renewing + reuniting



Annual Impact Report 2024–25

POSITIVELY UK



positive

We know how to help people living with HIV because we are people living with HIV

Contents

Welcome from our Chair	4
Report of the Board of Trustees	5
How we made a difference	10–37
Financial review	40
Structure, governance and management	49
Independent Examiner's Report	59
Statement of Financial Activities	61
Notes to the Accounts	66

Welcome

Foreword from our Chair

We continue to work in a complex and divided world. The past year has been marked by ongoing challenges, both nationally and internationally.

The cuts to international health aid, and their devastating impact on access to healthcare and HIV medication in some of the most affected parts of the world, have sent shockwaves through our community. These cuts come at a time when the end of the HIV epidemic is almost within sight. This was also the year when the large PURPOSE study demonstrated that the Lenacapavir injection could provide almost 100% protection from HIV. We now have all the tools to end the epidemic, but without global political will and sustained investment, much of the progress we have made could be reversed.

In the UK, we continue to see increasing polarisation and hostility towards migrants, while the recent EHRC ruling on the definition of women has left many gender diverse people in our community feeling more anxious about accessing public spaces safely.

Progress in the UK has not benefited everyone equally. Sadly, we have seen new HIV diagnoses rising among heterosexual women and men, as well as among gay and bisexual men from global majority communities. People of Black African ethnicity, and other global majority groups, are disproportionately represented in HIV diagnoses and in those living with HIV in the heterosexual group.

The UK HIV sector itself has faced significant challenges, including the closure of NAM-AIDS Map treatment information Charity and major reductions in services offered by organisations such as I-Base. Positively UK has also been affected, with the closure of our Gay Men's Project due to lack of funding, despite our best efforts.

Nevertheless, our support and services are needed more than ever, and we are proud that our in-clinic peer support and NHS partnerships have gone from strength to strength. We have seen a 132% increase in the number of people supported through our clinic work. Our Getting to Zero project, in partnership with NAZ and Plus Health, has established a highly effective model of peer supporters working across five clinical sites within two Integrated Care Boards (ICBs) Chelsea & Westminster NHS Trust and North Middlesex Hospitals.

Our specialist programmes – Str8Talk, Women RISE, and GayTalk – continue to reach some of the most marginalised communities. These groups offer safe and empowering spaces to share experiences, learn strategies to live well with HIV, and build nourishing networks of support.

Our National Conference of People Living with HIV, themed "One Voice, Multiple Experiences," brought together over 200 participants from across the UK, creating an invaluable space for learning, connection, and solidarity.

Looking ahead, we are excited to expand our services in England, with new contracts in Derby, Derbyshire and East Anglia, covering a large geographical area and making peer support accessible to thousands more people. We are also developing new partnerships with Fast Track Cities and other voluntary organisations to address internalised stigma, and we will continue to expand our welfare services to include housing advice and immigration support.

These are challenging times, but Positively UK continues to adapt and grow with flexibility and determination, ensuring that people living with HIV across the UK receive the support, advocacy, and community they deserve.



Gerard McGrath
Interim Chair

Report of the Board of Trustees

The Directors, who are also Trustees, present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1a to the financial statements and comply with the charitable company's governing document, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Standard applicable in the UK and Republic of Ireland (FRS 102).

Our charitable objects

To promote the health and wellbeing of people living with HIV, and any associated health condition, through the provision of **peer support services, service user groups and other specialist services**.

To advance **education** and support **research** that aims to promote the health, wellbeing and quality of life, of people living with HIV and any associated health condition.

To provide **community-based, person-centred, advice, assistance and support** and undertake any other charitable activity for the benefit of people living with HIV and any associated health condition.

Our vision

A society where people with HIV live happy, healthy, and stigma-free lives.





Our mission

To empower and support individuals living with HIV with the knowledge, tools, and connections they need to live fulfilling lives, and to reduce the stigma surrounding HIV.

Our mission revolves through four core principles:

Empowerment - We believe that knowledge is the cornerstone of empowerment. We are committed to providing accessible and up-to-date information on HIV, treatment options, and self-care practices. Through education, we empower individuals to make informed decisions about their health and live their lives to the fullest.

Support - Living with HIV can be challenging, but no one should face it alone. Positively UK offers a safe and supportive community where people with HIV can connect, share their experiences, and receive emotional and practical assistance. We are here to ensure that no one feels isolated or hopeless on their journey with HIV.

Stigma Reduction - One of our fundamental goals is to challenge the deeply ingrained stigma associated with HIV. By sharing personal stories, advocating for awareness, and fostering understanding, we aim to change societal attitudes and promote a more inclusive and compassionate world.

Diversity, Equality and Inclusion - We are guided by the principles of diversity, equality, and inclusion, and we believe that everyone deserves respect, dignity, and the opportunity to lead a life free from the shackles of HIV-related stigma and prejudice.

Our values

We are led by people with HIV
We champion human rights
Our lived experience is our expertise
We value diversity
We collaborate
We are person-centred



Our actions

We provide peer support
We make information accessible
We facilitate connections
We empower people with HIV to be involved in decisions affecting their lives
We campaign and advocate to address HIV stigma and intersecting inequalities

Our three interconnected, person-centred aims

Community Access and Engagement

Improve peer support outreach and pathways in all UK clinics.

Strengthen and promote our online services to ensure people have access to them from across the country.

Work collaboratively at a national level with other organisations to expand access in at least three new areas outside London.

Provide training and volunteering opportunities to develop skills for community involvement and activism.

Provide specialised services for LGBTQ+ communities, heterosexual men and women and young adults.

Work within our skillset and be clear about our boundaries.

Change

Challenge HIV stigma at an institutional level by contributing to the HIV Confident charter.

Provide training, opportunities, and support so that people with HIV have the resources to challenge stigma, to be visible and to have an individual and collective voice in decisions that affect them.

Build an evidence base to demonstrate how peer support works, its effectiveness and its impact, by collaborating with academic institutions and strengthening the role of peer research.

Diversity and Inclusion

Focus on people who are not in care, face challenges staying in care, or struggle to be undetectable, by embedding and expanding peer services in HIV clinics and working in partnership with NHS.

Create new partnerships to work with people and communities who face additional stigma and exclusion, such as trans people, migrants, Black communities and other racially minoritised groups, young adults born with HIV, and those who are involved in chemsex.

Develop and expand links with organisations, including academic institutions, that work specifically with marginalised communities.

Continue and expand our provision of crisis services such as Welfare & Benefit Advice, as they are an important entry point for those who face the greatest socio-economic challenges.

Volunteers are at the heart of everything we do

Equivalent to more than £20,000!

810
total hours of volunteer time in 24-25

308
hours on the telephone rota

375
hours of welfare support

50
hours spent sharing our story with others

Our impact

1,223
people have had access to our support

285
people have come to our groups

3,545
hours of one-to-one peer support

875
people seen in the clinic - 123% increase from last year



Buckinghamshire



our peer support has helped more than

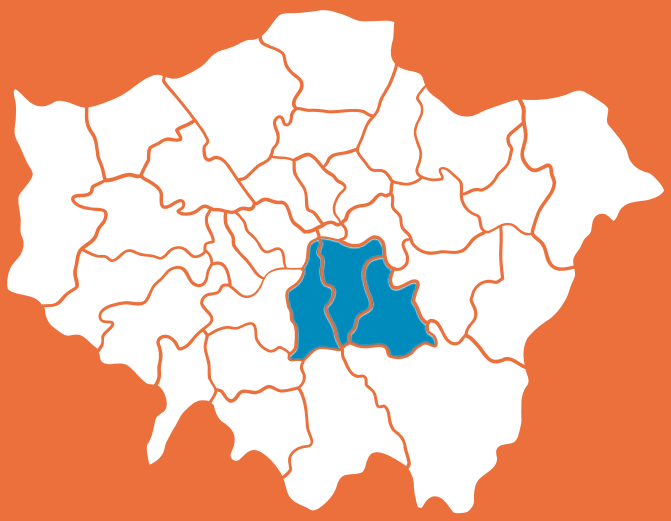
44

people living with HIV, including newly diagnosed



In 2024–25, Positively UK continued to provide peer support within Brook's sexual health services, offering regular outreach at Brookside and Wycombe clinics. Over the year, we supported more than 44 people living with HIV, including newly diagnosed patients and those re-engaging with care. Our work addressed issues such as engaging in clinical services, pill burden, intimate relationships, telling someone about HIV diagnosis, mood, accessing/engaging in support services, home environment. We collaborated with clinicians and local voluntary sector partners to improve referral pathways and deliver awareness sessions and webinars for frontline professionals and the community.

Bridges Partnership



Helping women in the inner south London boroughs of Lambeth, Southwark and Lewisham

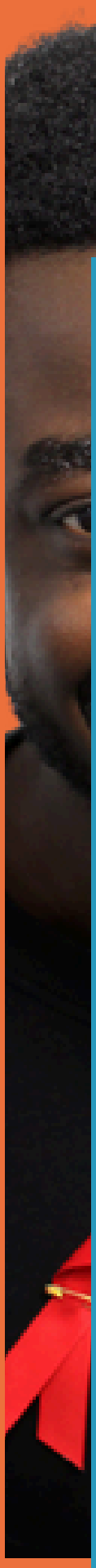
30

active participants

"Women found a community – a space where they could ask questions and feel comfortable being themselves. Most women who join once return, with only a few disengaging due to ill health. We've also had amazing volunteers. I helped one prepare for a job interview with another HIV charity, and another has been through a real transformation. In 2024 she took part in Positively UK's Catwalk4Power workshops. Before that, she had never accessed any HIV-related support, but since then she has been actively involved with the South London group as a volunteer – something that makes me both proud and grateful".



Susana de Oliveira
Group co-ordinator



Michael's Story

When Michael went to Ealing Hospital, he thought he was starting on PrEP. Instead, he was told he was HIV positive. "I just froze", he said. "I couldn't think about anything else. I thought, this is the end for me". Michael, 27, had moved from Senegal and was working in a care home while on a sponsorship visa. He didn't know anyone he could talk to about HIV. The man he'd just started seeing didn't take the news well, which made things worse. Kirsty, the HIV nurse at Ealing, referred him for peer support, and that's when things slowly began to change. At first, Michael wasn't sure what to expect, but his peer encouraged him to join the Learning to Live Well with HIV course. "That course really changed my mindset", he said. "I met other people who had been through the same thing. I realised my life isn't over. I can still be happy". Michael started joining a WhatsApp group for gay men living with HIV, where people share experiences and jokes. "It's just nice to know I'm not alone", he said. He's told a close friend and his brother back home, who were both supportive. His mum, who he's very close to, doesn't know yet – "I don't want to upset her", he said – but he hopes one day he'll be ready. Now, Michael is on injectable treatment every two months and is undetectable. He's focused on work and says he feels settled for the first time in months. "I'm not thinking about dating right now", he said. "But one day, I'd like to have kids. I know that's possible now".

The name and country of origin have been changed to protect the person's identity. all other details are accurate

540
women received support



179
had specialised support from our Women's Project

168
attended our groups



280
gay and bi men received support

84
gay men had support through Gay Talk

62
attended our groups

38

trans women, trans men, non-binary and genderqueer people

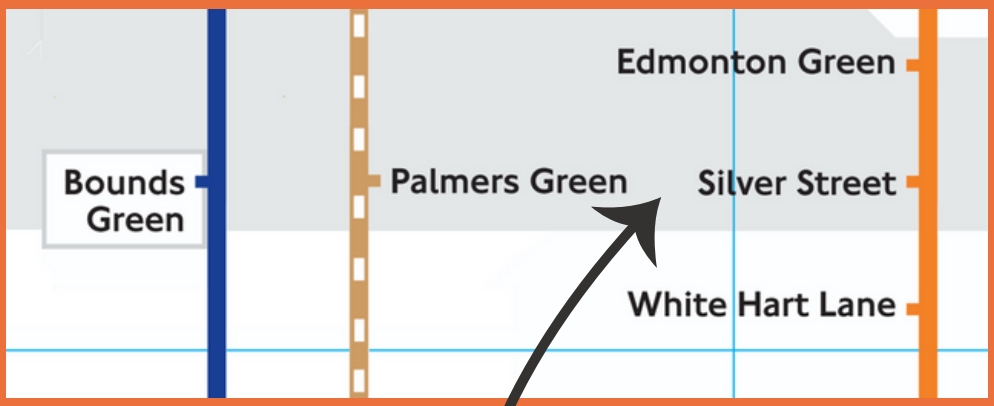


"Peer support is really powerful – I have seen people going from depression to flourishing in no time."



Iain, Peer Caseworker at the Royal Free Hospital

North Middlesex Hospital Peer Support for Young Adults







North Middlesex Hospital is in the London Borough of Enfield, in the north of Greater London

At the Alexander Pringle Clinic at North Middlesex Hospital, we supported 29 young adults living with HIV with challenges from mental health difficulties and substance use to homelessness and stigma. Most were born with HIV; several had recently been diagnosed or had disengaged from care. Through one-to-one sessions, outreach, and referrals to specialist services, seven young people re-engaged in treatment, five improved their housing or income, and ten reported reduced self-stigma and greater confidence discussing HIV. Our peer support also strengthened family relationships, guided career choices, and connected young people to community networks – helping them to feel seen, supported, and empowered to take control of their health.

Getting to Zero:

Chelsea&Westminster and North Middlesex NHS Trusts

250+

patients received peer support

Supported by Fast-Track Cities, this partnership is a pillar of our clinical colaborations, demonstrating how a peer support offer, when fully integrated, can transform HIV care. Throughout 24-25, over 250 patients have been supported through this partenrship.

The peer caseworers reflect the diversity of London, supporting patients in multiple languages and across cultural backgrounds. They act not only as support workers but also as social prescribers, connecting people to specialist services that address the full spectrum of their needs.

By being embedded in clinical teams, with full access to NHS systems.

NAZ SEXUAL HEALTH FOR EVERYONE

Plus+ health .org.uk

NHS North Middlesex University Hospital NHS Trust

Chelsea and Westminster Hospital NHS Foundation Trust

POSITIVELY UK

multidisciplinary meetings, appointment scheduling, as well as fast-track referrals, to counselling, welfare and other support, peer support has become a routine and valued part of patient care, improving both engagement and quality of life.

Our work has supported the Trusts to introduce opt-out peer support, ensuring every patient is automatically offered help from someone living with HIV. Piloted through Fast-Track Cities funding, this work became a model of excellence, now being expanded across all major HIV clinics.



Malia's Story: From Asylum Limbo to a Roof Over Her Head

Malia is a trans woman from the Carribean who fled to the United Kingdom to escape transphobic and homophobic violence. She was forced to live in a refugee hotel whilst her asylum application was left in limbo. Here she was expected to eat the same meals every day and survive on an income of only £8 a week.

Our Homerton Peer Navigator, Pawel, helped Malia to access hardship grants and made referrals to The Food Chain to help her to access proper nutrition, which is crucial for managing health for people with HIV. Malia was eventually granted Leave to Remain in the United Kingdom. But the Home Office then gave her a deadline of just 56 days to leave the refugee hotel. If she was not able to find somewhere to live within this short time period, she would become homeless. The only help she received from the council was a list of properties. This list of properties was only provided in English, which she does not read or write.

Pawel made sure Malia was able to find a home. Her difficulties with written English meant that she would not have been able to understand viewing offers in time or respond to them. She also struggled to navigate public transport – but the properties on the list were scattered across London. Pawel helped her to respond to messages, travelled with her, and advocated for her rights when the local authority and housing agencies were not responsive to her needs and concerns.

Some of the properties were in dangerous condition and were not suitable for habitation. Pawel was the only person there to help her to raise complaints with the agencies and make sure they could not quietly drop her case. After several weeks of advocacy and submitting complaints, the local authority began to send more suitable viewing options. On the very last day of the 56 day deadline, Pawel helped Malia to secure a capped-rate studio in an appropriate location. They attended the appointment to sign the tenancy agreement to make sure that she understood the terms and that the details were correct and fair.

Pawel also supported her in moving out of the hotel on time, and helped her to carry her belongings to the Positively UK office to be stored for a short period whilst she settled in.

> *"I tried to ask a lot of people to help out – nobody else wanted to help me. But Positively UK, especially Pawel, was there for me. I have a real problem with taking the train on my own – I get terrible panic attacks; my chest locks up. Peer support meant that there was someone there with me, and I could do it*

Pawel also advocated for her keys to be released on time, provided her with a foodbank voucher, and arranged for her belongings to be brought to her new home. He also helped her with opening a bank account and getting herself into a position to manage her own finances independently.



Pawel says,

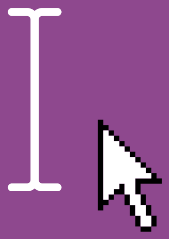
When we first met, this client was completely lost and scared. She didn't know where to start, and everything in the system felt too difficult for her. I knew I had to walk alongside her, step by step. Finding safe housing for her was not easy. We travelled across London together, sometimes all day, but I didn't want her to face this alone. She needed someone who would not give up. The systems we have can be confusing even for people born here. For someone new to the country, with language barriers and trauma, it can feel impossible. That's where Peer Navigators make the difference. When she finally got the keys to her own place, she cried and said she felt safe for the first time in years. That moment reminded me why this job matters. Even after she moved in, I kept helping her with the small but important things – setting up bills, opening a bank account, finding internet. For someone with trauma, these steps can be huge. As a Peer Navigator, I support people living with HIV. Having a roof over your head is the first step to living well with HIV. Everything else – health, confidence, hope – starts from there.



More than half of people living with HIV **struggle financially**. Positively UK provides the **only pan-London welfare advice service** that helps them regain stability, ease financial stress, and improve both their health and wellbeing.



305
people received advice and advocacy around benefits



634
hours of support provided

Monthly
benefits surgeries at Royal Free Hospital, St Mary's Hospital, Harrow Hospital, and Ealing Hospital



Over £1m
benefits secured



Plus, we have seen a great improvement in clinical teams' understanding of how to write welfare support letters – a key step towards improving the health and wellbeing of people living with HIV.

Rebecca's Story

"Sometimes people just need to know that someone cares enough to stay with them"

Rebecca is an African woman frocountry where gay people are heavily persecuted. Six years ago, she was visiting London with a friend when her husband back at home found an old phone that she had forgotten about. He learnt that she was in a secret relationship with a woman. Her husband told her that when she came home, she would be killed. He revealed her sexual orientation to the community, so that even if she escaped violence, she would be locked up by the state. He also manipulated their children, who now refuse to have any contact with her. Fearing for her life, Rebecca felt that she had no choice but to stay where she was. She tried to make a claim for asylum, but the British government failed to follow up on it, leaving her trapped under the radar for years with no access to benefits or support. Previous services had been unable to help Rebecca with her monetary needs. Positively UK was able to arrange for her to get financial support from our THT Hardship grant and the Catalyst Grant.

> **I had been in [another HIV service] for a year; but when I joined Positively UK, within a week I got the grant"**

Our peer navigator, Pawel, empowered her to take action and stop living in hiding. He followed up on the asylum claim which had been simply ignored for half a decade, and within four months, Rebecca had been granted Leave to Remain.

> **"Pawel [Peer Navigator at Homerton] has been on my side from the word go up to where I am now. He has done his best for me. I say to him that there is no way I can thank him: it is only God who is going to reward you**

He helped her to get access to an eating wellness group, food bank vouchers, and a gym to get her health and fitness back. He also transferred her NHS care from Newham to Homerton so that she could access a social care coordinator. Rebecca now attends social events that have helped to connect her with LGBTQI+ community and empowered to start thinking about the future. She is now planning to apply for housing and start to build an independent life in the UK.

> **Positively UK's peer supporters take the time. They find a solution to everything. They are 110%. I don't know how to explain it, but Pawel has been there for me up until today"**

Rebecca's story shows that HIV peer support is not only about giving information - but sometimes that people just need to know that someone cares enough to stay with them and help them find their way. The systems we have can be confusing even for people born here. For someone new to the country, with language barriers and trauma, it can feel impossible. That's where Positively UK's peer supporters make the difference.

Hardship Grants

£7,560

distributed amongst

226

people living with HIV in urgent financial need



helping

This included individual grant payments by Terrence Higgins Trust, our annual London Catalysts hardship fund, as well as a dedicated hardship fund for patients of North Middlesex Hospital. In addition, one of our Peer Caseworkers fundraised £800 around World AIDS Day, and it was her will to use the money for hardship payments to those most in need!

Living Well With HIV:

Our workshops for people newly diagnosed with HIV

A positive diagnosis is a critical point in a person's life. Not everyone has the skills to live well with the virus. In 2024–25, we continued our partnership with Terrence Higgins Trust, Positive East and Metro Charity and hosted a two-day development weekend course attended by 10 people recently diagnosed with HIV.

The programme covered key topics including dealing with diagnosis, treatment, stigma, relationships, U=U, and sharing status with family, friends, and sexual partners.

Participants – a mixed group of mostly gay and bisexual men, alongside one heterosexual man and three women – came together to learn, connect, and explore how to live well with HIV.



hola on to me



175

heterosexual men had one-to-one support

50

had group support through our specialist programme for straight people, Str8Talk



Donal's Journey

from self-stigma to peer supporter

> "Self-stigma was the only thing that has ever threatened my life with HIV

Donal received his diagnosis in 2021. "It was a late diagnosis with a 74 CD4 count – my partner told me I needed a check and came as a big surprise". His relationship came to an end, and although he had support from friends and family, the "self-stigma slowly snowballed". He had been told of U = U, but knowing this on paper did not translate into feeling confident or safe. He experienced discrimination at work and felt like he would never have another relationship again. He reached out to a counsellor, but despite her professional qualifications, he did not feel that she understood his experiences. His support network put him in touch with a second counsellor; and he persuaded Donal to attend a workshop at Positively UK. "I was physically shaking on the way in … after sitting in a circle with people living with HIV, I described it as a complete game changer. I had met people with completely different lives, but common issues". Our caseworkers running the workshop spotted right away that Donal could be a powerful advocate for himself and others living with HIV. They offered to support him with getting involved in public speaking, and he agreed. "I thought I may as well throw myself into the deep end and tackle some of this stigma. "One of my main points, in public speaking, was that self-stigma was the only thing that has ever threatened my life with HIV".

A year later, when Positively UK advertised a vacancy for a peer supporter, Donal put in for the role. "I do feel like a different person now, using my recent life experience and work history for a cause where I can help someone like me who is struggling to find support. "My life doesn't revolve around HIV anymore. That's thanks to this support".



empowering

more than 150 attendees, all living with HIV



laughing

+



listening

National Conference of People Living with HIV

In June 2024, Positively UK hosted the sixth National Conference of People Living with HIV at Holiday Inn Regent's Park, bringing together more than 150 participants from across the UK under the theme "One Voice, Multiple Experiences". We held a powerful space for reflection, learning and solidarity, uniting both long-time activists and those attending an HIV conference for the first time.

Discussions focused on the role of peer support, mental health, ageing, and tackling inequalities in access to care. Participants called for greater investment in mental health services, especially in rural areas, and long-term funding for community organisations that support people as they age with HIV. You can read the findings by scanning the QR code below:

National Conference of People Living with HIV 2024

The conference also reaffirmed that peer support remains the most powerful way to overcome stigma, reduce isolation and promote wellbeing.

We thank our sponsors – Gilead, MSD, ViiV Healthcare and Pasante – for supporting this vital national platform for dialogue and action.

evaluating



The Jonathan Mann Clinic at Homerton Hospital is a pioneering leader in developing and delivering a model of holistic, person-centred care, seen by many as the "gold standard" for HIV. Our Peer Support **Evaluation Report** explores the role of peer support in improving and maintaining good health and wellbeing for people attending the Jonathan Mann Clinic. It shows that the lived experience of people living with HIV within the team has been crucial. You can read the evaluation by scanning the QR code below:



Sheila's Story

At the International AIDS Conference in Munich, we premiered a short film about Sheila Gilchrist – our defiant founder, who created one of the first organisations for **women** with HIV.

In July 2024, at the International AIDS Conference in Munich, Positively UK hosted a premier of "Sheila's Story" – a compelling short film produced by our CEO Silvia Petretti in collaboration with our long-term ally Kat Low from King's College London, and shot by a team of women film makers led by Director Chuck Lowry. The film explores the remarkable journey of Sheila Gilchrist, one of Positively UK's founders. Set in the 80s, in an era when the needs of women with HIV were overlooked by support services, Sheila defied social norms and pioneered change. The film tells of her quest to establish Positively Women, now Positively UK, one of the first charities dedicated to addressing the specific challenges faced by women with HIV. The film was followed by a panel discussion with international women activists.

peer in training

Positively UK continues to lead the way in peer mentoring training and activism within the HIV sector.



Over the past year, we've delivered one online and two in-person peer mentor training sessions for NHS Trusts and peer caseworkers across London.



Building on our leadership in peer advocacy, we have also developed and delivered four training sessions elsewhere in the UK.



researching



In partnership with National AIDS Trust and UK HSA, we co-led Beyond Positive Voices, a national project **supporting people with HIV in analysing the findings of the government's Positive Voices 2022 survey.**





Beyond Positive Voices

Our project focused on the lived experiences of some of the most marginalised people with HIV: *Beyond Positive Voices* amplified the voices of



trans
and gender-diverse people



women



migrants



those aged
50+

Through peer-led focus groups, participants shared honest insights about stigma, mental health, and unequal access to care and peer support. The findings revealed that, while U=U brings hope, **understanding and inclusion still vary widely**. The project's recommendations are now shaping national HIV policy and guiding how we design truly inclusive peer support at Positively UK.

HIV CONFIDENT charter

is our joint initiative with National AIDS Trust. In 24/25, it launched in full across a range of sectors. The positive impact of the charter mark is clear – there are growing numbers of organisations wanting to be part, and there is substantive evidence of significant changes to levels of HIV knowledge and awareness.

- Over 5,000 staff have completed HIV Confident surveys, highlighting significant gaps in knowledge and lack of confidence to contribute to HIV-inclusive workplaces

- eLearning modules have seen improvements of 10-40% across HIV-related knowledge, attitudes and confidence

- Over 50 GP practices and over 15 NHS trusts have committed to becoming HIV Confident



Becoming the secretariat for UK-CAB

Positively UK proudly took on the role of support organisation and secretariat for the UK Community Advisory Board (UK-CAB) this year, marking an exciting new chapter in our shared mission to empower people living with HIV. UK-CAB brings together activists, advocates, and community representatives to influence HIV policy, research, and treatment standards across the UK. This partnership builds on our peer-led approach and long-standing commitment to the meaningful involvement of people living with HIV.



Eli Fidzgerald, our Peer Integration Manager, chairing a High Level dialogue at the International AIDS Conference 2024, discussing barriers to young people in accessing HIV care.



Memory Sachikonye, a long-term HIV advocate and our Finance and Admin Lead, sharing her personal story as a woman living with HIV and how peer support has helped her, at a World AIDS Day event at 10 Downing Street.







Positively UK at IAC Munich, screening Sheila's story at the Global Village; Rebel by Default workshop; Our peer Learning and Partnership Lead, Harun Tulunay, leading on session around peer support, language and chemsex.





reviewing

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 past 12 months. It considers the success of each key activity and the benefits they have brought to the groups that we were set up to help. The review **helps us to ensure our aims, objects and activities remain focused on our stated purposes**. We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objects and in planning our future activities.

All of our charitable activities focus on

Promoting the health and wellbeing of people living with HIV, and any associated health condition, through the provision of **peer support services, service user groups and other specialist services**.

Advancing education and supporting research that aims to promote the health, wellbeing and quality of life, of people living with HIV and any associated health condition.

Providing community-based, person-centred, advice, assistance and support and undertaking any other charitable activity for the benefit of people living with HIV and any associated health condition.

All activities are undertaken to further our charitable purposes for the public benefit. **Directors are satisfied that the charity meets the Charity Commission's guidelines with regard to delivering public benefit.**



evaluating

Financial review

With a total income of £849,901 (2024: £869,905) and total expenditures of £963,322 (2024 £874,228), the Statement of Financial Activities on page 66 shows a negative net movement of funds for the year of £113,421 (2024: surplus of £3,777). This movement was made up of

a. a deficit on core unrestricted activities of £28,370 (2024: surplus of £12,833);

b. the planned expenditure of designated funds brought forward of £nil (2024: £50,000);

c. a timing difference in the expenditure of restricted funding, resulting in a deficit of £85,051 (2024: surplus of £40,944).

With total reserves carried forward at the year end of £273,181 (2024: £378,502), the directors **decided not to designate any unrestricted funds to support identified gaps in the funding of our services** in 2025/26. Following this decision, as at 31 March 2025, restricted funds stood at £203,437 (2024: £288,488) and unrestricted general funds stood at £69,744 (2024: £90,014) 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 Complex Needs Project**, the **Homerton Hospital** charitable wing (for our Peer Navigator project), and **St Mary's** for peer casework. **Make a Difference Trust** supported the Gay Men's Project, Sophia Forum – Connect to Care project, and Middlesex Hospital – youth-focused peer support.

Fast Track Cities' '**Getting to Zero**' fund supported our clinic-based peer support in collaboration with Chelsea and Westminster NHS Trust and North Middlesex Hospital. It also supported our Welfare and Benefits Advice Project and our work with the National AIDS Trust on the HIV Confident Charter

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

Corporate funding came from **GILEAD**, **MSD**, **ViiV**, and **Pasante** for our National Conference of People Living with HIV. MSD also supported the UK-CAB treatment activist network and GILEAD supported the Beyond Positive Voices project, which we delivered in partnership with the National AIDS Trust.

We have developed an individual donors and community fundraising strategy with the aim of **securing more unrestricted funds**.



planning

2025 Income: £849,901

(2024 – £878,005)

Income from charitable trusts stands at

£247,438

(2024 – £222,926)

Income from statutory contracts stands at

£411,056

(2024 – £442,277)

Income from the National Lottery Community Fund stands at

£96,605

(2024 – £96,713)

Donations received were

£32,139

(2024 – £28,379)

Income from corporates, notably pharmaceuticals, stands at

£52,080

(2024 – £62,181)

thanks to grants from GILEAD for Beyond Positive Voices and GILEAD, ViiV (GSK) and Pasante for the National Conference of People Living with HIV.



Other income from consultancies

£7,687

(2024 – £22,194)

Bank interest received was

£2,896

(2024 – £3,317)

Investment powers and policy

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



Reserves policy

Positively UK aims to keep a minimum working balance of reserves equalling 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** (2024: £60,000 to £120,000).

Our total unrestricted reserves on 31 March 2025 stood at

£69,744

(2024 – £98,114)

Total restricted funds on 31 March 2025 were

£203,437

(2024 – £288,488)

with total reserves of the charity standing at

£273,181

(2024 – £386,602)

Going concern

Positively UK's Board is aware of the uncertainties and challenges ahead in terms of the 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 to fundraise successfully.



Community Access and Engagement

In 2025/2026, we will continue to pilot new initiatives and deliver direct peer support to increase access to – and reduce inequalities in – HIV care.

We will actively reach out to people living with HIV by offering a combination of face-to-face and online peer support.

We will strengthen our in-clinic collaborations by providing Peer Navigation at St Mary's Hospital and Homerton Hospital

Within our statutory contracts, our caseworkers will provide tailored support to over 400 people across Camden & Islington, Hackney, Waltham Forest, Brent, Ealing, and Harrow. As in previous years, we hope that over 90% of users will report an improved quality of life.

We will continue expanding our integrated peer support nationally, with growing services in Buckinghamshire, Derby and Derbyshire, and East Anglia.

Future activities

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

Change

In 2025/2026, we will continue to influence change by promoting the meaningful involvement of people living with HIV, disseminating evidence on effective peer support, and tackling HIV stigma at both individual and institutional levels.

We will continue to raise the profile of peer support through engagement with key agencies, including NHS England, the British HIV Association (BHIVA), and Fast-Track Cities, to promote good commissioning & integration of lived-experience–led services.

We will convene the seventh Biannual National Conference of People Living with HIV, creating a space for dialogue, learning, and collective empowerment.

This year, the UK-CAB (UK Community Advisory Board) has moved under the umbrella of Positively UK, and we plan to expand its training and support offer for HIV treatment advocates across the UK, strengthening the voice of people living with HIV in treatment access and research.

We will continue to partner with the National AIDS Trust in developing the HIV Friendly Charter, in collaboration with Fast Track Cities and the Getting to Zero Partnership, to address HIV stigma at an institutional level.

We will train new peer mentors and buddies across London and beyond, and develop new training modules to equip peer workers with the skills to support people disengaged from care and help re-engage them into services.

We will continue collaborating with academic institutions and NHS Trusts to strengthen peer- and community-based research, including ongoing projects with Nottingham University (access to digital health) and King's College London (peer leadership and creativity).

Diversity and Inclusion

In 2025/2026, we will focus on reaching people who are not currently in care, who face challenges staying in care, or who struggle to achieve and maintain u0ndetectable status. Our aim is to embed and expand peer services in HIV clinics and work closely with the NHS to ensure equitable access to care and support for all.

We will continue leading 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, and NAZ.

Through our collaboration with North Middlesex Hospital, we will continue focusing on young people at risk of disengaging from care.

We will continue to provide dedicated and inclusive spaces for women, heterosexual men, and people aged 50+ living with HIV, ensuring that no one is left behind.

While funding cuts mean we will have to reduce our provision of services for gay men, we remain committed to continuing our monthly peer support group.

We will continue providing crisis services, including the Welfare and Benefits Advice service, and we have secured funding to employ a housing advisor and provide immigration support – vital entry points for people facing the greatest socio-economic challenges.

We will develop an Equity, Diversity, Inclusion and Belonging (EDIB) Strategy to ensure these principles are embedded across all areas of our work.



Structure, governance and management

Organisational structure

Positively UK is a registered charity and a company limited by guarantee, registered in England and governed by a Memorandum and Articles of Association. The liability of each member in the event of winding up is limited to a maximum of £10.

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 web site, and through social media, partner organisations, e-mail, 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 shortlist, interview and appoint suitable candidates. Occasionally a suitable candidate for the Committee is co-opted during the year and appointed formally after three meetings.

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 and the vision, mission and strategic aims of the organization. Directors receive regular work updates from the various departments, as well as updates on relevant topics and current issues within the organisation and the surrounding external environment.

The Directors have delegated all day-to-day management to the Chief Executive Officer, Silvia Petretti. The CEO is supported by the Leadership Team, who are in turn responsible for service delivery within their areas, as shown in the chart below.

Silvia Petretti

Chief Executive Officer

HIV Chartermark
Annie

Beatrice

Clinical Outreach

Royal Free
Iain

Derbyshire
Iain, Susana, and Julie

Brent
Joyce

Homerton
Janine and Pawel

East London
Pawel

Ealing
Amy

Harrow
Julie

Camden and Islington
Iain

Clinical Outreach Volunteers

Sarah

Services Lead

Women's Team
Ruth and Michelle

Catwalk4Power
Ruth

Buckinghamshire
Vacant

Complex Needs
Samantha

St Mary's
Michelle and Samantha

Young Adults
Michelle

South London
Susanna

Services Volunteers

Harun

Peer Learning and Partnerships

Eli

ChelWest NMH Peer Support Integration

GTZ caseworkers
Esther and Iain

Jaime

East Anglia Peer Support Integration

Luton and Milton Keynes
Sasha

Cambridgeshire
Donal and Konzo

Mid and South Essex
Saul and TBC

Ellie

Fundraising and Communications

Welfare and Benefits
Rosa and Fotios

Housing and Immigration
Hugo

Fundraising and Communications
Kerry

Fundraising and Communications Volunteers

Memory

Admin and Finance

Admin Assistance
Kerry

IT Support

Admin Volunteers

Positively UK staff are committed to helping people living with HIV to achieve the 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 with P100 Peer Mentoring to help people to self-manage their conditions.

Related parties



We believe **working together** is crucial to meet the needs of people living with HIV best. Our work complements clinical care – with peer support **integrated into HIV clinics** at:

St Mary's Hospital, Paddington **Homerton Hospital, Hackney** Royal London Hospital **TEAM Clinic, Mortimer Market, Camden** Caldecott Centre, Kings 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** Shaw Clinic, High Wycombe **Brookside Clinic, Aylesbury** Royal Derby Hospital **Burton Hospital, Derbyshire** Southend Clinic – The Number 22 Clinic **Basildon Clinic** Chelmsford Clinic – Coelho Clinic **Kings Brook, Bedford** Kings Chambers, Peterborough **Oak Tree Clinic, Huntingdon – Clinic6** Stratford Suite, Milton Keynes **Luton Sexual Health**

building



We are providing an hybrid service which includes face - to-face outreach in some in clinics combined with virtual referrals for telephone and online support.

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

This year, we were also actively involved as a member of National Voices to secure greater support across the NHS for people living with HIV and other long-term conditions.

We work collaboratively with a number or partners in the HIV sector and beyond, including ClinicQ, Living Well, NAZ, the National AIDS Trust, Food Chain, Sophia Forum, 4M, Sussex Beacon, George House Trust, Terence Higgins Trust, Metro Charity, Spectra, King's College University, Salamander Trust, Queen Mary University, Barts NHS Trust, Nottingham University, and Love Tank.

Pay policy for senior staff

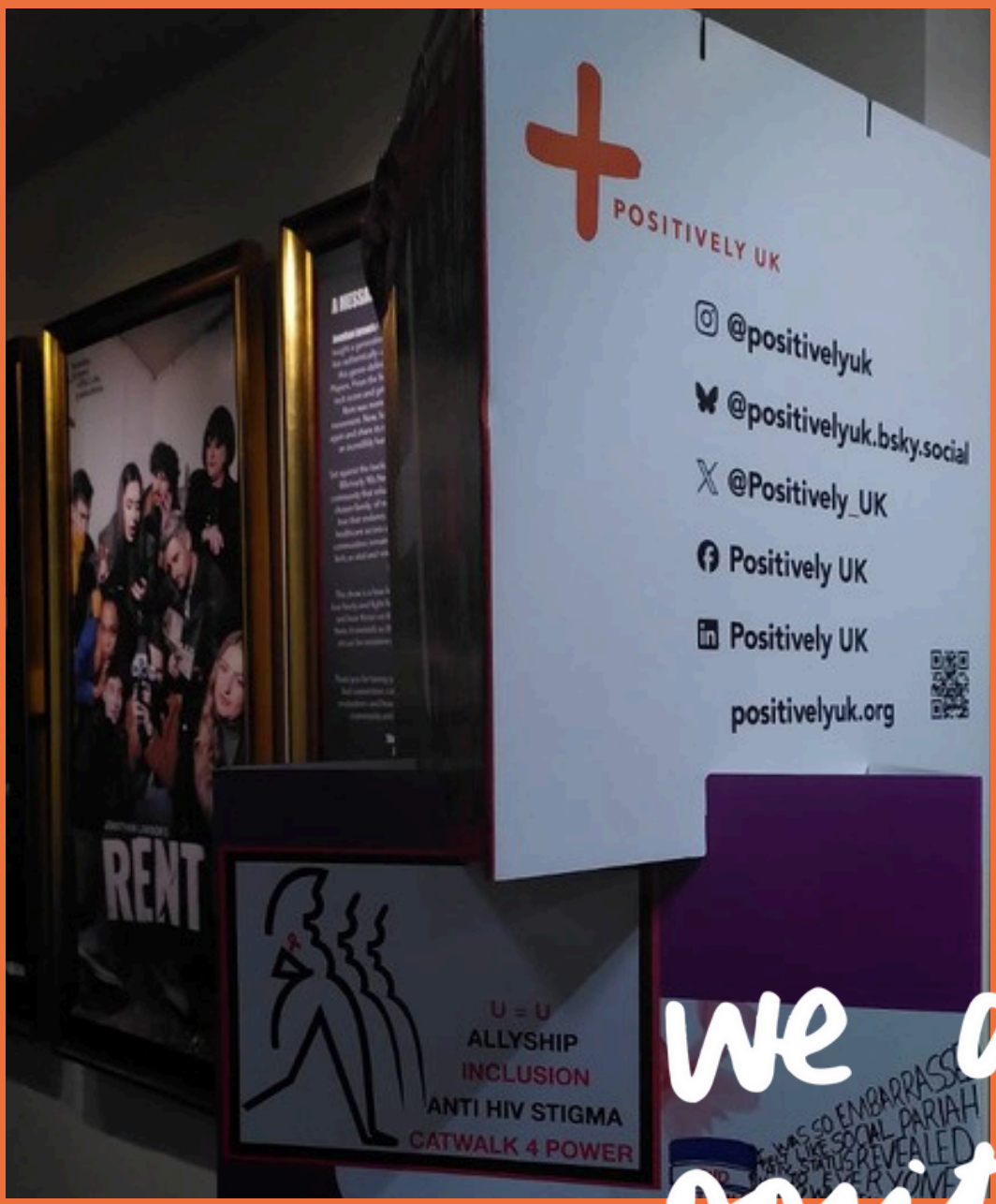
The benchmark for employee remuneration, including management, is the average of salaries paid in the sector. Positively UK maintains an overview of salaries across the voluntary sector, including the HIV sector, to ensure our salaries are competitive; and in assessing remuneration we also consider the wider terms and conditions and benefits offered by Positively UK with our staff contracts.

Individual performance and remuneration are not generally linked: strong individual performance is instead rewarded by opportunities for further professional development and advancement, such as training and personal development.

That said, 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. Strong organisational performance and salary reviews for individuals demonstrating strong performance are therefore linked. 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 Charity Commission**, and that it complies with all relevant laws and regulations.



managing

Registered Charity №: 1007685

Registered Company №: 02424032

Board of Directors

Gerard McGrath	Chair of the Board
Robena Sarah Harrison	Treasurer from 16 June 2025
Peter Oswaldt	to 14 May 2025
Anthony Babajee	
Leasuwanna Griffith	
Robert James	to 7 November 2024
Deborah Laycock	from 14 May 2025
Mark Lewis	to 7 June 2025
Lee Marsons	from 14 May 2025
Tristan Barber	
Paul Mitchel	
Ann Oliso	to 7 November 2024
Simon Regis	from 14 May 2025
Corrine Squire	to 14 May 2025

Key Management Personnel

Silvia Petretti	CEO, Company Secretary

Principal Address	Brick Yard 28 Charles Square LONDON N1 6HT
Independent Examiner	M A Wilkes FCA Azets Audit Services River House 1 Maidstone Road SIDCUP 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 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:

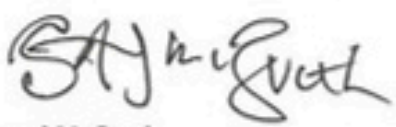
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities Statement of Recommended Practice;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, with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

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions, to allow them to disclose with reasonable accuracy at any time the financial position of the company, and to enable them to ensure that the company's 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 towards the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's web site. 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



Gerard McGrath
Interim Chair



Robena Sarah Harrison
Trustee

Independent Examiner's Report



I report to the charity Directors on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 61 to 75.

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 a member of The Institute of Chartered Accountant England & Wales, which is one of the listed bodies.

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 a member of The Institute of Chartered Accountant 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:

- accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
- the accounts do not accord with those records; or
- 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
- 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

Statement of Financial Activities for the Year ended 31 March 2025



STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2025	Total 2024
		£	£	£	£	£
Income from:						
Donations		32,139	-	-	32,139	28,379
Charitable activities	2	266,762	-	540,417	807,179	824,115
Consultancy fees		7,687	-	-	7,687	22,194
Investment income		2,896	-	-	2,896	3,317
Total income		309,484	-	540,417	849,901	878,005
Expenditure on:						
Raising funds		45,239	-	-	45,239	44,450
Charitable activities		292,615	-	625,468	918,083	829,778
Total expenditure	3	337,854	-	625,468	963,322	874,228
Net movement in funds		(28,370)	-	(85,051)	(113,421)	3,777
Funds brought forward at 1 April 2024		98,114	-	288,488	386,602	382,825
Total funds carried forward at 31 March 2025		69,744	-	203,437	273,181	386,602

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 2024

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Designated funds	Restricted funds	Total 2024
		£	£	£	£
Income from:					
Donations		28,379	-	-	28,379
Charitable activities	2	253,419	-	570,696	824,115
Consultancy fees		22,194	-	-	22,194
Investment Income		3,317	-	-	3,317
Total income		307,309	-	570,696	878,005
Expenditure on:					
Raising funds		44,450	-	-	44,450
Charitable activities		250,026	50,000	529,752	829,778
Total expenditure	3	294,476	50,000	529,752	874,228
Net movement in funds		12,833	(50,000)	40,944	3,777
Funds brought forward at 1 April 2023 (As restated)		85,281	50,000	247,544	382,825
Total funds carried forward at 31 March 2024		98,114	-	288,488	386,602

POSITIVELY UK
(A company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2025

Company number: 02424032

	Note	2025		2024	
		£	£	£	£
Fixed Assets	8	-			343
Current Assets					
Debtors	9	131,557		143,971	
Cash at bank and in hand		303,367		269,971	
		434,924		413,942	
Creditors: amounts falling due within one year	10	(161,743)		(27,683)	
Net Current Assets			273,181		386,259
Net Assets			273,181		386,602
Represented by:					
Restricted funds	12		203,437		288,488
Unrestricted funds:					
Designated funds	13	-		-	
Unrestricted general fund		69,744		98,114	
			69,744		98,114
Total funds	14		273,181		386,602

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2025.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2025 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.

Gerard McGrath
Interim Chair

Robena Sarah Harrison
Trustee

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2025

	Notes	2025 £	2024 £
Cash flow from operating activities	15	33,396	(77,123)
Net cash flow from operating activities		33,396	(77,123)
Net increase in cash and cash equivalents		33,396	(77,123)
Cash and cash equivalents at 1 April 2024		269,971	347,094
Cash and cash equivalents at 31 March 2025		303,367	269,971
Cash and cash equivalents consists of:			
Cash at bank and in hand		303,367	269,971

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 nature of the charity's operations and principal activities are set out on page 4.

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.

Fundraising 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 4.

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	Unrestricted £	Restricted £	2025 £	2024 £
Community access and engagement				
Brook Young People	40,000	-	40,000	40,000
Henry Smith Charity	-	-	-	30,000
Homerton University Hospital	-	63,342	63,342	67,129
Local Authority Contracts	155,926	-	155,926	106,876
NHS Brent Teaching PCT	50,836	-	50,836	76,542
St Marys NHS Trust	-	35,164	35,164	-
Talent Trust	20,000	-	20,000	-
	266,762	98,506	365,268	320,547
Diversity & inclusion:				
National Lottery Community Fund	-	96,605	96,605	96,731
Fast Track Cities:				
Chelsea and Westminster	-	60,000	60,000	117,955
Housing Support	-	90,000	90,000	-
Welfare and Benefits	-	-	-	75,000
Recently Diagnosed	-	6,411	6,411	-
Fund for Human Need	-	-	-	950
Henry Smith Charity	-	39,850	39,850	39,800
Hospital Saturday Fund	-	-	-	3,750
London Catalyst	-	2,000	2,000	3,750
Margaret de Sousa-Deiro Fund	-	-	-	1,380
Make a Difference Trust	-	21,748	21,748	-
Middlesex Hospital	-	24,995	24,995	-
Sophia Forum	-	10,511	10,511	13,029
Terrence Higgins Trust Hardship Grants	-	4,370	4,370	3,700
	-	356,490	356,490	356,045
Change:				
Barts Health NHS Trust	-	-	-	34,309
MSD	-	-	-	15,000
GSK	-	10,000	10,000	-
Gilead	-	20,000	20,000	-
Pasante	-	1,000	1,000	-
Fast Track Cities – HIV Friendly Charter	-	7,884	7,884	25,904
Gilead – Beyond Positive Voices	-	20,580	20,580	-
Kings College London	-	-	-	4,050
Queen Mary University Hospital	-	-	-	21,089
UK-CAB	-	25,957	25,957	-
ViiV Healthcare – Change Network	-	-	-	47,181
	-	85,421	85,421	147,533
TOTAL	266,762	540,417	807,179	824,125

3. EXPENDITURE

Current year - 2025	Staff costs £	Other direct costs £	Support costs £	Total £
Cost of raising funds	43,828	1,411	-	45,239
Charitable activities:				
Community, access and engagement	279,523	43,293	84,037	406,853
Diversity and inclusion	307,304	87,332	29,347	423,983
Change	43,524	34,567	9,156	87,247
	674,179	166,603	122,540	963,322

Prior year - 2024	Staff costs £	Other direct costs £	Support costs £	Total £
Cost of raising funds	40,704	3,746	-	44,450
Charitable activities:				
Community, access and engagement	214,073	7,370	95,712	317,155
Diversity and inclusion	296,687	68,254	20,342	385,283
Change	108,784	12,687	5,869	127,340
	660,248	92,057	121,923	874,228

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. Durning the year, THT hardship grants were awarded totalling £6,359 to 76 clients (2024: £7,625 to 82 clients).

4. SUPPORT COSTS

	2025 £	2024 £
Premises costs	43,820	47,530
Legal and professional fees	611	804
Communication costs	13,217	14,395
Information technology	7,031	10,648
Insurance	2,390	2,526
Staff costs and expenses and volunteer expenses	16,064	8,550
Depreciation	343	87
Other costs	13,764	9,787
Accountancy support	12,418	13,503
Governance costs:		
Independent examination	5,250	5,781
Legal and professional fees	5,877	4,337
Board training day	750	3,332
Trustee expenses	1,005	643
	122,540	121,923

5. DIRECTORS' REMUNERATION

None of the Directors received remuneration. One director (2024: One) received re-imbursed travel expenses of £500 (2024 - £205) during the year.

6. STAFF COSTS

	2025 £	2024 £
Wages and salaries	610,524	599,133
Employer's National Insurance	50,019	48,047
Pension cost	13,636	13,068
	674,179	660,248

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

	No.	No.
Direct charitable activities	21	22
Administration - Part time	1	1
	22	23

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 12. The total employments benefits (including employer pension contributions and employers NI) of key management personnel was £62,449 (2024: £61,194).

7. 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 - £6,275 (2024 - £8,915).

8. TANGIBLE FIXED ASSETS

	Fixtures & Fittings £
COST	
At 1 April 2024	6,257
Disposals	(6,257)
At 31 March 2025	-
DEPRECIATION	
At 1 April 2024	5,914
Charge for the year	343
Disposals	(6,257)
At 31 March 2025	-
NET BOOK VALUE	
At 31 March 2025	-
At 31 March 2024	343

9. DEBTORS

	2025	2024
	£	£
Grant, contract and other income	117,373	116,202
Other debtors	13,106	13,865
Prepayments	1,078	13,904
	131,557	143,971

Included in other debtors above are amounts falling due after one year of £3,635 (2024: £7,387)

10. CREDITORS

	2025	2024
	£	£
Taxation and social security	12,875	12,066
Other creditors	14,919	4,669
Accruals and deferred income	133,949	10,948
	161,743	27,683

11. DEFERRED INCOME

	2025	2024
	£	£
Deferred income brought forward	-	17,399
Released from previous years	-	(17,399)
Resources deferred in the year	117,500	-
	117,500	-

Deferred income relates to grants received in advance of projects which start in the next financial year.

12. RESTRICTED FUNDS

Current year - 2025	Balance at 1 Apr 24 £	Income £	Expenditure £	Balance at 31 Mar 25 £
Peer Navigators	-	98,506	(98,506)	-
Project 100	70,858	-	(15,732)	55,126
Women's Project	4,565	96,604	(101,169)	-
Gay Men	-	21,749	(21,749)	-
Fast Track Cities – Chelsea and Westminster	100,000	60,000	(116,924)	43,076
Fast Track Cities – Welfare and Benefits	68,272	-	(55,772)	12,500
Fast Track Cities – HIV Friendly Charter	-	7,884	(7,884)	-
Fast Track Cities – Newly Diagnosed	-	6,411	(6,411)	-
Fast Track Cities – Housing Support	-	90,000	(12,000)	78,000
Small Grant Fund	-	6,370	(6,370)	-
Complex needs	17,010	39,850	(56,860)	-
Archive project	1,265	-	(1,265)	-
Youth NMH	-	24,995	(14,995)	10,000
Policy Conference	15,000	31,000	(46,000)	-
Partnership For Black Health	10,620	-	(10,620)	-
Connect to Care	-	10,511	(10,511)	-
Activists in Residence	898	-	(898)	-
Beyond Positive Voices	-	20,580	(20,580)	-
UK CAB Project	-	25,957	(21,222)	4,735
	288,488	540,417	(625,468)	203,437

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

Prior year - 2024	Balance at 1 Apr 23 £	Income £	Expenditure £	Balance at 31 Mar 24 £
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)	-
Policy Conference	-	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
	247,544	570,696	(529,752)	288,488

Peer Navigators
Specialised peer support embedded in clinical setting funded by Homerton NHS Trust.

Project 100
GILEAD fellowship funded project to support the national training of P100 peer mentors.

Women's Project
National Community Lottery Fund – for the employment of two part-time caseworkers and to provide one-to-one and group support for women living with HIV, as well as annual Catwalk4Power workshops and events

Gay Men
Funded by MAD Trust – for the employment of a gay men's worker and to provide one-to-one and group support for gay men living with HIV.

Fast-Track Cities
Five projects have been funded: integrating peer support across HIV sites in Chelsea and Westminster NHS Trust and North Middlesex NHS Trust; addressing wrap-around needs with pan-London welfare and housing advice services (housing Advisor was in post in May 2025); Living Well with HIV courses in partnership with THT, METRO Charity and Positive East; HIV Friendly Charter in partnership with National AIDS Trust.

Small Grant Fund
London Catalyst funded hardship payments for destitute people living with HIV.

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

Archive project
Funded by a grant from the Royal Central School of Speech and Drama, the project developed 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.

Youth NMH
Funding by North Middlesex NHS Trust to support young adults attending Alexander Pringle Centre, as well as hardship payments fund to address their financial needs.

Policy Conference
The sixth National Conference of People Living with HV took place in June 2024 with sponsorship by Gilead, MSD Merk, ViiV Healthcare, Pasante.

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.

Connect to Care
A 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 enragements with academia and research.

Beyond Positive Voices
A partnership with National AIDS Trust translating the finding of the second national Positive Voice Survey.

UK CAB Project
Positively UK is the secretariat of UK-CAB - a network that unites people living with HIV.

13. DESIGNATED FUNDS

Current year - 2025

None

Prior year - 2024	Balance at 1 Apr 23 £	New designations £	Designations released £	Balance at 31 Mar 24 £
Gay Men's Project	40,000	-	(40,000)	-
Updating Memorandum	10,000	-	(10,000)	-
	50,000	-	(50,000)	-

Gay Men's Project
To support our services for gay men living with HIV, including group support and 1-2-1 casework, to provide information, advocacy, and referrals to gay men living with HIV.

Updating Memorandum
Legal expenses to update our objectives and constitution.

14. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Current year - 2025	Unrestricted funds £	Restricted funds £	Total funds £
Current assets	113,987	320,937	434,924
Current liabilities	(44,243)	(117,500)	(161,743)
	69,744	203,437	273,181

Prior year - 2024	Unrestricted funds £	Restricted funds £	Total funds £
Tangible fixed assets	343	-	343
Current assets	125,483	288,488	413,971
Current liabilities	(27,683)	-	(27,683)
	98,143	288,488	386,631

15. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £	2024 £
Net (expenditure) / income for the year	(113,421)	3,777
Depreciation	343	87
Decrease / (Increase) in debtors	12,414	(28,946)
Increase / (Decrease) in creditors	134,060	(52,041)
	33,396	(77,123)

16. 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 2025 the membership was £10 (2024: £10).

17. OPERATING LEASE COMMITMENTS

	2025 £	2024 £
Total future minimum lease payments under non-cancellable operating leases are as follows:		
Within one year	19,008	4,928
Between two and five years	62,208	14,810

About Positively UK

Positively UK is a national charity dedicated to protecting the health and wellbeing of people living with HIV through tailored peer support, advocacy for positive attitudes, and equitable access to healthcare.

We are positive: we know how to help people living with HIV because we **are** people living with HIV.

In the last year, we've helped over 1,200 people through our clinical outreach, peer support, and specialist services for marginalised and under-serviced populations. We brought together more than 150 people living with HIV at the National Conference of People Living with HIV and distributed over £7,500 in hardship grants. Our research has highlighted the experiences of the most marginalised groups – trans people, women, migrants, and people over 50.

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Names have sometimes been changed to protect identities.

www.positivelyuk.org

Brick Yard, 28 Charles Square, London, N1 6HT | Tel: 0207 713 0444

Registered Charity № 1007685
A company limited by guarantee, registered in England, № 2424032

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