



**POSITIVELY UK**

Annual Impact Report  
and  
Financial Statement  
2023 -2024

Charity Registration Number 1007685

Registered Company Number 02424032

# Contents

Chair's Foreword	3
Public Benefit Statement	4
Financial Review	5
Future Activities	7
Structure, Governance and Management	8
Reference and Administrative Details	11
Directors' Responsibilities Statement	12
Independent Examiner's Report to the Members	13
Statement of Financial Activities	14
Balance Sheet	16
Cash Flows	18
Notes to the Financial Statements	19
Community Access and Engagement	31
Diversity and Inclusion	33
Change	40

# Chair's Foreward

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



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

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

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

A handwritten signature in black ink that reads "Tristan Barber". The signature is written in a cursive style and is positioned above a horizontal line.

Tristan Barber,  
Chair of the Board of Trustees

# Public Benefit Statement

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

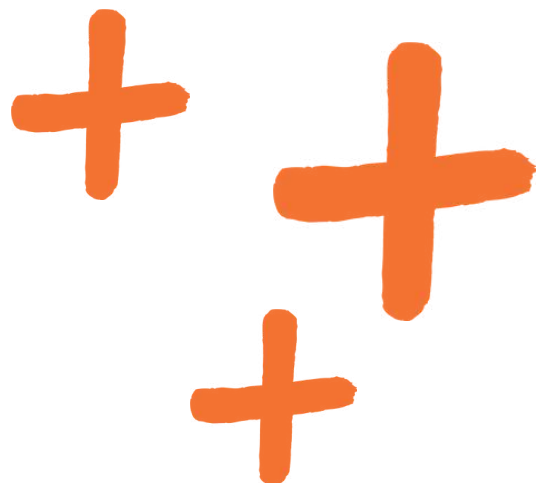
The focus of all our charitable activities is to:

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

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

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

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



# Financial Review

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

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

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

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

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

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

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

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

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

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

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

### **Investment Powers and Policy**

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

### **Reserves Policy**

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

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

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

### **Going Concern**

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

# Future Activities

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

## Community Access and Engagement

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

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

## Diversity and inclusion

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

- We will lead on the Getting to Zero Partnership for North West and North Central London in collaboration with Fast Track Cities, Chelsea and Westminster Hospital, North Middlesex Hospital, PlusHealth, NAZ, and Sophia Forum.
- Through our collaboration with North Middlesex Hospital, we will continue to focus our work on young people who are at risk of disengaging from care.

- We will continue to provide essential specific services and group activities for gay men, women, and heterosexual men to ensure no one is left behind.
- We will continue and expand our provision of crisis services such as welfare and benefit advice, an important entry point to those who face the greatest socio-economic challenges.

## Change

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

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

# Structure, Governance and Management

## Organisational Structure

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

## Recruitment and appointment of Directors

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

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

## Director induction and training

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

## Organisation

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

## Related parties

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

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

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

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

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

### **Pay policy for senior staff**

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

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

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

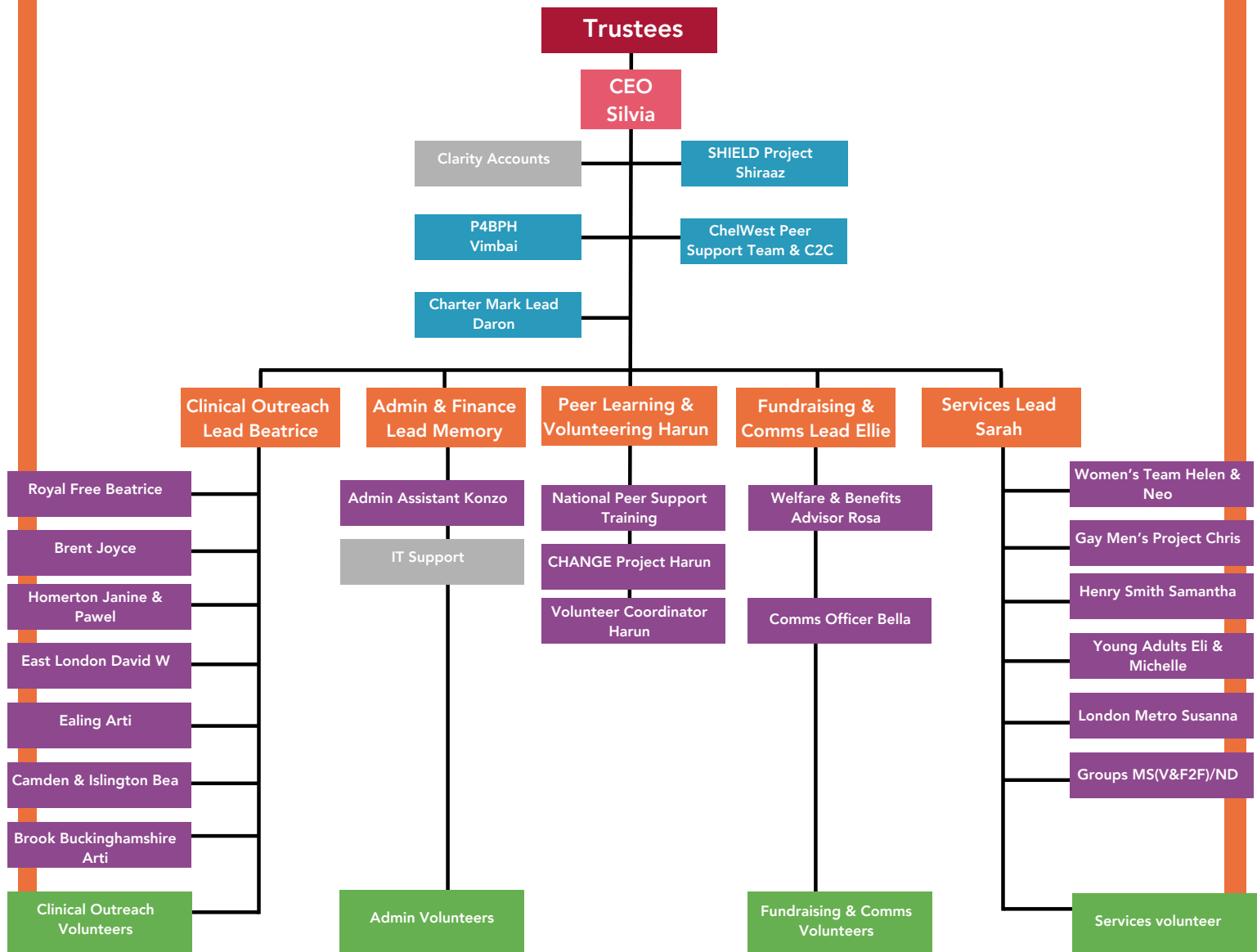
### **Charitable and political donations**

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

### **Risk Management**

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

# Staff Structure



# Reference and Administrative Details

**Company Number:** 02424032

**Charity Number:** 1007685

**Directors:**

**Tristan Barber** Chair of Trustees

**Peter Oswaldt** Treasurer

**Amanda Amadokai** (Resigned 27 October 2023)

**Anthony Babajee** (Appointed 1 May 2024)

**Leasuwan Griffith**

**Robert James**

**Mark Lewis** (Appointed 1 May 2024)

**Gerard McGrath**

**Paul Mitchel**

**Ann Grace Oliso** (Appointed 1 May 2024)

**Corrine Squire**

**Shema Tariq** (Resigned 10 July 2024)

**Company Secretary:**

Memory Sachikonye

**Key Management Personnel:**

Silvia Petretti, Chief Executive

**Principal Address:**

St Marks Studios, 14 Chillingworth Road,  
London, N7 8QJ

**Independent Examiner:**

M A Wilkes FCA

Azets Audit Services

River House, 1 Maidstone Road, Sidcup, Kent,  
DA14 5RH

**Solicitors:**

Farrer & Co

66 Lincoln's Inn Fields, London, WC2A 3LH

**Bankers:** NatWest Bank plc

P.O. Box 83, Tavistock House, Tavistock  
Square, London, WC1H 9JA

# Directors' Responsibilities Statement

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

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

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

The Directors are responsible for keeping adequate account records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that

the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

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

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

Tristan Barber - Chair

Peter Oswaldt – Treasurer

Date : \_\_\_\_\_

# Independent Examiner's Report to the Members

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

## Responsibilities and basis of report

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

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

## Independent examiner's statement

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

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or

2. the accounts do not accord with those records; or

3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or

4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

M A Wilkes (FCA)

For and on behalf of Azets Audit Services  
River House,  
1 Maidstone Road  
Sidcup, Kent,  
DA14 5RH

Date : \_\_\_\_\_

# Statement of Financial Activities for the Year Ended 31 March 2024

Incorporating the income and expenditure account

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

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

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

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

## INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

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



# Balance Sheet as at 31 March 2024

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

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

The Directors acknowledge their responsibilities for:

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

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

Approved by the Board of Directors on

\_\_\_\_\_

and signed on their behalf by:

Tristan Barber (Chair)

Peter Oswaldt (Treasurer)

# Statement of Cash Flows as at 31 March 2024

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

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

## 1. Accounting policies

### a. Basis of preparation

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

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

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

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

### b. Income

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

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

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

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

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

### **c. Expenditure**

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

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

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

### **d. Support costs allocation**

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

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

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

### **e. Funds accounting**

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

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

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

### **f. Tangible fixed assets**

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

Fixtures, fittings and equipment	-
20% reducing balance	

### **g. Debtors and creditors receivable / payable within one year**

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

### **h. Going concern**

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

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

### **i. Judgements and key sources of estimation uncertainty**

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

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

#### *Useful economic lives of tangible assets*

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

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

## 2. Charitable Activities

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

### 3. Other Income

	<b>2024</b> £	<b>2023</b> £
Consultancy fees	22,194	10,309
	<u>22,194</u>	<u>10,309</u>

### 4. Expenditure

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

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

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

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

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

## 6. Directors' Remuneration

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

## 7. Staff Costs

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

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

	<b>No.</b>	<b>No.</b>
Direct charitable activities	22	21
Administration - Part time	1	1
	<u>23</u>	<u>22</u>

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

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

## 8. Related Party transactions

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

## 9. Tangible Fixed Assets

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

## 10. Debtors

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

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

## 11. Creditors

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

## 12. Creditors

Deferred income b.fwd	17,399	-
Released from previous years	(17,399)	-
Resources deferred in the year	-	17,399
Deferred income c.fwd	<u>-</u>	<u>17,399</u>

### 13. Restricted Funds

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

### 13. Restricted Funds (continued)

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

## 14. Unrestricted Funds

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

### Designated Funds comprise

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

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

## 15. Analysis of Net Assets Between Funds

<b>2024</b>	<b>Restricted Funds £</b>	<b>Unrestricted Funds £</b>	<b>Total Funds £</b>
Fixed assets	-	343	343
Current assets	288,488	125,454	413,971
Current liabilities	-	(27,683)	(27,683)
	<u>288,488</u>	<u>98,114</u>	<u>386,602</u>
<b>2023</b>	<b>Restricted Funds £</b>	<b>Unrestricted Funds £</b>	<b>Total Funds £</b>
Fixed assets	-	430	430
Current assets	247,544	214,575	462,119
Current liabilities	-	(79,724)	(79,724)
	<u>247,544</u>	<u>135,281</u>	<u>382,825</u>

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

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

## 17. Company Limited by Guarantee

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

## 18. Operating Lease Commitments

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

	<b>2024 £</b>	<b>2023 £</b>
Other operating leases:		
Within one year	4,928	-
Between two and five years	14,810	-
	<u>19,748</u>	<u>-</u>

# Community Access and Engagement

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

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

Between 1st April 2023 – 31st March 2024:



**300+** people attended various groups and workshops



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



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



**392** people received peer support at clinics by our caseworker team

*"In keeping with the management of other long-term health conditions, people living with HIV should be enabled to optimise self-management access peer support opportunities to promote their physical and mental health, and overall wellbeing."*

BHIVA Standards of Care for People Living with HIV, Standard 2: Self-Management and Peer Support

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

# The Story of Charity

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

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

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



# Diversity and Inclusion

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

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

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

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

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



-Participant

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

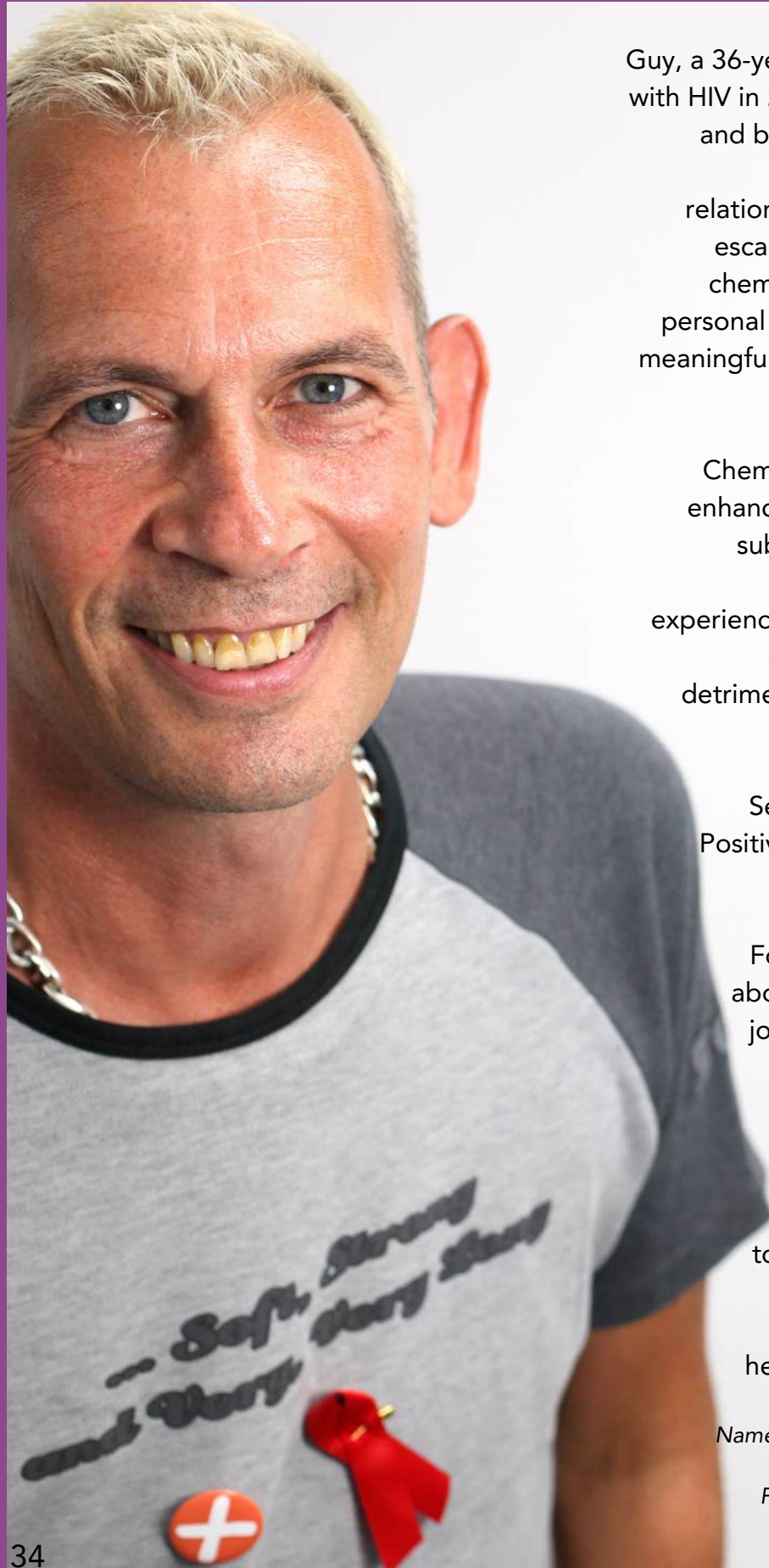
**94%** self-reported reduced levels of social isolation or loneliness, and increased sense of community belonging

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

**480+**  women accessed support through our services

**169**  women received specialised support through our Women RISE project

# HIV and Chemsex



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

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

Seeking help, Guy reached out to Positively UK and was connected with a peer caseworker who offered non-judgmental support.

For the first time, Guy opened up about his struggles. Encouraged to join an NHS-run chemsex support group, he began his journey towards sobriety and recovery.

Now, focused on rebuilding his life and leaving chemsex behind, Guy is determined to create healthier, more fulfilling relationships. With ongoing support from Positively UK, he is hopeful for a brighter future.

*Name has been changed for confidentiality reasons.*

*Picture does not represent the person.*

## Support for people at risk of dropping out of HIV care

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



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



**3** people re-engaged in healthcare

## Str8Talk



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

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

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



Iain,  
Str8Talk volunteer

## Mixed Socials

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

Julie,  
Peer Caseworker  
and Mixed Social  
founder



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

**57** people with HIV engaged with a mixture of online



groups and in-person outings through our Mixed Social groups.

# Roa's journey of empowerment

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

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

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



## Support for trans people

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

**9** gender queer/  
non-binary people  
accessed our  
services

**33** trans (gender not  
as assigned at birth)

## Seeds Gardening group

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



## Welfare Advice

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

**£985,271**  
secured through our  
welfare service

**297** people  
received welfare  
advice and advocacy

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

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



*"HIV isn't just a medical condition – it carries a unique burden of social stigma, and people with HIV need someone who*

*understands, listens, and can communicate their struggles in a way the Department of Work and Pension can recognise. When people discover a friend in me – this is the best feeling in the world."*

Fotios, Welfare Volunteer

## Recently Diagnosed Course

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

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

## Young Adults support

**22** young people attended group support

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

Throughout the year, our peer caseworkers used innovative pathways to build trust and improve the wellbeing of young adults who receive their HIV care at the Alexander Pringle Clinic, North Middlesex Hospital. They worked closely with the HIV clinicians, Citizen's Advice Bureau and CHIVA advisor to deliver positive experiences in healthcare. They worked with young adults to prepare

them to talk about HIV to friends and partners, discuss treatment and life choices in an open conversation without judgement. We are grateful to our funder, Gilead Science, and the HIV team at Alexandre Pringle for the commitment to the service and for opening a hardship scheme for patients in need.

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

Sarah Fraser, Project Manager

## Growing Older Wiser Stronger (GROWS)

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

Partnering with Sophia Forum, NAM AIDS MAP, and University College London, we addressed the needs of the women

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

# Elena's Story

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

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

*Name has been changed for confidentiality reasons.*

*Picture does not represent the person.*



# Change

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

## HIV CONFIDENT

We teamed up with National AIDS Trust and NAM aidsmap on a new UK-wide initiative supported by Fast-Track Cities, London. The HIV Confident aims to reduce HIV stigma within healthcare and the workplace. Organisations who sign up to the HIV Confident initiative commit to tackling HIV related stigma and discrimination within their organisation. In 2023/24, we involved NHS

Trusts, GP practices and corporate partners, as well as the Greater London Authority and Transport for London for a pilot. A healthcare eLearning module was created addressing misconceptions around HIV. It has shown to be highly effective in addressing knowledge around transmission, attitudes towards care, and confidence to create a stigma-free environment for staff and patients.

## C.H.A.N.G.E

Community HIV Activists Network to Grow and Empowerment

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

>85%

increased confidence to talk about HIV after the CHANGE training

>90%

felt more connected to community of people with HIV

>80%

increased understanding of U=U

>60%

said they felt less shame around HIV

## Peer-led research

We collaborated with Queen Mary University in two pieces of research aiming at building evidence of the impact of peer support. As part of the Shield study, we involved patients from 11 HIV clinics to gauge their experiences in healthcare during the Covid-19 pandemic, so we can produce recommendations for optimal engagement in healthcare. We also became partners in the Partnership for Black People's Health involvement project. The partnership aims to engage Black African and

Black Caribbean communities in research to address health inequalities. We used a range of approaches to involve community members and test and review what works best for different communities in different context. Positively UK convened a consultation with Black Women Living with HIV which was attended by 34 black women with ages spanning from 19 years old to 70. The space was an opportunity to speak about challenges accessing health services and the importance of women centred peer support.

## HIV Awareness Talks and Training

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



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

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



## Peer Mentor Training

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

**19** people living with HIV were trained as peer mentors

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

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

Will Kennedy, trained peer mentor

## Positively Past, Positively Present

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



## Rebel by Default

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



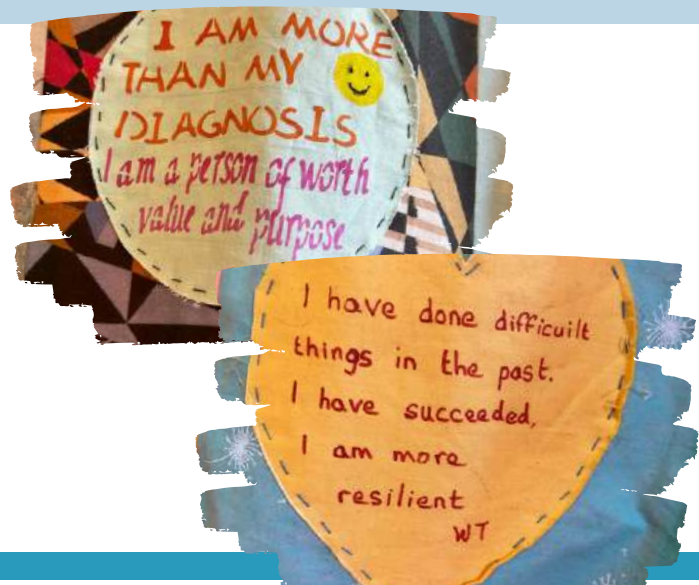
## Catwalk4Power



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



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



# Thank you

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

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

Paul, a peer mentor volunteer

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

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

**THANK YOU!**



we are  
positive

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

**Positively UK**

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