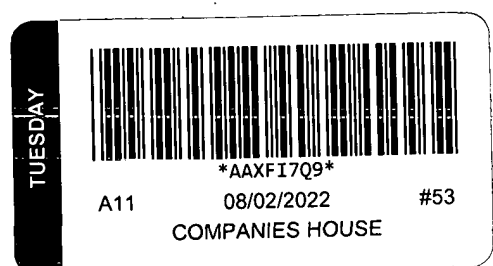


Charity Registration No. 1014056

Company Registration No. 03236229 (England and Wales)

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021



THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Uday Thakkar Tina St Leger Professor Mark Nelson Harry Clementson
Chief Executive and Company Secretary	Parminder Sekhon
Charity number	1014056
Company number	03236229
Registered office	30 Blacks Road London W6 9DT
Auditor	HW Fisher LLP Acre House 11-15 William Road London NW1 3ER United Kingdom
Bankers	National Westminster Bank Plc 25 Shepherds Bush Green London W12 8PR

THE NAZ PROJECT (LONDON)
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**NAZ PROJECT LONDON
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TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 MARCH 2021

The Trustees present their report which also includes the directors' report as required by company law and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the Charitable company's Memorandum and Articles of Association, the Companies Act 2006, 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 and Republic of Ireland ("FRS102") (effective 1 January 2019).

Objectives and Activities

The charity was incorporated on 9 August 1996 and is governed by its Memorandum and Articles of Association, which were amended by special resolution on 15 October 2002.

Nazir was a Pakistani Muslim, married with two children. He was also a closeted gay man who was living with HIV. When his status became public, he was rejected by his mosque, ostracised by his community and found no social support that understood that he had more than one identity.

NAZ was set up in his memory and is one of the largest sexual health charities in London initiated and led by ethnic minorities. It is also one of the longest established charities of this type and focuses predominantly on sexual health improvement and HIV support services for Black, Asian and Minority Ethnic (BAME) communities.

The work of the organisation is delivered through four key work streams:

1. HIV care and support services, for people living with and affected by HIV
2. Sexual Health Promotion including targeted support for BAME LGBTQ+ communities, faith communities and those at risk of acquiring HIV, STIs and experiencing poor sexual health
3. Clinical Services: HIV and STI testing and screening, as well as counselling services
4. Research, influencing and policy development

The NAZ board, staff and volunteers are recruited from the communities we seek to impact and support is available in multiple languages. Today, NAZ offers the most relevant range of sexual health services and programmes, specifically for people from BAME communities.

Public Benefit

The trustees confirm they have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit. The purpose of the charity is enshrined in its objectives and mission statement. The trustees ensure this is carried out for the public benefit by delivering a range of activities to meet its intent.

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Reserves Policy

The trustees have agreed a reserves policy whereby the free reserves (unrestricted funds held in net current assets, excluding funds held in tangible fixed assets) held by the charity should be equivalent to the value of approximately 3 months of non-discretionary resources expended (£200,000).

As at 31 March 2021, free reserves, as defined above, amount to £23,750 (2020: £4,385). This is an increase of £19,365. The increase in free reserves makes a start to meet the trustees' stated strategic objective of achieving the free reserves figure within 3 to 5 years but there is still more to do.

The charity saw a surplus in the 2020/2021 financial year, driven by an increase in grants as well as cost savings following a thorough budget review in the previous year to scrutinise and eliminate unnecessary costs. Income shifted toward grants and donations, reflecting the impact of the pandemic, which prevented the charity from holding events to generate sponsorships, or other charitable activities that were held in previous years. As a result the charity applied for emergency funding to help with increased demand from service users and to support core costs and sustainability. The impact of pandemic restrictions also reduced office costs.

A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed. Should the level of funding decrease significantly then associated costs would also decrease and free reserves would enable current activities to continue in the short term.

The charity continues its focus on balancing the current needs of delivering critical prevention and support services, meeting the needs of its beneficiaries, whilst increasing its free reserves to the level determined by its policy.

Recruitment, induction and training of trustees

The governing body of the charity is the board of trustees which is comprised of four members.

Trustees are appointed by an open recruitment process. Potential trustees can be recruited through recommendation, referral from a recruiting organisation or as a result of advertisement. Potential trustees will, in the first instance, be met by the CEO and or Chair and be given an overview of the organisation from an operational perspective.

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Potential new trustees will be given written background information about the organisation and will be invited to meet with representatives of the board. The subsequent meeting with members of the board will ascertain their skills, background and professional experience of working within a governance role. Following this meeting and upon receipt of references, recommendations will be made to the board of trustees and, if there is agreement, the new candidate will be invited to attend the subsequent board meeting.

The Company Secretary will then notify Companies House of the appointment. Trustees are appointed for a period of four years and can serve for a maximum of eight years. Each of the trustees is also a member of the company and guarantees to contribute up to £1 to the assets of the company in the event of a winding up.

The Trustees delegate the day-to-day management duties of the organisation to the CEO and Senior Management Team.

Risk Factors

Area	Issue	Mitigation
Financial	<ul style="list-style-type: none"> - Insufficient funds raised to meet costs - Loss of contract due to the commissioning environment - Loss of contract due to poor performance - Impact of external factors such as Covid-19 	<ul style="list-style-type: none"> - A significant proportion of current costs is funded by restricted income, from a variety of funders, and is therefore predictable and managed - Expansion of new funders and partnerships within the funding mix continues - Programmes matrix updated once a month, any failing programmes identified with mitigations in place
Programmes	<ul style="list-style-type: none"> - Failure to complete objectives - Failure to recruit appropriate staff to deliver against contract 	<ul style="list-style-type: none"> - Management and staff clear on each project objective, regular check ins with key funders and contractors on progress of programmes
Clinical	<ul style="list-style-type: none"> - Staff and volunteers performing point of care testing, not competent 	<ul style="list-style-type: none"> - Staff and volunteers trained once a year, monthly supervision for those providing HIV/STI testing

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HR	<ul style="list-style-type: none"> - Adequate succession plans in place - Appraisals and staff training 	<ul style="list-style-type: none"> - Strong SMT, clear existing plans in place for the senior and specialist roles - Yearly appraisals and staff training and personal development opportunities available - Exit interviews
Covid-19	<ul style="list-style-type: none"> - Reduced ability to meet clients in person, both 1-to-1 and in groups - Reduced ability to engage public in public venues - Covid-19 affects NAZ team directly or through bereavement 	<ul style="list-style-type: none"> - Migrate services to online provision, e.g. counselling, peer support - Increased use of social media to engage with the public - Employee assistance programme for staff activated

Board of Trustees

The trustees who served during the year and up to the date of approval of the financial statements are:

Uday Thakkar Chair	Harry Clementson Treasurer	Tina St Leger
Professor Mark Nelson		

NAZ Medical Board

Dr Hamish Mohammed (Chair)		
Dr Vanessa Apea	Dr Rageshri Dhariyan	Dr Charles Mazhude

Senior Management Team

Parminder Sekhon Chief Executive	Yusuf Hussein Interim Director of Finance and Operations	Benjamin Beever Finance Manager
Mariam Osman Fundraising Manager	Vanessa Apea Medical Director	

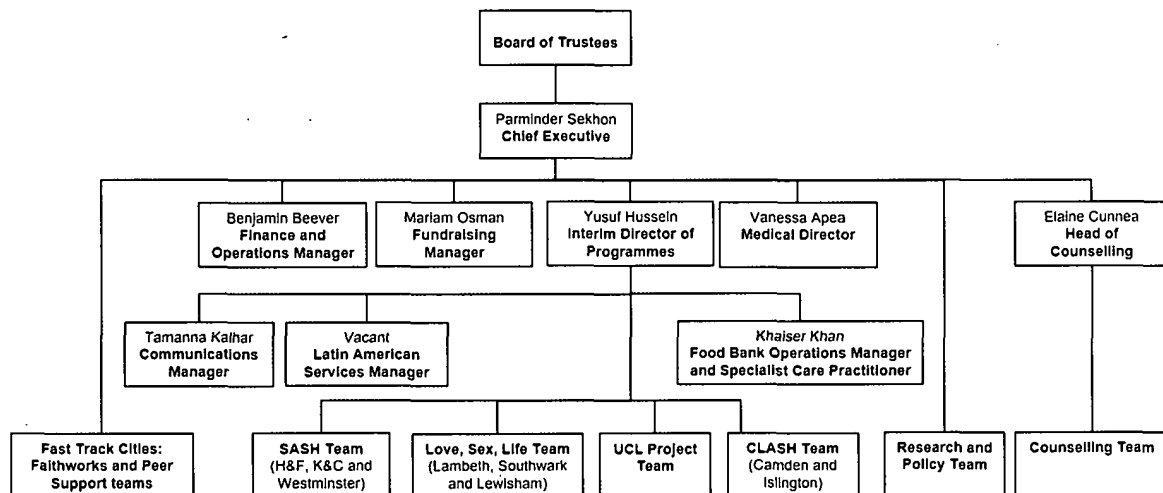
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FOR THE YEAR ENDED 31 MARCH 2021

The Trustees wish to thank all the staff and volunteers who have played a part in the successful delivery of services during the course of the year.

Full Time	Part Time	Volunteers
8	17	21

NAZ Organisational Chart



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Pay and Remuneration

NAZ is committed to the principle of equal pay for all genders. In this context 'pay' includes not only remuneration, but also other benefits such as promotion and training opportunities and access to facilities provided within the employment package from time to time. NAZ is committed to introducing and maintaining pay systems which are free from sexual bias.

People employed by us are entitled to equal pay if they are undertaking work which is substantially similar or is of equal value to the organisation, unless there are specific and clear reasons unconnected with their gender which explain and justify a differential in pay. In some cases, individuals carrying out similar work may receive different salaries because of seniority, qualifications and other such factors.

Pay scales are in line with national averages for the activities nominated. Any increase to pay will be subject to a board motion, and agreement with the Finance Manager, Line Manager and CEO. Any increase will take effect from 1 July following the review. Pay will not be reviewed whilst employees are in their probationary period.

Funders

The trustees, staff and clients of NAZ would like to take this opportunity to thank all the funders from 2020/21. Without their invaluable support, it would not have been possible to operate.

Funders	Area
<ul style="list-style-type: none"> - NHS (Camden and Islington Boroughs) - Public Health England - Turning Point (Hammersmith and Fulham, Kensington and Chelsea, and Westminster Boroughs) - Terrence Higgins Trust (Brent, Ealing, Harrow and Hillingdon Boroughs) - Lambeth, Southwark, Lewisham Boroughs - Gilead - Elton John AIDS Foundation - Public Health England - Fast Track Cities 	Sexual Health Promotion
<ul style="list-style-type: none"> - National Lottery Community Fund - MAC Aids - Gilead - London Foundation 	HIV Care and Support
<ul style="list-style-type: none"> - National Lottery Community Fund - Mary Kinross 	Clinical Services

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FOR THE YEAR ENDED 31 MARCH 2021

- Gilead - MSD	Policy, Research and Influencing
- Trust for London - Emergency Covid-19 Grant - Martin Lewis Charitable Fund - ViiV Healthcare - Gilead CARES Covid Grant - British Muslim Covid-19 Grant - Splash - Wex Europe Ltd - Comic Relief (Metro Lead) - Wave 3 London Communities Response Team - COVID-19 CCLORS - Henry Smith	Covid-19 Emergency Funders

Summary of Results

The net incoming resources for the year amounted to £1,145,974. Restricted reserves carried forward amounted to £379,372. Unrestricted reserves to be carried forward amounted to £133,545.

NAZ is a sexual health charity whose services are dedicated to people experiencing better sexual health. We do this because there is a significant gap in the sexual health outcomes of Black, Asian and Minority Ethnic (BAME) communities, compared to the general population. Everything NAZ does works to reverse this trend. In addition to a programme of project work aimed at improving sexual health equality, NAZ addresses these inequalities through influencing policy and practice. We seek to promote the needs of BAME communities and bring the latter to the attention of government, health providers and other third sector organisations with the aim of sharing best practice and ensuring appropriate service provision.

20/21 Operations Overview

Covid-19 has made 2020/21 an unprecedented year of loss, disruption and economic hardship. The murder of George Floyd and the subsequent resurgence of the Black Lives Matter movement reverberated across the world and both these global events had a profound impact on our beneficiaries. The pandemic has amplified and exacerbated longstanding social, economic, health and structural inequalities BAME communities have faced for decades, with a disproportionate rate of deaths from Covid-19 in BAME communities. The Institute of Fiscal Studies estimated that the deaths of people of Black African ethnicity are 3.7 times higher than might be expected by geography and age, 2.9 times higher for those of Pakistani ethnicity and 1.8 for Black Caribbean ethnicities. The two waves of Covid-19 and two national lock downs have disproportionately affected Black, Brown and Minoritised communities, of whom NAZ directly serves some of the most vulnerable. As a BAME led agency, the NAZ workforce has also experienced high levels of bereavement and mental health challenges during the past 12 months.

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NAZ responded with an emergency food distribution scheme supporting 106 households pan-London delivering nutritious, culturally appropriate and non-perishable food and toiletries to vulnerable service users. We continued to provide 1-to-1 casework support to service users to help those most in need. We also joined forces with University College London to provide clinical outreach support to help the Covid-19 vaccination effort with asylum seeker populations across London in 8 community languages, and launched a Reflexology service to support those most impacted by Covid-19 to receive free health and wellbeing interventions.

Demand for NAZ counselling increased throughout 2020/21 as our target communities coped with multiple challenges and losses, and our volunteer counselling team increased in size to reflect this.

Data published in November 2020 for 2019 showed new HIV diagnosis across the UK fell once again. The statistics below show the extent of the work that remains:

- Of the 4,139 new HIV diagnoses in the UK in 2019, 45% were among BAME communities; with 26% among Black ethnicities despite these making up only 3.0% of UK population in the last census
- The proportion diagnosed late remains high among black African ethnicities, at 47% compared to 39% for White ethnicities
- BAME women make up 79% of all women seen for HIV care, and Black African women make up 62% of all women seen for HIV care in the UK
- Few gay and bisexual men refuse a HIV test (4%) compared to 20% of Black African ethnicity heterosexual women and 9% of Black African ethnicity heterosexual men. This disparity comes despite these being the two groups most impacted by HIV in England.

Between April and June 2020 NAZ led a coalition of HIV agencies and wrote to the All-Party Parliament Group on HIV and AIDS (APPG) and a number of other national key stakeholders including the Health Secretary to alert them to the impact Covid-19 was having on BAME communities, staff, service users, and the financial health of the BAME charity sector. The letter was signed by a number of both BAME and non-BAME signatories within the sector, recognising the limited number of BAME-led agencies providing services and the economic threat of Covid-19 to this sector. We also submitted written and oral evidence to the APPG. As well as focussing on the domestic agenda and supporting the work of the HIV Commission, we also continued with our pre-pandemic work plans to advocate for global parity of HIV outcomes as part of the UNAIDS 2030 target to reach zero transmissions of HIV with the launch of the Global HIV Collaborative, which resumed its work with international partners in January 2021.

NAZ, in partnership with Metro Charity, were proud recipients of a PHE Innovation Fund Award to make 5 short films featuring Latin American people living with HIV to address the impact of stigma and the benefits of early diagnosis and treatment.

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FOR THE YEAR ENDED 31 MARCH 2021

NAZ was also a partner in the Comic Relief-commissioned Metro partnership tasked with distributing £650K emergency Covid-19 support funds to LGBTQ+ charities across the 4 home nations. The Comic Relief LGBTQ+ Covid-19 Fund was used to support 80 LGBTQ+ groups and organisations across the UK, ranging from £200 micro-grants up to large grants of £15,000.

Our local authority partnerships programmes with SASH, Brook, CLASH and Outer North West London covering 11 London Boroughs all faced significant disruption as we were forced to migrate our services online and look to recalibrate our KPIs in response to the challenges of the pandemic.

Although multiyear and project funding decreased in 20/21, emergency funding from the London Community Team, Gilead and National Lottery Community Fund (NLCF) enabled NAZ to weather the challenges of the year as we migrated our services online and developed a new hybrid working method with enhanced IT infrastructure.

The Communications Manager post, funded by NLCF had a significant role during the past 12 months. As most of our contractual KPIs were repurposed to online delivery NAZ has been able to maintain a strong profile online supporting a presence and facilitating engagement for Black History Month, LGBT History Month, World AIDS Day, and National HIV Testing week where 9,339 people were reached through the development of the NAZ HIV Testing videos alone.

In addition, we were very proud of the online Boisterous Ravens offer and events, an evening of live Spoken Word performance for and featuring strong Black women and Black non-binary voices which created a safe space for women of colour to come online to connect, perform and voice their experiences of Covid-19. We also continued with our monthly No More Silence peer support groups for Black gay, bisexual and men who have sex with men and delivered them online. Both were crucial online spaces to support the mental health of our service users.

NAZ saw a great many changes to the workforce in 20/21 with the departure of Marion Wadibia, CEO of NAZ in June 2020 and a number of staff members throughout the year. We also saw a number of new staff join the organisation. Parminder Sekhon joined NAZ in May 2020 and has been working hard with the team to steer NAZ's course during this precarious and demanding year.

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In addition to Marion's departure, we said goodbye to many of our managers and staff in 2020 and 2021:

- Jose Trueba, Director of Operations
- Ivan Alvarez, BAME Sexual Health Coordinator
- Doris Bafi, Women's Engagement Worker
- Belen Bueno, BAME Sexual Health Coordinator / CLASH Health Promotion Specialist
- Carlos Corredor, Latin America Services Manager / SIB Health Promotion Specialist
- Aicha Kallo, Women's Engagement Worker / Case Worker Coordinator
- Christabel Kunda, Women's and Faith Services Manager
- Michelle Mzari, Outer North West London Programme Manager
- Edem Ntummy, SASH Programme Manager

We are pleased to welcome the following staff who have joined NAZ this year:

- Yusuf Hussain, Interim Programmes Director
- David Cline, Fast Track Cities Faithworks
- Jose Huerta Raga, Sessional Counsellor
- Tamanna Kalhar, Communications and Digital Engagement Manager
- Nathan Lewis, No More Silence Facilitator
- Atika Menina, Sessional Arabic Speaking Outreach worker
- Jesús Moran, Sessional Latin American Support Worker
- Imale Ndhlovu, BAME Community Engagement Coordinator
- Sayda El Sharief, BAME Caseworker
- Emma Sutton, Senior Policy Officer

Key highlights during the year include:

- Emergency food and toiletry supplies provision to over 100 households
- Supported 159 people living with or impacted by HIV with casework and advocacy, securing hardship grants, access to emergency support, legal advice, completing welfare benefit forms and support with appeals
- Organised and facilitated BAME Connect, a networking event which gathered 32 professionals together to discuss the specific sexual health needs of BAME communities across London
- 4 online 'Boisterous Ravens' live Spoken Word performances for and featuring Black women and Black non-binary voices for a total 140 people
- 16 online sexual health training sessions of 3 hours each to 75 professionals from organisations working in Lambeth, Southwark and Lewisham.
- 11 LGBTIQ+ online support sessions supporting 65 women, 'On the Sofa', providing a space for LGBTIQ+ women to be candid and vulnerable while still feeling safe enough to ask questions.

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- Since February 2021, NAZ staff have conducted HIV and STI testing and translation alongside University College London clinical staff, and supported the engagement of over 1,000 asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers
- Our pan-London psychotherapeutic counselling service has continued as an online service during the pandemic, providing a culturally specific mental health and wellbeing service to 110 clients, for over 1,000 hours of psychotherapy
- NAZ submitted oral evidence to the APPG HIV & Aids Inquiry in June 2020 on the effects of Covid-19 on Black, Asian and Racially Minoritised groups, and written evidence in partnership with BHA for Equality, Centre for All Families Positive Health and House of Rainbow

Key Deliverables: Our Footprint in 20/21

Households supported by emergency food distribution	106
Number of people supported living with HIV	231
Counselling support	110
1-to-1 advocacy and support	134
Number of people supported by online events and groups	540
Volunteering opportunities	21

We continue to see clients from across all 33 London boroughs and have a steady inflow of clients from outside of London.

1. Covid-19

Covid-19 and the two national lockdowns have disproportionately impacted on Black, Brown and Minoritised communities, and has had a profound impact on our beneficiaries. As a Black-led agency, NAZ workforce and sector colleagues have also experienced high levels of bereavement and mental health challenges. In the face of this crisis, NAZ has adapted all of our programmes to continue providing support to our most impacted communities.

- Covid-19 has disrupted all of our face-to-face work. While much work has been moved online and by telephone, our traditional outreach was effectively halted, and our office closed
- NAZ services were migrated online, with advocacy, casework and counselling delivery online and by telephone to meet the greatly increased need for support by our clients – in March we had nearly 4 times our expected client caseload, with issues around access to benefits and welfare, employment issues and emergency support

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- Disruption to outreach work was minimised by producing online group events and conducting health promotion through social media, our website and in partnership with other organisations
- From March 2020 onwards, we have mobilised the supply of food and other emergency goods to our service users who would otherwise go hungry or be without essentials such as tampons, soap and pharmaceutical products. We remained committed to supporting our clients, many of whom have no recourse to public funds, for the full duration of this crisis
- From the end of March 2020, NAZ has led the BAME and HIV sectors in calling the NHS and Government to account for the higher levels of illness and death in BAME communities

Covid-19 emergency support

NAZ was awarded emergency Covid-19 funding from Big Lottery and CCLORS to enable us to support our core beneficiaries during this year of unprecedented loss and economic hardship. For the first time, we have repurposed our faith and community networks to provide emergency food and menstrual hygiene supplies weekly to many clients.

Highlights:

- We have supported over 100 households to receive emergency food distribution, delivering nutritious, culturally appropriate and non-perishable food and toiletries. In partnership with Fareshare and Hammersmith and Fulham Food Bank, Tesco, Waitrose and Ansar Youth Food Drop, weekly food drop-offs for 2-3 days have been delivered to households across London
- This has been done with the support of over 15 volunteers and we have developed a partnership with the NHS Royal Volunteers Corp

"NAZ thank you so much for having the kind people come and deliver the food so far out to me, this has been a tremendous help. I have no job, I have four children, I have been struggling since the lock down and your help providing me with this food on a regular basis has been a Godsend. Bless you. I thank you sincerely, from the bottom of my heart. Without your help I don't know what I would have done, I am really struggling." - Male Client living with HIV, East London

"Due to my disability and I'm suffering from cancer and accessing chemotherapy, the providing of this food service is a great service for me. I have a very poor health and it is essential for me to get the good nutritional benefit of food. The food package is ideal as it contains fruits and vegetables and other essential items that will last me for weeks. I'm so grateful to NAZ for helping me for the past several months in making sure my health and wellbeing is being met. Thank you again" – Female client

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- Also covered by this emergency funding was: advocacy and casework, enabling clients to access hardship grants, appeal adverse benefits decisions and prevented homelessness; counselling, to provide a much-needed space for clients to come to terms with Covid-19-related bereavement and anxiety, amongst other issues; policy work and a hardship fund. All this work is covered further in this Report
- Also funded by this funding was the recruitment of a part-time Communications Manager, who was instrumental in repurposing our outreach to online delivery. We maintained a strong online profile including facilitating engagement for Black History Month, LGBT History Month, Transgender Awareness Week, World AIDS Day and National HIV Testing week where 9,339 people were reached through the development of the NAZ HIV testing videos

2 – HIV Care and support services

The HIV Care and Support Service is funded and supported by Big Lottery, and is an integrated service for Black, Asian and Racially Minoritised individuals living with or affected by HIV/AIDS. We conduct client work to ensure newly diagnosed people with HIV experience greater choice, control and empowerment in managing their lives; and improve their psychological wellbeing.

Highlights

- NAZ has recruited 4 new caseworkers and supported 134 people living with or impacted by HIV with casework and advocacy, securing hardship grants, access to emergency support, access to blood-borne virus and Covid-19 screening, legal advice, completing welfare benefit forms and support with appeals
- We distributed 28 hardship grants of between £50-£200 to support people living with HIV, e.g. women giving birth and needing to buy baby care materials, supporting people living with HIV to attend hospital appointments and re-engage with care, and people with no recourse to public funds who were struggling to pay for basic living essentials

Case Study:

Client A has received £200 from the emergency hardship. He is unable to work due to advanced Aids-related illnesses. He was first diagnosed in 2020 with a CD4 count of 15, which has now risen to 142. He is married with three children who all live in one room in private accommodation. NAZ is working with him and his family to obtain social services support and immigration support to attempt to regularise his status.

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3. Sexual Health Promotion

Paramos el VIH (Let's Stop HIV)

Let's Stop HIV is a NAZ campaign to improve the health outcomes of the Latin American population, delivering HIV care and support interventions to Spanish- and Portuguese-speaking communities in London, funded by the Elton John Aids Foundation as part of the LSL Social Investment Bond.

Highlights:

- Though many of our ordinary activities (condom distribution and HIV testing) were curtailed by Covid-19, we successfully linked 8 clients previously not linked into statutory HIV care into sexual health clinics for treatment.

Case Study:

Brazilian citizen A, 26 years old, contacted NAZ Autumn 2020. A had been diagnosed with HIV in 2015 while living in Brazil. He had been on treatment before arriving to the UK in September of 2020. On meeting the client, it was evident that he needed support that went beyond solely HIV care. NAZ referred him to a Latin support project for immigration support, and the Coalition of Latin Americans in the UK (CLAUK) to address broader health concerns. In addition to that, A was chaperoned by a NAZ employee to Guy's hospital in London, where his CD4/Viral load was tested. NAZ further supported A in linking and registering with his local GP where he successfully completed his registration.

SASH Partnership

SASH offers sexual health services to people who live in three London boroughs: Westminster, Hammersmith & Fulham, and Kensington and Chelsea. SASH is a partnership led by Turning Point, alongside NAZ, London Friend, METRO Charity, and Marie Stopes UK.

The work we do at SASH is not exclusive to BAME communities however our contribution includes two BAME engagement coordinators, a well-being coach, a counsellor, a care coordinator and peer mentor lead for BAME women.

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Highlights

- With the impact of Covid-19, services were migrated online and NAZ continued to support clients in the tri-borough with 1-to-1 casework, advocacy and referral, online group work and counselling, workshops and events
- Organised and facilitated BAME Connect, a networking event which gathered 32 professionals together to discuss the specific sexual health needs of BAME communities across London. Dr Vanessa Apea, NAZ Medical Director discussed the role of third-party organisations in enabling support for BAME communities, while Egyptian LGBTIQ+ activists Medhat Othman and Nermeen Khaled discussed the intersectionality of bodily rights and freedom of expression for LGBTIQ+ migrants in the UK
- Other online workshops included Positive Self Talk, Reclaiming Our Bodies and Managing Mental Health and Relationships during Covid-19
- In Q4, delivered weekly telephone contraception clinics in partnership with Sands End Health Centre, giving information around the different methods of contraception available to clients, and the next steps in accessing their preferred method of contraception

"I enjoyed the space to be open to various discussions about our bodies, which I very rarely do." - Reclaiming our bodies workshop attendee

"I enjoyed the talk about confidence and interviews, as I was able to give advice to my daughter. Also talking about the importance of being kind to yourself." - Positive self-talk workshop attendee

"I am getting so much everywhere from my counselling sessions, initially I was not sure but I have learnt that this is a gradual progressive process and I am benefiting new ways of thinking and understanding also improving my general mental awareness. Examples include me not using drugs alcohol and sitting with my feelings living life sober and changing my narrative to situations and my general thinking this helps me with my fear and anxiety and above all not going back to chemsex and drinking. All of this with [my counsellor] is helping me with my self-care. Other areas are improved relationships with family and myself. Keeping boundaries and understanding more about myself." - Counselling service user, SASH, Male, Indian, 40s

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ONWL and Hillingdon Partnership

ONWL was a partnership between NAZ, Terrence Higgins Trust and Hillingdon borough council working across Outer North West London, to deliver sexual and reproductive health and HIV services across Brent, Ealing, Harrow, and Hillingdon boroughs, each of which has significant proportions of BAME communities.

Though many of our ordinary activities were curtailed by Covid-19, we continued to link clients to sexual health clinics, conduct online sexual health awareness raising, and support people living with HIV in the boroughs. This contract ended October 31st 2020.

CLASH in Camden and Islington

NAZ is a partner within the Central London Action on Sexual Health (CLASH) outreach service located in Camden and Islington. CLASH provides free and confidential sexual health outreach services for sex workers, homeless people, drug users, Black Asian and Minority Ethnic people (BAME) and men who have sex with men (MSM) living or working in the boroughs

Highlights:

- Conducted a mapping exercise of BAME organisations in the boroughs
- During lockdown we continued our outreach with sex workers and referred them and other clients to sexual health clinics

Boisterous Ravens

Boisterous Ravens is a series of live Spoken Word performance for and featuring Black women and Black non-binary voices.

Highlights:

- 4 online events conducted to a total 140 people, with many attending multiple sessions
- Including our World Aids Day event for 60 people; the event was LGBTIQ+ inclusive and featured a number of LGBTIQ+ identified artists as well as women and non-binary people living with HIV.

"Last night's Boisterous Ravens was such a beautiful, raw, authentic and inspiring evening. A powerful reminder of why we are here and why we have to continue."

"Last night absolutely did that for me. It was humbling to hear so many stories of quiet defiance and superhuman strength. To listen to the voices of your beneficiaries really brought home the important and life-affirming work you do. So thank you very much for inviting me. I'll remember last night for a long time."

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Love, Sex, Life

The Love, Sex, Life service is a partnership set up in April 2020 to support the sexual health and well-being of BAME people including LGBTIQ+ communities living in Lambeth, Southwark and Lewisham (LSL). The partnership includes Brook, as the lead partner, Stephen Lawrence Charity, NAZ and Shape History. NAZ works with women (including LGBTIQ+) in the tri-borough, as well as creating connections with organisations and communities in LSL.

Highlights:

- 16 online sexual health training sessions of 3 hours each to 75 professionals from organisations working in LSL. Topics include conflict resolution and power dynamics in relationships; consent, STIs and HIV, PrEP, reproductive health, gender and sexuality, body image and exploring body diversity
- 11 LGBTIQ+ online support sessions supporting 65 women, 'On the Sofa', providing a space for LGBTIQ+ women to be candid and vulnerable while still feeling safe enough to ask questions. Topics include sexuality, relationships, reproductive health and sex and the law.
- 36 online health promotion sessions reaching 106 people
- Online community outreach for women and LGBTIQ+ women, promoted through partnerships such as Al-Aman Women's Support Services, a domestic violence intervention project supporting Arabic-speaking communities in London

Case Study

One of the organisations attending the online training sessions was Redthread; a youth work charity based in London that supports young people aged 11-25 on their personal and social development. Having recently joined Redthread as a volunteer 'R' was interested in upskilling and expanding their knowledge.

"The most surprising thing for me was the impact of body image, because I work with young people I have been inspired to create affirming spaces and also to educate young people of the various self-love tools we discussed in the session"

**NAZ PROJECT LONDON
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TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 MARCH 2021

Fast Track Cities – Faith Work

In partnership with Africa Advocacy Foundation and Jewish Aids Trust, we create a change in the way faith communities understand, respond, and promote information about HIV. We also cement the knowledge that HIV is a manageable condition which can be treated. Faith Work will provide faith leaders with an opportunity to become part of the HIV care continuum through their own programmes.

Fast Track Cities – Peer Support

In partnership with Positively UK and Plus Health, we supplement the existing Chelsea and Westminster HIV care pathway with optimised peer-to-peer mentoring interventions across 4 clinics in West and Central London - 10 Hammersmith Broadway, West Middlesex, 56 Dean Street and the Kobler Clinic. This targets those lost to care and it improves wellbeing; and supports retention in care for those most at risk.

Partnership with UCL – Covid-19 Vaccinations and Blood-Borne Virus Screening

Since February 2021, NAZ has been in partnership with clinicians at University College London providing translation and mobilisation support for Covid-19 vaccination and blood-borne virus (BBV) screening to asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers in London. NAZ staff have supported the engagement of over 1,000 asylum seekers covering Spanish, Portuguese, Amharic, Tigrinya, French and Arabic languages and delivering rapid HIV and STI testing. We have also been able to offer a chaperone service for the most vulnerable clients to hospital appointments.

“It has been a very long but productive day, with 80 people vaccinated today and a number of people tested for BBVs. It was the first vaccination visit to that venue and there was a lot of learning. It was a pleasure to have the NAZ peers work alongside. Atika, Jose and Jesús were absolutely invaluable today, and clearly highlight the importance of peers from minoritized groups being involved in the work. Their presence and involvement was extremely welcomed both by the team and especially the patients.” - Dr Binta Sultan (Lead clinician after the outreach sessions)

“We cannot speak highly enough of the translators! Thank you for your invaluable work, your unwavering enthusiasm and your continuous warmth and happiness... they go above and beyond every session and we all know that a day working with them is going to be full of fun, smiles and lots of jabs in arms! I could go on and on - you are all SO appreciated!” – Janine Ryan (Inclusion Health Clinical Nurse Specialist, University College Hospital)

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Peer Support

NAZ has carried on running online pan-London peer support groups throughout the pandemic, including:

- 6 'No More Silence' Peer Support group sessions for Black gay and bisexual-identified men, and MSM
- 2 Muslim HIV peer support groups
- 4 DOST support groups for South Asian and Middle Eastern gay and bisexual-identified men, and MSM

Sole to Soul

Sole to Soul was launched in October 2020 in partnership with Atune Holistic Health as a two-day a week reflexology service to clients living with HIV or from vulnerable groups. This in-person service took place as Covid-19 regulations allowed, offering 50 appointments to 15 service users before end March 2021.

"This is exactly what I needed, I have never had this treatment before but the therapist was so kind and professional, she knew about HIV and she chatted with me and this virus has been so bad, when I got the email I thought let me see...glad I came." – Service user living with HIV

"I didn't know what to expect from it but I had a wonderful experience, Helen gave me tips on how to release my anxiety. This service was really great...." Service user living with HIV

4. Clinical Services

NAZ Counselling Service (5 days a week)

Our pan-London psychotherapeutic counselling service has continued as an online service during the pandemic, providing a culturally specific mental health and wellbeing service. Despite the difficulties that the pandemic has brought and the unexpected impact on delivery of the service, we were able to move to online and telephone support in a short time frame to deliver services to those clients in need who elected to continue their counselling by phone or zoom. Safeguards have been updated to ensure the wellbeing of clients and counsellors during this transition.

NAZ sees clients of a highly complex nature with multiple presenting issues. Therapeutic presentations have included recent HIV diagnosis, anxiety, depression, bereavement, loss of familial relationships, coming out, gender identity, internalised homophobia, self-harm, suicidal ideation, childhood sexual abuse, isolation relating to seeking asylum, intimate partner violence and being a victim of homophobic hate crime.

**NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 MARCH 2021

Highlights:

- 110 clients supported accessing between 8-12 sessions each, for over a thousand hours of counselling
- Volunteer counsellor placements increased to 8 counsellors at NAZ, with a range of therapeutic backgrounds

"I just wanted to get in touch to say a huge thank you to you and all the team at Naz, and in particular to sing the praises of the wonderful Karl Stephenson. Coming to Naz for counselling is one of the best things I've ever done and I owe so much to Karl for being a simply wonderful counsellor - I couldn't have asked for a better form of support. During a very difficult period of my life Karl went over and above to support me and I'm proud to say I'm in a fantastic place as a result of his counselling" – Counselling client Dec 2020 upon completion of 12 weeks of counselling

HIV testing

With the pandemic, in-person HIV testing at the NAZ office has proved largely unfeasible. We have promoted self-sampling during this time. As part of our new UCL project (see above) NAZ staff have conducted HIV and STI testing alongside clinical staff, and supported the engagement of over 1,000 asylum seekers living in hostels and other marginalised communities including people who experience homelessness and sex workers.

5. Policy, Research and Influencing

Grants from the National Lottery and Gilead have enabled us to recruit a Senior Policy Officer, enabling increased policy, research and influencing work at NAZ across multiple levels:

- NAZ submitted written evidence to the All-Party Parliamentary Group on HIV and Aids for the HIV Testing inquiry which will inform the Secretary of State for Health and Social Care's HIV Action Plan in Autumn 21
- We have also developed questions for the BAME inquiry into the disproportionality of HIV outcomes for BAME communities, "Addressing the needs of Black, Asian and Minority Ethnic Communities in relation to HIV"
- NAZ is part of a MSD (Pharma) HIV and aging consultation project. NAZ along with other key stakeholders across the sector identified service users aged 50 and over to contribute to a body of interviews and testimonials about the needs of people growing older with HIV and their changing needs and concerns
- NAZ is part of the Comic Relief Covid-19 LGBTQ+ Partnership fund distributing monies to small LGBTQ+ organisations across the four nations

NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

Covid-19 and Black, Asian and Racially Minoritised Communities

NAZ has been active in keeping up pressure around the health inequalities facing Black, Asian and Racially Minoritised communities, and has led the BAME and HIV sectors in calling the NHS and Government to account for the higher levels of illness and death in these communities.

In April 2020 we wrote on behalf of 39 BAME-led HIV service providers and allies to the Secretary of State for Health and Social Care, the Chair of APPG HIV & Aids, the CEOs of NHS England and Public Health England, around the impact of Covid-19 on BAME communities.

We also submitted oral evidence to the APPG HIV & Aids Inquiry in June 2020 on the effects of Covid-19 on Black, Asian and Racially Minoritised groups, and written evidence in partnership with BHA for Equality, Centre for All Families Positive Health and House of Rainbow.

Global HIV Collaborative

NAZ has launched the Global HIV Collaborative which represent the needs of those communities around the world who are not benefiting from the gains in HIV prevention at the same rate as others impacted by the disease. We are currently engaging with stakeholders for 1-to-1 interviews from America, Africa and Europe and UK and have interviewed key activists to amplify the needs of the communities and identify best practice that can be replicated at scale.

Future work of the GHC will include:

- Creating a global group of 20 BAME leaders to provide intelligence of how to engage with BAME communities
- Host an annual meeting with the GHC BAME leaders and other key stakeholders
- Hold global institutions to account on the response to BAME/ minority and women groups

www.hiv-collaborative.org

6. Volunteering

NAZ's peer-led volunteering service makes a huge contribution to our clients and communities. Although our outreach and sexual health promotion work moving online led to a reduced volunteer footprint in the 2020-21 year, our Covid-19 emergency response programme had many volunteer food packers, driver-distributors and administrators who were vital to this work with some of London's most vulnerable communities

- This year, NAZ had 21 people volunteer or on placement with us, contributing around 2,000 volunteering hours. We would like to acknowledge and thank each of them for their support improving the health of BAME communities and combating the effects of the pandemic

NAZ PROJECT LONDON
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TRUSTEES' REPORT

FOR THE YEAR ENDED 31 MARCH 2021

- Of these volunteers, the majority were involved in our Covid-19 emergency response programme. An additional 8 people provided psychotherapy as part of our counselling service.

"Working for the last 6 months on the emergency food project has been amazing, a real opportunity to give back. NAZ does such amazing work and was right there for me when I needed help, so this is my way of saying thank you. And all the people are so grateful. It makes me feel like I am doing something useful." - Food Distribution Volunteer

7. Plans for the future

In the next 12 months we will work to:

- Ensure Black, Asian and Racially Minoritised communities are supported through the Covid-19 pandemic and adequate support is made available as we commit to a Building Back Fairer recovery programme
- Develop our capacity to offer 1-to-1 psychological wellbeing interventions to communities disproportionately affected by Covid-19 through our counselling and reflexology service
- Build the internal capabilities and structure of the organisation to make it more accountable
- Develop a new strategic plan for 2021-2025, setting out the organisation's key strategic priorities
- Continue to link people living with HIV outside of the system into statutory HIV care and support
- Join up our approach on HIV, sexual health and reproductive health in line with other health inequalities experienced by our target communities
- Promote Black, Brown and Racially Minoritised leaders and thinkers through our policy work as part of the Global HIV Collaborative; to amplify the voices of those leaders demanding an action plan to end HIV transmissions by 2030 for all communities
- Develop further our online Communications capability as more of our work will take place digitally as we continue to work using a hybrid model of virtual and face to face delivery.
- Support the work of the HIV Commission Advisory Group and All-Party Parliamentary Group on HIV & Aids

Disclosure of information to the auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

**NAZ PROJECT LONDON
(A COMPANY LIMITED BY GUARANTEE)
TRUSTEES' REPORT**

FOR THE YEAR ENDED 31 MARCH 2021

Auditor

In accordance with section 485 of the Companies Act 2006, a resolution proposing that HW Fisher LLP be re-appointed as auditor of the company will be put to the Annual General Meeting.

On behalf of the Board of Trustees,

Uday Thakkar

Uday Thakkar

Chair of Trustees

Dated: 31 Jan 2022

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2021

The trustees, who are also the directors of The Naz Project (London) for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charity 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 charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

Opinion

We have audited the financial statements of The Naz Project (London) (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

As part of our planning process:

- We enquired of management the systems and controls the charity has in place, the areas of the financial statements that are most susceptible to the risk of irregularities and fraud, and whether there was any known, suspected or alleged fraud. The charity did not inform us of any known, suspected or alleged fraud;
- We obtained an understanding of the legal and regulatory frameworks applicable to the charity. We determined that the following were most relevant: the Charity SORP, FRS 102, Charities Act 2011 and Companies Act 2006;
- We considered the incentives and opportunities that exist in the charity, including the extent of management bias, which present a potential for irregularities and fraud to be perpetuated, and tailored our risk assessment accordingly;
- Using our knowledge of the charity, together with the discussions held with the charity at the planning stage, we formed a conclusion on the risk of misstatement due to irregularities including fraud and tailored our procedures according to this risk assessment.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF THE NAZ PROJECT (LONDON)

The key procedures we undertook to detect irregularities including fraud during the course of the audit included:

- Identifying and testing journal entries and the overall accounting records, in particular those that were significant and unusual;
- Reviewing the financial statement disclosures and determining whether accounting policies have been appropriately applied;
- Reviewing documentation such as the charity board minutes for discussions of irregularities including fraud;
- Assessing the extent of compliance, or lack of, with the relevant laws and regulations;
- Assessing the validity of the classification of income, expenditure, assets and liabilities between unrestricted and restricted funds;
- Testing key income lines for evidence of management bias;
- Obtaining third-party confirmation of material bank balances;
- Documenting and verifying all significant related party balances and transactions.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements even though we have properly planned and performed our audit in accordance with auditing standards. The primary responsibility for the prevention and detection of irregularities and fraud rests with those charged with governance of the entity.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sailesh Mehta (Senior Statutory Auditor)
for and on behalf of HW Fisher LLP

Chartered Accountants
Statutory Auditor
Acre House
11-15 William Road
London
NW1 3ER
United Kingdom

1 February 2022

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2021

		Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
	Notes						
Income from:							
Grants and donations	3	161,233	643,260	804,493	216,500	175,885	392,385
Charitable activities	4	278,897	61,000	339,897	665,588	-	665,588
Other trading activities	5	1,584	-	1,584	1,048	-	1,048
Total income		441,714	704,260	1,145,974	883,136	175,885	1,059,021
Expenditure on:							
Charitable activities	6	407,945	349,332	757,277	1,109,095	200,529	1,309,624
Net income/(expenditure) for the year/							
Net movement in funds		33,769	354,928	388,697	(225,959)	(24,644)	(250,603)
Fund balances at 1 April 2020		99,776	24,444	124,220	325,735	49,088	374,823
Fund balances at 31 March 2021		133,545	379,372	512,917	99,776	24,444	124,220

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Fixed assets					
Intangible assets	10		19,032		-
Tangible assets	11		90,763		95,391
			<u>109,795</u>		<u>95,391</u>
Current assets					
Debtors	12	80,522		141,134	
Cash at bank and in hand		437,485		79,363	
		<u>518,007</u>		<u>220,497</u>	
Creditors: amounts falling due within one year	13	(114,885)		(191,668)	
Net current assets			<u>403,122</u>		<u>28,829</u>
Total assets less current liabilities			<u>512,917</u>		<u>124,220</u>
Income funds					
Restricted funds	15		379,372		24,444
Unrestricted funds			133,545		99,776
			<u>512,917</u>		<u>124,220</u>

27 Jan 2022

The financial statements were approved by the Trustees on

Uday Thakkar
Uday Thakkar
Trustee

Company Registration No. 03236229

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	£	2020 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	18		386,935		(75,703)
Investing activities					
Purchase of intangible assets		(21,366)		-	
Purchase of tangible fixed assets		(7,447)		(985)	
Net cash used in investing activities			(28,813)		(985)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			358,122		(76,688)
Cash and cash equivalents at beginning of year			79,363		156,051
Cash and cash equivalents at end of year			437,485		79,363

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

Charity information

The Naz Project (London) is a private company limited by guarantee incorporated in England and Wales. The registered office is 30 Blacks Road, London, W6 9DT.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006 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 and Republic of Ireland (FRS 102) (effective from 1 January 2019)". The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

The Covid-19 pandemic has caused considerable disruption to the Charity's operations. Despite these difficulties, the charity continues to deliver services to those clients in need who elected to continue their counselling by phone or zoom. Safeguards are in place to ensure the wellbeing of clients and counsellors. The Trustees have prepared financial and cash flow forecasts demonstrating the charity can continue as a going concern. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Incoming resources

Incoming resources are included in the Statement of Financial Activities when the charity becomes entitled to the income and the amounts can be measured reliably.

Donations are recognised on a receivable basis.

Grant and contract income is recognised upon receipt, or if earlier, at the time the charity becomes entitled to it. Where receipt is dependent upon fulfilment of performance conditions, income is deferred as appropriate.

THE NAZ PROJECT (LONDON)
(A COMPANY LIMITED BY GUARANTEE)
NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2021

1 Accounting policies

(Continued)

1.5 Resources expended

Resources expended are recognised in the period to which they relate. Resources expended include attributable VAT which cannot be recovered.

Direct charitable expenditure comprises all the expenditure relating to the activities carried out to achieve the charitable objects.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the audit fees and costs linked to the strategic management of the charity. These costs have also been allocated in full to the single charitable activity.

1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

CRM system	4 years straight line
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1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	20 years straight line (length of lease)
Computer equipment	4 years straight line
Fixtures, fittings & equipment	10 years straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.8 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

The Charity only has financial assets and liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.9 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.10 Leases

Rentals payable under operating leases are charged to income on a straight line basis over the term of the relevant lease.

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2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The trustees do not consider there to be any critical accounting estimates or judgements applied in the preparation of the financial statements.

3 Grants and donations

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Donations and gifts	1,992	98,285	100,277	12,490	20,046	32,536
Government grant - Furlough income	45,674	-	45,674	7,135	-	7,135
Grants receivable for core activities	113,567	544,975	658,542	196,875	155,839	352,714
	<u>161,233</u>	<u>643,260</u>	<u>804,493</u>	<u>216,500</u>	<u>175,885</u>	<u>392,385</u>

4 Charitable activities

	Prevention and support 2021 £	Prevention and support 2020 £
Prevention and support	<u>339,897</u>	<u>665,588</u>
Analysis by fund		
Unrestricted funds	278,897	665,588
Restricted funds	<u>61,000</u>	<u>-</u>
	<u>339,897</u>	<u>665,588</u>

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5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Other trading activities	1,584	1,048

6 Charitable activities

	2021	2020
	£	£
Staff costs	511,571	651,040
Depreciation	14,409	12,323
IT expenditure	11,554	12,327
Premises	59,915	71,029
Events & communications	12,788	102,488
Professional fees & consultant costs	55,168	83,390
Other related staff costs	6,164	13,607
Phone, printing and stationery	14,446	18,643
Partnership project costs	62,092	336,378
Sundry costs	114	1,094
	<u>748,221</u>	<u>1,302,319</u>
Share of governance costs (see note 7)	9,056	7,305
	<u>757,277</u>	<u>1,309,624</u>
Analysis by fund		
Unrestricted funds	407,945	1,109,095
Restricted funds	349,332	200,529
	<u>757,277</u>	<u>1,309,624</u>

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7 Support costs

	Support costs	Governance costs	2021	2020	Basis of allocation
	£	£	£	£	
Audit fees	-	9,056	9,056	7,305	100% charitable activities
	<u>-</u>	<u>9,056</u>	<u>9,056</u>	<u>7,305</u>	
	<u>-</u>	<u>9,056</u>	<u>9,056</u>	<u>7,305</u>	
Analysed between					
Charitable activities	-	9,056	9,056	7,305	
	<u>-</u>	<u>9,056</u>	<u>9,056</u>	<u>7,305</u>	

Governance costs includes payments to the auditors of £9,056 (2020: £7,305) for audit fees.

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or reimbursed expenses during the year (2020: £nil). The Board of Trustees received no remuneration in the year.

9 Employees

Number of employees

	2021 Number	2020 Number
Management & operations	<u>22</u>	<u>25</u>
Employment costs	2021	2020
	£	£
Wages and salaries	472,107	599,528
Social security costs	<u>39,464</u>	<u>51,512</u>
	<u>511,571</u>	<u>651,040</u>

Remuneration of key management personnel

The charity's key management personnel comprises the Board of Trustees and the senior management team. Included within the senior management team are the following:- Chief Executive, HIV Service Manager, Operations Manager, Director of Fundraising, Director of Finance and Operations / Finance Manager and Programmes and Programme Manager. Total benefit received by the senior management team in the year amounted to £114,043 (2020: £223,161).

There were no employees whose annual remuneration was £60,000 or more.

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10 Intangible fixed assets

	CRM system £
Cost	
At 1 April 2020	-
Additions	21,366
	<u>21,366</u>
At 31 March 2021	<u>21,366</u>
Amortisation and impairment	
At 1 April 2020	-
Amortisation charged for the year	2,334
	<u>2,334</u>
At 31 March 2021	<u>2,334</u>
Carrying amount	
At 31 March 2021	19,032
	<u><u>19,032</u></u>
At 31 March 2020	<u><u>-</u></u>

11 Tangible fixed assets

	Leasehold improvements £	Computer equipment £	Fixtures, fittings & equipment £	Total £
Cost				
At 1 April 2020	197,677	27,434	16,584	241,695
Additions	-	7,447	-	7,447
	<u>197,677</u>	<u>34,881</u>	<u>16,584</u>	<u>249,142</u>
At 31 March 2021	<u>197,677</u>	<u>34,881</u>	<u>16,584</u>	<u>249,142</u>
Depreciation and impairment				
At 1 April 2020	106,087	24,349	15,868	146,304
Depreciation charged in the year	9,884	2,060	131	12,075
	<u>115,971</u>	<u>26,409</u>	<u>15,999</u>	<u>158,379</u>
At 31 March 2021	<u>115,971</u>	<u>26,409</u>	<u>15,999</u>	<u>158,379</u>
Carrying amount				
At 31 March 2021	<u>81,706</u>	<u>8,472</u>	<u>585</u>	<u>90,763</u>
At 31 March 2020	<u><u>91,590</u></u>	<u><u>3,085</u></u>	<u><u>716</u></u>	<u><u>95,391</u></u>

12 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Trade debtors	64,001	128,885
Prepayments and accrued income	16,521	12,249
	<u>80,522</u>	<u>141,134</u>

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13 Creditors: amounts falling due within one year

	2021	2020
	£	£
Other taxation and social security	36,359	92,194
Trade creditors	55,254	63,707
Other creditors	5,177	10,410
Accruals and deferred income	18,095	25,357
	<u>114,885</u>	<u>191,668</u>

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments relating to property under operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	45,881	45,881
Between two and five years	174,768	177,568
In over five years	123,000	164,000
	<u>343,649</u>	<u>387,449</u>

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15 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds			Movement in funds			
	Balance at 1 April 2019	Incoming resources	Resources expended	Balance at 1 April 2020	Incoming resources	Resources expended	Balance at 31 March 2021
	£	£	£	£	£	£	£
Barts faces	204	-	-	204	-	-	204
Big Lottery	17,381	119,381	(152,593)	(15,831)	250,000	(109,456)	124,713
Gilead	17,509	17,000	(20,521)	13,988	18,000	(3,500)	28,488
Brook	1,350	-	(1,350)	-	60,000	(20,424)	39,576
Comic Relief/Metro Lead	-	-	-	-	2,000	-	2,000
PHE	12,218	19,921	(24,315)	7,824	-	(2,370)	5,454
THE - HPE - MSM	426	-	-	426	-	-	426
Covid-19 Grants	-	-	-	-	205,565	(131,626)	73,939
Fast Track Cities	-	4,583	-	4,583	63,000	(49,231)	18,352
MSD - Testing Faith	-	15,000	(1,750)	13,250	-	-	13,250
Mary Kinross	-	-	-	-	20,000	(16,551)	3,449
Metro/Message to you	-	-	-	-	8,400	-	8,400
Shape History	-	-	-	-	220	(220)	-
Three Rivers	-	-	-	-	1,600	(600)	1,000
Wave 3	-	-	-	-	44,175	(13,354)	30,821
MSD - 50 over 50	-	-	-	-	1,300	-	1,300
Henry Smith - Counselling	-	-	-	-	30,000	-	30,000
Sole to Soul	-	-	-	-	-	(2,000)	(2,000)
	<u>49,088</u>	<u>175,885</u>	<u>(200,529)</u>	<u>24,444</u>	<u>704,260</u>	<u>(349,332)</u>	<u>379,372</u>

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15 Restricted funds

(Continued)

Barts Faces: Agreement with Barts Charity around community conversations and reshaping the African Conversation.

Gilead/Shape History: Policy Back to Blaque Policy and website creation for Global Health Collaborative.

Wave 3/ Covid 19 Grants/ National Lottery – Covid 19 Emergency Grant Support, Core client services and core running costs.

Brook: Sexual Health and Reproductive outreach and professionals training across Lambeth Southwark and Lewisham.

Fast track Cities Peer Support: Agreement with NHS. Focus on re-engaging people living with HIV back into HIV clinical care across Chelsea and Westminster 4 clinics.

Fast Track Cities Faithwork: Agreement with NHS. Focussed on testing in faith environments, working with faith leaders to deliver interventions designed to support Black majority faiths to be part of the HIV care continuum.

Comic Relief/Metro Charity Lead (Metro partner to distribute emergency Covid Funds to LGBTQIA VSO's across the 4 nations.

Henry Smith Charity/ Mary Kinross: Counselling and therapeutic support.

MSD – Partnership honorarium 50 over 50, aging with HIV project.

PHE: Sole to Soul /My Message to you Innovation Fund funding interventions with organisations working with women and girls and Latin American Communities.

Further details on the restricted funding streams are included on pages 6 and 7 of the Trustees' Report.

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16 Analysis of net assets between funds

	Unrestricted funds	Restricted funds	Total	Unrestricted funds	Restricted funds	Total
	2021	2021	2021	2020	2020	2020
	£	£	£	£	£	£
Fund balances at 31 March 2021 are represented by:						
Intangible fixed assets	19,032	-	19,032	-	-	-
Tangible assets	90,763	-	90,763	95,391	-	95,391
Current assets/(liabilities)	23,750	379,372	403,122	4,385	24,444	28,829
	<u>133,545</u>	<u>379,372</u>	<u>512,917</u>	<u>99,776</u>	<u>24,444</u>	<u>124,220</u>

17 Related party transactions

There were no disclosable related party transactions during the year (2020: Enil).

18 Cash generated from operations

	2021 £	2020 £
Surplus/(deficit) for the year	388,697	(250,603)
Adjustments for:		
Depreciation and impairment of tangible fixed assets	14,409	12,323
Movements in working capital:		
Decrease in debtors	60,612	150,055
(Decrease)/increase in creditors	(76,783)	12,522
Cash generated from/(absorbed by) operations	<u>386,935</u>	<u>(75,703)</u>

19 Analysis of changes in net funds

The charity had no debt during the year.