



# 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.





LeedsSkyline

## 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 LEADS:

£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



308

Number of support sessions delivered to People Living with HIV



5181

Number of community and postal condoms delivered



1913

Total Number of lubes delivered



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.

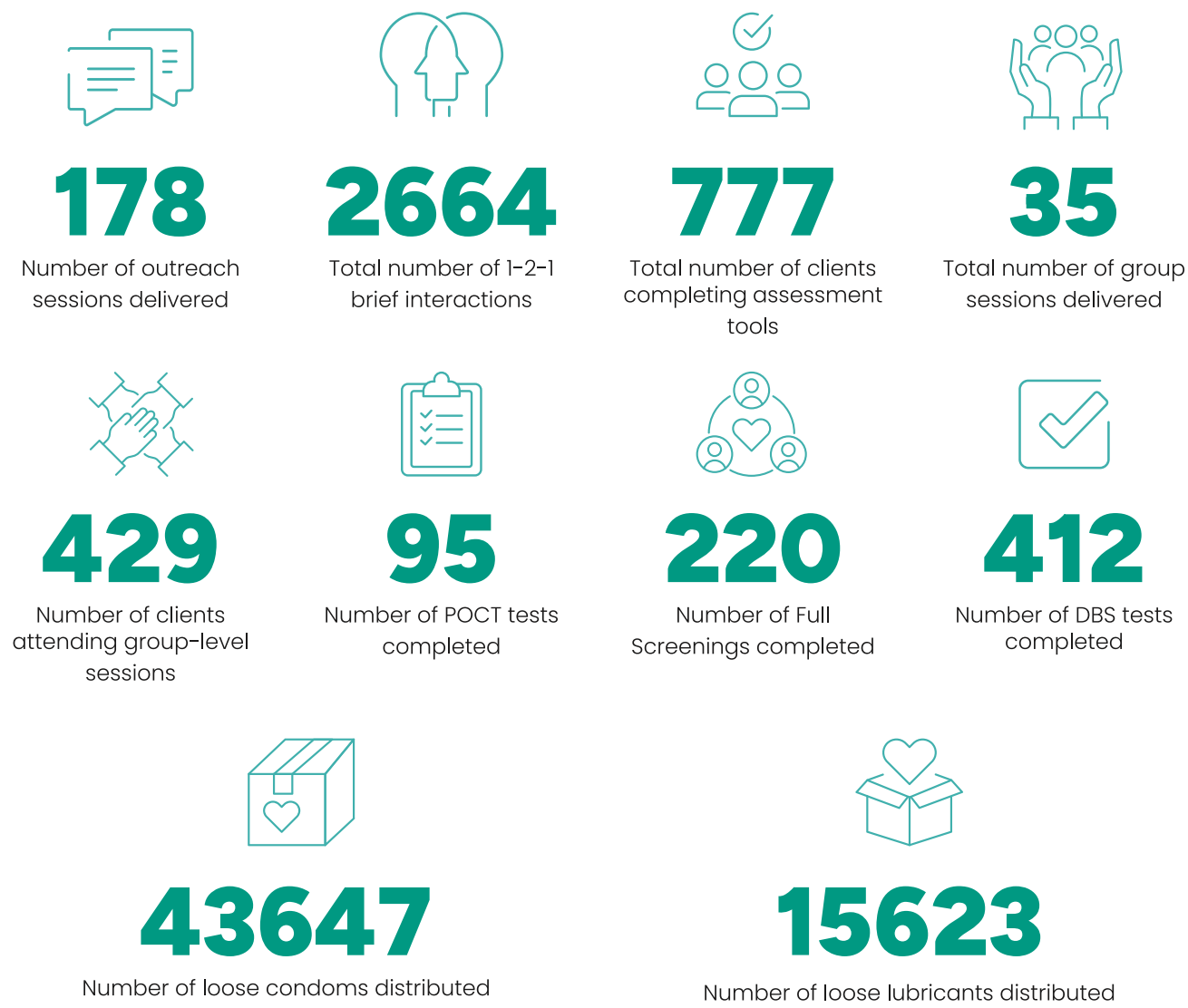
The programmes detailed below demonstrate our commitment to both immediate prevention needs and long-term systemic change in how sexual health services engage with marginalised communities.

### 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



### 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





Bha, C/O Slade & Cooper Ltd.  
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M4 6JG

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📷 @bha\_for\_equality

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	

<b>Key management</b>	Aydin Djemal	Chief Executive
<b>personnel</b>	Donna Milller	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.

# BHA for Equality Trustees' annual report

for the year ended 31 March 2025

## 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, Peshia 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*

BHA for Equality  
Trustees' annual report

for the year ended 31 March 2025

*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*



## BHA for Equality Trustees' annual report

for the year ended 31 March 2025

*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	<b>1913</b>
Number of rapid HIV and Syphilis test performed	<b>174</b>
Number of support sessions delivered to People Living with HIV	<b>308</b>
Number of 121 support sessions delivered to Prevention clients	<b>452</b>

### 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.

BHA for Equality  
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## 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.

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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.

## BHA for Equality Trustees' annual report

for the year ended 31 March 2025

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)



## BHA for Equality Trustees' annual report

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- 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

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**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**.

BHA for Equality  
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## **Reserves**

BHA Trustees 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.



## BHA for Equality Trustees' annual report

for the year ended 31 March 2025

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

## BHA for Equality Trustees' annual report

for the year ended 31 March 2025

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

BHA for Equality  
Trustees' annual report

for the year ended 31 March 2025

risk area new policies 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



BHA for Equality  
Trustees' annual report

for the year ended 31 March 2025

**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.

BHA for Equality  
Trustees' annual report  
for the year ended 31 March 2025

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

# 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 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.



## **Independent Auditor's Report (continued)**

### **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.

## **Independent Auditor's Report (continued)**

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

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

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 £
<b>Cash provided by/(used in) operating activities</b>	22	<b>(42,313)</b>	<b>71,264</b>
<i>Cash flows from investing activities:</i>			
Dividends, interest, and rents from investments		13,942	12,038
Purchase of tangible fixed assets		(3,780)	(5,928)
<b>Cash provided by/(used in) investing activities</b>		<b>10,162</b>	<b>6,110</b>
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
<b>Cash and cash equivalents at the end of the year</b>		<b>638,081</b>	<b>670,232</b>

Notes to the accounts for the year ended 31 March 2025

**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 trustees 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.

Notes to the accounts for the year ended 31 March 2025 (continued)

**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%



## Notes to the accounts for the year ended 31 March 2025 (continued)

**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
	<hr/>	<hr/>
	2,136	1,135
	<hr/>	<hr/>

All income from donations is unrestricted.

# BHA for Equality

Notes to the accounts for the year ended 31 March 2025 (continued)

## 4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2025 £
<b>Health, Education and Direct Support</b>			
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 Coordinators	-	-	-
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
	<hr/>	<hr/>	<hr/>
	2,309,110	-	2,309,110
<b>Policy &amp; Development</b>			
MRHS			
Manchester CCG's	105,630	-	105,630
	<hr/>	<hr/>	<hr/>
	105,630	-	105,630
	<hr/>	<hr/>	<hr/>
<b>Total</b>	2,414,740	-	2,414,740
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

# BHA for Equality

Notes to the accounts for the year ended 31 March 2025 (continued)

<b>Previous reporting period</b>	<b>Unrestricted £</b>	<b>Restricted £</b>	<b>Total 2024 £</b>
<b>Health, Education and Direct Support</b>			
<i>HIV Prevention</i>			
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
<i>HIV Support</i>			
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
<i>Healthy Communities</i>			
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
	<hr/>	<hr/>	<hr/>
<i>Subtotal for Health, Education and Direct Support</i>	2,020,114	-	2,020,114
 <b>Policy &amp; Development</b>			
<i>MRHS</i>			
Manchester CCG's	261,101	-	261,101
	<hr/>	<hr/>	<hr/>
<i>Subtotal for Policy &amp; Development</i>	261,101	-	261,101
	<hr/>	<hr/>	<hr/>
<b>Total</b>	2,281,215	-	2,281,215
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## BHA for Equality

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 5 Investment income

	2025 £	2024 £
Income from bank deposits	13,942	12,038
	<hr/>	<hr/>
	13,942	12,038
	<hr/> <hr/>	<hr/> <hr/>

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
	<hr/>	<hr/>
	1,911,810	1,707,238
	<hr/> <hr/>	<hr/> <hr/>

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



# BHA for Equality

Notes to the accounts for the year ended 31 March 2025 (continued)

## 7 Analysis of expenditure on charitable activities

	Staff costs £	Administration £	Project costs £	Premises £	Depreciation £	Governance costs	Support costs £	Total 2025 £
<b>Health, Education and Direct Support</b>								
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
<b>Patient &amp; Public Involvement &amp; Policy</b>								
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
<b>Total</b>	781,648	29,927	1,070,370	28,983	5,755	16,386	464,822	2,397,891
Restricted expenditure						2025 £	-	
Unrestricted expenditure							2,397,891	
							2,397,891	

# BHA for Equality

Notes to the accounts for the year ended 31 March 2025 (continued)

## 7 Analysis of expenditure on charitable activities

<b>Previous reporting period</b>	<b>Staff costs £</b>	<b>Administration £</b>	<b>Project costs £</b>	<b>Premises £</b>	<b>Depreciation £</b>	<b>Governance costs</b>	<b>Support costs £</b>	<b>Total 2024 £</b>
<b>Health, Education and Direct Support</b>								
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
	<u>721,487</u>	<u>47,013</u>	<u>941,747</u>	<u>93,124</u>	<u>5,889</u>	<u>11,512</u>	<u>263,118</u>	<u>2,083,890</u>
<b>Patient &amp; Public Involvement &amp; Policy</b>								
Manchester Race and Health Service	115,784	2,270	2,757	267	1,105	-	36,564	158,747
	<u>115,784</u>	<u>2,270</u>	<u>2,757</u>	<u>267</u>	<u>1,105</u>	<u>-</u>	<u>36,564</u>	<u>158,747</u>
<b>Total</b>	<u>837,271</u>	<u>49,283</u>	<u>944,504</u>	<u>93,391</u>	<u>6,994</u>	<u>11,512</u>	<u>299,682</u>	<u>2,242,637</u>
						2024 £		
Restricted expenditure						-		
Unrestricted expenditure						2,242,637		
						<u>2,242,637</u>		

# BHA for Equality

## Notes to the accounts for the year ended 31 March 2025 (continued)

### 8 Analysis of governance and support costs

<b>Current reporting period</b>	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
		<hr/>	<hr/>	<hr/>
		458,945	16,386	475,331
		<hr/>	<hr/>	<hr/>
<b>Previous reporting period</b>	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	-	-	-
		<hr/>	<hr/>	<hr/>
		299,681	11,512	311,193
		<hr/>	<hr/>	<hr/>

## BHA for Equality

### Notes to the accounts for the year ended 31 March 2025 (continued)

#### 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
	<hr/> <hr/>	<hr/> <hr/>

#### 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
	<hr/>	<hr/>
	1,086,817	1,069,941
	<hr/> <hr/>	<hr/> <hr/>

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 Policy & Development. The total employee benefits of the key management personnel of the charity were £198,954.80 (2024: £251,718).



## BHA for Equality

### Notes to the accounts for the year ended 31 March 2025 (continued)

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

# BHA for Equality

## Notes to the accounts for the year ended 31 March 2025 (continued)

### 14 Debtors

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

### 15 Cash at bank and in hand

	2025 £	2024 £
Cash at bank and on hand	638,081	670,232
	<hr/>	<hr/>

### 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
	<hr/>	<hr/>
	131,192	172,368
	<hr/>	<hr/>

### 17 Deferred income

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

# BHA for Equality

Notes to the accounts for the year ended 31 March 2025 (continued)

## 18 Analysis of movements in restricted funds

<b>Current reporting period</b>	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
<b>Health, Education</b>					
Children In Need	573	-	-	-	573
CAF Positive					
Peers	7,552	-	-	-	7,552
<b>Total</b>	<b>8,125</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8,125</b>
<b>Previous reporting period</b>	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
<b>Health, Education</b>					
Children In Need	573	-	-	-	573
CAF Positive					
Peers	7,552	-	-	-	7,552
<b>Total</b>	<b>8,125</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8,125</b>

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.

# BHA for Equality

## Notes to the accounts for the year ended 31 March 2025 (continued)

### 19 Analysis of movement in unrestricted funds

<b>Current reporting period</b>	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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	593,205	2,430,818	(2,397,891)	-	626,132
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
<b>Previous reporting period</b>	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
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	541,454	2,294,388	(2,242,637)	-	593,205
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

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

# BHA for Equality

Notes to the accounts for the year ended 31 March 2025 (continued)

## 20 Analysis of net assets between funds

<b>Current reporting period</b>	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
<b>Total</b>	<b>262,028</b>	<b>364,104</b>	<b>8,125</b>	<b>634,257</b>
<b>Previous reporting period</b>	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
<b>Total</b>	<b>226,531</b>	<b>366,674</b>	<b>8,125</b>	<b>601,330</b>

## 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	-	-	-	-
	<b>27,469</b>	<b>39,385</b>	<b>-</b>	<b>-</b>

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

	2025 £	2024 £
<b>Net income/(expenditure) for the year</b>	<b>32,927</b>	<b>51,751</b>
<b>Adjustments for:</b>		
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)
<b>Net cash provided by/(used in) operating</b>	<b>(42,313)</b>	<b>71,264</b>



## Notes to the accounts for the year ended 31 March 2025 (continued)

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

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

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