

POSITIVELY UK

ANNUAL REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 MARCH 2019

Charity Registration Number 1007685

Registered Company Number 02424032

**WILKINS KENNEDY
Greytown House
221/227 High Street
Orpington
Kent BR6 0NZ**

POSITIVELY UK
(A company Limited by Guarantee)

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CHAIR'S FOREWARD

The past 12 months will be remembered as a year of tremendous change for Positively UK. However, despite the challenges that inevitably come with change it has been another exciting year of innovation and reflection and we ended the year with a new CEO in place, new premises and a new vision fit for the tasks ahead.

First, we started the year with an interim leadership team as both our CEO, Allan Anderson and our Chair of Trustees, Jonathan Morley, moved on to new ventures. Our joint interim CEO's, Silvia Petretti and Garry Brough, together with the management team, did a fantastic job at steadying the ship whilst more permanent arrangements were put in place and Paul Decle volunteered to step in as chair.

The second challenge was knowing that this was likely to be the year we would need to move premises. This was both a daunting and exciting prospect. Due to the hard work and commitment of the whole team the move was smooth and successful and we are now in a modern environment that is more service user and staff friendly.

The third challenge was to develop a new vision that will form the basis of a new strategy fit for the changing landscape of HIV. Through an extensive consultation process with staff, volunteers, service users and key stakeholders we now have a vision that can meet the needs of people living with HIV to live a quality life free from stigma and discrimination.

It has been a year of innovation with new projects such as the Seeds project which supports the over 50s in gardening and outdoor activities and Catwalk4Power which has sought to highlight the issues faced by HIV positive women and has enabled women to build personal confidence and challenge stigma and stereotypes.

It has been a year of reflection. This was the last year of Project 100, which has been the centrepiece of our work to establish a national peer mentor network, so the challenge was establishing the legacy.

We have trained over 700 peer mentors, established links with over 120 stakeholder organisations, held our largest Peer Mentor Day with over 150 peer mentors from around the UK, developed a train the trainers package and continue to offer our 2 Open College Network level 2 qualifications.

Project 100 has been highly evaluated by participants and mentors as having had a positive impact on health and wellbeing and showed that peer mentors were committed to continuing to provide peer support.

All our services have worked extremely hard this year having provided over 800 people with one to one support, plus providing group support for another 300, we now have clinical outreach in 11 adult clinics and 5 youth clinics. We continue to provide high quality services that meet the varied needs of our diverse service users.

Through all our work we continue to build our identity and reputation as the leading peer support organisation in the UK and beyond, which is widely recognised and a tribute to the consistent efforts of the Positively UK team.

Having only been acting Chair for a matter of months I am struck by the ongoing enthusiasm and commitment of the team and I would like to take this opportunity to thank everyone involved with Positively UK for their contribution to making this another successful year despite the enormous challenges faced.



Pamela Bruton
Acting Chair

Over 800 people accessed 1-2-1 support and over 300 people group support.

329 new people living with HIV accessing services, in addition to 476 existing service users.

258 gay men have accessed our peer support and 106 gay men have accessed specialised support, including groups, social events and workshops through the gay men's project.

405 women have accessed peer support through our services and 215 women have received specialised support through the Women's project in the last year

116 heterosexual men have accessed peer support through our services

45 Women were involved in a public event to challenge stigma with the Catwalk4Power in London and **over 60 women** from around the UK participated to the **I Am Here Festival for International Women's Day 2019**

Qualitative evaluation of the women's project showed high levels of satisfaction with the project and increase in confidence and knowledge around HIV.

The youth project has established clinical outreach in 5 London Clinics

435 people accessed support through our **Clinical outreach services**, **our presence in 11** London Clinics is the main the entry point into our services, and allow us to engage with the most vulnerable people

2200 hours of support and over **3000 interventions** were delivered by our case workers and peer mentors.

Over £990,000 of entitled benefits was secured for people to live independently and out of hardship.

Over 700 mentors trained across the UK through Project 100 to date and over 120 clinics and organisations engaged.

We held our largest Peer Mentor Day with over **150 peer mentors from around the UK**- the day was led and run by peer mentors and showcased the national impact and **legacy** of Project 100

P100 qualitative evaluation showed **87% of participants reported being better informed** and better able to manage their HIV, their health and well-being **87% of surveyed peer-mentors** were still planning to **provide a peer-support service following 'Project 100'**, **93% of peer-mentors** would happily recommend other people with HIV to become peer-mentors.

We moved: after over 20 years in City Road we relocated. We didn't go far we are still in Islington, in the beautiful St Marks Studios.

REPORT OF THE DIRECTORS

The Directors, who are also Trustees, present their Annual Report together with the Audited Financial Statements for the year ended 31 March 2019. The Directors have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) in preparing the annual report and financial statements of the charity.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK & Republic of Ireland published on 16 July 2014 and updated by Bulletin 1 & 2.

OUR PURPOSE AND ACTIVITIES

Our Objects:

- To protect the health of people by the provision of support services to people who have HIV or any associated health condition.
- To advance education and research about health and particularly the health of those who have AIDS, HIV or any associated health condition.
- To provide community centred, advice and assistance for the benefit of people living with HIV or any associated health condition.

Our Vision: Positively UK's Vision:

Everyone living with HIV has access to effective peer support to increase their knowledge, confidence and connections, to improve their health and quality of life.

Our Mission: To share learning and solutions within HIV and across the health and social care sectors so that people living with HIV receive effective care and support, to achieve the best health and quality of life.

Our Actions:

- Providing specialist and peer support, advocacy and information
- Campaigning against discrimination
- Promoting positive attitudes and equitable access to health
- Increasing involvement, voice and visibility

Our Values and Personality

Champions:	We stand up for the dignity and rights of anybody with or affected by HIV.
Supporters:	We provide people living with HIV practical and emotional support to help live a fulfilling life free from isolation
Commitment:	"We don't say, we act". We believe in the active involvement of people living with HIV in developing and delivering services and policy.
Passionate:	Nobody cares more or is more committed to developing a confident and positive future for people living with or affected by HIV.
Practical:	Our advice and support are practical and of immediate benefit.
Our Ambition:	Peer led support to all people living with HIV in the UK by 2020

How We Achieve This:

We have three over-arching aims to strategy:

Engaging people living with HIV and provision of peer support to enhance quality of life, manage new diagnosis, adhere to medications, promote emotional wellbeing and tackle isolation. Delivered through a range of interventions with one-to-one support, information, mentoring and advocacy, specialist progresses for women, gay men and young people and benefits advice service. We provide a range of group work from recently diagnosed to groups for women, gay men, heterosexual men and women, African community and people aged over 50.

REPORT OF THE DIRECTORS

Influencing key decision makers and agencies to improve systems, services and policies to improve the quality of life for people living with HIV. We achieve this through the greater involvement of people living with HIV, provision of training and information to enable people to engage and by hosting events such as the biennial Conference of People Living with HIV.

Reaching out to communities, clinics and support organisations across the UK to increase the provision of peer support provision for people living with HIV. We have achieved this through the implementation of Project 100, a programme of capacity-building, training people living with HIV to be peer mentors.

The role and contribution of volunteers

Positively UK is hugely indebted to our volunteers and their dedicated support to the organization. Volunteers have supported people living with HIV through the peer mentoring programme, facilitating group support, our recently diagnosed workshops, fundraising and undertaking administrative roles. In 2018/19 volunteers contributed over 1,400 hours to the organization. If costed at our sessional work rate of £12 per hours this equates to over £16,800.

In-Kind Donations

Positively UK would like to thank the following for their donations of gifts and time. MAC Cosmetics, Act-Up Women London and the Royal School of Speech and Drama for their support of The Catwalk for Power.

Positively UK acknowledges the support given to clients in the form of hardship grants from London Catalyst and THT Hardship Fund, and hampers of food from The Food Chain.

Achievements and Performance

Last year we set ourselves the following goals and delivered on them as follows:

Engaging

We continued to pilot new projects and deliver direct support in London by:

- **805 peoples accessed** support through our services with 2185 hours of support in a very heterogeneous group of people
- **Poverty** continues to have a significant impact upon many people living with HIV; Our welfare advice service supported 220 people with one to one support around understanding and accessing their benefits and welfare entitlement £990,000 of entitled benefits were claimed
- The newly established **Youth Project**, Positive Futures, has recruited two new coordinators and has established outreach in 5 London Clinics. An external Evaluation Team has been engaged.
- We started a new project promoting the health and wellbeing of older people with HIV with the **Seeds Project** an innovative Horticultural projects that supports people 50+ through gardening and outdoor activities. The project has been very successful in engaging very isolated and marginalized people
- **Mental Health of women with HIV** has been the focus of a new partnership with MIND

Reaching

Project 100, is our national programme, which aims to train up to 1,000 people living with HIV to provide peer support locally. This is the final year of our four-year programme and in the year:

- 180 Peer mentors were trained From April 2018- March 2019: 130 from outside London and 50 from London
- The training the trainer programme supported 6 people from local agencies to deliver the Project 100 Training outside London
- 150 Peer Supporters and Coordinators attended the Project 100 National Peer Support Day. All the presentations and workshops were designed and presented by Project 100 peer mentors
- We continued to offer our two Open College Network level 2 qualifications: Peer Mentoring and HIV treatment literacy

REPORT OF THE DIRECTORS

Influencing

Our policy work plan has three goals: to promote best quality care for people living with HIV, to promote the role of peer support and to tackle HIV stigma. In 2016, we commented the implementation of our new 3 year policy work plan as follows:

- We launched the final **Halve It** report around the **A roadmap towards eliminating late diagnosis of HIV in England** in collaboration with National AIDS Trust – the report was launched in Parliament in collaboration with the APPG on HIV and AIDS
- We were invited to provide oral evidence to the Lords Select Committee on **HIV and Mental Health**
- We launched three reports for the **Changing Perceptions Campaign: Our Needs, Our Relationships, and Attitudes towards HIV**, in collaboration with Public Health England, National AIDS Trust and Watipa based on people with HIV analyzing the findings of **Positive Voices**, the largest national survey on **quality of life** for people with HIV.
- **The I Am Here Festival** was attended by over 65 women with HIV from around the UK and focused on the themes of Leadership and Self-Care. 80% of participants reported an increase in confidence and understanding of HIV.
- **Catwalk4Power 2109**, an event to increase understanding of issues faced by women with HIV, build women's confidence and challenge HIV related stigma, received funding by Public Health England Innovation Fund, The first event was performed in front of over 120 people, including the chair of APPG on Sexual Health baroness Barker, at the Royal School of Speech and Drama
- We shared our learnings at XXIII The International AIDS Conference in Amsterdam with a poster presentation on the Women's Project, a Workshop on Project 100 Peer mentoring training, and a workshop in the Global Village with Catwalk4Power, in collaboration with Act Up Women.

Public benefit statement

We review our aims, objects and activities annually. This review looks at what we 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 brought to those groups of people we were set up to help. The review helps us to ensure 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.

All of our charitable activities focus on:

- To protect the health of people by the provision of support services to people who have HIV or any associated health conditions.
- To advance education and research about health and particularly the health of those who have HIV or any associated health condition, in the UK and abroad.
- To provide community-centred, advice and assistance for the benefit of people affected by HIV or 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.

FINANCIAL REVIEW

The Statement of Financial Activities shows an overall income for the year of £937,244 (2018 : £976,128). The charity shows a deficit for the year ending 31 March 2019 of £54,637 (2018 – surplus £44,262). The result for the year consisted of a loss on restricted funds of £23,459 (2018 : surplus £19,200) and an unrestricted funds deficit of £31,178 (2018 – surplus £25,062).

Total unrestricted reserves at 31 March 2019 are £101,347 (2018 - £132,525).

Restricted income was increased this year through grants from Charitable Trusts and the Big Lottery. Our largest grant was received from the Monument Trust for the development and national roll out of our peer mentoring training programme through Project 100. Additional grants were also received from the MAC AIDS Fund for work supporting the Gay men's project, Big Lottery Fund for our women's and gay men's projects, and youth project, and Henry Smith Charity for our Benefits Advice service.

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REPORT OF THE DIRECTORS

Statutory Income from Local Authority funding this year is stable with a small increase approximately £ 183,367 (158,000 in 2017/18). The increase is due to one year additional statutory funding from Public Health England Innovation Fund for the Catwalk4Power

Looking forward, statutory income along with project funding from charitable trusts and the Big Lottery Fund continues to perform well with multi-year funding secured. However, the Monument Trust Funding will come to an end in May 2019, strategic effort will be required to overcome the challenge of one of our largest funders closing.

Principal Funding Sources

Overall funding remains steady and the charity had an overall income of £937,244 in 2018/19 a modest decrease on the previous year, which stood at £976,128

2019 Income: £937,244

- In total income from charitable trusts stands at £449,410 (2018 - £477,000).
- Income from statutory contracts slight increase at £183,367 (2017 - £158,403)
- Funding from the Big Lottery rose slightly. Total income from the Lottery now stands at £179,946 (2017 - £175,017)
- Income from corporates, notably pharmaceuticals, decreased to £89,872 (2018 - £142,045 with grants from Gilead for Changing Perceptions/Positive Voices as well as the Seeds project and ViiV support for Groups and Workshops.

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 that they see fit.

Reserves Policy

Positively UK aims to keep a minimum working balance of reserves equaling three 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 £82,500.

Our total unrestricted reserves at 31 March 2019 stood at £101,347 (2018 - £132,525) and over the past four years the Directors and CEO have worked hard to build these in line with our reserves policy.

FUTURE ACTIVITIES

In line with our five-year strategic vision for Positively UK our goals over the coming year will support us in achieving the best physical, emotional and social wellbeing for people living with HIV across the UK.

Engaging

In 2019/20 We will continue to pilot new projects and deliver direct support in London to:

- Actively reach out to people recently diagnosed with HIV to provide one-to-one mentoring and access to recently diagnosed workshops, with 4 workshops run throughout the year.
- Within our Statutory Contracts provide support to over 400 people with 90% of users completing and reporting Improved Quality of Life.
- Continue providing 4 Wellbeing workshops and 4 Social outing a year open to all people with HIV
- Provide opportunity for social connections and outdoor activities for people 50+ through our Seeds Project
- Provide specialized mental health support to women with HIV through our partnership with MIND
- Within the 5th year of our Big Lottery Funded women's project, Positively Women, continue supporting at least 100 women and produce a conference report and project final evaluation.
- Through our youth project we aim to support 100 people a year transitioning to adult services and increase opportunities for social interactions including a residential training for young peer volunteers.

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REPORT OF THE DIRECTORS

- Ensure that Peer support is available in all London Clinics and continue focusing on engaging with those most vulnerable to disengage from services

Reaching

In 2019/20 we will continue working on our national reach by:

- Build on the legacy of project 100 continue to train trainers in peers support at national level
- Continue training new Peer Mentors in London and provide supervision and professional development opportunities through specialised workshops on working in clinics, group facilitation etc,
- Use the evaluation and expertise gained so far to gain further funding for the continuation of some aspects Project100 for 2019/20 and beyond.
- Pilot Peer support trainings with other health conditions
- Use the Catwalk4Power model at a national level to promote peer support as a stepping stone to women's leadership and empowerment

Influencing

In 2019/20 we will continue our policy work plan as follows:

- Continue our efforts to raise the profile of peer support through engaging with key fora and agencies such as NHS England, British HIV Association and Public Health England to promote good commissioning and integration of services.
- Work in collaboration with Public Health England on the Changing perceptions Campaign to disseminate the data and the stories linked to the finding of the Positive Voices Survey to improve quality of life of people living with HIV.
- Organize a National Conference of People Living with HIV to create a new Manifesto on quality of life for the new decade.
- Contribute to and influence the implementation and delivery of the London Fast Track Cities Initiative through applying to the Fast track City Improvement Fund,

Build on the success of Catwalk4Power and develop other Community Based public events to challenge stigma and create a platform for the diverse voices of people living with HIV.

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 1985 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

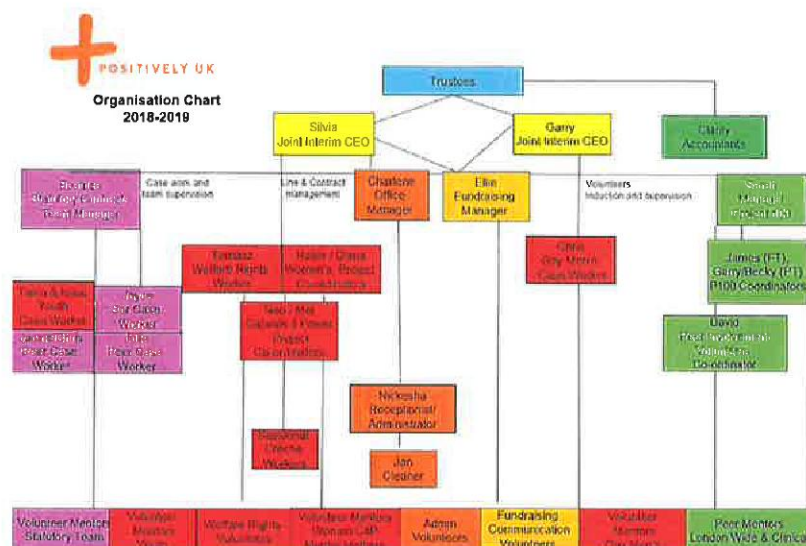
Positively UK's constitution states that 50% of the Board of Directors and the Chair of the Board should be living with HIV.

We recruit Directors through advertisements on our website and through social media, partner organisations, via 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 shortlist, interview and appoint 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 organization. Directors receive regular work updates from the various departments, as well as updates on relevant topics and current issues, both within the organization as well as the external environment.

Organisation



The Directors have delegated all day-to-day management to the Interim Joint Interim Chief Executives from April 2018 until February 2019. Silvia Petretti was appointed as Chief Executive in February 2019 and Garry Brough was appointed Deputy Chief Executive whilst the organization went through a consultation period and restructuring process. The Joint Interim Chief Executives, are supported by the Management Team who are in turn responsible for service delivery within their areas (see organizational chart above).

Positively UK staff are committed to supporting people living with HIV 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 in advice and guidance to help people self-manage their condition.

Related parties

We believe working together can best meet the needs of people living with HIV. We complement clinical care, with peer support integrated into HIV clinics at Homerton Hospital in Hackney, Royal Free Hospital and Mortimer Market in Camden, Ealing Hospital, St Mary's Hospital in Westminster, Royal London Hospital in Tower Hamlets, Northwick Park Hospital and the Hub in Brent, Newham Hospital, Chelsea and Westminster Hospital, St Georges Hospital, Kings College, North Middlesex Hospital in Enfield.

To ensure a 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 including The PRIME Study on women with HIV and the menopause, we provide community representation on 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 Organization Advisory Board on Women and HIV.

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

Our Women's Project and catwalk4Power have worked in partnership with the Royal School of Speech and Drama which held our National Conference for women with HIV reinforcing our relationship with an academic institution and offering a fantastic public platform for our events.

REPORT OF THE DIRECTORS

In building the capacity of the HIV sector to provide high quality peer support we have worked in partnership with over 70 HIV charities and clinics through Project 100 including HIV i-Base, Positive East and Africa Advocacy Foundation in London, Brigstowe Project in Bristol, George House Trust in Manchester, Blue Sky Trust in Newcastle, Waverley Care and Hwupenyu Project in Scotland, Positive Life in Northern Ireland and Positive Now in the Island of Ireland, Leeds Skyline, Birmingham Heartlands patient services, Sheffield Hallam University Hospital, Wessex HIV clinical services, Oxford Churchill Sexual Health clinic and Terrence Higgins Trust in England, Scotland and Wales.

Pay policy for senior staff

The benchmark for employee, including management, remuneration is the average of salaries paid in the sector. Positively UK maintains an overview of salaries across the voluntary sector, including HIV sector, to ensure it is competitive; and in assessing remuneration also considers the wider terms and 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 organizational 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 company 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.

REFERENCE AND ADMINISTRATIVE DETAILS

Company Number: 02424032

Charity Number: 1007685

Directors:

Paul Decle (Chair from April 18, to September 2019) – Resigned 24 September 2019
Jonathan Morley (Chair until April 18) – Resigned 18 April 2018
Pamela Bruton (Acting Chair from September 2019)
Juliet Williams (Treasurer)
Allan Anderson – resigned 2 October 2018
Kevin Baker
Triston Barber – appointed 3 October 2018, resigned 15 September 2019
Joan Channon
Annie Gilbert – Resigned 5 May 2018
Robert James
Althea Lawrence – resigned 15 September 2019
Charlene Orr – appointed 2 October 2018, resigned 29 March 2019
Silvia Petretti – appointed 29 May 2019
Rob Walton – resigned 10 September 2019

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REPORT OF THE DIRECTORS

REFERENCE AND ADMINISTRATION DETAILS – continued

Company Secretary:	Silvia Peetretti – appointed 9 April 2019 Charlene Orr - resigned 29 March 2019
Senior Management Team:	Silvia Petretti – Interim Chief Executive Officer (1 st May 2018 -1 st February 2019) Garry Brough – Interim Chief Executive Officer (1 st May 2018- 1 st February 2019) Beatrice Osoro – Case Work Team Manager Sarah Fraser – Project 100 Manager Charlene Orr – Office Manager Silvia Petretti was appointed Chief Executive on 1 st February 2019 Garry Brough was appointed Deputy Chief Executive 1 st February 2019
Principal Address:	14 Chillingworth Road St Marks Studios London N7 8QJ
Independent Examiners:	Wilkins Kennedy Greytown House 221 – 227 High Street Orpington Kent BR6 0NZ
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 IN RELATION TO THE FINANCIAL STATEMENTS

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

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REPORT OF THE DIRECTORS

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.

STATEMENT OF DISCLOSURE TO AUDITOR

So far as the Directors are aware, there is no relevant audit information of which the company's auditors are unaware. Additionally, the Directors have taken all the necessary steps that we ought to have taken as Directors in order to make themselves aware of any relevant audit information and to establish that the Charity's auditors are aware of that information.

AUDITORS

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:


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Pamela Bruton – Acting Chair


.....

Juliet Williams – Treasurer

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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 2019 which are set out on pages 14 to 25.

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 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:

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 Wilkins Kennedy
Greytown House, 221/227 High Street
Orpington, Kent,
BR6 0NZ

Date:

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STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2019

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Restricted funds	Total 2019	Total 2018
		£	£	£	£
Income from:					
Donations	2	4,719	-	4,719	10,807
Charitable activities	3	165,345	737,250	902,595	931,521
Trading Activities	4	29,930	-	29,930	33,800
Total income		<u>199,994</u>	<u>737,250</u>	<u>937,244</u>	<u>976,128</u>
Expenditure on:					
Raising funds		18,142	-	18,142	29,555
Charitable activities		213,030	760,709	973,739	902,311
Total expenditure	3	<u>231,172</u>	<u>760,709</u>	<u>991,881</u>	<u>931,866</u>
Net movement in funds		(31,178)	(23,459)	(54,637)	44,262
Funds brought forward at 1 April 2018		<u>132,525</u>	<u>290,912</u>	<u>423,437</u>	<u>379,175</u>
Total funds carried forward at 31 March 2019		<u>101,347</u>	<u>267,453</u>	<u>368,800</u>	<u>423,437</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

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COMPARATIVE STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2019

INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds	Restricted funds	Total 2018
		£	£	£
Income from:				
Donations	2	10,807	-	10,807
Charitable activities	3	209,504	722,017	931,521
Trading Activities	4	33,800	-	33,800
Total income		<u>254,111</u>	<u>722,017</u>	<u>976,128</u>
Expenditure on:				
Raising funds		29,555	-	29,555
Charitable activities		199,494	702,817	902,311
Total expenditure	3	<u>229,049</u>	<u>702,817</u>	<u>931,866</u>
Net movement in funds		25,062	19,200	44,262
Funds brought forward at 1 April 2017		<u>107,463</u>	<u>271,712</u>	<u>379,175</u>
Total funds carried forward at 31 March 2018		<u>132,525</u>	<u>290,912</u>	<u>423,437</u>

POSITIVELY UK
(A company Limited by Guarantee)

BALANCE SHEET
AS AT 31 MARCH 2019

Company number : 02424032

	Note	£	2019	£	£	2018	£
Fixed Assets	9			1,050			1,313
Current Assets							
Debtors	10	134,896			297,975		
Cash at bank and in hand		278,267			181,679		
		<u>413,163</u>			<u>479,654</u>		
Creditors: amounts falling due within one year	11	(45,413)			(57,530)		
Net Current Assets				367,750			422,124
Net Assets				<u>368,800</u>			<u>423,437</u>
Represented by:							
Restricted funds	12			267,453			290,912
Unrestricted funds:				101,347			132,525
Total funds	14			<u>368,800</u>			<u>423,437</u>


The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2019.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2019 in accordance with Section 476 of the Companies Act 2006.

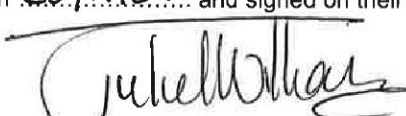
The Directors acknowledge their responsibilities for:

- (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 20/11/2019 and signed on their behalf by:



Pamela Bruton
Acting Chair



Juliet Williams
Treasurer

POSITIVELY UK
(A company Limited by Guarantee)

STATEMENT OF CASH FLOWS
AS AT 31 MARCH 2019

	Notes	2019	2018
		£	£
Cash flow from operating activities	17	96,588	(180,528)
Net cash flow from operating activities		96,588	(180,528)
Net increase/(decrease) in cash and cash equivalents		96,588	(180,528)
Cash and cash equivalents at 1 April 2018		181,679	362,207
Cash and cash equivalents at 31 March 2019		278,267	181,679
Cash and cash equivalents consists of:			
Cash at bank and in hand		278,267	181,679
Cash and cash equivalents at 31 March 2019		278,267	181,679

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

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 10 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 (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom (FRS 102), the Charities Act 2011, UK Generally Accepted Practice as it applies from 1 January 2015 and the Charity SORP (FRS102) amended for Update Bulletin 1.

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.

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 costs, governance costs, administrative payroll 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.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

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 12.

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 11 for the carrying amount of the property plant and equipment and note 1.6 for the useful economic lives for each class of assets.

j. Judgements and key sources of estimation uncertainty (continued)

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.

POSITIVELY UK
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

2. DONATIONS

	2019	2018
	£	£
Other donations	4,719	10,807
	<u>4,719</u>	<u>10,807</u>

3. CHARITABLE ACTIVITIES

	2019	2018
	£	£
Engagement:		
Big Lottery Fund – Gay Men's Project	16,308	61,844
Big Lottery Fund – Women's Project	69,193	63,558
Big Lottery Fund – Youth Project	94,445	49,615
The Henry Smith Charity	30,000	30,000
Homerton University Hospital	18,000	42,000
MAC Aids Fund	42,000	32,955
NHS Brent Teaching PCT	-	50,836
Local Authority Contracts	155,345	108,668
Make a Difference Trust	8,160	-
MIND	11,250	-
Public Health England	28,022	-
	<u>472,723</u>	<u>439,476</u>
Reach:		
Monument Trust	340,000	350,000
	<u>340,000</u>	<u>350,000</u>
Influencing:		
Gilead Sciences Limited	79,872	58,000
Jansses-Cilag Limited	-	5,000
MAC Aids Fund	-	22,045
Merck Sharp & Dhome Limited	-	7,000
ViiV Healthcare	10,000	50,000
	<u>89,872</u>	<u>142,045</u>
	<u>902,595</u>	<u>931,521</u>

POSITIVELY UK
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

4. OTHER INCOME

	2019	2018
	£	£
Rental income	26,500	28,500
Consultancy fees	3,430	5,300
	<u>29,930</u>	<u>33,800</u>

5. EXPENDITURE

	Staff costs	Other direct costs	Support costs	Total 2019	Total 2018
	£	£	£	£	£
Cost of raising funds	-	18,142	-	18,142	29,555
Charitable activities:					
Engagement	314,073	54,033	172,842	540,948	446,800
Reach	209,412	105,621	46,000	361,033	349,097
Influence	17,895	51,198	2,665	71,758	106,413
	<u>541,380</u>	<u>228,994</u>	<u>221,507</u>	<u>991,881</u>	<u>931,866</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.

6. SUPPORT COSTS

	2019	2018
	£	£
Premises costs	119,306	87,643
Legal and professional fees	6,866	13,711
Communication costs	19,940	20,984
Information technology	18,751	11,268
Insurance	3,868	3,987
Staff costs and expenses and volunteer expense	13,716	14,433
Depreciation	263	328
Other Costs	9,312	8,339
Equipment costs	8,460	-
Accountancy support	11,860	-
Office moving costs	4,684	-
Governance Costs	4,481	7,140
	<u>221,507</u>	<u>167,833</u>

7. GOVERNANCE COSTS

	2019	2018
	£	£
Independent Examination/Auditor's remuneration	3,600	6,000
Directors expenses	881	1,140
	<u>4,481</u>	<u>7,140</u>

9. DIRECTORS' REMUNERATION

None of the Directors received remuneration. Reimbursed expenses during the year totalled £695 (2018: £1,140). Expenses were reimbursed to 1 Directors (2018 : 1).

POSITIVELY UK
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

10. STAFF COSTS	2019	2018
	£	£
Wages and salaries	489,975	493,692
Employer's National Insurance	40,747	41,780
Pension cost	10,658	8,509
	<u>541,380</u>	<u>543,981</u>

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

	No.	No.
Direct charitable activities	20	16
Administration - Part time	1	1
	<u>21</u>	<u>17</u>

No member of staff earned more than £60,000 during the year (2018: None).

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 £191k (2018: £161k).

11. TANGIBLE FIXED ASSETS	Fixtures & Fittings
	£
COST	
At 1 April 2018	6,257
At 31 March 2019	<u>6,257</u>
DEPRECIATION	
At 1 April 2018	4,944
Charge for the year	263
At 31 March 2019	<u>5,207</u>
NET BOOK VALUE	
At 31 March 2019	<u>1,050</u>
At 31 March 2018	<u>1,313</u>

12. DEBTORS	2019	2018
	£	£
Grant, contract and other income	94,352	288,668
Other debtors	12,162	-
Prepayment	28,382	9,307
	<u>134,896</u>	<u>297,975</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

13. CREDITORS	2019 £	2018 £
Taxation and social security	13,939	12,614
Other Creditors	3,153	2,452
Accruals	28,321	42,464
	<u>45,413</u>	<u>57,530</u>

14. RESTRICTED FUNDS	Balance at 1.4.2018 £	Income £	Expenditure £	Balance at 31.3.2019 £
Clinical Integration	8,297	18,000	(26,297)	-
Project 100	182,565	340,000	(361,033)	161,545
Youth	10,856	94,444	(90,777)	14,523
Groups & Workshops	15,675	-	(10,356)	5,319
Halve It	21,402	-	(21,402)	-
Women's Project	13,128	108,465	(99,915)	21,678
Gay Men	14,938	66,469	(59,424)	21,983
Seeds	-	39,872	(1,400)	38,472
Welfare and Employment	24,038	30,000	(50,105)	3,933
Positive Voices Data	-	40,000	(40,000)	-
Other	13	-	-	13
	<u>290,912</u>	<u>737,250</u>	<u>(760,709)</u>	<u>267,453</u>

Clinical Integration: to ensure that our staff and volunteer and peer mentors have the training, support and professional development to provide high quality peer support within clinical settings.

Project 100: Monument Trust – To fulfil our aim of ensuring 100% of people living with HIV have access to quality peer support by establishing a new project with the aim of training and equipping 1,000 people living with HIV with skills to provide peer mentoring. To develop and disseminate the National Standards of HIV Peer Support.

Youth: Big Lottery Fund – Youth Project – Funding to support the engagement of a youth worker to lead our work with young people transitioning from paediatric to adult care.

Groups and Workshops: Quarterly groups and workshops aimed at providing social connection and appropriate up to date information to mixed groups of people living with HIV with the aim to decrease isolation and enabling self-management.

Halve It: funding to coordinate the production of a report on reducing late diagnosis, including a launch at a parliamentary event

Women's Project: Big Lottery Fund – For the employment of a women's worker and to provide one-to-one and group support for women living with HIV, supported by a team of trained volunteer peer mentors.

Catwalk4Power: funded by Public Health England to promote the production of peer-lead events for women with HIV to increase awareness around women and HIV, and challenge stigma stereotypes and foster community empowerment organise

Gay Men: Big Lottery Fund – For the employment of a gay men's worker and to provide one-to-one and group support for gay men living with HIV, supported by a team of trained volunteer peer mentors.

Seeds: A project to support people with HIV 50+ through outdoor activities and gardening

POSITIVELY UK
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019**

Welfare and Employment: Henry Smith Charity and MAC AIDS Fund – For the continuation of the Welfare Advice Service for people living with HIV and employment workshops

Positive Voices Data: a project in collaboration with NAT, Watipa, PHE, to enable people with HIV to analyse and disseminate the data from the Positive Voices Survey

15. ANALYSIS OF NET ASSETS BETWEEN FUNDS

2019	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	1,050	1,050
Current assets	267,453	145,710	413,163
Current liabilities	-	(45,413)	(45,413)
	<u>267,453</u>	<u>101,347</u>	<u>368,800</u>
 2018			
	Restricted Funds £	Unrestricted Funds £	Total Funds £
Fixed assets	-	1,313	1,313
Current assets	290,912	188,742	479,654
Current liabilities	-	(57,530)	(57,530)
	<u>290,912</u>	<u>132,525</u>	<u>423,437</u>

16. COMMITMENTS UNDER OPERATING LEASES

At 31 March 2019 the total future minimum lease payments under non-cancellable operating leases were as follows:

	2019 £	2018 £
Amounts due within one year	-	82,322
Amounts due in two and five years	-	-
	<u>-</u>	<u>82,322</u>

17. RECONCILIATION OF NET (EXPENDITURE) / INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2019 £	2018 £
Net (expenditure) / income for 31 March 2019	(54,637)	44,262
Depreciation	263	328
Decrease / (Increase) in debtors	163,079	(246,298)
Increase / (Decrease) in creditors	(12,117)	21,180
Net cash flow from operating activities	<u>96,588</u>	<u>(180,528)</u>

POSITIVELY UK
(A Company Limited by Guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2019

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 2019 the membership was £10 (2018: £10).

18. RELATED PARTY TRANSACTIONS

There were no related party transactions during the year.

