support on a regular basis.

It is important that BHA has a Board that can direct the strategic development of the organisation. The Trustees reflect the communities we work with and bring to the organisation a wide range of skills and experience.

The overall day to day management responsibilities in delivering the Board's strategic agenda are delegated to the Chief Executive (CEO) who is also responsible for the development and implementation of policy within the organisation as well as fundraising for the activities of the charity and external relationships with partner agencies. The Chief Executive is directly accountable to the Board of Trustees for the performance and management of the organisation.

BHA also has a Senior Management Team (SMT) which supports the Chief Executive in the day-to-day operational management of the organisation. The SMT meet weekly to discuss the strategic, funding, quality and risk issues and draw up plans for presentation to the Management Team and the Board. The

SMT consists of:

(i) The Chief Executive, Aydin Djemal who has the overall responsibility of ensuring the BHA strategic agenda is delivered. The CEO has line management responsibility for the Directors who oversee the operational areas of BHA work, with accountability for growth, development, and transformation.

(ii) Director of Service Delivery, Jeni Hirst who has responsibility to provide strategic and operational leadership and management of a variety of BHA services; with accountability for the growth, development and transformation of service to ensure BHA can have the greatest impact possible in improving the health, well-being and lives of the Black and ethnic minority and other marginalised communities we work with. To lead and ensure the delivery of effective and quality services and to have responsibility for Quality Assurance systems within BHA

(iii) Donna Miller, Associate Director of Policy and Development & Business Development Manager who has responsibility for the Healthy Communities Team and leads on developing new fundraising opportunities.

The Management Team consists of other project managers/coordinators who manage their areas of work and the staff teams.

Related parties and relationships with other organisations - Nil.

Remuneration policy for key management personnel

The charity benchmarks the roles of key personnel by assessing the equivalent roles in the voluntary sector with similar size organisations and follows the NJC pay scales to remunerate key personnel in accordance with the level of responsibility required to fulfil the role.

Risk management

The Trustees have examined the major strategic, business, and operational risks which the charity faces and confirm that systems are in place to manage these risks. The Trustees have incorporated risk management into the quarterly Board meetings and risks are discussed as they emerge.

Risks are identified through the day-to-day operations which are recorded on risk logs and all risks are scored on a scale of high to low in relation to the likelihood of them occurring.

A risk register is used to record and review the risks identified. All risks are reviewed according to the scoring of the particular risk by the Senior Management Team. Where existing policies do not cover a

risk area new polices are developed to manage those risks. Risks are reported to the Trustees at their Board meeting.

In the year, the Trustees identified the following principal risks and how these will be mitigated

1) Lack of new ventures/opportunities – the charity is unable to find new funding.
    a. BHA has a Business Development Manager who is funded from core funds with a view to generating new income
    b. The CEO and both Directors also have income generation within their job roles and continually ensure new opportunities for funding are pursued

2) Competition from other providers - there are many excellent charities working in this space, BHA cannot rely on history alone to ensure that it continues to get more work.
    a. The charity ensures that its work is of the highest quality
    b. We ensure we promote the work we do, both widely and in a targeted way

3) Loss of funding to the sector – funding to our sector, in particular via GM ICS, is stretched. There is no guarantee that funding will continue.
    a. Work to broaden our reach by including more form of income beyond contracts

Statement of responsibilities of the trustees

The trustees (who are also directors of BHA For Equality for the purposes of company law) are responsible for preparing the Trustee's annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustee's to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware

- There is no relevant audit information of which the charitable company's auditors are unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

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

Auditors

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees annual report has been approved by the Trustees on 10/12/2025 and signed on their behalf by

Name: Francesca Tackie

Title: Chair

Opinion

We have audited the financial statements of BHA for Equality (the 'charitable company') for the year ended 31 March 2025, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 2025, 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 charitable company 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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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 our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.
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' Annual Report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

Chinwe Jennifer Daniel FCCA DChA

Senior Statutory Auditor
for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester
M4 6JG

Date: 19/12/2025

BHA for Equality

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total funds 2025 £	*Total funds 2024 £*
Income from:					
Donations and legacies	3	2,136	-	2,136	*1,135*
Charitable activities:	4				
Health, Education and Direct Support		2,309,110	-	2,309,110	*2,020,114*
Policy & Development		105,630	-	105,630	*261,101*
Investments	5	13,942	-	13,942	*12,038*
Total income		**2,430,818**	**-**	**2,430,818**	***2,294,388***
Expenditure on:					
Charitable activities:	7				
Health, Education and Direct Support		2,261,491	-	2,261,491	*2,083,890*
Policy & Development		136,400	-	136,400	*158,747*
Total expenditure		**2,397,891**	**-**	**2,397,891**	***2,242,637***
Net income/(expenditure) for the year	9	**32,927**	**-**	**32,927**	***51,751***
Transfer between funds		-	-	-	-
Net movement in funds for the year		**32,927**	**-**	**32,927**	***51,751***
Reconciliation of funds					
Total funds brought forward		593,205	8,125	601,330	*549,579*
Total funds carried forward		**626,132**	**8,125**	**634,257**	***601,330***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
Prior year SOFA is shown on the last page.

BHA for Equality
Company number 03818058

Balance sheet as at 31 March 2025

	Note	2025 £	2025 £	*2024 £*	*2024 £*
Fixed assets					
Tangible assets	13		4,675		*6,650*
Total fixed assets			**4,675**		***6,650***
Current assets					
Debtors	14	122,693		*96,816*	
Cash at bank and in hand	15	638,081		*670,232*	
Total current assets		**760,774**		***767,048***	
Liabilities					
Creditors: amounts falling due in less than one year	16	(131,192)		*(172,368)*	
Net current assets			**629,582**		***594,680***
Total assets less current liabilities			**634,257**		***601,330***
The funds of the charity:					
Restricted income funds	18		8,125		*8,125*
Unrestricted income funds	19		626,132		*593,205*
Total charity funds			**634,257**		***601,330***

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 22 to 37 form part of these accounts.

Approved by the trustees on 10/12/2025 and signed on their behalf by:

.....

Francesca Tackie (Chair)

BHA for Equality

Statement of Cash Flows
for the year ending 31 March 2025

	Note	2025 £	*2024* *£*
Cash provided by/(used in) operating activities	22	**(42,313)**	***71,264***
Cash flows from investing activities:			
Dividends, interest, and rents from investments		13,942	*12,038*
Purchase of tangible fixed assets		(3,780)	*(5,928)*
Cash provided by/(used in) investing activities		**10,162**	***6,110***
Increase/(decrease) in cash and cash equivalents in the year		(32,151)	*77,374*
Cash and cash equivalents at the beginning of the year		670,232	*592,858*
Cash and cash equivalents at the end of the year		**638,081**	***670,232***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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

BHA for Equality meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.
The trtustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

e Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of running fund raising events and their associated support costs.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Computer Equipment	33%
Office fixtures and equipment	20%

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

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.

l Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 8.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2025 £	*Total 2024*
Fund Raising Events	163	*316*
Gift Aid Donations	1,973	*819*
	2,136	1,135

All income from donations is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2025 £
Health, Education and Direct Support			
HIV Prevention			
Terence Higgins Trust	3,250	-	3,250
Salford City Council	267,745	-	267,745
Manchester City Council	1,033,333	-	1,033,333
Manchester CCGs	32,570		32,570
Liverpool City Council	199,147	-	199,147
HIV Support			
Leeds City Council	293,455	-	293,455
Leeds City Council Milk Grant	-	-	-
Spectrum Wakefield	95,833	-	95,833
Coventry and Warwickshire	87,000	-	87,000
Healthy Communities			
Smoking Cessation	36,000	-	36,000
Covid Cordinators	-	-	-
GM Cancer Screening	164,012	-	164,012
Lost to Care	16,018		16,018
Cancer Awareness and Support	1,875	-	1,875
CVD Point Of Care	23,243	-	23,243
Household Support Fund Leeds	5,000	-	5,000
Hep B Voices	7,350	-	7,350
Sexation	9,999	-	9,999
Salford Impact Fund	19,621	-	19,621
Digital Inclusion	5,000	-	5,000
Sundry Income	8,659	-	8,659
	2,309,110	-	2,309,110
Policy & Development			
MRHS			
Manchester CCG's	105,630	-	105,630
	105,630	-	105,630
Total	2,414,740	-	2,414,740

Previous reporting period	*Unrestricted* £	*Restricted* £	*Total 2024* £
Health, Education and Direct Support			
HIV Prevention			
Terence Higgins Trust	*3,760*	-	*3,760*
Salford City Council	*1,149,296*	-	*1,149,296*
Manchester City Council	*4,000*	-	*4,000*
Manchester CCGs	*31,590*	-	*31,590*
Liverpool City Council	*172,444*	-	*172,444*
HIV Support			
Leeds City Council	*303,678*	-	*303,678*
Leeds City Council Milk Grant	*13,500*	-	*13,500*
Spectrum Wakefield	*95,834*	-	*95,834*
Touchstone	*1,000*		*1,000*
Healthy Communities			
GM Cancer Screening	*168,030*	-	*168,030*
Carribean Community	*7,333*	-	*7,333*
Young Manchester	*3,000*	-	*3,000*
Learning Disability	*21,000*	-	*21,000*
Sundry income	*45,649*	-	*45,649*
Subtotal for Health, Education and Direct Support	*2,020,114*	-	*2,020,114*
Policy & Development			
MRHS			
Manchester CCG's	*261,101*	-	*261,101*
Subtotal for Policy & Development	*261,101*	-	*261,101*
Total	*2,281,215*	-	*2,281,215*

5 Investment income

	2025 £	*2024* *£*
Income from bank deposits	13,942	*12,038*
	13,942	*12,038*

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

6 Government grants

The government grants recognised in the accounts were as follows:

	2025 £	*2024* *£*
Manchester City Council	1,033,333	*22,271*
Salford City Council	275,245	*1,135,706*
Leeds City Council	298,455	*317,178*
Liverpool City Council	199,147	*172,444*
Manchester CCG's	105,630	*59,639*
	1,911,810	*1,707,238*

The were no unfulfilled conditions and contingencies attaching to the grants at the year end.

7 Analysis of expenditure on charitable activities

	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2025 £
Health, Education and Direct Support								
HIV Prevention	285,054	11,091	914,521	18,286	-	-	215,973	1,444,925
HIV Support	155,112	15,447	84,511	10,414	-	225	60,320	326,029
Health Projects	48,639	650	61,722	8	-	-	6,979	117,998
GM Race Equality Panel (GMCA)	-	-	-	-	-	-	-	-
Emergency Fund	-	465	2,268	-	-	-	-	2,733
Small Grants	84,052	226	5,192	-	-	-	-	89,470
Answer Cancer (GM Cancer P'ship)	117,341	302	5	42	-	-	36,400	154,090
Young Manchester (MR&HS)	-	-	-	-	-	-	-	-
Learning Disability	10,370	-	-	-	-	-	2,940	13,310
Mental Health Fund	-	-	-	-	-	-	-	-
Project Support Costs	-	-	-	-	5,755	16,161	91,020	112,936
	700,568	28,181	1,068,219	28,750	5,755	16,386	413,632	2,261,491
Patient & Public Involvement & Policy								
Manchester Race and Health Service	81,080	1,746	2,151	233	-	-	51,190	136,400
	81,080	1,746	2,151	233	-	-	51,190	136,400
Total	781,648	29,927	1,070,370	28,983	5,755	16,386	464,822	2,397,891

	2025 £
Restricted expenditure	-
Unrestricted expenditure	2,397,891
	2,397,891

7 Analysis of expenditure on charitable activities

Previous reporting period	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2024 £
Health, Education and Direct Support								
HIV Prevention	306,755	29,977	883,400	16,406	692	-	154,267	1,391,497
HIV Support	247,421	11,468	54,269	76,410	1,552	825	43,086	435,031
Health Projects	32,660	141	1,151	-	174	-	4,985	39,111
GM Race Equality Panel (GMCA)	-	-	-	-	-	-	-	-
Emergency Fund	10	1,319	3,865	-	-	-	-	5,194
Small Grants	311	3,471	6,149	8	80	-	-	10,019
Answer Cancer (GM Cancer P'ship)	115,525	617	1,152	58	1,054	-	26,000	144,406
Young Manchester (MR&HS)	-	-	-	-	-	-	-	-
Learning Disability	18,805	20	8,809	242	465	-	2,100	30,441
Mental Health Fund	-	-	(17,048)	-	-	-	-	(17,048)
Project Support Costs	-	-	-	-	1,872	10,687	32,680	45,239
	721,487	47,013	941,747	93,124	5,889	11,512	263,118	2,083,890
Patient & Public Involvement & Policy								
Manchester Race and Health Service	115,784	2,270	2,757	267	1,105	-	36,564	158,747
	115,784	2,270	2,757	267	1,105	-	36,564	158,747
Total	837,271	49,283	944,504	93,391	6,994	11,512	299,682	2,242,637

	2024 £
Restricted expenditure	-
Unrestricted expenditure	2,242,637
	2,242,637

8 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	*Total 2025* £
Payroll expenses	Level of income	319,175	-	319,175
Other staff and volunteer costs	Level of income	4,953	-	4,953
Office costs	Level of income	74,204	-	74,204
Premises cost	Space occupied	51,036	-	51,036
Project costs	Level of income	9,577	-	9,577
Consultancy and legal costs	Level of income	-	4,737	4,737
Audit fees	Governance	-	11,649	11,649
		458,945	16,386	475,331

Previous reporting period	*Basis of apportionment*	*Support* £	*Governance* £	*Total 2024* £
Payroll expenses	*Level of income*	*236,206*	-	*236,206*
Other staff and volunteer costs	*Level of income*	*1,413*	-	*1,413*
Office costs	*Level of income*	*47,367*	-	*47,367*
Premises cost	*Space occupied*	*2,681*	-	*2,681*
Project costs	*Level of income*	*12,014*	-	*12,014*
Consultancy and legal costs	*Level of income*	-	1,913	*1,913*
Audit fees	*Governance*	-	9,599	*9,599*
Accountancy services	*Governance*	-	-	-
		299,681	*11,512*	*311,193*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2025 £	*2024 £*
Depreciation	5,755	*6,992*
Operating lease rentals:		
Property	36,625	-
Auditor's remuneration - audit fees	4,000	*3,500*
Auditor's remuneration - accountancy fees	1,350	*1,300*

10 Staff costs

Staff costs during the year were as follows:

	2025 £	*2024 £*
Wages and salaries	964,234	*956,113*
Social security costs	90,751	*86,170*
Pension costs	22,895	*22,937*
Income Protection	8,937	*4,721*
	1,086,817	*1,069,941*

Two employees had employee benefits in excess of £60,000 but no more than £70,000 (2024: One).

The average number of staff employed during the period was 39 (2024: 37).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Director of Service Development & Delivery and Associate Director of Polcy & Development. The total employee benefits of the key management personnel of the charity were £198,954.80 (2024: £251,718).

11 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2024: Nil).

No members of the management committee received travel and subsistence expenses during the year (2024:£Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2024: nil).

12 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

13 Fixed assets: tangible assets

	Fixtures & fittings	Office equipment	Computer equipment	Total
Cost	£	£	£	£
At 1 April 2024	84,342	10,111	96,210	190,663
Additions	-	-	3,780	3,780
Disposals	-	-	-	-
At 31 March 2025	84,342	10,111	99,990	194,443
Depreciation				
At 1 April 2024	84,342	9,814	89,857	184,013
Charge for the year	-	94	5,661	5,755
Disposals	-	-	-	-
At 31 March 2025	84,342	9,908	95,518	189,768
Net book value				
At 31 March 2025	-	203	4,472	4,675
At 31 March 2024	-	*297*	*6,353*	*6,650*

14 Debtors

	2025	*2024*
	£	*£*
Grants receivable and prepayments	37,657	*25,453*
Trade debtors	82,505	*68,832*
Other debtors	2,531	*2,531*
	122,693	*96,816*

15 Cash at bank and in hand

	2025	*2024*
	£	*£*
Cash at bank and on hand	638,081	*670,232*

16 Creditors: amounts falling due within one year

	2025	*2024*
	£	*£*
Trade creditors	3,799	*61,424*
Short term compensated absences (holiday pay)	-	*-*
Other creditors and accruals	45,095	*44,462*
Deferred income	30,625	*-*
Taxation and social security costs	51,673	*66,482*
	131,192	*172,368*

17 Deferred income

	2025	*2024*
	£	*£*
Deferred grant brought forward	-	*28,333*
Grant received	30,625	*-*
Released to income from charitable activities	-	*(28,333)*
Deferred grant carried forward	30,625	*-*

18 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Health, Education					
Children In Need	573	-	-	-	573
CAF Positive Peers	7,552	-	-	-	7,552
Total	8,125	-	-	-	8,125

Previous reporting period	*Balance at 1 April 2023 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2024 £*
Health, Education					
Children In Need	*573*	-	-	-	*573*
CAF Positive Peers	*7,552*	-	-	-	*7,552*
Total	*8,125*	-	-	-	*8,125*

Name of restricted fund	**Description, nature and purposes of the fund**

Children In Need: funds a support group for young people between the age of 12 and 18 living with or affected by HIV. The objectives aim to improve the young people's ability to manage the mental, physical and social aspects of HIV.

CAF Positive Peers: This ended in 2021 but we are using the funds to continue the service**.** The main aims are to train PLWHIV to become peer mentors, connect them with local and national peer mentor networks. To deliver peer mentoring within a variety of settings**.** To create and deliver a programme of raising awareness through public events and positive speaking**.**

19 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	As at 31 March 2025 £
General fund	226,531	2,430,655	(2,395,158)	-	262,028
Service	212,893	-	-	-	212,893
Contingency fund	150,000	-	-	-	150,000
Emergency fund	3,781	163	(2,733)	-	1,211
	593,205	2,430,818	(2,397,891)	-	626,132

Previous reporting period	*Balance at 1 April 2023 £*	*Income £*	*Expenditure £*	*Transfers £*	*As at 31 March 2024 £*
General fund	*170,650*	*2,293,324*	*(2,237,443)*	-	*226,531*
Service	*212,893*	-	-	-	*212,893*
Contingency fund	*150,000*	-	-	-	*150,000*
Emergency fund	*7,911*	*1,064*	*(5,194)*	-	*3,781*
	541,454	*2,294,388*	*(2,242,637)*	-	*593,205*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The free reserves after allowing for all designated funds.
Service developments	This money will be used to continue the existing services and provide infrastructure support.
Contingency fund	This money has been set aside for any unforseen contingencies.
Emergency fund	This money has been set aside to help provide financial assistance and essentials for our service users living with/affected by HIV.

20 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	4,675	-	-	4,675
Net current assets/(liabilities)	257,353	364,104	8,125	629,582
Total	262,028	364,104	8,125	634,257

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*6,650*	*-*	*-*	*6,650*
Net current assets/(liabilities)	*219,881*	*366,674*	*8,125*	*594,680*
Total	*226,531*	*366,674*	*8,125*	*601,330*

21 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as

	Property		Equipment	
	2025 £	*2024 £*	2025 £	*2024 £*
Less than one year	27,469	*39,385*	-	-
One to five years	-	-	-	-
	27,469	*39,385*	-	-

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2025 £	*2024 £*
Net income/(expenditure) for the year	32,927	*51,751*
Adjustments for:		
Depreciation charge	5,755	*6,992*
Dividends, interest and rents from investments	(13,942)	*(12,038)*
Decrease/(increase) in debtors	(25,877)	*75,678*
Increase/(decrease) in creditors	(41,176)	*(51,119)*
Net cash provided by/(used in) operating	(42,313)	*71,264*

23 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations and legacies	3	1,135	-	1,135	1,057
Charitable activities:	4				
Health, Education and Direct Support		2,020,114	-	2,020,114	2,143,492
Policy & Development		261,101	-	261,101	100,210
Investments	5	12,038	-	12,038	4,334
Total income		***2,294,388***	***-***	***2,294,388***	***2,249,093***
Expenditure on:					
Charitable activities:	7				
Health, Education and Direct Support		2,083,890	-	2,083,890	2,147,425
Policy & Development		158,747	-	158,747	140,765
Total expenditure		***2,242,637***	***-***	***2,242,637***	***2,288,190***
Net income/(expenditure) for the year	9	***51,751***	***-***	***51,751***	***(39,097)***
Transfer between funds		-	-	-	-
Net movement in funds for the year		***51,751***	***-***	***51,751***	***(39,097)***
Reconciliation of funds					
Total funds brought forward		541,454	8,125	549,579	588,676
Total funds carried forward		***593,205***	***8,125***	***601,330***	***549,579***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

BHA FOR EQUALITY

England & Wales - Charity number 1079727

Accounts

Company number: 3818058

Charity Number: 1079727

BHA for Equality

Report and financial statements

For the year ended 31 March 2024

BHA for Equality

Reference and administrative information

for the year ended 31 March 2024

Company number 03818058

Charity number 1079727

Registered office and operational address C/O Slade & Cooper Ltd. Beehive Mill, Jersey Street, Ancoats, Manchester, England, M4 6JG

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Francesca Tackie	Chair
Kamie Kitmitto	Treasurer
Safina Nadeem	(resigned 08/08/2024)
Nilam Prinjha	
Crispen Sachikonye	
Antemeka Cobham-Wilson	

Key management personnel	Aydin Djemal	Chief Executive
	Donna Millller	Director of Policy, Engagement & Development
	Jeni Hirst	Director of Service Development

Bankers Co-operative Bank
3rd Floor
1 Balloon Street
Manchester
M60 4EP

Auditors Slade & Cooper Limited
Beehive Mill, Jersey Street, Manchester, M4 6JG

BHA for Equality
Trustees' annual report

for the year ended 31 March 2024

The Trustees present their report and the audited financial statements for the year ended 2024. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity governing document "The Memorandum & Articles of Association" is replaced by "The Articles of Association" which were adopted by passing a special resolution on 5th August 2020.

The Charity's objects are to protect and preserve good health and well-being in particular by promoting the good health and well-being of marginalised communities through engagement, education, support services, professional advice and training.

The Objects of the Charity were amended at an Extra Ordinary General Meeting held in July 2009 after receiving permission from the Charity Commission.

Aims

1. Providing and developing a range of quality services.
2. Improving our understanding and knowledge of the communities we work with.
3. Improving our financial standing and independence to sustain our ability to develop and deliver quality services.
4. Raising the profile of BHA for Equality (BHA) and of issues for BME, disadvantaged and marginalised communities locally, regionally, and nationally.
5. To review, evaluate and develop BHA's structure and ensure we are fit for purpose.

Principal activities

The activities currently carried out for the public benefit by the charity can be broadly categorized into the areas of Health Education and Direct Support and Policy and Development; these are further sub-divided into the following two directorates:

Health Education and Direct Support

Sexual Health Services Directorate – Provision of responsive and inclusive sexual health promotion and testing services for BAME and most at risk communities; and support services for people living with HIV.

Policy & Development Directorate - a healthy community has access to health information and services that meet its needs and can make informed choices. Healthy communities will feel safe and secure to voice their opinions, contribute to society and feel part of society.
We aim to develop appropriate services and influence policy to ensure the needs of communities are at the forefront of policymaking. This is done through engaging and involving people in the decision making process, both about their own future and, about the health services that are available, consulting in a way that is inclusive of all and understands the changing needs of communities .

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on equality in health and wellbeing and are undertaken to further BHA for Equality's charitable purposes for the public benefit.

BHA provides many services, which feed into the overall charitable objectives.

Leeds HIV Support Service

Known as Skyline, the project provides social care support for anyone living with or affected by HIV in Leeds, including emotional and practical support, specialist mental health services, information, advice and advocacy, group support and training and several activities to improve health and well-being.

Number of support sessions delivered	713
Number of Person-Centered Counselling Sessions Delivered	219
Number of attendees at Skyline HIV Training session delivered	101
Number of volunteer hours	750
Number of visitors to structured support groups	376
Number of visitors to social groups and activities	206
Number of dry food pantry users	37
Number of BHA crisis fund	29
Number of Milk Clients supported	20

New Post

BHA Leeds Skyline was awarded funding by Gilead to appoint an Enhanced Support Worker to work across BHA Skyline and the Brotherton Wing Clinic to work on seeking people living with HIV who experience barriers to accessing health care appointments and, in turn adhering to medication. The Leeds Skyline team have worked closely with teams at the Leeds Teaching Hospitals to develop this new role and ensure that the recording, reporting of measuring outcomes meets the needs of the patients/clients, BHA and Brotherton Wing. In March 2024, Leeds Skyline appointed Sam Norris for the post of Enhanced Support Worker. Both BHA and BWC are looking forward to the postive outcomes this new and exciting role means for people living with HIV across Leeds and Wakefield.

Live Well Leeds Grant and social wellbeing groups

Between April 2023 and April 2024 Leeds Skyline continued to work on improving the mental and social wellbeing of people living with HIV by reducing social isolation. We were awarded a Live Well Leeds Microgrant of £1000 to put towards the activities that will improve social wellbeing. These funds went towards a trip to Lotherteron Hall in December 2023, after it became apparent that that many of our service users rarely have an opportunity to leave the city to enjoy wellbeing walks. Participants enjoyed playing on the zip wire, watching deer and viewing the penguins; albeit everyone stated that the

weather was a little too wet for comfort. In addition to wellbeing the wellbeing day out we also ran a series of one-off workshops such as, writing workshops; yoga sessions; aerobic sessions; Black History Month Celebrations and participation in the Leeds Pride Parade to instill a sense of wellbeing and acceptance.

Living Well with HIV

We continued to embed a culture of acceptance by facilitating a "Living Well with HIV" Course which ran for eight weeks and was attended by seven service users. This course was run by BHA staff with guest speakers from the Brotherton Wing Clinc; topics covered included: setting boundaries, aging well with HIV, sex and sexuality and the five ways to wellbeing. Those who attended the course have gone on to become peer mentors and provide an invaluable service to our service users at BHA SKyline.

Fast Track Cities Anti-Stigma Group/Community Grants

In the Autumn of 2023 BHA Leeds Skyline took on leadership of the Fast Track Cities Leeds HIV, TB and Hepatitis Anti-Stigma Group. As part of this work, Leeds City Council awarded Leeds Skyline with £8000 to deliver micro community grants to people living with HIV to create projects that challenge HIV stigma. As of April 2024, the Skyline team have awarded grants towards three projects: two podcasts and one artistic project. In addition to the micro community grants Leeds skyline have also worked in partnership with Greater Manchester's Fast Track Cites Team and The Leeds Health and Care Academy to launch the Greater Manchester's Fastrack's "HIV Tackling and Challenging Stigma" online training free and accessible for all health and social care workers and volunteers within Leeds.

Household Support Grant

Finally, in March 2024 Skyline was awarded £5000 to deliver energy vouchers and tangible items to those who need them the most. The Leeds Skyline team delivered 47 energy vouchers, 2 cookers, one set of bunk beds and one fridge to service users.

Wakefield HIV Support Services

Key Stats

Number of postal condoms delivered	**1980**
Number of community condoms distributed	**908**
Number of rapid finger prick HIV and Syphilis Tests conducted	**194**
Number of Gregg's vouchers provided in exchange for HIV and Syphilis test	**80**
Number of Support sessions delivered to people living with HIV	**477**
Number of 121 support support sessions delivered to prevention clients	**321**

HIV Prevention and testing: New venues

The Wakefield team worked to increase better access to healthcare to asylum seeker and refugee communities by establishing regular testing at three migrant hotels within the Wakefield district. The team has two bi-lingual staff members, who used their skills to translate prevention key messages where possible, where staff are not able to translate, the team use multiple apps to support the service users. Between April 23 and April 24, the team carried out 45 tests and distributed 341 condoms at the three migrant hotels. The team also gained a new testing venue at Castleford food bank, where they performed 15 HIV and Syphilis rapid finger prick tests and distributed 45 condoms.

HIV prevention and testing: incentives

BHA Wakefield sits on a HIV Prevention task group that identified people who are risk of homelessness or are homeless and/or inject drugs as a group that required targeted HIV prevention work, following a cluster of HIV transmissions within this demographic. The Wakefield team have worked in partnership with Wakefield Council, Turning Point and Christians Against Poverty to provide those who fall into these criteria with a £5 Gregg's voucher in exchange for HIV and Syphilis rapid finger prick test. Throughout April 23 to March 23 the team delivered 80 vouchers in exchange for tests, with people feedback; "*Now I can eat today*". The incentive resulted in the team supporting one individual with an HIV reactive test and another with a Syphilis reactive, both which may not have been dedicated had the team not been offering Gregg's vouchers. This incentive demonstrates that for the most vulnerable in society, it is difficult to consider your wider health needs if your immediate basic needs are not first met.

HIV support: wellbeing

Throughout 2023 and 2024 the Wakefield team continued to promote wellbeing a culture of acceptance by hosting celebrating Wakefield Pride with service users and volunteers in the summer, hosting a charity fundraiser in September and hosting a day out to Knaresborough in October for our HIV support clients. The BHA Wakefield support clients enjoyed the sense of wellbeing the picturesque Knaresborough offered and the ghoulish sights of Old Mother Shipton's Cave. One service user reported, "It was great, really brilliant day out".

Healthy Communities

Our Manchester Race & Health Service uses community engagement as a means of identifying improvements in access, treatment, and outcomes through the following areas of work:

TB Project

We support individuals who attend the TB screening clinic at Manchester Royal Infirmary and explain the reasons for the screening and the necessity of adhering to treatment if their test is positive. Over the year we have seen an increase in active TB cases, alongside some cases being drug resistant, making the community engagement element of our work even more important. We raise awareness of latent TB through delivery of information sessions in community centres, care homes and engage with a range of professionals such as social workers to ensure they understand the necessity of screening of

young people within the care system. This year also saw the start of our work in local hotels that were housing asylum seekers.

Community Research

Activities over the year underpin the significance of research into the experiences of minority communities using healthcare systems. We looked into two important aspects of healthcare in Manchester: the experiences of individuals from Black, Asian, and minority ethnic (BAME) communities accessing General Practice (GP) services and the impact of Long Covid on individuals of African and Caribbean descent.

Accessing GP Services

We used quantitative and qualitative methods to engaged with 202 participants, involving 68 individuals of Black African origin, 57 South Asian, and 77 individuals identifying as Black Caribbean, mixed ethnicities, and White African/Asian respectively.

Participants noted significant challenges in:

- accessing appointments, including delays, difficulties in scheduling, and increased reliance on virtual appointments.
- Negative experiences included inadequate time with doctors, difficulties communicating symptoms to receptionists, and longer waiting times.
- Some participants also mentioned positive impacts, such as improved service delivery through digitization, which reduced transport expenses.

Views relating to the quality of services varied with some individuals reporting that they felt listened to and received adequate support from their GPs, while others reported feeling rushed and receiving inadequate treatment. Issues included long waiting times for appointments, difficulty obtaining test results, and dissatisfaction with treatment received during appointments.

When unable to secure appointments, participants explored alternative healthcare options. Some found relief through self-medication, home remedies, or consulting with friends or family in the medical field. However, concerns were raised about the expense and potential risks of self-medication, as well as the challenges of accessing private healthcare.

Participants offered several recommendations for improving GP services. Suggestions included:

- enhancing appointment availability and quality,
- improving communication and patient-centred care,
- enhancing receptionist training and support,
- prioritizing continuity of care with regular doctors,
- and addressing digital exclusion concerns, especially among the elderly population.

These recommendations aimed to improve access, communication, and overall patient experience within the healthcare system and will be presented to NHS Manchester for consideration.

Long Covid – Impact on African/Caribbean Individuals

Although there was initial disinterest in this research it was evident from speaking to a few individuals of African and Caribbean origin the devastation it can have on one's life. As one individual quoted:

'Life has just not been the same and I know it's not just about how unfortunate I have been.'

Recommendations arising from this research included:

- Using community outreach programmes to raise awareness provision within African and Caribbean communities through
- Improve Access to support services by streamlining application processes for financial support, healthcare services, and disability benefits to make them more accessible
- Provide culturally sensitive guidance and information on accessing support services tailored to the needs of diverse communities.
- Foster peer support networks
- Offer training programmes for healthcare providers to enhance their understanding of long Covid and its impact on diverse populations.

Through the second project 'Health & Hearty' we are delivering services targeted at Manchester's Caribbean community to promote heart health and encourage individuals to monitor their blood pressure/cholesterol levels and improve management of existing heart conditions.

Achievements to date include:

- delivery of over 100 blood pressure checks
- delivery of awareness sessions at local community organisations
- organisations of local community events to promote heart health
- Engaged with patients registered with selected GPs to gather their experiences of health care provision.

This project is ongoing and ends in September 2024.

Community Health Equity Manchester (CHEM)

Manchester's CHEM Group aims to tackle inequalities in health through the gathering of community insight to inform its services as well as engaging with representatives of communities in Manchester. Community consultation groups (known as Sounding Boards) were set up to gather information from different communities and BHA co-host the African/Caribbean Sounding Board in conjunction with the Caribbean African Health Network. Through the Sounding Board we have considered health issues that negatively impact those communities such as hypertension/high cholesterol and bowel cancer and discussed improvements in delivery of services to increase awareness of such conditions

Through the second project 'Health & Hearty' we are delivering services targeted at Manchester's Caribbean community to promote heart health and encourage individuals to monitor their blood pressure/cholesterol levels and improve management of existing heart conditions.

Achievements to date include:

- delivery of over 100 blood pressure checks

- delivery of awareness sessions at local community organisations
- organisations of local community events to promote heart health
- Engaged with patients registered with selected GPs to gather their experiences of health care provision.

This project is ongoing and ends in September 2024.

GM Cancer Screening Programme (known as Answer Cancer)

As we know, Cancer can affect anyone and BHA for equality - Answer Cancer Engagement Team are reaching out to all members of the Greater Manchester community to ensure that they have conversations with them to raise awareness of cancer and promote the importance of cancer screening. Our team travel across the area to meet a wide range of people and many of our conversations take place in informal community settings that people are familiar with where they feel more comfortable and open to learning and talking about their experiences and worries.

In the last year we have widened our staff diversity to deliver person, gender and language specific sessions.

We collaboratively work with VCSE organisations and health professionals.

Answer Cancer also supports the Greater Manchester Cancer Screening Groups. The aim of this group is to COLLABORATE not DUPLICATE. We work together to identify areas of the city with the lowest uptake and coverage of the 3 cancer screening programmes. This allows Answer Cancer to target their engagement work where it is most needed.

We reach people by:

- Mens health sessions in Barbers, Mosques and workplaces
- Festivals
- Bollyfit Sessions
- Mental Health forums
- LGBTQ+ Sessions

There are many more request for our service.

Achievements

We were invited to Manchester Locality Primary Care Team at NHS GM Integrated Care Board. This event had attendance from over 100 GPs/Clinicians/Practice Managers and other practice staff as well as Primary Care Commissioning colleagues.

The invite was in recognition for Answer Cancers work with the PCN project to increase participation in cervical screening using volunteers that can speak other languages. Answer Cancer also work collaboratively with other VCSE groups we fund to provide this.

What we continue to do

- Answer Cancer will continue to raise awareness and challenge health inequalities. We will do this for Bowel, Breast and Cervical screening. In addition, we will provide information on the lifesaving HPV vaccination, as part of NHS plans to eliminate cervical cancer by 2040 (NHS England)
- Continue to reduce inequalities in disadvantaged and other Marginalised communities.
- We will continue to utilise our Answer Cancer champions **(see below)**

Experiences of Pakistani, Black African and Black Caribbean People with Learning Disabilities in Manchester

"No one teaches you how to look after your child with a learning disability. You learn on the job as a parent and carer, but there are lots of books about 'parenting.' It is not that some information does not apply, it's the fact that you may have a learning-disabled child in nappies up to the age of 14 years plus issues around speech, learning and mobility and in some cases severe health care needs."

We conducted community research, in conjunction with Breakthrough UK to gather evidence related to unmet needs, challenges and experiences in accessing health care of Black African/Caribbean and Pakistani people with learning disabilities.

Key achievements:

- Set up a Pakistani co-production groups, led by a voluntary partner – Mustafia Sharif - to support our activities
- Engaged with 71 individuals through community groups, day centres and a survey
- Produced a public report with recommendations to tackle issues raised relating to stigma, resources/capacity building, availability of learning disability health checks and reasonable adjustments
- Presented the report findings to Networks/Boards across Manchester with a focus on equality and learning disabilities
- Continuing to support implementation of the recommendations through existing work

Reserves

BHA Trustee have reviewed the risk assessment of the income, expenditure and future needs of the charity and have reviewed the Reserves Policy and accept it to be appropriate to reflect the reserves requirement of the charity. The BHA Reserves Policy states:

- Reserves are maintained at a level which ensures that BHA's core activity can continue during a period of unforeseen difficulty.
- A proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of BHA's planning, budget, and forecast cycle.

It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- Potential future risks

The Trustees have reviewed the reserves of the charity. This review encompassed the nature of the income and expenditure streams, the need to match income with fixed expenditure and the nature of the reserves. The review concluded that to allow the charity to be managed efficiently and to fulfil the strategic aims of the organisation, and to meet the charity's liabilities the level of reserves will be reasonable and appropriate to the probable risks and contingencies of the charity. The level of reserves required for this purpose was £150,000. The actual free reserves at the end of year after allowing for contingencies are £439,424, which will be sufficient to cover any unforeseen events and fund future activities for which funding is to be secured.

Going Concern

The charity has a strong reserve position and has sufficient available resources, as demonstrated by the reserves policy above. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.

The organisation is moving into outsourcing key services which can bring unforeseen risks. The Trustees are confident that the new operational approach will benefit the future development of the organisation.

The accounts are approved during a period at a time when there is a cost-of-living crises, changes in commissioning structures and risks of changing priorities once the new structures have settled. The Charity is constantly assessing the short and long-term impact on its income sources in the current climate and looking for opportunities to diversify and move into other work and geographically areas.

The ultimate impact of these challenges on the charity is not certain. Our risk management framework captures the risks and our mitigation plans. Our cash deposits could easily be drawn down should working capital be required.

The trustees believe that although there is uncertainty with the identified risks, the charity remains in a strong position to use its cash deposits to take advantage of any opportunities and consider it appropriate for the going concern basis to be adopted for these accounts.

The Trustees have reviewed the budgets, forecasts, the funding life cycle and considered the prospects of renewing existing contracts to conclude their confidence in this Going Concern statement.

There are no other material uncertainties that call into doubt the charity's ability to continue.

Plans for the future Plans

We will continue to deliver our commissioned services through planned activities to raise awareness of the health conditions and issues that affect our communities. We will provide emotional and psychological support to individuals, families and communities that are living with certain health conditions.

We will expand our offer by covering more of the most important health conditions and focus on intersectional groups within our key communities.

We will continue to develop our services in new geographical locations, expanding our services in Leeds, Liverpool and Wakefield. We will look to expand our engagement with GPs and PCNs, who offer additional opportunities for our communities to access healthcare support.

Key targets from our Strategic Plan include

* Continuation funding for the work of the Manchester Race and Health Service

* Supporting the ongoing development of Leeds Skyline

* Supplementing our HIV Support Service in Wakefield with additional activities

* Extending our PaSH contract in Manchester

* Exploring continuation options for new work in Coventry and Warwickshire

Structure, governance, and management

The organisation is a charitable company limited by guarantee, incorporated on 02/08/1999 and registered as a charity on 7/11/1991.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £10 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2024 was 6 (2023:5). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

BHA has a Board of Trustees of five members. Their role is the strategic development and management of the organisation. The Board of Trustees meet on a quarterly basis. The Board considers matters relating to the strategic direction of the organisation.

The Trustees of the Charity may at any time appoint new Trustees.

All prospective Trustees are given information about the organisation as well as the Charity Commission guidance on roles and responsibilities of Charity Trustees. Potential Trustees also have an opportunity to meet with the Chief Executive to discuss the organisation and their potential contribution to the work of the Board. All appointed Trustees are informed of training and offered support on a regular basis.

It is important that BHA has a Board that can direct the strategic development of the organisation. The Trustees reflect the communities we work with and bring to the organisation a wide range of skills and experience.

The overall day to day management responsibilities in delivering the Board's strategic agenda are delegated to the Chief Executive (CEO) who is also responsible for the development and implementation of policy within the organisation as well as fundraising for the activities of the charity and external relationships with partner agencies. The Chief Executive is directly accountable to the Board of Trustees for the performance and management of the organisation.

BHA also has a Senior Management Team (SMT) which supports the Chief Executive in the day-to-day operational management of the organisation. The SMT meet weekly to discuss the strategic, funding, quality and risk issues and draw up plans for presentation to the Management Team and the Board. The

SMT consists of:

(i) The Chief Executive, Aydin Djemal who has the overall responsibility of ensuring the BHA strategic agenda is delivered. The CEO has line management responsibility for the Directors who oversee the operational areas of BHA work, with accountability for growth, development, and transformation.

(ii) Director of Service Delivery, Jeni Hirst who has responsibility to provide strategic and operational leadership and management of a variety of BHA services; with accountability for the growth, development and transformation of service to ensure BHA can have the greatest impact possible in improving the health, well-being and lives of the Black and ethnic minority and other marginalised communities we work with. To lead and ensure the delivery of effective and quality services and to have responsibility for Quality Assurance systems within BHA

(iii) Donna Miller, Associate Director of Policy and Development who has responsibility for the Race & Health Service which leads on most of our work relating to engaging and involving Black and other minority group, latent TB, and the Answer Cancer programme.

The Management Team consists of other project managers/coordinators who manage their areas of work and the staff teams.

Related parties and relationships with other organisations

Nil.

Remuneration policy for key management personnel

The charity benchmarks the roles of key personnel by assessing the equivalent roles in the voluntary sector with similar size organisations and follows the NJC pay scales to remunerate key personnel in accordance with the level of responsibility required to fulfil the role.

Risk management

The Trustees have examined the major strategic, business, and operational risks which the charity faces and confirm that systems are in place to manage these risks. The Trustees have incorporated risk management into the quarterly Board meetings and risks are discussed as they emerge.

Risks are identified through the day-to-day operations which are recorded on risk logs and all risks are scored on a scale of high to low in relation to the likelihood of them occurring.

A risk register is used to record and review the risks identified. All risks are reviewed according to the scoring of the particular risk by the Senior Management Team. Where existing policies do not cover a

risk area new polices are developed to manage those risks. Risks are reported to the Trustees at their Board meeting.

In the year, the Trustees identified the following principal risks and how these will be mitigated:

1) Lack of new ventures/opportunities – the charity is unable to find new funding.
    a. BHA has a Business Development Manager who is funded from core funds with a view to generating new income
    b. The CEO and both Directors also have income generation within their job roles and continually ensure new opportunities for funding are pursued
2) Competition from other providers - there are many excellent charities working in this space, BHA cannot rely on history alone to ensure that it continues to get more work.
    a. The charity ensures that its work is of the highest quality
    b. We ensure we promote the work we do, both widely and in a targeted way
3) Loss of funding to the sector – funding to our sector, in particular via GM ICS, is stretched. There is no guarantee that funding will continue.
    a. Work to broaden our reach by including more form of income beyond contracts

Statement of responsibilities of the trustees

The trustees (who are also directors of BHA For Equality for the purposes of company law) are responsible for preparing the Trustee's annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustee's to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

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

Auditors

Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The Trustees annual report has been approved by the Trustees on 4th December 2024 and signed on their behalf by

Name: Francesca Tackie

Title: Chair

Independent auditors' report to the members of BHA for Equality

Opinion

We have audited the financial statements of BHA for Equality (the 'charitable company') for the year ended 31 March 2024, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company 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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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 the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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 our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.
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' Annual Report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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.

Chinwe Jennifer Daniel FCCA DChA

Senior Statutory Auditor
for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester
M4 6JG

Date: 19 December 2024

BHA for Equality

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	*Total funds 2023 £*
Income from:					
Donations and legacies	3	1,135	-	1,135	*1,057*
Charitable activities:	4				
Health, Education and Direct Support		2,146,602	-	2,146,602	*2,143,492*
Policy & Development		134,613	-	134,613	*100,210*
Other trading activities	-	-	-	-	-
Investments	5	12,038	-	12,038	*4,334*
Total income		**2,294,388**	**-**	**2,294,388**	***2,249,093***
Expenditure on:					
Charitable activities:	7				
Health, Education and Direct Support		2,083,890	-	2,083,890	*2,147,425*
Policy & Development		158,747	-	158,747	*140,765*
Total expenditure		**2,242,637**	**-**	**2,242,637**	***2,288,190***
Net income/(expenditure) before net gains/(losses) on investments		51,751	-	51,751	*(39,097)*
Realised gains/(losses) on investments		-	-	-	-
Unrealised gains/(losses) on investments		-	-	-	-
Net income/(expenditure) for the year	9	**51,751**	**-**	**51,751**	***(39,097)***
Transfer between funds		-	-	-	-
Net movement in funds for the year		**51,751**	**-**	**51,751**	***(39,097)***
Reconciliation of funds					
Total funds brought forward		541,454	8,125	549,579	*588,676*
Total funds carried forward		**593,205**	**8,125**	**601,330**	***549,579***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.
Prior year SOFA is shown on the last page.

BHA for Equality
Company number 03818058

Balance sheet as at 31 March 2024

	Note	2024 £	2024 £	*2023 £*	*2023 £*
Fixed assets					
Tangible assets	13		6,650		*7,714*
Total fixed assets			**6,650**		***7,714***
Current assets					
Debtors	14	96,816		*172,494*	
Cash at bank and in hand	15	670,232		*592,858*	
Total current assets		**767,048**		***765,352***	
Liabilities					
Creditors: amounts falling due in less than one year	16	(172,368)		*(223,487)*	
Net current assets			**594,680**		***541,865***
Total assets less current liabilities			**601,330**		***549,579***
The funds of the charity:					
Restricted income funds	18		8,125		*8,125*
Unrestricted income funds	19		593,205		*541,454*
Total charity funds			**601,330**		***549,579***

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 22 to 37 form part of these accounts.

Approved by the trustees on 04/ 12/ 2024 and signed on their behalf by:

.....

Francesca Tackie (Chair)

BHA for Equality

Statement of Cash Flows
for the year ending 31 March 2024

	Note	2024 £	*2023* *£*
Cash provided by/(used in) operating activities	22	**71,264**	***(48,291)***
Cash flows from investing activities:			
Dividends, interest, and rents from investments		12,038	*4,334*
Proceeds from sale of tangible fixed assets		-	*540*
Purchase of tangible fixed assets		(5,928)	*(7,746)*
Cash provided by/(used in) investing activities		**6,110**	***(2,872)***
Increase/(decrease) in cash and cash equivalents in the year		77,374	*(51,163)*
Cash and cash equivalents at the beginning of the year		592,858	*644,021*
Cash and cash equivalents at the end of the year		**670,232**	***592,858***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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

BHA for Equality meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.
The trtustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

e Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of running fund raising events and their associated support costs.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Computer Equipment	33%
Office fixtures and equipment	20%

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

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.

l Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 8.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2024 £	*Total 2023*
Fund Raising Events	316	*131*
Gift Aid Donations	819	*926*
	1,135	1,057

All income from donations is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
Health, Education and Direct Support			
HIV Prevention			
Terence Higgins Trust	735,918	-	735,918
Salford City Council	867,476	-	867,476
Manchester CCGs	31,590		31,590
Liverpool City Council	80,833	-	80,833
HIV Support			
Leeds City Council	220,491	-	220,491
Leeds City Council Milk Grant	13,500	-	13,500
Spectrum Wakefield	55,903	-	55,903
Touchstone	1,000	-	1,000
Healthy Communities			
GM Cancer Screening	107,498	-	107,498
Carribean Community	7,333	-	7,333
Young Manchester	3,000	-	3,000
Learning Disability	21,000	-	21,000
Sundry Income	1,060	-	1,060
	2,146,602	-	2,146,602
Policy & Development			
MRHS			
Manchester CCG's	134,613	-	134,613
	134,613	-	134,613
Total	2,281,215	-	2,281,215

Previous reporting period	*Unrestricted £*	*Restricted £*	*Total 2023 £*
Health, Education and Direct Support			
HIV Prevention			
Terence Higgins Trust	*1,372*	*-*	*1,372*
Salford City Council	*1,072,615*	*-*	*1,072,615*
Liverpool City Council	*112,945*	*-*	*112,945*
HIV Support			
Leeds City Council	*293,455*	*-*	*293,455*
Leeds City Council Milk Grant	*14,000*	*-*	*14,000*
Spectrum Wakefield	*95,833*	*-*	*95,833*
Touchstone	*2,748*		*2,748*
Healthy Communities			
GM Mental Health	*170,000*	*-*	*170,000*
Covid Cordinators	*36,249*	*-*	*36,249*
GM Cancer Screening	*108,816*	*-*	*108,816*
GMCA	*12,500*	*-*	*12,500*
Contraceptive project	*44,732*	*-*	*44,732*
Carribean Community	*667*	*-*	*667*
Development Fund	*11,562*	*-*	*11,562*
Public Health Community Champions	*10,000*	*-*	*10,000*
Young Manchester	*19,250*	*-*	*19,250*
Learning Disability	*49,000*	*-*	*49,000*
Sundry income	*87,748*	*-*	*87,748*
Subtotal for Health, Education and Direct Support	*2,143,492*	*-*	*2,143,492*
Policy & Development			
MRHS			
Manchester CCG's	*100,210*	*-*	*100,210*
Subtotal for Policy & Development	*100,210*	*-*	*100,210*
Total	*2,243,702*	*-*	*2,243,702*

5 Investment income

	2024 £	*2023* *£*
Income from bank deposits	12,038	*4,334*
	12,038	*4,334*

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

6 Government grants

The government grants recognised in the accounts were as follows:

	2024 £	*2023* *£*
Manchester City Council	22,271	*20,667*
Salford City Council	1,135,706	*1,082,615*
Leeds City Council	317,178	*307,455*
Liverpool City Council	172,444	*112,945*
Manchester CCG's	59,639	*163,392*
GMCA	-	*12,500*
	1,707,238	*1,699,574*

The were no unfulfilled conditions and contingencies attaching to the grants at the year end.

7 Analysis of expenditure on charitable activities

	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2024 £
Health, Education and Direct Support								
HIV Prevention	306,755	29,977	883,400	16,406	692	-	154,267	1,391,497
HIV Support	247,421	11,468	54,269	76,410	1,552	825	43,086	435,031
Health Projects	32,660	141	1,151	-	174	-	4,985	39,111
GM Race Equality Panel (GMCA)	-	-	-	-	-	-	-	-
Emergency Fund	10	1,319	3,865	-	-	-	-	5,194
Small Grants	311	3,471	6,149	8	80	-	-	10,019
Answer Cancer (GM Cancer P'ship)	115,525	617	1,152	58	1,054	-	26,000	144,406
Young Manchester (MR&HS)	-	-	-	-	-	-	-	-
Learning Disability	18,805	20	8,809	242	465	-	2,100	30,441
Mental Health Fund	-	-	(17,048)	-	-	-	-	(17,048)
Project Support Costs	-	-	-	-	1,872	10,687	32,680	45,239
	721,487	47,013	941,747	93,124	5,889	11,512	263,118	2,083,890
Patient & Public Involvement & Policy								
Manchester Race and Health Service	115,784	2,270	2,757	267	1,105	-	36,564	158,747
	115,784	2,270	2,757	267	1,105	-	36,564	158,747
Total	837,271	49,283	944,504	93,391	6,994	11,512	299,682	2,242,637

	2024 *£*
Restricted expenditure	-
Unrestricted expenditure	2,242,637
	2,242,637

7 Analysis of expenditure on charitable activities

Previous reporting period	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2023 £
Health, Education and Direct Support								
HIV Prevention	335,178	39,626	797,491	15,230	358	2,659	73,445	1,263,987
HIV Support	210,433	30,085	24,871	54,520	1,218	4,411	52,133	377,671
Health Projects	5,892	558	6,595	242	-	41	-	13,328
GM Race Equality Panel (GMCA)	9,359	330	-	33	-	-	2,500	12,222
Emergency Fund	-	1,398	550	-	-	-	-	1,948
Small Grants	15,984	1,677	4,805	709	-	52	1,000	24,227
Answer Cancer (GM Cancer P'ship)	67,973	6,182	3,187	2,116	557	542	9,485	90,042
Young Manchester (MR&HS)	-	-	23,840	-	-	-	-	23,840
Learning Disability	9,150	41	2,248	200	465	-	5,250	17,354
Mental Health Fund	1,729	3,074	167,143	44	-	467	-	172,457
Project Support Costs	-	-	-	-	1,872	5,728	142,749	150,349
	655,698	82,971	1,030,730	73,094	4,470	13,900	286,562	2,147,425
Patient & Public Involvement & Policy								
Manchester Race and Health Service	98,267	7,157	13,146	1,514	556	551	19,574	140,765
	98,267	7,157	13,146	1,514	556	551	19,574	140,765
Total	753,965	90,128	1,043,876	74,608	5,026	14,451	306,136	2,288,190

	2023 £
Restricted expenditure	7,760
Unrestricted expenditure	2,280,430
	2,288,190

8 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	*Total 2024* £
Payroll expenses	Level of income	236,206	-	236,206
Other staff and volunteer costs	Level of income	1,413	-	1,413
Office costs	Level of income	47,367	-	47,367
Premises cost	Space occupied	2,681	-	2,681
Project costs	Level of income	12,014	-	12,014
Consultancy and legal costs	Level of income	-	1,913	1,913
Audit fees	Governance	-	9,599	9,599
		299,681	11,512	311,193

Previous reporting period	*Basis of apportionment*	*Support* £	*Governance* £	*Total 2023* £
Payroll expenses	*Level of income*	*265,527*	-	*265,527*
Other staff and volunteer costs	*Level of income*	*7,162*	-	*7,162*
Office costs	*Level of income*	*24,695*	-	*24,695*
Premises cost	*Space occupied*	*4,876*	-	*4,876*
Project costs	*Level of income*	*3,876*	-	*3,876*
Consultancy and legal costs	*Level of income*	-	8,679	*8,679*
Audit fees	*Governance*	-	4,800	*4,800*
Accountancy services	*Governance*	-	972	*972*
		306,136	*14,451*	*320,587*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2024 £	*2023 £*
Depreciation	6,992	*5,026*
Operating lease rentals:		
Property	-	*36,625*
Auditor's remuneration - audit fees	3,500	*3,500*
Auditor's remuneration - accountancy fees	1,300	*1,300*

10 Staff costs

Staff costs during the year were as follows:

	2024 £	*2023 £*
Wages and salaries	956,113	*898,388*
Social security costs	86,170	*80,475*
Pension costs	22,937	*23,327*
Income Protection	4,721	*8,540*
	1,069,941	*1,010,730*

One employees had employee benefits in excess of £60,000 but no more than £70,000 (2023: Nil).

The average number of staff employed during the period was 37 (2023: 32).
The average full time equivalent number of staff employed during the period was xyz (2023: 22).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Director of Finance & Corporate Services, Director of Service Development & Delivery and Associate Director of Polcy & Development. The total employee benefits of the key management personnel of the charity were £251,718 (2023: £211,797).

11 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2023: Nil).

No members of the management committee received travel and subsistence expenses during the year (2023:£Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: nil).

12 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

13 Fixed assets: tangible assets

	Fixtures & fittings	Office equipment	Computer equipment	Total
Cost	£	£	£	£
At 1 April 2023	84,342	10,040	90,353	184,735
Additions	-	71	5,857	5,928
Disposals	-	-	-	-
At 31 March 2024	84,342	10,111	96,210	190,663
Depreciation				
At 1 April 2023	84,342	9,720	82,959	177,021
Charge for the year	-	94	6,898	6,992
Disposals	-	-	-	-
At 31 March 2024	84,342	9,814	89,857	184,013
Net book value				
At 31 March 2024	-	297	6,353	6,650
At 31 March 2023	*-*	*320*	*7,394*	*7,714*

14 Debtors

	2024	*2023*
	£	*£*
Grants receivable and prepayments	25,453	*51,811*
Trade debtors	68,832	*118,183*
Other debtors	2,531	*2,500*
	96,816	*172,494*

15 Cash at bank and in hand

	2024	*2023*
	£	*£*
Cash at bank and on hand	670,232	*592,858*

16 Creditors: amounts falling due within one year

	2024	*2023*
	£	*£*
Trade creditors	61,424	*58,585*
Short term compensated absences (holiday pay)	-	*3,816*
Other creditors and accruals	44,462	*56,563*
Deferred income	-	*28,333*
Taxation and social security costs	66,482	*76,190*
	172,368	*223,487*

17 Deferred income

	2024	*2023*
	£	*£*
Deferred grant brought forward	28,333	-
Grant received	-	*78,000*
Released to income from charitable activities	(28,333)	*(49,667)*
Deferred grant carried forward	-	*28,333*

18 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Health, Education					
Children In Need	573	-	-	-	573
CAF Positive Peers	7,552	-	-	-	7,552
Awards For All	-	-	-	-	-
					-
Total	8,125	-	-	-	8,125

Previous reporting period	*Balance at 1 April 2022 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2023 £*
Health, Education					
Children In Need	*2,019*	-	*(1,446)*	-	*573*
CAF Positive Peers	*12,048*	-	*(4,496)*	-	*7,552*
Awards for All	*1,818*	-	*(1,818)*	-	-
Total	*15,885*	-	*(7,760)*	-	*8,125*

Name of restricted fund	**Description, nature and purposes of the fund**

Children In Need: funds a support group for young people between the age of 12 and 18 living with or affected by HIV. The objectives aim to improve the young people's ability to manage the mental, physical and social aspects of HIV.

CAF Positive Peers: This ended in 2021 but we are using the funds to continue the service**.** The main aims are to train PLWHIV to become peer mentors, connect them with local and national peer mentor networks. To deliver peer mentoring within a variety of settings. To create and deliver a programme of raising awareness through public events and positive speaking.

19 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
General fund	170,650	2,293,324	(2,237,443)	-	226,531
Service	212,893	-	-	-	212,893
Contingency fund	150,000	-	-	-	150,000
Emergency fund	7,911	1,064	(5,194)	-	3,781
	541,454	2,294,388	(2,242,637)	-	593,205

Previous reporting period	*Balance at 1 April 2022 £*	*Income £*	*Expenditure £*	*Transfers £*	*As at 31 March 2023 £*
General fund	*201,529*	*2,247,503*	*(2,278,382)*	*-*	*170,650*
Service	*263,152*	*-*	*-*	*(50,259)*	*212,893*
Contingency fund	*99,741*	*-*	*-*	*50,259*	*150,000*
Emergency fund	*8,369*	*1,590*	*(2,048)*	*-*	*7,911*
	572,791	*2,249,093*	*(2,280,430)*	*-*	*541,454*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The free reserves after allowing for all designated funds.
Service developments	This money will be used to continue the existing services and provide infrastructure support.
Contingency fund	This money has been set aside for any unforseen contingencies.
Emergency fund	This money has been set aside to help provide financial assistance and essentials for our service users living with/affected by HIV.

20 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	6,650	-	-	6,650
Net current assets/(liabilities)	219,881	366,674	8,125	594,680
Total	226,531	366,674	8,125	601,330

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*7,714*	*-*	*-*	*7,714*
Net current assets/(liabilities)	*162,936*	*370,804*	*8,125*	*541,865*
Total	*170,650*	*370,804*	*8,125*	*549,579*

21 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as

	Property		Equipment	
	2024 £	*2023 £*	2024 £	*2023 £*
Less than one year	39,385	*9,156*	-	-
One to five years	-	-	-	-
	39,385	*9,156*	-	-

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	*2023 £*
Net income/(expenditure) for the year	51,751	*(39,097)*
Adjustments for:		
Depreciation charge	6,992	*5,026*
Dividends, interest and rents from investments	(12,038)	*(4,334)*
Decrease/(increase) in debtors	75,678	*(18,389)*
Increase/(decrease) in creditors	(51,119)	*8,503*
Net cash provided by/(used in) operating	71,264	*(48,291)*

23 Prior year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations and legacies	3	*1,057*	*-*	*1,057*	*3,517*
Charitable activities:	4				
Health, Education and Direct Support		*2,143,492*	*-*	*2,143,492*	*1,851,751*
Policy & Development		*100,210*	*-*	*100,210*	*110,605*
Investments	5	*4,334*	*-*	*4,334*	*36*
Total income		***2,249,093***	***-***	***2,249,093***	***1,965,909***
Expenditure on:					
Charitable activities:	7				
Health, Education and Direct Support		*2,139,665*	*7,760*	*2,147,425*	*1,737,009*
Policy & Development		*140,765*	*-*	*140,765*	*108,349*
Total expenditure		***2,280,430***	***7,760***	***2,288,190***	***1,845,358***
Net income/(expenditure) for the year	9	***(31,337)***	***(7,760)***	***(39,097)***	***120,551***
Transfer between funds		*-*	*-*	*-*	*-*
Net movement in funds for the year		***(31,337)***	***(7,760)***	***(39,097)***	***120,551***
Reconciliation of funds					
Total funds brought forward		*572,791*	*15,885*	*588,676*	*468,125*
Total funds carried forward		***541,454***	***8,125***	***549,579***	***588,676***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

BHA FOR EQUALITY

England & Wales - Charity number 1079727

Accounts

Company number: 3818058

Charity Number: 1079727

BHA for Equality

Report and financial statements

For the year ended 31 March 2021

BHA for Equality

Reference and administrative information

for the year ended 31 March 2021

Company number 3818058

Charity number 1079727

Registered office and operational address

Aura Business Centres
412 Stretford Road
Manchester
M15 4AE

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Francesca Tackie	Chair	
Mike Naraynsingh		
Kamie Kitmitto	Treasurer	
Safina Nadeem		
Crispen Sachikonye		
Anna Tebay	Secretary	Resigned 14th October 2020
Nilam Prinja		Appointed 14th October 2020

Key management personnel

Priscilla Nkwenti	Chief Executive	Retired 31ST March 2021
Aydin Djemal	Chief Executive	Appointed 6th April 2021
Qurab Ahmed	Director of Finance & Corporate Services	
Jennifer Hirst	Director of Service Development & Delivery	
Donna Miller	Associate Director of Policy & Development	

Bankers

The Co-operative Bank
3rd Floor
1 Balloon Street
Manchester
M60 4EP

CCLA
Senator House, 85 Queen Victoria Street
London
EC4V 4ET

Auditors

Slade & Cooper Limited

Beehive Mill, Jersey Street, Ancoats, Manchester, M4 6JG

BHA for Equality

Trustees' annual report

for the year ended 31 March 2021

The trustees present their report and the audited financial statements for the year ended 31 March 2021. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity governing document "The Memorandum & Articles of Association" is replaced by "The Articles of Association" which were adopted by passing a special resolution on 5th August 2020.

Objects and Principal Activities:

The Charity's objects ("the Objects") are to protect and preserve good health and well-being in particular by promoting the good health and well-being of marginalised communities through engagement, education, support services, professional advice and training.

The Objects of the Charity were amended at an Extra Ordinary General Meeting held in July 2009 after seeking permission from the Charity Commission.

Aims

1. Providing and developing a range of quality services.
2. Improving our understanding and knowledge of the communities we work with.
3. Improving our financial standing and independence to sustain our ability to develop and deliver quality services.
4. Raising the profile of BHA for Equality (BHA) and of issues for BME, disadvantaged and marginalised communities locally, regionally, and nationally.
5. To review, evaluate and develop BHA's structure and ensure we are fit for purpose.

Principal activities:

The activities currently carried out for the public benefit by the charity can be broadly categorized into the areas of Health Education and Direct Support and Policy and Development; these are further sub-divided into the following two directorates:

Health Education and Direct Support

Sexual Health Services Directorate – Provision of responsive and inclusive sexual health promotion and testing services for BAME and most at risk communities; and support services for people living with HIV.

Policy & Development Directorate - a healthy community has access to health information and services that meet its needs and can make informed choices. Healthy communities will feel safe and secure to voice their opinions, contribute to society and feel part of society.

We aim to develop appropriate services and influence policy to ensure the needs of communities are at the forefront of policymaking. This is done through engaging and involving people in the decision making process, both about their own future and, about the health services that are available, consulting in a way that is inclusive of all and understands the changing needs of communities.

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on equality in health and wellbeing and are undertaken to further BHA for Equality's charitable purposes for the public benefit.

BHA provides many services under our two principal activities and each activity has set individual outcomes which feed into the wider outcomes of the whole organisation. The achievements of our activities are summarised below:

Sexual Health Services

Programmes in Leeds:

Leeds HIV Prevention and Testing Service

- Over 500 people accessed the service during the year
- 120 people participated in group sessions with the purpose of promoting behaviour change
- 265 people engaged in 1-2-1 sexual health & wellbeing in support

Our key objective is to reduce the number of new HIV infections and prevalence of onward transmission in African communities in Leeds. We engage communities in a variety of ways; group sessions, 1-2-1's and community-based testing with our numerous partner organisations. We provide HIV training to professionals working with individuals who may be at risk of infection and ensure the needs of those living with HIV are represented and understood. We provide rapid HIV testing across the city and work clinical and community groups to deliver outreach for most at-risk communities in Leeds. Covid-19 has severely impacted our delivery model, as we were unable to provide face-to-face interventions for most of the year. We adapted our services to be available online and through digital means but for many of the communities we work with, faced additional barriers to accessing services in this way.

Leeds HIV Support Service

- 305 clients accessed HIV support during the year
- Staff provided 4,345 1-2-1 sessions with clients

The service provides social care support for anyone living with HIV in Leeds, including emotional and practical support, specialist mental health services, information, advice, and advocacy. We run a variety of support groups and trainings, ensuring equity of access to a wide and diverse client group. Services are co-produced to allow ownership and personal investment. Our recent increase in digital engagement has enabled the most vulnerable and marginalised clients to remain connected during the pandemic; lessons learned will continue to inform our progress and planning going forward and have boosted our offer in terms of accessibility.

Positive Peers

Recruitment and training of Peer Mentors across Yorkshire and Humber, this project has been designed to tackle HIV stigma. It encourages people living with HIV to come together to be a voice for change in the local community.

- We trained 18 new peer mentors and 4 have returned, so 21 peer supporters from across the region.
- We delivered 9 HIV awareness, support, and prevention trainings to different services
- We delivered "Train the Trainer" training to 11 people across our network.
- Delivery of training sessions to over 50 PLWHIV
- Raising self-confidence
- Reducing self-stigma and
- Navigating sex as a PLWHIV
- Self-reflection and the power in owning and sharing our story.
- Public COIVD specific trainings to PLWHIV which was live streamed.

In total, with all our online events, positive speaking programmes and World AIDS Day event, we have reached approximately 220 people.

Positive Peers helps build strong relationships for people living with HIV and maintains an ongoing delivery of a peer-to-peer support network. It empowers and enables people with HIV to gain confidence, self-esteem and effectively support their peers using new skills gained via our training.

Together for Life – Support group for young people living with and affected by HIV, funded by Children in Need

T4L works with young people aged 12-18 who are living with or affected by HIV. We have worked with 12 young people over the course of the year. Sessions were delivered throughout the year focussing on 3 key areas:

Living Well with HIV

We focused on both the physical and emotional challenges of living with HIV. Work included sessions on medication, adherence, the immune system, and an overview of the human body going into adolescence. We also covered the emotional aspects of living with HIV, such as stigma, feeling different and talking about diagnosis.

Internet Safety

Young people today often have significant online presence and could therefore be vulnerable to cyber-bullying sexual exploitation. We ran 2 sessions on internet safety, co-facilitated by the West Yorkshire Police, and another on the dangers of cyber bullying.

Therapeutic and Holistic Therapy

Sessions included reflexology and aromatherapy massage, and we provided bespoke mixing of oils for each person with gift bags of pampering treats to take away.

A further session was provided on the benefits of physical activity on mental health, using yoga as the focus.

Programmes in Manchester:

HIVE

The HIVE programme sits within the wider sexual health reform agenda and compliments the ambitions of Greater Manchester Sexual Health Strategy and Network, and the global Fast Track Cities Initiative. HIV-E aims to upscale the work that PaSH carries out, through the offer of free condoms and lubricants, 1-2-1 sessions, group sessions, self-sampling HIV postal kits and guidance on accessing Pre-exposure Prophylaxis (PrEP).

Key project stats:

Total number of digital outreach sessions created = 30

Total numbers reached = 4,393

Total people engaged 121s/groups= 84

Total condoms and Lubricant = 384

Key achievements:

HIVE

- Launched 6 HIVE campaign blasts utilising digital, out-of-home and radio advertising with 6.9 million+ digital advertising impressions, #SortHIV over 4.5million impressions, 24,500 unique visitors to website.
-
- Production of inclusive and diverse campaign (ethnicity, sexuality and 'viewpoints' in one place) using GM residents. 'HIV: Let's sort this together' awarded 'Best Health and Beauty' campaign at 2020 Northern Marketing awards
-
- Launched the step-up scheme with a series of webinars, referral pathways and promotional content for those at ongoing highest risk of acquiring HIV.

PaSH

The PaSH partnership is a collaboration between BHA for Equality, LGBT Foundation and George House Trust. It aims to protect and improve the sexual and reproductive health of populations most at risk of acquiring HIV and protect and improve the health and wellbeing of residents living with diagnosed HIV.

Total number of digital outreach sessions created = 66

Total numbers reached = 7, 642

Total people engaged through 121s/groups = 24

Total condom and lubricant = 2,249

Key achievements:

Acceleration plans enabled us to explore new modalities of service delivery. The three key areas that we developed to adapt and respond to COVID-19 conditions include:

- **Online HIV outreach** – Social network outreach to engage those at risk of HIV through online chats, targeted social media postings, amplifying national & local campaigns, and creating content to be shared among key people, networks, and organisations.
- **Social influencer outreach** – Engaging influential, credible, and well-connected individuals as important partners in online outreach.
- **Social profiling** – Creating online advertising across social media to reach populations at risk for HIV with increasing precision based on their demographics, interests, and the content of their online activity.

At the same time, we have developed linkage of clients reached online to our website and services. This has included the development of the following provision to Greater Manchester residents:

- Two service options to test.

  1) Test at home using a HIV self-sampling kit

  2) Test at home with a virtual one-to-one to support completion of the test.

- Postal condom and lube distribution.

Healthy Communities

Policy, Engagement and Development

Manchester Race & Health Service

Equity of access and treatment in healthcare as well as an understanding of differing needs of Black, Asian and other minority groups is a priority in the work of the Race & Health Service. This goal was even more important because of the disparities in the risk and outcomes of contracting Covid-19 by Black and Asian communities over 2020.

BHA were invited to participate in the Covid Health Equity Manchester (CHEM) which was established to improve the experiences of and outcomes for, communities that suffer disproportionate adverse impacts from COVID-19. This involved reducing the risk of transmission, severe disease, and death among groups

of people who have been identified as most risk. A significant amount of time was spent supporting CHEM's work across Manchester and key outcomes on this and other areas of work are set out below:

Key outcomes achieved:

- Through our involvement with CHEM we have supported the following:
    - Engagement activities by the neighbourhood team to keep people safe during the pandemic and comply with Covid-19 requirements.
    - The circulation of agreed messages out to Black, Asian and other minority communities to encourage compliance with Covid-19.
    - The establishment of an African Caribbean Sounding Board to gather community insight on the impact of Covid-19.
    - The development of a vitamin D wellbeing pack which was distributed to community organisations

- We undertook 3 community surveys to identify the impact of Covid-19 on Black, Asian and other minority groups and presented the findings to Manchester Health & Care Commissioning. This information was used to inform the work of CHEM.
- Signposted individuals to access foodbanks, employment advice and benefits.
- Supported individuals with advice on accessing health services during the pandemic.
- Organised a programme to increase the uptake of flu vaccinations for North Manchester PCN.
- Piloted a programme, in conjunction with Levenshulme & Gorton Primary Care Network to reduce diabetes in Black and Asian patients.

Latent TB Project

Our work on tuberculosis (TB) is aimed at people, from particular countries, who are recent arrivals to the UK and are at greater risk of latent TB. BHA staff support individuals, attending TB clinic, by explaining the need for testing, the symptoms of latent TB and the necessity of adhering to treatment. We also engage with people who are recent arrivals in the UK through local community organisations, colleges, faith groups and places of worship such as churches/mosques and community events. This enables us to provide information on the condition. This project is undertaken in partnership with TB clinics at Manchester Royal Infirmary hospital (MRI) and the Royal Oldham Hospital. Many people have heard of TB but believed it was a disease that no longer existed however few were aware of latent TB.

Key Outcomes Achieved:

The overall success of this work was an increased understanding of latent TB and testing by high risk groups through engagement with individuals at clinics, GPs and in the community. The project particularly successful in:

- Engaging with 886 people through outreach sessions and virtual sessions to provide information on latent and active TB.

- Supported the Neighbourhood teams of Manchester City Council to talk to local residents about being safe during the pandemic and provided information on the similarities between Covid-19 and TB so people would seek medical advice rather than self-isolate.

- Produced a social media pack for use by voluntary and community organisations to raise awareness of both latent and active TB on World TB day which was widely used.

- Contributed to the RID-TB research study being run by University College London which is examining how best to test and treat latent TB and support patients during their treatment.

Greater Manchester Cancer Screening Engagement Programme (Answer Cancer)

Greater Manchester Cancer Screening Engagement Programme (branded as Answer Cancer) is a Voluntary, Community & Social Enterprise (VCSE) sector-led initiative to increase cancer screening rates across Greater Manchester. The Programme uses community engagement, trained cancer champions and gives grants to local community organisations to promote the uptake of cancer screening. The Programme targets those groups, that health data has shown are less likely to take up screening namely: Black, Asian and other minority groups, carers, people with a disability, people living with mental health conditions, LGBTQ people and generally people who live in deprived areas.

BHA is one of 4 partners in the Programme alongside Salford CVS, Unique Improvements Ltd and Voluntary Sector NW. BHA's role was initially to lead on engaging with BME communities but in 2020, that was extended to oversee the Programme's community engagement activity.

Like many service providers, Answer Cancer had to switch to online engagement during the peak of the pandemic, and faced difficulties in engaging with our priority groups.

Key Outcomes Achieved:

- The engagement team interacted with 1,967 people across Greater Manchester from all our priority groups. This was achieved through the delivery of cancer awareness session and through community outreach activities.

- Prior to the second period of lockdown, we successfully conducted a 10-day bus tour of deprived areas of Greater Manchester to promote the NHS screening programmes. The tour was carried out in partnership with Prevent Breast Cancer charity and their double decker 'Boobee Bus' that attracted the attention of the general public. The bus tour enabled the team to engage with 1030 individuals and resulted in an increase in calls, by women, to book a breast screening appointment.

- We successfully adapted our way of working and introduced other means of engaging with our target communities. For example, at the peak of the pandemic when food parcel delivery was on the increase, we developed relationships with food banks, led by Black and other minority groups, and those located in deprived areas. We added leaflets (translated into different languages) to food parcels to let people know the importance of keeping up with screening appointments and reporting unusual symptoms early to a GP. Approximately 7000 leaflets were distributed across Greater Manchester. Additionally, we, developed our working relationships with local community radio stations and key messages about Answer Cancer and screening are now frequently heard on 9 popular community and religious radio stations across Greater Manchester.

- 94 individual cancer champions and 147 organisational cancer champions were recruited to support our activities and spread key messages about NHS cancer screening programmes amongst family, friends, in the workplace and among the wider community.

- 533 individuals were provided with training on the NHS cancer screening programmes and how to facilitate discussions around cancer screening.

- 26 organisations were awarded grants to raise awareness of cancer screening programmes and increase uptake of screening by those groups that are least likely to do so. Grants were awarded to a range of groups working with Black, Asian and other minority groups, people with a disability and people with poor mental health.

VCSE Development Project

Funding was obtained from Manchester City Council for a pilot project to support small BME VCSE organisations in Manchester, who deliver work or support communities on health and wellbeing and/or health inequalities in the North Manchester area. Through the delivery of this project, we have achieved the following:

- Gained an overview of needs of smaller VCSE organisations in the North Manchester area
- Provided limited support in view of limitations in engaging with community groups during the pandemic
- Supported the North Manchester Steering Group and acted as a mentor on the Conversations to Cash Programme

Be Well Social Prescribing Service (led by Big Life)

BHA was a host organisation for a member of staff of the Be Well Service and supported that individual to develop their links with Black, Asian and other minority groups. The Big Life Group delivers the Be Well service – a social prescribing service for Manchester which gives non-clinical support to GP patients such as advice and guidance on employment, housing and financial issues. The pandemic had a significant impact on the service requiring Be Well staff to adapt and provide additional support with mental health and as well as sign posting local residents to meet additional needs arising from poor health or unemployment.

Other programmes - TNLF Community Fund – COVID-19 Response

In the year BHA were successful in securing a grant from the TNLF Community Fund – COVID Response funding. The aim was to build our capacity to implement campaigns that help BAME communities embrace digital technologies during this period when life has been affected by Covid and to address the identified motivational barriers that may prevent BAME communities from accessing health information and services online.

The funding was used across BHA to support our services to engage with and improve digital inclusion of BME communities as well as to improve our own digital skills and platforms.

Key achievements

Skyline

Our digital inclusion work helped us reach digitally excluded communities by advocating the benefits of digital, and signposting people to free training and support available across the city.

Our work was designed to inspire others, improve people's confidence, and help raise awareness of the online world. It wasn't about being a computer expert, it's about being supportive, encouraging and patient.

Alongside additional digital engagement training for staff, we have developed an instruction booklet on basic usage of different digital platforms for clients to use. We will be utilising this booklet with those we have identified as needing additional support using online platforms, and it will go alongside some basic IT training. This will be delivered in the new IT suite in Leeds which as 4 laptops and a printer, in a welcoming and accessible space.

- Additional training provided to staff on digital inclusion and how exclusion can affect people
- Mosaic training for all staff – podcasts, smart phone use, digital marketing strategy and social media.

- Large TV for training and group engagement purposes
- Direct users upskilling - providing training to champions, peer mentors, service users and peer support groups on Digital Readiness.
- Delivered 4 sessions of training on using digital tools (zoom, twitter, Facebook, Instagram etc) tailored to their needs.
- Digital engagement session with the Peer Mentors

PaSh

The aim of the project was Key achievements:

- Deliver 3 informative sessions across community relevant local radio shows in Greater Manchester which explore the benefits of accessing online health content.
- Create 2 community newsletter articles that provide information on the benefits of accessing online health services and signpost to the relevant services.
- Create a weekly series of BHA social Media posts (Twitter, Facebook, Instagram) that highlight key benefits of accessing health services online.

Healthy Communities

Our survey on the impact on Covid-19 clearly identified that some groups were unable to make the transition from accessing face-to-face support to online support. This was primarily because they either did not have the equipment or could not afford access to the internet to enable that transition. This was referred to as 'digital poverty' and exacerbated by some people not having the skills to access information online. BHA attempted to tackle this issue by accessing funding from the National Lottery to run campaigns and build the capacity of community groups to adapt to new ways of working. Grant funding was used to:

- Enable BHA to develops its internal systems to offer online/digital support to others
- Offer training and e-learning packages to those that were digitally excluded including service users, champions, peer mentors and peer support groups
- Develop a digital/media campaign
- Distribute laptops to community groups/families in need.

Volunteers

Leeds Skyline:

This year at Skyline the volunteer peer mentors have interacted with clients both over the phone or via zoom. In February we recruited and trained 5 new peer mentors to our service, the training was delivered via zoom, they have since gone on to mentor 4 different clients. Our long-standing volunteers have continued to successfully run our men's group PACT for two hours every Tuesday evening via Zoom. Other volunteers have helped with a befriending service during the first lockdown Mar-Jul 2020, with world AIDS day, recording videos for trainings, helping to organise the office, and helping prevention with the postal condom service. Our volunteers provided over 200 hours of support to the organisation.

Our Trustees

As always, our dedicated trustees have worked exceptionally hard to keep the Charity focused on service delivery in these testing times. As well the pandemic the Trustees were faced with many other challenges in the year. One of these challenges was recruiting a new CEO (Chief Executive Officer) to replace the retiring CEO. This was not an easy task but the Trustees with their knowledge, understanding and expertise in their own fields and the voluntary sector were able to select the new CEO who will take the

organisation from strength to strength in the future. Our trustees have provided over 100 hours of voluntary support to BHA.

Beneficiaries of our services

We provide services to BME, marginalised and disadvantaged individuals, communities, and populations.

Our beneficiaries represent diverse communities and organisations. The users of our services come from a wide range of social and economic backgrounds. BHA works to ensure that equality is integral in accessing Public services, hence it is imperative that our own services are fully inclusive and accessible to all members of the community.

Financial review

The statement of financial activities for the year ended 31st March 2021 show the total unrestricted reserves of the Charity standing at £457,007 of which the Trustees have designated reserves of £195, 371 for activities and infrastructure support for future financial years. The restricted funds balance at the end of the year was £11,117. The total funds balance at the end of the year was £468,124 which included fixed assets to the value of £1,460. In the year there was a decrease in income of approximately 1%. The decrease in expenditure was slightly higher at 1.88% which is reflective of the reduction in activities during the pandemic. BHA made an overall surplus of £65,165 in the year which contributed to the increase in reserves of the charity. A positive trend is beginning to emerge after many years of challenging economic conditions for BHA. BHA continued to deliver most of the services and adapted very quickly to different ways of working during the pandemic. The Trustees are confident BHA will enhance its service delivery models with the learning from this pandemic and continue to support its beneficiaries by ensuring the services are designed and delivered with the support of the beneficiaries and will be creative in the use of more digital resources to achieve the maximum outcomes. The charity has improved its financial position in challenging times and maintained a healthy balance sheet. The trustees are optimistic for continued growth and development in current and areas of emerging needs. BHA starts a new journey with a new CEO who with his experience, knowledge and drive will shape the strategic direction with the Trustees and the senior team. The challenges of funding will continue post COVID, but our Trustees are confident that BHA's resilience, uniqueness and reputation place it well to secure new funding to deliver the most needed services and to succeed in achieving the aims of the next Strategic Plan. The Trustees have reviewed the reserves and are satisfied that the level of reserves held meet requirement of our Reserves Policy.

Reserves

BHA Trustee have reviewed the risk assessment of the income, expenditure and future needs of the charity and have reviewed the Reserves Policy and accept it to be appropriate to reflect the reserves requirement of the charity. The BHA Reserves Policy states:

- Reserves are maintained at a level which ensures that BHA's core activity can continue during a period of unforeseen difficulty.
- A proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of BHA's planning, budget, and forecast cycle.
It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity levels
- Organisation's commitments
- Potential future risks

The Trustees have reviewed the reserves of the charity. This review encompassed the nature of the income and expenditure streams, the need to match income with fixed expenditure and the nature of the reserves. The review concluded that to allow the charity to be managed efficiently and to fulfil the strategic aims of the organisation, and to meet the charity's liabilities the level of reserves will be reasonable and appropriate to the probable risks and contingencies of the charity. The level of reserves required for this purpose was £195,371. The unrestricted reserves at the end of year were £457,007 (*including tangible assets of £1,460)*, which will be sufficient to cover any unforeseen events and fund future activities for which funding is to be secured.

Going Concern

The charity has a strong reserve position and has sufficient available resources, as demonstrated by the reserves policy above. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.

The accounts are approved during a period where the uncertainty COVID-19 continues. The Charity is constantly assessing the short and long-term impact on its income sources in the current climate. The charity's budget for the current and the next financial year considers the uncertainty of plans to return to business as usual and the potential for new work opportunities.

The ultimate impact of COVID-19 on the charity is not certain. Our risk management framework captures the risks and our mitigation plans. The Charity has survived the worst part of the pandemic and successfully delivered most of the services without the need to draw down additional funds. Our cash deposits are available and could easily be drawn down should working capital be required in the future.
The dispute with the previous landlord has been resolved and a creditor for the settlement amount has been included in these accounts.

The trustees believe that although there is uncertainty regarding COVID-19 and the other identified risks, the charity remains in a strong position to use its cash deposits to take advantage of any opportunities and consider it appropriate for the going concern basis to be adopted for these accounts.

There are no other material uncertainties that call into doubt the charity's ability to continue.

Plans for the future

We will continue to deliver our commissioned services through planned activities to raise awareness on various health conditions and encourage and support our target population groups to screen and test regularly. We will continue to provide emotional and psychological support to individuals, families and communities that are living with certain health conditions. We will expand into new areas of work and fundraising, looking to broaden our income streams and add new activities for our service users.

We are reviewing our IT and social media skills and plan to train our workforce to become more competent in digital delivery and increase our social media presence.

We will move into a hybrid model of working that will allow staff to benefit from the flexibility of working from home while still having a workspace to meet and work with their colleagues.

We plan to work with champions and community leaders to promote, encourage and support new ways of staying healthy and safe.

Our next business plan will include new areas of work such as -:

- COVID-19 , raising vaccinations levels among marginalised groups
- broadening the testing offer in the Sexual Health Prevention services to include Hepatitis testing.
- developing and expanding the Race and Health service
- focus on men's health
- explore racial inequalities beyond health.
- explore counselling and therapy services – particularly post COVID-19
- foster more collaboration between BHA project teams·
- build and strengthen key partnerships.
- offering external training packages. ·
- exploring research opportunities with colleges and universities

Structure, governance, and management

The organisation is a charitable company limited by guarantee, incorporated on 02/08/1999 and registered as a charity on 7/11/1991.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2021 was 6 (2020:6). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

BHA has a Board of Trustees of six members. Their role is the strategic development and management of the organisation. The Board of Trustees meet on a quarterly basis. The Board considers matters relating to the strategic direction of the organisation.

The Trustees of the Charity are proposed by the existing members of the Charity or are recruited through advertising and are elected as Trustees at the Annual General Meeting held by BHA on an annual basis. Trustees are elected for a term of three years and at every Annual General Meeting one third of the Trustees who are subject to retirement by rotation retire from office. The retiring Trustees are reappointed if willing to act unless it is resolved not to fill the vacancy.

All prospective Trustees are given information about the organisation as well as the Charity Commission website to access information on roles and responsibilities of Charity Trustees including those who are exempt from becoming Charity Trustees. Potential Trustees also have an opportunity to meet with the Chief Executive to discuss the organisation and their potential contribution to the work of the Board. All appointed Trustees are informed of training and offered support on a regular basis.

It is important that BHA has a Board that can direct the strategic development of the organisation. The Trustees reflect the communities we work with and bring to the organisation a wide range of skills and experience.

The overall day to day management responsibilities in delivering the Board's strategic agenda are devolved to the Chief Executive (CEO) who is also responsible for the development and implementation of policy within the organisation as well as fundraising for the activities of the charity and external

relationships with partner agencies. The Chief Executive is directly accountable to the Board of Trustees for the performance and management of the organisation.

BHA also has a Senior Management Team (SMT) which supports the Chief Executive in the day-to-day operational management of the organisation. The SMT meet monthly to discuss the strategic, funding, quality and risk issues and draw up plans for presentation to the Management Team and the Board. During the year BHA undertook a review of the Core/Support functions to align the roles to the current and future needs of the organisation within the funding framework. This review incorporated the Senior Management Team whose roles were identified to provide service delivery and development in a more focused, dynamic but flexible way. The restructure of management was to achieve cross organisational working and flexibility in roles to readily transfer skills across the organization. The SMT consists of:

(i) The Chief Executive, Aydin Djmal who has the overall responsibility of ensuring the BHA strategic agenda is delivered. The CEO has line management responsibility for the Directors who oversee the operational areas of BHA work, with accountability for growth, development, and transformation.

(ii) Director of Service Delivery, Jeni Hirst who has responsibility to provide strategic and operational leadership and management of a variety of BHA services; with accountability for the growth, development, and transformation of service to ensure BHA can have the greatest impact possible in improving the health, well-being and lives of the Black and ethnic minority and other marginalised communities we work with. To lead and ensure the delivery of effective and quality services and to have responsibility for Quality Assurance systems within BHA

(iii) Director of Finance & Corporate Services, Qurab Ahmed who has overall responsibility to provide strategic and operational leadership and management of the core operations of the BHA Finance and Human Resources functions, with accountability for financial and legal compliance, maintenance and development of financial and Human resource management systems and processes.

(iv) Donna Miller, Associate Director of Policy and Development who has responsibility for the Race & Health Service which leads on most of our work relating to engaging and involving Black and other minority group and oversees our work in supporting Roma families, latent TB, and the Answer Cancer programme.

The Management Team consists of other project managers/coordinators who manage their areas of work and the staff teams.

Related parties and relationships with other organisations

There are no related parties.

Remuneration policy for key management personnel

The charity benchmarks the roles of key personnel by assessing the equivalent roles in the voluntary sector with comparable size organisations and follows the NJC pay scales to remunerate key personnel in accordance with the level of responsibility required to fulfil the role.

Risk management

The Trustees have examined the major strategic, business, and operational risks which the charity faces and confirm that systems are in place to manage these risks. The Trustees have incorporated risk management into the quarterly Board meetings and risks are discussed as they emerge. Risks are

identified through the day-to-day operations which are recorded on risk logs and all risks are scored on a scale of high to low in relation to the likelihood of them occurring.

A risk register is used to record and review the risks identified. All risks are reviewed according to the scoring of the particular risk by the Senior Management Team. Where existing policies do not cover a risk area new polices are developed to manage those risks. Risks are reported to the Trustees at their Board meeting.

In the year, the Trustees identified the following principal risks and how these will be mitigated:

1. The charity is very reliant on Public Funding:

- The charity considers that its funding is relatively safe because it delivers key government work. It has recently secured two local authority contracts, one for five years and the other for three years.

- The charity has robust contract arrangements and can plan around different contracts. The charity has clear exit strategies for all contracts.

2. There is risk of funding decline/loss post COVID, but new opportunities will also arise post COVID.

- The trustees have reviewed current and future risks and have updated the Risk Register to capture the COVID and post COVID risks. The trustees are to commence work on a new Strategic Plan with a focus on diversifying the work and the income streams.

- The charity has acted quickly to make changes to its service delivery models adapting them to enable service delivery in new ways by making use of digital media. We continue to explore and find innovative ways to reach our beneficiaries.

Statement of responsibilities of the trustees

The trustees (who are also directors of BHA for Equality for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

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

Auditors
Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 05/11/2021 and signed on their behalf by

Francesca Tackie

Chair

Independent auditors' report

to the members of

BHA for Equality

Opinion

We have audited the financial statements of BHA for Equality (the 'charitable company') for the year ended 31 March 2021, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company 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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the

other information. 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 the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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 our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.
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' Annual Report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. 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.

Chinwe Jennifer Daniel FCCA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester, M4 6JG

Date: 17/12/2021

BHA for Equality

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	3	200	-	200	-
Charitable activities:	4				
Health, Education and Direct Support		1,718,542	71,582	1,790,124	*1,830,794*
Policy & Development		94,564	-	94,564	*66,237*
Investments	5	290	-	290	*1,942*
Total income		**1,813,596**	**71,582**	**1,885,178**	***1,898,973***
Expenditure on:					
Charitable activities:	7				
Health, Education and Direct Support		1,679,394	90,775	1,770,169	*1,796,746*
Policy & Development		49,844	-	49,844	*58,253*
Total expenditure		**1,729,238**	**90,775**	**1,820,013**	***1,854,999***
Net income/(expenditure) for the year	9	**84,358**	**(19,193)**	**65,165**	***43,974***
Transfer between funds		4,293	(4,293)	-	-
Net movement in funds for the year		**88,651**	**(23,486)**	**65,165**	***43,974***
Reconciliation of funds					
Total funds brought forward		368,356	34,603	402,959	*358,985*
Total funds carried forward		**457,007**	**11,117**	**468,124**	***402,959***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

BHA for Equality
Company number 03818058

Balance sheet as at 31 March 2021

	Note	2021		*2020*	
		£	£	*£*	*£*
Fixed assets					
Tangible assets	13		1,460		*2,877*
Total fixed assets			**1,460**		***2,877***
Current assets					
Debtors	14	111,094		*30,402*	
Cash at bank and in hand	15	646,173		*476,279*	
Total current assets		**757,267**		***506,681***	
Liabilities					
Creditors: amounts falling due in less than one year	16	(290,602)		*(106,599)*	
Net current assets			**466,664**		***400,082***
Total assets less current liabilities			**468,124**		***402,959***
The funds of the charity:					
Restricted income funds	17		11,117		*34,603*
Unrestricted income funds	18		457,007		*368,356*
Total charity funds			**468,124**		***402,959***

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 23 to 37 form part of these accounts.

Approved by the trustees on 05/11/2021 and signed on their behalf by:

Francesca Tackie (Chair)

BHA for Equality

Statement of Cash Flows
for the year ending 31 March 2021

	Note	2021 £	*2020* *£*
Cash provided by/(used in) operating activities	21	**169,604**	***24,653***
Cash flows from investing activities:			
Dividends, interest, and rents from investments		290	*1,942*
Purchase of tangible fixed assets		-	
Cash provided by/(used in) investing activities		**290**	***1,942***
Increase/(decrease) in cash and cash equivalents in the year		169,894	*26,595*
Cash and cash equivalents at the beginning of the year		476,279	*449,684*
Cash and cash equivalents at the end of the year		**646,173**	***476,279***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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

BHA for Equality meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.
The trtustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

e Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of running fund raising events and their associated support costs.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Computer Equipment	33%
Office fixtures and equipment	20%

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

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.

l Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 8.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2021 £	*Total 2020*
Donations	200	-

All income from donations is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
Health, Education and Direct			
HIV Prevention			
Salford City Council	1,139,723	-	1,139,723
Leeds City Council	114,770	-	114,770
Manchester City Council	3,000	-	3,000
HIV Support			
Leeds City Council	300,455	-	300,455
Children In Need	-	3,931	3,931
Touchstone	10,992	-	10,992
Healthy Communities			
GM Cancer Screening	84,850	-	84,850
Emergency Fund	2,310	-	2,310
National Lottery	-	67,651	67,651
Sundry income	62,442	-	62,442
	1,718,542	71,582	1,790,124
Policy & Development			
MRHS			
Manchester CCG's	94,564	-	94,564
	94,564	-	94,564
Total	1,813,106	71,582	1,884,688

Previous reporting period	*Unrestricted £*	*Restricted £*	*Total 2020 £*
Health, Education and Direct Support			
HIV Prevention			
Terence Higgins Trust	*430*	*-*	*430*
Salford City Council	*1,117,053*	*-*	*1,117,053*
Leeds City Council	*115,575*	*-*	*115,575*
Innovation Fund PHE	*19,200*	*-*	*19,200*
HIV Support			
Leeds City Council	*293,455*	*-*	*293,455*
Children In Need	*-*	*9,982*	*9,982*
MAC Aids Fund CAF	*-*	*20,000*	*20,000*
Touchstone	*10,992*	*-*	*10,992*
Positive Peers	*-*	*9,600*	*9,600*
Healthy Communities			
Manchester City Council	*-*	*23,159*	*23,159*
GMCVO	*55,125*	*-*	*55,125*
M Cancer Screening	*45,205*	*-*	*45,205*
Medicash	*12,569*	*-*	*12,569*
TB			
Central Manchester CCG's	*41,600*	*-*	*41,600*
Emergency Fund	*1,014*	*-*	*1,014*
Sundry income	*55,835*	*-*	*55,835*
Subtotal for Health, Education and Direct Support	*1,768,053*	*62,741*	*1,830,794*
Policy & Development			
MRHS			
Manchester CCG's	*66,237*	*-*	*66,237*
Subtotal for Policy & Development	*66,237*	*-*	*66,237*
Total	*1,834,290*	*62,741*	*1,897,031*

5 Investment income

	2021 £	*2020* *£*
Income from bank deposits	290	*1,942*
	290	*1,942*

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

6 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	*2020* *£*
Manchester City Council	14,562	*23,125*
Salford City Council	1,139,723	*1,117,053*
Leeds City Council	415,225	*409,030*
Manchester CCG's	94,564	*107,837*
Public Health England	-	*19,200*
	1,664,074	*1,676,245*

The were no unfulfilled conditions and contingencies attaching to the grants at the year end.

7 Analysis of expenditure on charitable activities

	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2021 £
Health, Education and Direct Support								
HIV Prevention	246,406	29,685	775,834	26,400	-	2,484	70,292	1,151,101
HIV Support	155,435	20,289	29,888	53,701	-	1,425	48,143	308,881
Health Projects	3,124	577	3,811	-	-	-	1,421	8,933
Emergency Fund	-	933	1,250	-	-	-	-	2,183
RC Digital Poverty	34,285	19,105	8,260	-	-	-	6,000	67,650
Project Support Costs	-	-	-	78,735	1,418	2,087	34,969	117,209
G M Cancer	60,691	4,608	2,712	6,001	-	444	9,485	83,941
TB Screening Project	20,468	1,737	374	2,742	-	150	4,800	30,271
	520,409	76,934	822,129	167,579	1,418	6,590	175,110	1,770,169
Patient & Public Involvement & Policy								
Manchester Race and Health Service	30,737	3,032	712	3,179	-	310	11,874	49,844
	30,737	3,032	712	3,179	-	310	11,874	49,844
Total	551,146	79,966	822,841	170,758	1,418	6,900	186,984	1,820,013

	2021 £
Restricted expenditure	90,775
Unrestricted expenditure	1,729,238
	1,820,013

7 Analysis of expenditure on charitable activities

Previous reporting period	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2020 £
Health, Education and Direct Support								
HIV Prevention	*298,069*	*43,509*	*841,882*	*33,831*	*236*	*3,315*	*67,729*	*1,288,571*
HIV Support	*144,259*	*20,039*	*53,524*	*57,671*	*198*	*1,971*	*42,363*	*320,025*
Innovation Fund	*-*	*-*	*4,800*		*-*	*-*	*-*	*4,800*
Roma Projects (Routes)	*16,776*	*1,795*	*251*	*3,351*	*-*	*101*	*2,560*	*24,834*
Integrated Sexual Health Projects	*1,906*	*20*	*3,779*	*-*	*-*	*-*	*629*	*6,334*
Emergency Fund	*-*	*805*	*100*	*-*	*-*	*-*	*-*	*905*
GMCVO	*18,002*	*2,300*	*8,423*	*3,351*	*-*	*214*	*6,124*	*38,414*
GM Cancer Screening	*14,281*	*2,325*	*631*	*3,049*	*-*	*220*	*6,781*	*27,287*
TB patient Involvement	*27,873*	*2,953*	*448*	*3,306*	*-*	*213*	*5,700*	*40,493*
Project Support Costs	*-*	*-*	*-*	*-*	*1,712*	*1,098*	*42,273*	*45,083*
	521,166	*73,746*	*913,838*	*104,559*	*2,146*	*7,132*	*174,159*	*1,796,746*
Policy & Development								
Manchester Race and Health Service	*35,650*	*3,609*	*710*	*6,120*	*-*	*289*	*11,875*	*58,253*
	35,650	*3,609*	*710*	*6,120*	*-*	*289*	*11,875*	*58,253*
Total	*556,816*	*77,355*	*914,548*	*110,679*	*2,146*	*7,421*	*186,034*	*1,854,999*

	2020 £
Restricted expenditure	*45,707*
Unrestricted expenditure	*1,809,292*
	1,854,999

8 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	*Total 2021 £*
Payroll expenses	Level of income	156,405	-	156,405
Other staff and volunteer costs	Level of income	903	-	903
Office costs	Level of income	7,924	-	7,924
Premises cost	Space occupied	3,971	-	3,971
Project costs	Level of income	7,340	-	7,340
Consultancy and legal costs	Level of income	11,669	2,087	13,756
Audit fees	Governance	-	4,813	4,813
		188,212	6,900	195,112

Previous reporting period	*Basis of apportionment*	*Support £*	*Governance £*	*Total 2020 £*
Payroll expenses	*Level of income*	154,595	-	*154,595*
Other staff and volunteer costs	*Level of income*	893	-	*893*
Office costs	*Level of income*	7,832	-	*7,832*
Premises cost	*Space occupied*	3,925	-	*3,925*
Project costs	*Level of income*	7,255	-	*7,255*
Consultancy and legal costs	*Level of income*	11,534	5,419	*16,953*
Audit fees	*Governance*	-	1,999	*1,999*
		186,034	*7,418*	*193,452*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2021 £	*2020 £*
Depreciation	1,418	*2,145*
Operating lease rentals:		
Property	36,625	*72,557*
Auditor's remuneration - audit fees	3,500	*3,500*
Auditor's remuneration - accountancy fees	1,300	*1,300*

10 Staff costs

Staff costs during the year were as follows:

	2021 £	*2020 £*
Wages and salaries	632,894	*631,996*
Social security costs	54,461	*51,696*
Pension costs	18,819	*18,620*
Redundancy and termination costs	-	*823*
Income Protection	6,647	*6,137*
	712,821	*709,272*

No employees has employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed during the period was 29 (2020: 34).
The average full time equivalent number of staff employed during the period was 19.63 (2020: 21.74).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Director of Finance & Corporate Services, Director of Service Development & Delivery and Associate Director of Polcy & Development. The total employee benefits of the key management personnel of the charity were £201,003 (2020: £181,363).

11 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2020: Nil).

No members of the management committee received travel and subsistence expenses during the year of £Nil (2020:£Nil).

Aggregate donations from related parties were £200 (2020: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

12 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

13 Fixed assets: tangible assets

	Fixtures & fittings	Office equipment	Computer equipment	Total
Cost	£	£	£	£
At 1 April 2020	84,342	9,640	75,514	169,496
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 March 2021	84,342	9,640	75,514	169,496
Depreciation				
At 1 April 2020	84,341	9,640	72,638	166,619
Charge for the year	1	-	1,417	1,418
Disposals	-	-	-	-
At 31 March 2021	84,342	9,640	74,055	168,037
Net book value				
At 31 March 2021	-	-	1,459	1,459
At 31 March 2020	*1*	-	*2,876*	*2,877*

14 Debtors

	2021 £	*2020* *£*
Grants receivable and prepayments	97,516	*18,556*
Trade debtors	11,078	*9,346*
Other debtors	2,500	*2,500*
	111,094	*30,402*

15 Cash at bank and in hand

	2021 £	*2020* *£*
Cash at bank and on hand	646,173	*476,279*

16 Creditors: amounts falling due within one year

	2021 £	*2020* *£*
Trade creditors	105,443	*16,472*
Short term compensated absences (holiday pay)	7,015	*8,003*
Other creditors and accruals	178,144	*82,124*
	290,602	*106,599*

17 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Health, Education					
MAC - Valour	(422)	-	-	422	-
Children In Need	7,737	3,931	(8,933)		2,735
MCC - Roma Wellbeing	3,789	-	-	(3,789)	-
Innovation Fund	926	-	-	(926)	-
CAF Positive Peers	16,849	-	(10,285)	-	6,564
Awards For All	5,724	-	*(3,906)*	-	1,818
RC Digital Poverty		*67,651*	*(67,651)*		-
Total	34,603	71,582	(90,775)	(4,293)	11,117

Previous reporting period	*Balance at 1 April 2019 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2020 £*
Health, Education					
MAC - Valour	*2,290*	*-*	*(2,712)*		*(422)*
Children In Need	*4,089*	*9,982*	*(6,334)*	*-*	*7,737*
MCC - Roma	*5,464*	*23,159*	*(24,834)*	*-*	*3,789*
Innovation Fund	*5,726*	*-*	*(4,800)*		*926*
CAF Positive	*-*	*20,000*	*(3,151)*	*-*	*16,849*
Awards for All		*9,600*	*(3,876)*		*5,724*
Total	*17,569*	*62,741*	*(45,707)*	*-*	*34,603*

Name of restricted fund	**Description, nature and purposes of the fund**

MAC - Valour: provides support for migrant HIV positive women with children.

Children In Need: funds a support group for young people between the age of 12 and 18 living with or affected by HIV. The objectives aim to improve the young people's ability to manage the mental, physical and social aspects of HIV.

Roma Wellbeing: funding awarded to tackle inequalities and raise aspirations amongst young Roma women. Project ended in 2020

TB Project: Raising awareness to increase the uptake of testing for TB

GM Cancer Screening Programme: Raise awareness and recruit cancer champions to increase uptake of cancer screening and treatment.

RC Digital Poverty: Improving digital inclusion and reducing digital poverty

18 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	172,100	1,812,297	(1,727,054)	4,293	261,636
Service	113,152	-	-	-	113,152
Contingency fund	75,777	-	-	-	75,777
Emergency fund	7,326	1,299	(2,183)	-	6,442
	368,355	1,813,596	(1,729,237)	4,293	457,007

Previous reporting period	*Balance at 1 April 2019 £*	*Income £*	*Expenditure £*	*Transfers £*	*As at 31 March 2020 £*
General fund	*131,047*	*1,835,250*	*(1,794,197)*	-	*172,100*
Service	*113,152*	-	-	-	*113,152*
Contingency fund	*90,000*	-	*(14,223)*	-	*75,777*
Emergency fund	*7,217*	*1,014*	*(905)*	-	*7,326*
	341,416	*1,836,264*	*(1,809,325)*	-	*368,355*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The free reserves after allowing for all designated funds.
Service developments	This money will be used to continue the existing services and provide infrastructure support.
Contingency fund	This money has been set aside for any unforseen contingencies.
Emergency fund	This money has been set aside to help provide financial assistance and essentials for our service users living with/affected by HIV.

19 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,460	-	-	1,460
Net current assets/(liabilities)	260,176	195,371	11,117	466,664
Total	261,636	195,371	11,117	468,124

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*2,877*	*-*	*-*	*2,877*
Net current assets/(liabilities)	*169,224*	*196,255*	*34,603*	*400,082*
Total	*172,101*	*196,255*	*34,603*	*402,959*

20 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as

	Property		Equipment	
	2021 £	*2020 £*	2021 £	*2020 £*
Less than one year	36,625	*36,625*	826	*944*
One to five years	45,781	*82,406*	118	*452*
	82,406	*119,031*	944	*1,396*

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	*2020 £*
Net income/(expenditure) for the year	65,165	*43,974*
Adjustments for:		
Depreciation charge	1,418	*2,145*
Dividends, interest and rents from investments	(290)	*(1,942)*
Decrease/(increase) in debtors	(80,692)	*(594)*
Increase/(decrease) in creditors	184,003	*(18,930)*
Net cash provided by/(used in) operating	169,604	*24,653*

BHA FOR EQUALITY

England & Wales - Charity number 1079727

Accounts

Company number: 3818058

Charity Number: 1079727

BHA for Equality

Report and financial statements

For the year ended 31 March 2021

BHA for Equality

Reference and administrative information

for the year ended 31 March 2021

Company number 3818058

Charity number 1079727

Registered office and operational address

Aura Business Centres
412 Stretford Road
Manchester
M15 4AE

Trustees

Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Francesca Tackie	Chair	
Mike Naraynsingh		
Kamie Kitmitto	Treasurer	
Safina Nadeem		
Crispen Sachikonye		
Anna Tebay	Secretary	Resigned 14th October 2020
Nilam Prinja		Appointed 14th October 2020

Key management personnel

Priscilla Nkwenti	Chief Executive	Retired 31ST March 2021
Aydin Djemal	Chief Executive	Appointed 6th April 2021
Qurab Ahmed	Director of Finance & Corporate Services	
Jennifer Hirst	Director of Service Development & Delivery	
Donna Miller	Associate Director of Policy & Development	

Bankers

The Co-operative Bank
3rd Floor
1 Balloon Street
Manchester
M60 4EP

CCLA
Senator House, 85 Queen Victoria Street
London
EC4V 4ET

Auditors

Slade & Cooper Limited

Beehive Mill, Jersey Street, Ancoats, Manchester, M4 6JG

BHA for Equality

Trustees' annual report

for the year ended 31 March 2021

The trustees present their report and the audited financial statements for the year ended 31 March 2021. Included within the trustees' report is the directors' report as required by company law.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

The charity governing document "The Memorandum & Articles of Association" is replaced by "The Articles of Association" which were adopted by passing a special resolution on 5th August 2020.

Objects and Principal Activities:

The Charity's objects ("the Objects") are to protect and preserve good health and well-being in particular by promoting the good health and well-being of marginalised communities through engagement, education, support services, professional advice and training.

The Objects of the Charity were amended at an Extra Ordinary General Meeting held in July 2009 after seeking permission from the Charity Commission.

Aims

1. Providing and developing a range of quality services.
2. Improving our understanding and knowledge of the communities we work with.
3. Improving our financial standing and independence to sustain our ability to develop and deliver quality services.
4. Raising the profile of BHA for Equality (BHA) and of issues for BME, disadvantaged and marginalised communities locally, regionally, and nationally.
5. To review, evaluate and develop BHA's structure and ensure we are fit for purpose.

Principal activities:

The activities currently carried out for the public benefit by the charity can be broadly categorized into the areas of Health Education and Direct Support and Policy and Development; these are further sub-divided into the following two directorates:

Health Education and Direct Support

Sexual Health Services Directorate – Provision of responsive and inclusive sexual health promotion and testing services for BAME and most at risk communities; and support services for people living with HIV.

Policy & Development Directorate - a healthy community has access to health information and services that meet its needs and can make informed choices. Healthy communities will feel safe and secure to voice their opinions, contribute to society and feel part of society.

We aim to develop appropriate services and influence policy to ensure the needs of communities are at the forefront of policymaking. This is done through engaging and involving people in the decision making process, both about their own future and, about the health services that are available, consulting in a way that is inclusive of all and understands the changing needs of communities.

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Achievements and performance

The charity's main activities and who it tries to help are described below. All its charitable activities focus on equality in health and wellbeing and are undertaken to further BHA for Equality's charitable purposes for the public benefit.

BHA provides many services under our two principal activities and each activity has set individual outcomes which feed into the wider outcomes of the whole organisation. The achievements of our activities are summarised below:

Sexual Health Services

Programmes in Leeds:

Leeds HIV Prevention and Testing Service

- Over 500 people accessed the service during the year
- 120 people participated in group sessions with the purpose of promoting behaviour change
- 265 people engaged in 1-2-1 sexual health & wellbeing in support

Our key objective is to reduce the number of new HIV infections and prevalence of onward transmission in African communities in Leeds. We engage communities in a variety of ways; group sessions, 1-2-1's and community-based testing with our numerous partner organisations. We provide HIV training to professionals working with individuals who may be at risk of infection and ensure the needs of those living with HIV are represented and understood. We provide rapid HIV testing across the city and work clinical and community groups to deliver outreach for most at-risk communities in Leeds. Covid-19 has severely impacted our delivery model, as we were unable to provide face-to-face interventions for most of the year. We adapted our services to be available online and through digital means but for many of the communities we work with, faced additional barriers to accessing services in this way.

Leeds HIV Support Service

- 305 clients accessed HIV support during the year
- Staff provided 4,345 1-2-1 sessions with clients

The service provides social care support for anyone living with HIV in Leeds, including emotional and practical support, specialist mental health services, information, advice, and advocacy. We run a variety of support groups and trainings, ensuring equity of access to a wide and diverse client group. Services are co-produced to allow ownership and personal investment. Our recent increase in digital engagement has enabled the most vulnerable and marginalised clients to remain connected during the pandemic; lessons learned will continue to inform our progress and planning going forward and have boosted our offer in terms of accessibility.

Positive Peers

Recruitment and training of Peer Mentors across Yorkshire and Humber, this project has been designed to tackle HIV stigma. It encourages people living with HIV to come together to be a voice for change in the local community.

- We trained 18 new peer mentors and 4 have returned, so 21 peer supporters from across the region.
- We delivered 9 HIV awareness, support, and prevention trainings to different services
- We delivered "Train the Trainer" training to 11 people across our network.
- Delivery of training sessions to over 50 PLWHIV
- Raising self-confidence
- Reducing self-stigma and
- Navigating sex as a PLWHIV
- Self-reflection and the power in owning and sharing our story.
- Public COIVD specific trainings to PLWHIV which was live streamed.

In total, with all our online events, positive speaking programmes and World AIDS Day event, we have reached approximately 220 people.

Positive Peers helps build strong relationships for people living with HIV and maintains an ongoing delivery of a peer-to-peer support network. It empowers and enables people with HIV to gain confidence, self-esteem and effectively support their peers using new skills gained via our training.

Together for Life – Support group for young people living with and affected by HIV, funded by Children in Need

T4L works with young people aged 12-18 who are living with or affected by HIV. We have worked with 12 young people over the course of the year. Sessions were delivered throughout the year focussing on 3 key areas:

Living Well with HIV

We focused on both the physical and emotional challenges of living with HIV. Work included sessions on medication, adherence, the immune system, and an overview of the human body going into adolescence. We also covered the emotional aspects of living with HIV, such as stigma, feeling different and talking about diagnosis.

Internet Safety

Young people today often have significant online presence and could therefore be vulnerable to cyber-bullying sexual exploitation. We ran 2 sessions on internet safety, co-facilitated by the West Yorkshire Police, and another on the dangers of cyber bullying.

Therapeutic and Holistic Therapy

Sessions included reflexology and aromatherapy massage, and we provided bespoke mixing of oils for each person with gift bags of pampering treats to take away.

A further session was provided on the benefits of physical activity on mental health, using yoga as the focus.

Programmes in Manchester:

HIVE

The HIVE programme sits within the wider sexual health reform agenda and compliments the ambitions of Greater Manchester Sexual Health Strategy and Network, and the global Fast Track Cities Initiative. HIV-E aims to upscale the work that PaSH carries out, through the offer of free condoms and lubricants, 1-2-1 sessions, group sessions, self-sampling HIV postal kits and guidance on accessing Pre-exposure Prophylaxis (PrEP).

Key project stats:

Total number of digital outreach sessions created = 30

Total numbers reached = 4,393

Total people engaged 121s/groups= 84

Total condoms and Lubricant = 384

Key achievements:

HIVE

- Launched 6 HIVE campaign blasts utilising digital, out-of-home and radio advertising with 6.9 million+ digital advertising impressions, #SortHIV over 4.5million impressions, 24,500 unique visitors to website.
-
- Production of inclusive and diverse campaign (ethnicity, sexuality and 'viewpoints' in one place) using GM residents. 'HIV: Let's sort this together' awarded 'Best Health and Beauty' campaign at 2020 Northern Marketing awards
-
- Launched the step-up scheme with a series of webinars, referral pathways and promotional content for those at ongoing highest risk of acquiring HIV.

PaSH

The PaSH partnership is a collaboration between BHA for Equality, LGBT Foundation and George House Trust. It aims to protect and improve the sexual and reproductive health of populations most at risk of acquiring HIV and protect and improve the health and wellbeing of residents living with diagnosed HIV.

Total number of digital outreach sessions created = 66

Total numbers reached = 7, 642

Total people engaged through 121s/groups = 24

Total condom and lubricant = 2,249

Key achievements:

Acceleration plans enabled us to explore new modalities of service delivery. The three key areas that we developed to adapt and respond to COVID-19 conditions include:

- **Online HIV outreach** – Social network outreach to engage those at risk of HIV through online chats, targeted social media postings, amplifying national & local campaigns, and creating content to be shared among key people, networks, and organisations.
- **Social influencer outreach** – Engaging influential, credible, and well-connected individuals as important partners in online outreach.
- **Social profiling** – Creating online advertising across social media to reach populations at risk for HIV with increasing precision based on their demographics, interests, and the content of their online activity.

At the same time, we have developed linkage of clients reached online to our website and services. This has included the development of the following provision to Greater Manchester residents:

- Two service options to test.

  1) Test at home using a HIV self-sampling kit

  2) Test at home with a virtual one-to-one to support completion of the test.

- Postal condom and lube distribution.

Healthy Communities

Policy, Engagement and Development

Manchester Race & Health Service

Equity of access and treatment in healthcare as well as an understanding of differing needs of Black, Asian and other minority groups is a priority in the work of the Race & Health Service. This goal was even more important because of the disparities in the risk and outcomes of contracting Covid-19 by Black and Asian communities over 2020.

BHA were invited to participate in the Covid Health Equity Manchester (CHEM) which was established to improve the experiences of and outcomes for, communities that suffer disproportionate adverse impacts from COVID-19. This involved reducing the risk of transmission, severe disease, and death among groups

of people who have been identified as most risk. A significant amount of time was spent supporting CHEM's work across Manchester and key outcomes on this and other areas of work are set out below:

Key outcomes achieved:

- Through our involvement with CHEM we have supported the following:
    - Engagement activities by the neighbourhood team to keep people safe during the pandemic and comply with Covid-19 requirements.
    - The circulation of agreed messages out to Black, Asian and other minority communities to encourage compliance with Covid-19.
    - The establishment of an African Caribbean Sounding Board to gather community insight on the impact of Covid-19.
    - The development of a vitamin D wellbeing pack which was distributed to community organisations

- We undertook 3 community surveys to identify the impact of Covid-19 on Black, Asian and other minority groups and presented the findings to Manchester Health & Care Commissioning. This information was used to inform the work of CHEM.
- Signposted individuals to access foodbanks, employment advice and benefits.
- Supported individuals with advice on accessing health services during the pandemic.
- Organised a programme to increase the uptake of flu vaccinations for North Manchester PCN.
- Piloted a programme, in conjunction with Levenshulme & Gorton Primary Care Network to reduce diabetes in Black and Asian patients.

Latent TB Project

Our work on tuberculosis (TB) is aimed at people, from particular countries, who are recent arrivals to the UK and are at greater risk of latent TB. BHA staff support individuals, attending TB clinic, by explaining the need for testing, the symptoms of latent TB and the necessity of adhering to treatment. We also engage with people who are recent arrivals in the UK through local community organisations, colleges, faith groups and places of worship such as churches/mosques and community events. This enables us to provide information on the condition. This project is undertaken in partnership with TB clinics at Manchester Royal Infirmary hospital (MRI) and the Royal Oldham Hospital. Many people have heard of TB but believed it was a disease that no longer existed however few were aware of latent TB.

Key Outcomes Achieved:

The overall success of this work was an increased understanding of latent TB and testing by high risk groups through engagement with individuals at clinics, GPs and in the community. The project particularly successful in:

- Engaging with 886 people through outreach sessions and virtual sessions to provide information on latent and active TB.

- Supported the Neighbourhood teams of Manchester City Council to talk to local residents about being safe during the pandemic and provided information on the similarities between Covid-19 and TB so people would seek medical advice rather than self-isolate.

- Produced a social media pack for use by voluntary and community organisations to raise awareness of both latent and active TB on World TB day which was widely used.

- Contributed to the RID-TB research study being run by University College London which is examining how best to test and treat latent TB and support patients during their treatment.

Greater Manchester Cancer Screening Engagement Programme (Answer Cancer)

Greater Manchester Cancer Screening Engagement Programme (branded as Answer Cancer) is a Voluntary, Community & Social Enterprise (VCSE) sector-led initiative to increase cancer screening rates across Greater Manchester. The Programme uses community engagement, trained cancer champions and gives grants to local community organisations to promote the uptake of cancer screening. The Programme targets those groups, that health data has shown are less likely to take up screening namely: Black, Asian and other minority groups, carers, people with a disability, people living with mental health conditions, LGBTQ people and generally people who live in deprived areas.

BHA is one of 4 partners in the Programme alongside Salford CVS, Unique Improvements Ltd and Voluntary Sector NW. BHA's role was initially to lead on engaging with BME communities but in 2020, that was extended to oversee the Programme's community engagement activity.

Like many service providers, Answer Cancer had to switch to online engagement during the peak of the pandemic, and faced difficulties in engaging with our priority groups.

Key Outcomes Achieved:

- The engagement team interacted with 1,967 people across Greater Manchester from all our priority groups. This was achieved through the delivery of cancer awareness session and through community outreach activities.

- Prior to the second period of lockdown, we successfully conducted a 10-day bus tour of deprived areas of Greater Manchester to promote the NHS screening programmes. The tour was carried out in partnership with Prevent Breast Cancer charity and their double decker 'Boobee Bus' that attracted the attention of the general public. The bus tour enabled the team to engage with 1030 individuals and resulted in an increase in calls, by women, to book a breast screening appointment.

- We successfully adapted our way of working and introduced other means of engaging with our target communities. For example, at the peak of the pandemic when food parcel delivery was on the increase, we developed relationships with food banks, led by Black and other minority groups, and those located in deprived areas. We added leaflets (translated into different languages) to food parcels to let people know the importance of keeping up with screening appointments and reporting unusual symptoms early to a GP. Approximately 7000 leaflets were distributed across Greater Manchester. Additionally, we, developed our working relationships with local community radio stations and key messages about Answer Cancer and screening are now frequently heard on 9 popular community and religious radio stations across Greater Manchester.

- 94 individual cancer champions and 147 organisational cancer champions were recruited to support our activities and spread key messages about NHS cancer screening programmes amongst family, friends, in the workplace and among the wider community.

- 533 individuals were provided with training on the NHS cancer screening programmes and how to facilitate discussions around cancer screening.

- 26 organisations were awarded grants to raise awareness of cancer screening programmes and increase uptake of screening by those groups that are least likely to do so. Grants were awarded to a range of groups working with Black, Asian and other minority groups, people with a disability and people with poor mental health.

VCSE Development Project

Funding was obtained from Manchester City Council for a pilot project to support small BME VCSE organisations in Manchester, who deliver work or support communities on health and wellbeing and/or health inequalities in the North Manchester area. Through the delivery of this project, we have achieved the following:

- Gained an overview of needs of smaller VCSE organisations in the North Manchester area
- Provided limited support in view of limitations in engaging with community groups during the pandemic
- Supported the North Manchester Steering Group and acted as a mentor on the Conversations to Cash Programme

Be Well Social Prescribing Service (led by Big Life)

BHA was a host organisation for a member of staff of the Be Well Service and supported that individual to develop their links with Black, Asian and other minority groups. The Big Life Group delivers the Be Well service – a social prescribing service for Manchester which gives non-clinical support to GP patients such as advice and guidance on employment, housing and financial issues. The pandemic had a significant impact on the service requiring Be Well staff to adapt and provide additional support with mental health and as well as sign posting local residents to meet additional needs arising from poor health or unemployment.

Other programmes - TNLF Community Fund – COVID-19 Response

In the year BHA were successful in securing a grant from the TNLF Community Fund – COVID Response funding. The aim was to build our capacity to implement campaigns that help BAME communities embrace digital technologies during this period when life has been affected by Covid and to address the identified motivational barriers that may prevent BAME communities from accessing health information and services online.

The funding was used across BHA to support our services to engage with and improve digital inclusion of BME communities as well as to improve our own digital skills and platforms.

Key achievements

Skyline

Our digital inclusion work helped us reach digitally excluded communities by advocating the benefits of digital, and signposting people to free training and support available across the city.

Our work was designed to inspire others, improve people's confidence, and help raise awareness of the online world. It wasn't about being a computer expert, it's about being supportive, encouraging and patient.

Alongside additional digital engagement training for staff, we have developed an instruction booklet on basic usage of different digital platforms for clients to use. We will be utilising this booklet with those we have identified as needing additional support using online platforms, and it will go alongside some basic IT training. This will be delivered in the new IT suite in Leeds which as 4 laptops and a printer, in a welcoming and accessible space.

- Additional training provided to staff on digital inclusion and how exclusion can affect people
- Mosaic training for all staff – podcasts, smart phone use, digital marketing strategy and social media.

- Large TV for training and group engagement purposes
- Direct users upskilling - providing training to champions, peer mentors, service users and peer support groups on Digital Readiness.
- Delivered 4 sessions of training on using digital tools (zoom, twitter, Facebook, Instagram etc) tailored to their needs.
- Digital engagement session with the Peer Mentors

PaSh

The aim of the project was Key achievements:

- Deliver 3 informative sessions across community relevant local radio shows in Greater Manchester which explore the benefits of accessing online health content.
- Create 2 community newsletter articles that provide information on the benefits of accessing online health services and signpost to the relevant services.
- Create a weekly series of BHA social Media posts (Twitter, Facebook, Instagram) that highlight key benefits of accessing health services online.

Healthy Communities

Our survey on the impact on Covid-19 clearly identified that some groups were unable to make the transition from accessing face-to-face support to online support. This was primarily because they either did not have the equipment or could not afford access to the internet to enable that transition. This was referred to as 'digital poverty' and exacerbated by some people not having the skills to access information online. BHA attempted to tackle this issue by accessing funding from the National Lottery to run campaigns and build the capacity of community groups to adapt to new ways of working. Grant funding was used to:

- Enable BHA to develops its internal systems to offer online/digital support to others
- Offer training and e-learning packages to those that were digitally excluded including service users, champions, peer mentors and peer support groups
- Develop a digital/media campaign
- Distribute laptops to community groups/families in need.

Volunteers

Leeds Skyline:

This year at Skyline the volunteer peer mentors have interacted with clients both over the phone or via zoom. In February we recruited and trained 5 new peer mentors to our service, the training was delivered via zoom, they have since gone on to mentor 4 different clients. Our long-standing volunteers have continued to successfully run our men's group PACT for two hours every Tuesday evening via Zoom. Other volunteers have helped with a befriending service during the first lockdown Mar-Jul 2020, with world AIDS day, recording videos for trainings, helping to organise the office, and helping prevention with the postal condom service. Our volunteers provided over 200 hours of support to the organisation.

Our Trustees

As always, our dedicated trustees have worked exceptionally hard to keep the Charity focused on service delivery in these testing times. As well the pandemic the Trustees were faced with many other challenges in the year. One of these challenges was recruiting a new CEO (Chief Executive Officer) to replace the retiring CEO. This was not an easy task but the Trustees with their knowledge, understanding and expertise in their own fields and the voluntary sector were able to select the new CEO who will take the

organisation from strength to strength in the future. Our trustees have provided over 100 hours of voluntary support to BHA.

Beneficiaries of our services

We provide services to BME, marginalised and disadvantaged individuals, communities, and populations.

Our beneficiaries represent diverse communities and organisations. The users of our services come from a wide range of social and economic backgrounds. BHA works to ensure that equality is integral in accessing Public services, hence it is imperative that our own services are fully inclusive and accessible to all members of the community.

Financial review

The statement of financial activities for the year ended 31st March 2021 show the total unrestricted reserves of the Charity standing at £457,007 of which the Trustees have designated reserves of £195, 371 for activities and infrastructure support for future financial years. The restricted funds balance at the end of the year was £11,117. The total funds balance at the end of the year was £468,124 which included fixed assets to the value of £1,460. In the year there was a decrease in income of approximately 1%. The decrease in expenditure was slightly higher at 1.88% which is reflective of the reduction in activities during the pandemic. BHA made an overall surplus of £65,165 in the year which contributed to the increase in reserves of the charity. A positive trend is beginning to emerge after many years of challenging economic conditions for BHA. BHA continued to deliver most of the services and adapted very quickly to different ways of working during the pandemic. The Trustees are confident BHA will enhance its service delivery models with the learning from this pandemic and continue to support its beneficiaries by ensuring the services are designed and delivered with the support of the beneficiaries and will be creative in the use of more digital resources to achieve the maximum outcomes. The charity has improved its financial position in challenging times and maintained a healthy balance sheet. The trustees are optimistic for continued growth and development in current and areas of emerging needs. BHA starts a new journey with a new CEO who with his experience, knowledge and drive will shape the strategic direction with the Trustees and the senior team. The challenges of funding will continue post COVID, but our Trustees are confident that BHA's resilience, uniqueness and reputation place it well to secure new funding to deliver the most needed services and to succeed in achieving the aims of the next Strategic Plan. The Trustees have reviewed the reserves and are satisfied that the level of reserves held meet requirement of our Reserves Policy.

Reserves

BHA Trustee have reviewed the risk assessment of the income, expenditure and future needs of the charity and have reviewed the Reserves Policy and accept it to be appropriate to reflect the reserves requirement of the charity. The BHA Reserves Policy states:

- Reserves are maintained at a level which ensures that BHA's core activity can continue during a period of unforeseen difficulty.
- A proportion of reserves are maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of BHA's planning, budget, and forecast cycle.
It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity levels
- Organisation's commitments
- Potential future risks

The Trustees have reviewed the reserves of the charity. This review encompassed the nature of the income and expenditure streams, the need to match income with fixed expenditure and the nature of the reserves. The review concluded that to allow the charity to be managed efficiently and to fulfil the strategic aims of the organisation, and to meet the charity's liabilities the level of reserves will be reasonable and appropriate to the probable risks and contingencies of the charity. The level of reserves required for this purpose was £195,371. The unrestricted reserves at the end of year were £457,007 (*including tangible assets of £1,460)*, which will be sufficient to cover any unforeseen events and fund future activities for which funding is to be secured.

Going Concern

The charity has a strong reserve position and has sufficient available resources, as demonstrated by the reserves policy above. We have adequate financial resources and are well placed to manage the business risks. Our planning process, including financial projections, has taken into consideration the current economic climate and its potential impact on the various sources of income and planned expenditure.

The accounts are approved during a period where the uncertainty COVID-19 continues. The Charity is constantly assessing the short and long-term impact on its income sources in the current climate. The charity's budget for the current and the next financial year considers the uncertainty of plans to return to business as usual and the potential for new work opportunities.

The ultimate impact of COVID-19 on the charity is not certain. Our risk management framework captures the risks and our mitigation plans. The Charity has survived the worst part of the pandemic and successfully delivered most of the services without the need to draw down additional funds. Our cash deposits are available and could easily be drawn down should working capital be required in the future.
The dispute with the previous landlord has been resolved and a creditor for the settlement amount has been included in these accounts.

The trustees believe that although there is uncertainty regarding COVID-19 and the other identified risks, the charity remains in a strong position to use its cash deposits to take advantage of any opportunities and consider it appropriate for the going concern basis to be adopted for these accounts.

There are no other material uncertainties that call into doubt the charity's ability to continue.

Plans for the future

We will continue to deliver our commissioned services through planned activities to raise awareness on various health conditions and encourage and support our target population groups to screen and test regularly. We will continue to provide emotional and psychological support to individuals, families and communities that are living with certain health conditions. We will expand into new areas of work and fundraising, looking to broaden our income streams and add new activities for our service users.

We are reviewing our IT and social media skills and plan to train our workforce to become more competent in digital delivery and increase our social media presence.

We will move into a hybrid model of working that will allow staff to benefit from the flexibility of working from home while still having a workspace to meet and work with their colleagues.

We plan to work with champions and community leaders to promote, encourage and support new ways of staying healthy and safe.

Our next business plan will include new areas of work such as -:

- COVID-19 , raising vaccinations levels among marginalised groups
- broadening the testing offer in the Sexual Health Prevention services to include Hepatitis testing.
- developing and expanding the Race and Health service
- focus on men's health
- explore racial inequalities beyond health.
- explore counselling and therapy services – particularly post COVID-19
- foster more collaboration between BHA project teams·
- build and strengthen key partnerships.
- offering external training packages. ·
- exploring research opportunities with colleges and universities

Structure, governance, and management

The organisation is a charitable company limited by guarantee, incorporated on 02/08/1999 and registered as a charity on 7/11/1991.

The company was established under a memorandum of association which established the objects and powers of the charitable company and is governed under its articles of association.

Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31st March 2021 was 6 (2020:6). The trustees are members of the charity, but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 11 to the accounts.

BHA has a Board of Trustees of six members. Their role is the strategic development and management of the organisation. The Board of Trustees meet on a quarterly basis. The Board considers matters relating to the strategic direction of the organisation.

The Trustees of the Charity are proposed by the existing members of the Charity or are recruited through advertising and are elected as Trustees at the Annual General Meeting held by BHA on an annual basis. Trustees are elected for a term of three years and at every Annual General Meeting one third of the Trustees who are subject to retirement by rotation retire from office. The retiring Trustees are reappointed if willing to act unless it is resolved not to fill the vacancy.

All prospective Trustees are given information about the organisation as well as the Charity Commission website to access information on roles and responsibilities of Charity Trustees including those who are exempt from becoming Charity Trustees. Potential Trustees also have an opportunity to meet with the Chief Executive to discuss the organisation and their potential contribution to the work of the Board. All appointed Trustees are informed of training and offered support on a regular basis.

It is important that BHA has a Board that can direct the strategic development of the organisation. The Trustees reflect the communities we work with and bring to the organisation a wide range of skills and experience.

The overall day to day management responsibilities in delivering the Board's strategic agenda are devolved to the Chief Executive (CEO) who is also responsible for the development and implementation of policy within the organisation as well as fundraising for the activities of the charity and external

relationships with partner agencies. The Chief Executive is directly accountable to the Board of Trustees for the performance and management of the organisation.

BHA also has a Senior Management Team (SMT) which supports the Chief Executive in the day-to-day operational management of the organisation. The SMT meet monthly to discuss the strategic, funding, quality and risk issues and draw up plans for presentation to the Management Team and the Board. During the year BHA undertook a review of the Core/Support functions to align the roles to the current and future needs of the organisation within the funding framework. This review incorporated the Senior Management Team whose roles were identified to provide service delivery and development in a more focused, dynamic but flexible way. The restructure of management was to achieve cross organisational working and flexibility in roles to readily transfer skills across the organization. The SMT consists of:

(i) The Chief Executive, Aydin Djmal who has the overall responsibility of ensuring the BHA strategic agenda is delivered. The CEO has line management responsibility for the Directors who oversee the operational areas of BHA work, with accountability for growth, development, and transformation.

(ii) Director of Service Delivery, Jeni Hirst who has responsibility to provide strategic and operational leadership and management of a variety of BHA services; with accountability for the growth, development, and transformation of service to ensure BHA can have the greatest impact possible in improving the health, well-being and lives of the Black and ethnic minority and other marginalised communities we work with. To lead and ensure the delivery of effective and quality services and to have responsibility for Quality Assurance systems within BHA

(iii) Director of Finance & Corporate Services, Qurab Ahmed who has overall responsibility to provide strategic and operational leadership and management of the core operations of the BHA Finance and Human Resources functions, with accountability for financial and legal compliance, maintenance and development of financial and Human resource management systems and processes.

(iv) Donna Miller, Associate Director of Policy and Development who has responsibility for the Race & Health Service which leads on most of our work relating to engaging and involving Black and other minority group and oversees our work in supporting Roma families, latent TB, and the Answer Cancer programme.

The Management Team consists of other project managers/coordinators who manage their areas of work and the staff teams.

Related parties and relationships with other organisations

There are no related parties.

Remuneration policy for key management personnel

The charity benchmarks the roles of key personnel by assessing the equivalent roles in the voluntary sector with comparable size organisations and follows the NJC pay scales to remunerate key personnel in accordance with the level of responsibility required to fulfil the role.

Risk management

The Trustees have examined the major strategic, business, and operational risks which the charity faces and confirm that systems are in place to manage these risks. The Trustees have incorporated risk management into the quarterly Board meetings and risks are discussed as they emerge. Risks are

identified through the day-to-day operations which are recorded on risk logs and all risks are scored on a scale of high to low in relation to the likelihood of them occurring.

A risk register is used to record and review the risks identified. All risks are reviewed according to the scoring of the particular risk by the Senior Management Team. Where existing policies do not cover a risk area new polices are developed to manage those risks. Risks are reported to the Trustees at their Board meeting.

In the year, the Trustees identified the following principal risks and how these will be mitigated:

1. The charity is very reliant on Public Funding:

- The charity considers that its funding is relatively safe because it delivers key government work. It has recently secured two local authority contracts, one for five years and the other for three years.

- The charity has robust contract arrangements and can plan around different contracts. The charity has clear exit strategies for all contracts.

2. There is risk of funding decline/loss post COVID, but new opportunities will also arise post COVID.

- The trustees have reviewed current and future risks and have updated the Risk Register to capture the COVID and post COVID risks. The trustees are to commence work on a new Strategic Plan with a focus on diversifying the work and the income streams.

- The charity has acted quickly to make changes to its service delivery models adapting them to enable service delivery in new ways by making use of digital media. We continue to explore and find innovative ways to reach our beneficiaries.

Statement of responsibilities of the trustees

The trustees (who are also directors of BHA for Equality for the purposes of company law) are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the 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 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditors are unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information

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

Auditors
Slade & Cooper Ltd were re-appointed as the charitable company's auditors during the year and have expressed their willingness to continue in that capacity.

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies' regime of the Companies Act 2006.

The trustees' annual report has been approved by the trustees on 05/11/2021 and signed on their behalf by

Francesca Tackie

Chair

Independent auditors' report

to the members of

BHA for Equality

Opinion

We have audited the financial statements of BHA for Equality (the 'charitable company') for the year ended 31 March 2021, which comprise the Statement of Financial Activities (including the income and expenditure account), the Balance Sheet, the Statement of Cash Flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 charitable company 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 charitable company'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 trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the

other information. 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 the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- 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 our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.
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' Annual Report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company for the purposes 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 charitable company'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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- enquiry of management and those charged with governance around actual and potential litigation and claims.
- enquiry of the charity's staff, management and those charged with governance to identify any instances of non-compliance with laws and regulations.
- reviewing minutes of meetings of those charged with governance.
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations.
- auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness, and evaluating the business rationale of significant transactions outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx. 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.

Chinwe Jennifer Daniel FCCA DChA

Senior Statutory Auditor

for and on behalf of

Slade & Cooper Limited
Statutory Auditors
Beehive Mill
Jersey Street
Manchester, M4 6JG

Date: 17/12/2021

BHA for Equality

Statement of Financial Activities
(including Income and Expenditure account)
for the year ended 31 March 2021

	Note	Unrestricted funds £	Restricted funds £	Total funds 2021 £	*Total funds 2020 £*
Income from:					
Donations and legacies	3	200	-	200	-
Charitable activities:	4				
Health, Education and Direct Support		1,718,542	71,582	1,790,124	*1,830,794*
Policy & Development		94,564	-	94,564	*66,237*
Investments	5	290	-	290	*1,942*
Total income		**1,813,596**	**71,582**	**1,885,178**	***1,898,973***
Expenditure on:					
Charitable activities:	7				
Health, Education and Direct Support		1,679,394	90,775	1,770,169	*1,796,746*
Policy & Development		49,844	-	49,844	*58,253*
Total expenditure		**1,729,238**	**90,775**	**1,820,013**	***1,854,999***
Net income/(expenditure) for the year	9	**84,358**	**(19,193)**	**65,165**	***43,974***
Transfer between funds		4,293	(4,293)	-	-
Net movement in funds for the year		**88,651**	**(23,486)**	**65,165**	***43,974***
Reconciliation of funds					
Total funds brought forward		368,356	34,603	402,959	*358,985*
Total funds carried forward		**457,007**	**11,117**	**468,124**	***402,959***

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

BHA for Equality
Company number 03818058

Balance sheet as at 31 March 2021

	Note	2021		*2020*	
		£	£	*£*	*£*
Fixed assets					
Tangible assets	13		1,460		*2,877*
Total fixed assets			**1,460**		***2,877***
Current assets					
Debtors	14	111,094		*30,402*	
Cash at bank and in hand	15	646,173		*476,279*	
Total current assets		**757,267**		***506,681***	
Liabilities					
Creditors: amounts falling due in less than one year	16	(290,602)		*(106,599)*	
Net current assets			**466,664**		***400,082***
Total assets less current liabilities			**468,124**		***402,959***
The funds of the charity:					
Restricted income funds	17		11,117		*34,603*
Unrestricted income funds	18		457,007		*368,356*
Total charity funds			**468,124**		***402,959***

These accounts are prepared in accordance with the special provisions of part 15 of the Companies Act 2006 relating to small companies and constitute the annual accounts required by the Companies Act 2006 and are for circulation to members of the company.

The notes on pages 23 to 37 form part of these accounts.

Approved by the trustees on 05/11/2021 and signed on their behalf by:

Francesca Tackie (Chair)

BHA for Equality

Statement of Cash Flows
for the year ending 31 March 2021

	Note	2021 £	*2020* *£*
Cash provided by/(used in) operating activities	21	**169,604**	***24,653***
Cash flows from investing activities:			
Dividends, interest, and rents from investments		290	*1,942*
Purchase of tangible fixed assets		-	
Cash provided by/(used in) investing activities		**290**	***1,942***
Increase/(decrease) in cash and cash equivalents in the year		169,894	*26,595*
Cash and cash equivalents at the beginning of the year		476,279	*449,684*
Cash and cash equivalents at the end of the year		**646,173**	***476,279***

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

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

BHA for Equality meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.
The trtustees have made no key judgments which have a significant effect on the accounts.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amount of assets and liabilities within the next reporting period.

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

e Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

f Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of running fund raising events and their associated support costs.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 9.

h Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

i Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Computer Equipment	33%
Office fixtures and equipment	20%

j Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

k Cash at bank and in hand

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.

l Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

m Financial instruments

The charity only has financial assets and financial 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 with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

n Pensions

Employees of the charity are entitled to join a defined contribution scheme. The charity's contribution is restricted to the contributions disclosed in note 10. There were no outstanding contributions at the year end. The costs of the defined contribution scheme are included within support and governance costs and allocated to the funds of the charity using the methodology set out in note 8.

2 Legal status of the charity

The charity is a company limited by guarantee registered in England and Wales and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity. The registered office address is disclosed on page 1.

3 Income from donations and legacies

	Total 2021 £	*Total 2020*
Donations	200	-

All income from donations is unrestricted.

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2021 £
Health, Education and Direct			
HIV Prevention			
Salford City Council	1,139,723	-	1,139,723
Leeds City Council	114,770	-	114,770
Manchester City Council	3,000	-	3,000
HIV Support			
Leeds City Council	300,455	-	300,455
Children In Need	-	3,931	3,931
Touchstone	10,992	-	10,992
Healthy Communities			
GM Cancer Screening	84,850	-	84,850
Emergency Fund	2,310	-	2,310
National Lottery	-	67,651	67,651
Sundry income	62,442	-	62,442
	1,718,542	71,582	1,790,124
Policy & Development			
MRHS			
Manchester CCG's	94,564	-	94,564
	94,564	-	94,564
Total	1,813,106	71,582	1,884,688

Previous reporting period	*Unrestricted £*	*Restricted £*	*Total 2020 £*
Health, Education and Direct Support			
HIV Prevention			
Terence Higgins Trust	*430*	*-*	*430*
Salford City Council	*1,117,053*	*-*	*1,117,053*
Leeds City Council	*115,575*	*-*	*115,575*
Innovation Fund PHE	*19,200*	*-*	*19,200*
HIV Support			
Leeds City Council	*293,455*	*-*	*293,455*
Children In Need	*-*	*9,982*	*9,982*
MAC Aids Fund CAF	*-*	*20,000*	*20,000*
Touchstone	*10,992*	*-*	*10,992*
Positive Peers	*-*	*9,600*	*9,600*
Healthy Communities			
Manchester City Council	*-*	*23,159*	*23,159*
GMCVO	*55,125*	*-*	*55,125*
M Cancer Screening	*45,205*	*-*	*45,205*
Medicash	*12,569*	*-*	*12,569*
TB			
Central Manchester CCG's	*41,600*	*-*	*41,600*
Emergency Fund	*1,014*	*-*	*1,014*
Sundry income	*55,835*	*-*	*55,835*
Subtotal for Health, Education and Direct Support	*1,768,053*	*62,741*	*1,830,794*
Policy & Development			
MRHS			
Manchester CCG's	*66,237*	*-*	*66,237*
Subtotal for Policy & Development	*66,237*	*-*	*66,237*
Total	*1,834,290*	*62,741*	*1,897,031*

5 Investment income

	2021 £	*2020* *£*
Income from bank deposits	290	*1,942*
	290	*1,942*

All of the charity's investment income arises from money held in interest bearing deposit accounts. All investment income is unrestricted.

6 Government grants

The government grants recognised in the accounts were as follows:

	2021 £	*2020* *£*
Manchester City Council	14,562	*23,125*
Salford City Council	1,139,723	*1,117,053*
Leeds City Council	415,225	*409,030*
Manchester CCG's	94,564	*107,837*
Public Health England	-	*19,200*
	1,664,074	*1,676,245*

The were no unfulfilled conditions and contingencies attaching to the grants at the year end.

7 Analysis of expenditure on charitable activities

	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2021 £
Health, Education and Direct Support								
HIV Prevention	246,406	29,685	775,834	26,400	-	2,484	70,292	1,151,101
HIV Support	155,435	20,289	29,888	53,701	-	1,425	48,143	308,881
Health Projects	3,124	577	3,811	-	-	-	1,421	8,933
Emergency Fund	-	933	1,250	-	-	-	-	2,183
RC Digital Poverty	34,285	19,105	8,260	-	-	-	6,000	67,650
Project Support Costs	-	-	-	78,735	1,418	2,087	34,969	117,209
G M Cancer	60,691	4,608	2,712	6,001	-	444	9,485	83,941
TB Screening Project	20,468	1,737	374	2,742	-	150	4,800	30,271
	520,409	76,934	822,129	167,579	1,418	6,590	175,110	1,770,169
Patient & Public Involvement & Policy								
Manchester Race and Health Service	30,737	3,032	712	3,179	-	310	11,874	49,844
	30,737	3,032	712	3,179	-	310	11,874	49,844
Total	551,146	79,966	822,841	170,758	1,418	6,900	186,984	1,820,013

	2021 £
Restricted expenditure	90,775
Unrestricted expenditure	1,729,238
	1,820,013

7 Analysis of expenditure on charitable activities

Previous reporting period	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2020 £
Health, Education and Direct Support								
HIV Prevention	*298,069*	*43,509*	*841,882*	*33,831*	*236*	*3,315*	*67,729*	*1,288,571*
HIV Support	*144,259*	*20,039*	*53,524*	*57,671*	*198*	*1,971*	*42,363*	*320,025*
Innovation Fund	*-*	*-*	*4,800*		*-*	*-*	*-*	*4,800*
Roma Projects (Routes)	*16,776*	*1,795*	*251*	*3,351*	*-*	*101*	*2,560*	*24,834*
Integrated Sexual Health Projects	*1,906*	*20*	*3,779*	*-*	*-*	*-*	*629*	*6,334*
Emergency Fund	*-*	*805*	*100*	*-*	*-*	*-*	*-*	*905*
GMCVO	*18,002*	*2,300*	*8,423*	*3,351*	*-*	*214*	*6,124*	*38,414*
GM Cancer Screening	*14,281*	*2,325*	*631*	*3,049*	*-*	*220*	*6,781*	*27,287*
TB patient Involvement	*27,873*	*2,953*	*448*	*3,306*	*-*	*213*	*5,700*	*40,493*
Project Support Costs	*-*	*-*	*-*	*-*	*1,712*	*1,098*	*42,273*	*45,083*
	521,166	*73,746*	*913,838*	*104,559*	*2,146*	*7,132*	*174,159*	*1,796,746*
Policy & Development								
Manchester Race and Health Service	*35,650*	*3,609*	*710*	*6,120*	*-*	*289*	*11,875*	*58,253*
	35,650	*3,609*	*710*	*6,120*	*-*	*289*	*11,875*	*58,253*
Total	*556,816*	*77,355*	*914,548*	*110,679*	*2,146*	*7,421*	*186,034*	*1,854,999*

	2020 £
Restricted expenditure	*45,707*
Unrestricted expenditure	*1,809,292*
	1,854,999

8 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support £	Governance £	*Total 2021 £*
Payroll expenses	Level of income	156,405	-	156,405
Other staff and volunteer costs	Level of income	903	-	903
Office costs	Level of income	7,924	-	7,924
Premises cost	Space occupied	3,971	-	3,971
Project costs	Level of income	7,340	-	7,340
Consultancy and legal costs	Level of income	11,669	2,087	13,756
Audit fees	Governance	-	4,813	4,813
		188,212	6,900	195,112

Previous reporting period	*Basis of apportionment*	*Support £*	*Governance £*	*Total 2020 £*
Payroll expenses	*Level of income*	154,595	-	*154,595*
Other staff and volunteer costs	*Level of income*	893	-	*893*
Office costs	*Level of income*	7,832	-	*7,832*
Premises cost	*Space occupied*	3,925	-	*3,925*
Project costs	*Level of income*	7,255	-	*7,255*
Consultancy and legal costs	*Level of income*	11,534	5,419	*16,953*
Audit fees	*Governance*	-	1,999	*1,999*
		186,034	*7,418*	*193,452*

9 Net income/(expenditure) for the year

This is stated after charging/(crediting):	2021 £	*2020 £*
Depreciation	1,418	*2,145*
Operating lease rentals:		
Property	36,625	*72,557*
Auditor's remuneration - audit fees	3,500	*3,500*
Auditor's remuneration - accountancy fees	1,300	*1,300*

10 Staff costs

Staff costs during the year were as follows:

	2021 £	*2020 £*
Wages and salaries	632,894	*631,996*
Social security costs	54,461	*51,696*
Pension costs	18,819	*18,620*
Redundancy and termination costs	-	*823*
Income Protection	6,647	*6,137*
	712,821	*709,272*

No employees has employee benefits in excess of £60,000 (2020: Nil).

The average number of staff employed during the period was 29 (2020: 34).
The average full time equivalent number of staff employed during the period was 19.63 (2020: 21.74).

The key management personnel of the charity comprise the trustees, the Chief Executive Officer, Director of Finance & Corporate Services, Director of Service Development & Delivery and Associate Director of Polcy & Development. The total employee benefits of the key management personnel of the charity were £201,003 (2020: £181,363).

11 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2020: Nil).

No members of the management committee received travel and subsistence expenses during the year of £Nil (2020:£Nil).

Aggregate donations from related parties were £200 (2020: £Nil).

There are no donations from related parties which are outside the normal course of business and no restricted donations from related parties.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2020: nil).

12 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

13 Fixed assets: tangible assets

	Fixtures & fittings	Office equipment	Computer equipment	Total
Cost	£	£	£	£
At 1 April 2020	84,342	9,640	75,514	169,496
Additions	-	-	-	-
Disposals	-	-	-	-
At 31 March 2021	84,342	9,640	75,514	169,496
Depreciation				
At 1 April 2020	84,341	9,640	72,638	166,619
Charge for the year	1	-	1,417	1,418
Disposals	-	-	-	-
At 31 March 2021	84,342	9,640	74,055	168,037
Net book value				
At 31 March 2021	-	-	1,459	1,459
At 31 March 2020	*1*	-	*2,876*	*2,877*

14 Debtors

	2021 £	*2020* *£*
Grants receivable and prepayments	97,516	*18,556*
Trade debtors	11,078	*9,346*
Other debtors	2,500	*2,500*
	111,094	*30,402*

15 Cash at bank and in hand

	2021 £	*2020* *£*
Cash at bank and on hand	646,173	*476,279*

16 Creditors: amounts falling due within one year

	2021 £	*2020* *£*
Trade creditors	105,443	*16,472*
Short term compensated absences (holiday pay)	7,015	*8,003*
Other creditors and accruals	178,144	*82,124*
	290,602	*106,599*

17 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2021 £
Health, Education					
MAC - Valour	(422)	-	-	422	-
Children In Need	7,737	3,931	(8,933)		2,735
MCC - Roma Wellbeing	3,789	-	-	(3,789)	-
Innovation Fund	926	-	-	(926)	-
CAF Positive Peers	16,849	-	(10,285)	-	6,564
Awards For All	5,724	-	*(3,906)*	-	1,818
RC Digital Poverty		*67,651*	*(67,651)*		-
Total	34,603	71,582	(90,775)	(4,293)	11,117

Previous reporting period	*Balance at 1 April 2019 £*	*Income £*	*Expenditure £*	*Transfers £*	*Balance at 31 March 2020 £*
Health, Education					
MAC - Valour	*2,290*	*-*	*(2,712)*		*(422)*
Children In Need	*4,089*	*9,982*	*(6,334)*	*-*	*7,737*
MCC - Roma	*5,464*	*23,159*	*(24,834)*	*-*	*3,789*
Innovation Fund	*5,726*	*-*	*(4,800)*		*926*
CAF Positive	*-*	*20,000*	*(3,151)*	*-*	*16,849*
Awards for All		*9,600*	*(3,876)*		*5,724*
Total	*17,569*	*62,741*	*(45,707)*	*-*	*34,603*

Name of restricted fund	**Description, nature and purposes of the fund**

MAC - Valour: provides support for migrant HIV positive women with children.

Children In Need: funds a support group for young people between the age of 12 and 18 living with or affected by HIV. The objectives aim to improve the young people's ability to manage the mental, physical and social aspects of HIV.

Roma Wellbeing: funding awarded to tackle inequalities and raise aspirations amongst young Roma women. Project ended in 2020

TB Project: Raising awareness to increase the uptake of testing for TB

GM Cancer Screening Programme: Raise awareness and recruit cancer champions to increase uptake of cancer screening and treatment.

RC Digital Poverty: Improving digital inclusion and reducing digital poverty

18 Analysis of movement in unrestricted funds

Current reporting period	Balance at 1 April 2020 £	Income £	Expenditure £	Transfers £	As at 31 March 2021 £
General fund	172,100	1,812,297	(1,727,054)	4,293	261,636
Service	113,152	-	-	-	113,152
Contingency fund	75,777	-	-	-	75,777
Emergency fund	7,326	1,299	(2,183)	-	6,442
	368,355	1,813,596	(1,729,237)	4,293	457,007

Previous reporting period	*Balance at 1 April 2019 £*	*Income £*	*Expenditure £*	*Transfers £*	*As at 31 March 2020 £*
General fund	*131,047*	*1,835,250*	*(1,794,197)*	-	*172,100*
Service	*113,152*	-	-	-	*113,152*
Contingency fund	*90,000*	-	*(14,223)*	-	*75,777*
Emergency fund	*7,217*	*1,014*	*(905)*	-	*7,326*
	341,416	*1,836,264*	*(1,809,325)*	-	*368,355*

Name of unrestricted fund	**Description, nature and purposes of the fund**
General fund	The free reserves after allowing for all designated funds.
Service developments	This money will be used to continue the existing services and provide infrastructure support.
Contingency fund	This money has been set aside for any unforseen contingencies.
Emergency fund	This money has been set aside to help provide financial assistance and essentials for our service users living with/affected by HIV.

19 Analysis of net assets between funds

Current reporting period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets	1,460	-	-	1,460
Net current assets/(liabilities)	260,176	195,371	11,117	466,664
Total	261,636	195,371	11,117	468,124

Previous reporting period	*General fund £*	*Designated funds £*	*Restricted funds £*	*Total £*
Tangible fixed assets	*2,877*	*-*	*-*	*2,877*
Net current assets/(liabilities)	*169,224*	*196,255*	*34,603*	*400,082*
Total	*172,101*	*196,255*	*34,603*	*402,959*

20 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as

	Property		Equipment	
	2021 £	*2020 £*	2021 £	*2020 £*
Less than one year	36,625	*36,625*	826	*944*
One to five years	45,781	*82,406*	118	*452*
	82,406	*119,031*	944	*1,396*

21 Reconciliation of net movement in funds to net cash flow from operating activities

	2021 £	*2020 £*
Net income/(expenditure) for the year	65,165	*43,974*
Adjustments for:		
Depreciation charge	1,418	*2,145*
Dividends, interest and rents from investments	(290)	*(1,942)*
Decrease/(increase) in debtors	(80,692)	*(594)*
Increase/(decrease) in creditors	184,003	*(18,930)*
Net cash provided by/(used in) operating	169,604	*24,653*