

U = U

Undetectable
Equals Untransmittable

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Our mission

NAM exists to support the fight against AIDS with independent, accurate, accessible and comprehensive information.

We aim to create and disseminate information resources rooted in the experience of those most affected, enabling individuals and communities to take action and control in responding to HIV and AIDS.

Our values

We believe that, wherever you are in the world, having independent, clear and accurate information is vital in the fight against HIV and AIDS. It enables individuals and communities affected by HIV to protect themselves, care for others, advocate for better services and challenge stigma and discrimination.

Message from

NAM's Chair of the Board of Trustees

The past year has seen a number of changes but also growth in NAM's Board of Trustees. We said farewell to Martin Pendergast, who was a NAM Trustee for 20 years and more recently Chair of the Board since June 2016. Martin has been a staunch supporter of NAM and we will miss his helpful insight. I would also like to thank the other Trustees for their enthusiasm and commitment, with my particular thanks to Robbie Currie for taking on the role of Vice Chair. In 2017, we were delighted to welcome six new Trustees to the Board: Duncan Jarvies, Jason Schroen, Alastair Duncan, David Noble, Dr Julianne Lwanga and Dr Kalpana Sabapathy. Since the close of the year, we have also welcomed Erica Crittendon to the Board. They bring a wide range of knowledge and experience to the Board and have strengthened it considerably.

2017 has been a very busy year in a climate where charity fundraising has again been challenging but NAM has managed to maintain financial stability in terms of both fundraising and management of its reserves. The extremely hard-working staff, under Matthew Hodson's leadership, has continued to produce high quality materials for those involved both professionally and individually in the management of HIV.

NAM plays an important role nationally in the public health arena and despite the small size of the organisation, NAM continues to make a significant impact internationally through its participation and leadership in international conferences and meetings.

The Trustees would like to thank all of NAM's supporters but particularly the staff for their loyalty and hard work and we wish everyone a successful year ahead.

Dr Margaret Swain

Message from

NAM's Executive Director

I was diagnosed with HIV shortly after the 1996 International AIDS Conference, held in Vancouver. It was at this conference that it was announced, to great celebration, that combination therapy could successfully treat people with HIV. In regions with access to treatment this moment was transformative. The following year the number of AIDS related deaths, even the number of AIDS diagnoses, plummeted.

Twenty years and more have passed since then. Public Health England, in its 2017 HIV report, *Towards elimination of HIV transmission, AIDS and HIV-related deaths in the UK*, announced that, for the first time, the overall mortality rate of people with diagnosed HIV was comparable to that of the general population.

For most of those who are treated, HIV is no longer a life-threatening condition. In some quarters I've heard people compare HIV to diabetes, although I am yet to hear anyone compare diabetes to HIV. The reason for this is clear.

HIV remains one of the most stigmatised of all medical conditions. Ignorance about developments in our understanding of the virus, about transmission risk or life-expectancy on treatment, coupled with the long shadow of campaigns designed to make people only fearful of HIV, hamper our efforts to support people living with the virus.

People with HIV still need access to independent, clear and accurate information. New data just released from the UK's Positive Voices study highlights the greatest self-expressed needs are for HIV treatment advice, information about living with HIV, and adherence support.

Although the outlook for people with HIV has improved enormously, the evolution of people's needs means that NAM's information resources for people living with HIV, and the people that care for them, remain crucial.

I am proud that the Positive Voices report found that the vast majority of people in the study were able to find the HIV information that they need.

I am proud that in the last year NAM has been both more visible and more vocal in supporting people living with HIV, through our affirmation that an undetectable viral load means that the virus cannot be transmitted sexually. The power of NAM's endorsement has been key to spreading the #UequalsU message internationally.

I am proud that NAM plays a central role in HIV prevention efforts, not least in our support of PrEP rollout across Europe, through the PrEP in Europe Initiative.

The information that NAM provides remains vital in the fight against HIV and AIDS. It enables individuals and communities affected by HIV to protect themselves, care for others, advocate for better services and challenge stigma and discrimination.

Matthew Hodson

2017 Annual Report

The trustees present their Report and Accounts for the year ended 31 December 2017 which are also prepared to meet the requirements for a directors' Report and Accounts for Companies Act purposes.

The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's governing documents, 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 and Republic of Ireland (FRS 102) (effective 1 January 2015).

In this report and elsewhere NAM Publications may sometimes be referred to by the abbreviated form, NAM, or with reference to one of its principle resources, NAM aidsmap.

Objectives and activities

The charity's objective, and its principal activity, continues to be the relief of sickness, hardship and distress among people with AIDS, HIV and related diseases and conditions, including but not limited to hepatitis. NAM also aims to advance the education of the public, including people working with those suffering from, or at risk of being affected by, such diseases and conditions.

There are no significant restrictions in the way the charity can operate and there have been no changes of policy since the date of the last report.

The charity's mission, throughout the year, continued to be to support the fight against AIDS with independent, accurate, accessible and comprehensive information. The charity aims to create and disseminate information resources rooted in the experience of those most affected, enabling individuals and communities to take action and control in responding to HIV and AIDS.

The trustees believe that the Charity's mission, as set out above, delivers public benefit. The trustees have had due regard to the Charity Commission's guidance on public benefit and have complied with the duty in section 4 of the Charities Act 2011.

The main area of activity is the production and dissemination of regularly updated online, electronic and printed information resources.

The charity publishes information in five broad areas:

1. Information on the clinical aspects of HIV and related conditions; and, in particular, their treatment.
2. Information on viral hepatitis, in particular the treatment of, and policy surrounding, hepatitis B & C.

3. Information on the testing, transmission and prevention of HIV.
4. Information on the social or non-clinical aspects of HIV and related conditions, including the history of the diseases, their impact on particular communities, and practical information about aspects of life with the diseases, e.g. the law, employment and mental health.
5. Information about organisations providing services to people at risk of or affected by, or working in the field of, HIV or that are concerned with related diseases or conditions, health programme co-ordination, policy, research, grant-making or community mobilisation.

NAM's main beneficiaries are people living with and affected by HIV and related conditions (for example, hepatitis or tuberculosis), healthcare institutions, and other professionals and volunteers providing prevention, testing, treatment & care, support & advice services or funders, advocates or policy makers.

The benefit to the public of NAM's information is that people with HIV are better able to participate in decisions relating to their treatment and care; and that the professionals who provide services are informed by up-to-date evidence and best practice. The intended outcome of this information is a reduction in the levels of disease and people with HIV and related conditions living longer, healthier lives.

NAM's strategy for 2017–2020

When NAM was founded in 1987, there was no effective treatment for HIV and a diagnosis was still considered a death sentence. There was a lack of credible information and so myths, misunderstanding and misinformation were widespread.

The application of combination treatment for HIV, first reported at the Vancouver Conference in 1996, transformed the epidemic. In most of the West, AIDS cases and HIV-related deaths plummeted. In other regions, the efforts to ensure that all people had access to treatment became all the more urgent.

As the epidemic has changed, so has the way that NAM supports people living with HIV and their healthcare providers. The original ring-bound folders have been supplanted by a wide range of printed resources, including factsheets and booklets, distributed to clinics and we now have almost 18,000 pages of information on our website, including a range of apps and tools to support and empower people living with HIV.

In 2017 NAM adopted a new strategy to reflect our goals within a rapidly evolving environment:

Broadening our audience / Increasing our impact **Reach greater and more diverse audiences.**

We will do this by:

- Exploring and utilising new platforms for delivering information.
- Increasing NAM's public profile.
- Seeking opportunities to be pro-active in providing information.
- Reflecting the diversity of our service users and potential service users.

Increasing our impact.

We will do this by:

- Pro-actively seeking new partnerships and collaborations, both within and outside of the HIV sector.
- Working collaboratively with agencies involved in conditions related to co-morbidities.
- Building partnerships with agencies involved in HIV & hepatitis policy and services.
- Supporting individual activists and advocates with provision of practical and reliable information.

Monitoring and evaluating our impact.

We will do this by:

- Gathering feedback from our service users.
- Setting outcome measures.

Achievements and performance

Aidsmap

NAM's primary platform is our website, aidsmap, providing both patient information resources and rolling coverage of the biggest local and international stories about HIV and AIDS.

In 2017 the aidsmap site recorded over 5.4 million visits. Visitors to the aidsmap site came from all over the world and from every continent.

More than 45,000 people around the world receive NAM's fortnightly email bulletin *aidsmap news* and more than 33,000 people receive our bulletin *HIV update*. Our conference bulletins, translated into a variety of languages, are sent to 67,000 people. The infohep bulletin goes out to 2000 individuals.

In 2017 NAM reported on a number of major developments in the global HIV epidemic, including:

- The dramatic falls in HIV diagnoses in the UK, concentrated among gay and bisexual men in London. These were first reported by NAM at the end of 2016 and were confirmed this year by Public Health England. Life expectancy for people diagnosed promptly and treated was assessed as equivalent to that of someone who was uninfected. The goal in the UK shifted towards elimination of new infections.
- In Swaziland, which has one of the most severe HIV epidemics in the world with almost one in three of the population living with the virus, the rate of new infections was halved as the proportion of people virally suppressed on treatment doubled.
- In other territories HIV's impact was felt all the more keenly. The number of diagnoses in Russia reached new heights, accounting for almost two-thirds of all new European HIV cases.

- Opposites Attract, a largescale study of mixed HIV status gay couples, supported a growing consensus that an individual who has maintained viral suppression on HIV treatment does not pose a transmission risk to their sexual partner. NAM's role in sharing the news that people whose virus remained suppressed on treatment did not pose a transmission risk to their sexual partners, was seen as pivotal to the 'U=U' (undetectable equals untransmittable) movement.
- With the efficacy of pre-exposure prophylaxis (PrEP) as effective prevention established, a number of studies explored alternative methods of drug delivery, including long-acting injectables and vaginal rings, while activists internationally pushed for access. NAM is the driving force behind a new umbrella organisation pushing for PrEP access across Europe.

The aidsmap site was reviewed by the *Journal of Consumer Health on the Internet*, which reported:

"Aidsmap is an impressively comprehensive and reliable source of consumer health information on all aspects of HIV and AIDS. While it is U.K.-based, with some focus on resources of interest to those living in the United Kingdom, it provides a remarkable database of links to resources in other parts of the world and in other languages.

Major strengths are the taxonomy of more than 100 topics used throughout the site, the strong international database of resources, the legal information, and the up-to-date resources provided on a range of levels for both the public living with HIV or not, and for health professionals. The site is recommended as a valuable tool for librarians and other health information professionals wishing to provide timely information on HIV/AIDS."

Conference coverage

NAM was the Official Scientific News Coverage Partner for three major international conferences in 2017.

In May 2017 NAM provided coverage of the 25th International Harm Reduction Conference, which took place in Montreal, Canada. NAM partnered with Harm Reduction International to raise awareness of new developments in harm reduction for people who use drugs. People who inject drugs are a key population for HIV and hepatitis C prevention worldwide but access to harm reduction is often blocked when policymakers lack evidence-based information about the most effective methods of reducing drug-related harm and preventing the transmission of bloodborne viruses.

In July 2017 NAM provided coverage of the 9th International AIDS Society Conference on HIV Science in Paris. NAM was particularly proud to partner with the International AIDS Society (IAS) once again as an official provider of online scientific news for the conference, a role that we have been asked to fulfil again at AIDS 2018. Highlights of our conference coverage included:

- Reports on the frustrating search for an HIV 'cure'
- The Opposites Attract study of gay couples, which found no cases of HIV transmission from an HIV-positive partner on treatment
- Fall in gonorrhoea rates at a London clinic supporting PrEP
- New HIV vaccine trial
- Progress on UNAIDS 90-90-90 targets

From the conference NAM published 45 stories on our aidsmap site, created 57 conference Facebook posts and sent out five daily bulletins, each translated into six languages, to over 67,000 subscribers. Following IAS, NAM hosted an interactive Community Forum to share learning from the conference, particularly with people living with HIV in London, which successfully drew a diverse audience, 42% of whom identified as black or from another minority ethnic group.

In October 2017 NAM provided coverage of the 16th European AIDS Conference, organised by the European AIDS Clinical Society (EACS), which took place in Milan, Italy. Highlights of the conference reporting included a detailed look at how

innovations in service delivery at London's busiest sexual health clinic had led to a sustained fall in HIV diagnoses.

During 2017 NAM also provided coverage of the Conference on Retroviruses and Opportunistic Infections, the International Liver Congress, the British HIV Association Annual Conference and the AASLD Liver Meeting for aidsmap.com and its companion site, infohep.org.



HR17
25th International Harm Reduction Conference
14-17 May 2017
Montréal, Canada
aidsmap.com Official scientific news reporter



 **IAS2017**
9TH IAS CONFERENCE ON HIV SCIENCE
PARIS, FRANCE | 23-26 JULY 2017
aidsmap.com Official scientific news reporter



 **EACS** European AIDS Clinical Society
16th EUROPEAN AIDS CONFERENCE
25-27 October 2017
Milan, Italy
nam aidsmap
aidsmap.com Official scientific news reporter

"Thank you for continuing to be such an excellent resource for people to understand the complex science on these issues, in a reliable, accurate, and accessible manner. I'm grateful for your work."

Chelsea Polis, PhD (epidemiologist working on global public health, HIV, sexual & reproductive health)

European HIV / Hepatitis Testing Week 2017

Once again NAM teamed up with Terrence Higgins Trust (THT) and other partners across Europe to provide local information about HIV and hepatitis testing sites. The Test Finder enables someone, in just a few seconds, to find their nearest service, along with a map showing its location.

This year we added a wide variety of African languages, in addition to the existing European languages, so that the site could also be used for migrants. The test finder can now be used in 16 different languages.

Over the course of European HIV / Hepatitis Testing Week (17-24 November 2017) our test finder recorded the following.

Total Unique Visitors
34,986

Total page views
73,379

Total visits
36,475

The screenshot shows the NAM AIDSMAP website interface for the European Test Finder. At the top, there is a search bar and a navigation menu with options like Home, News, HIV Basics, Topics, Resources, Locations, E-atlas, and About us. Below the navigation, the page title is 'European Test Finder'. The main content area contains instructions in French: 'Pour trouver un centre de dépistage du VIH, de l'hépatite ou des infections sexuellement transmissibles en Europe.' It asks users to select their country and region. The form shows 'Français' for language, 'France' for country, and 'Paris' for region. There are also checkboxes for 'Type de test' (VIH, Hépatite C, IST) and radio buttons for 'Affichez les résultats' (Sous forme de liste, Sur une carte). A 'Rechercher' button is visible. Below the form, there is a map showing the location of 'AIDES - Paris 12ème' with its address and contact information. At the bottom, there is a footer with logos for ECD and NAM Publications, along with contact information and a disclaimer.

NAM Patient Information Resources

In addition to our online resources, NAM continues to provide printed Patient Information resources to clinics that subscribe to our scheme. In 2017 we evaluated the scheme with our members. 97% found our service 'useful' including 18% who described it as very useful and 27% who described it as essential.



"We have found them particularly useful during our initial meetings with new clients."

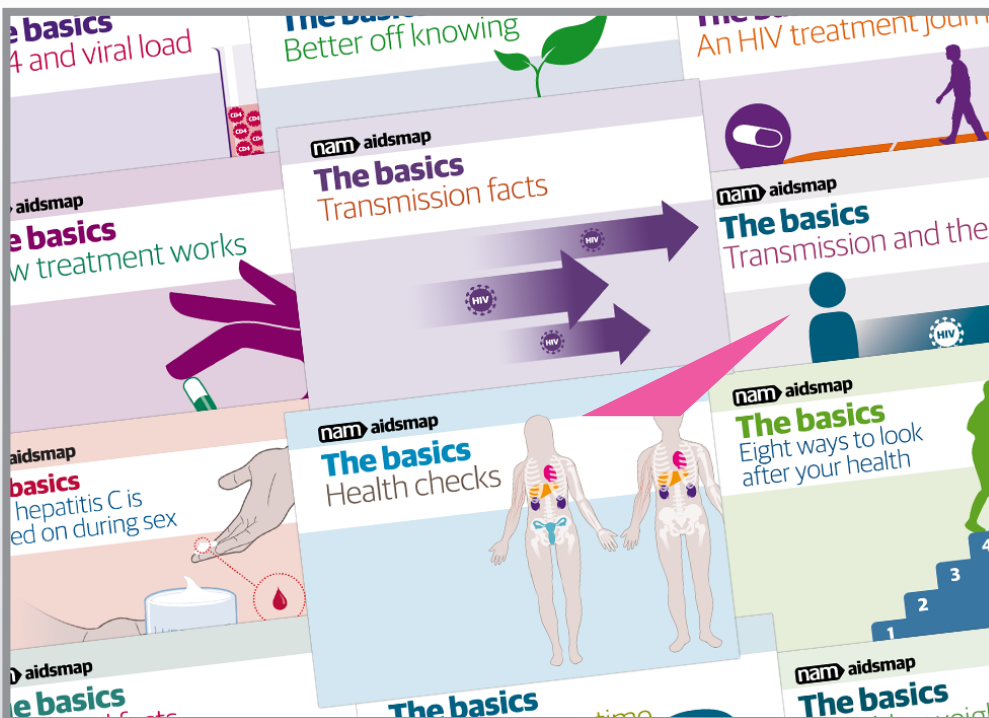
Gavin Armstrong
Positive Life, NI, Belfast.

"We rely on NAM's resources as we know they are up to date, current, delivered in very user-friendly formats... We find them an invaluable resource"

Sahir House. Liverpool

"NAM has the knack of explaining complex HIV information in plain language. I have used the translated 'Basics' leaflets to support consultations via an interpreter, which is extremely useful."

Martin Jones
East Sussex NHS Trust.



PrEP in Europe Initiative

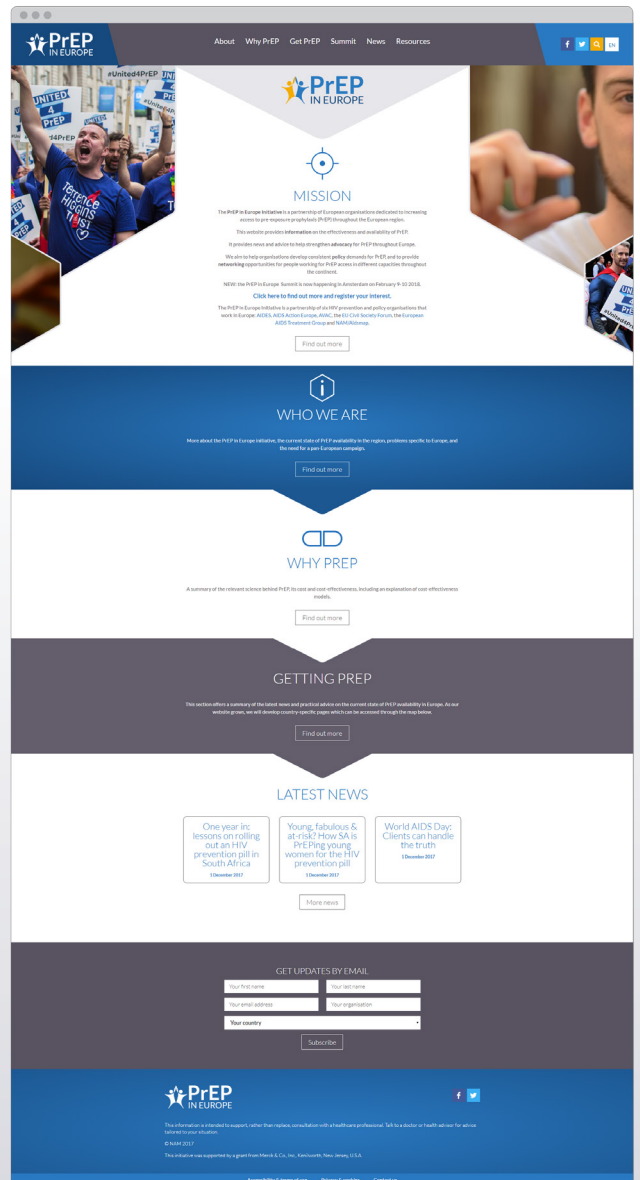
The PrEP in Europe Initiative (PEI) is a partnership of European organisations dedicated to increasing access to pre-exposure prophylaxis (PrEP) throughout the entire World Health Organization Europe region. The six initial partners of PEI are NAM, the European AIDS Treatment Group (EATG), AIDES, the European Civil Society Forum, AVAC - Global Advocacy for HIV Prevention and the National AIDS Trust (NAT). NAM acts as the host and secretariat of PrEP in Europe.

In 2017 we launched the PrEP in Europe website, to provide information on the effectiveness and availability of PrEP and news and advice to help strengthen advocacy for PrEP throughout Europe. The site is available in English, Spanish, Russian, Portuguese, French and German versions. We also launched a PEI Facebook page which provides a forum for activists, advocates and health organisations to share information and inspiration. Increasingly PrEP users, and those who are considering starting PrEP, are using it to access information or ask questions.

Plans were laid in 2017 for the first PrEP in Europe Summit, which took place in February 2018



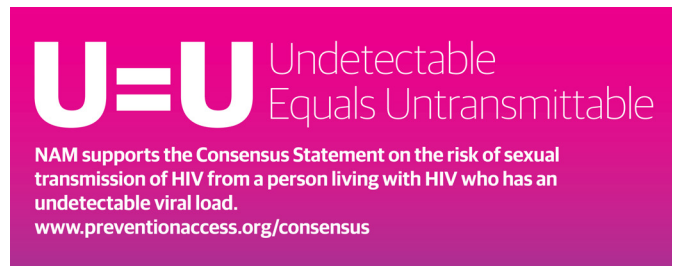
Europe needs PrEP now



Undetectable = Untransmittable

The PARTNER Study and Opposites Attract both reported no cases of sexual HIV transmission from a virally suppressed HIV-positive person. NAM was the first UK agency to formally endorse the Prevention Access Campaign's Consensus Statement on treatment as prevention.

NAM's advocacy helped pave the way for other UK and international agencies to endorse the 'Undetectable equals Untransmittable' message (aka U=U), leading to changes in the way that statutory health information categorised HIV risk. NAM's Executive Director addressed the British HIV Association's Autumn Conference on the importance of sharing the U=U message with patients.



"People living with HIV on ART [antiretroviral therapy] with an undetectable viral load in their blood have a negligible risk of sexual transmission of HIV. Depending on the drugs employed it may take as long as six months for the viral load to become undetectable. Continued and reliable HIV suppression requires selection of appropriate agents and excellent adherence to treatment. HIV viral suppression should be monitored to assure both personal health and public health benefits."

U=U Consensus Statement

"Thank you @aidsmap for your leading support of the #UequalsU message. Your early and unequivocal endorsement influenced agencies in many parts of the world, including the US, to endorse the message also. #BoldLeadership"

Bruce Richman
founder Prevention Access Campaign

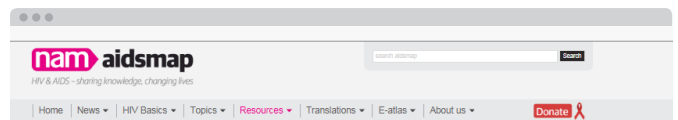
Resources for people living longer with HIV

Acknowledging the fact that the European cohort of people living with HIV is getting older, and that it is necessary now to extend the goal of anti-HIV therapy beyond the achievement of undetectable viral load to include co-morbidity prevention and management, NAM developed a range of resources designed to support people with HIV to live longer, healthier lives.

This collection of resources includes a range of factsheets on co-morbidities, such as bone problems, kidney disease, diabetes, cognitive impairment and several cancers. Our factsheets also provided information for people living with HIV on how to manage multiple treatment regimens and included a side-effects checker tool and booklet.

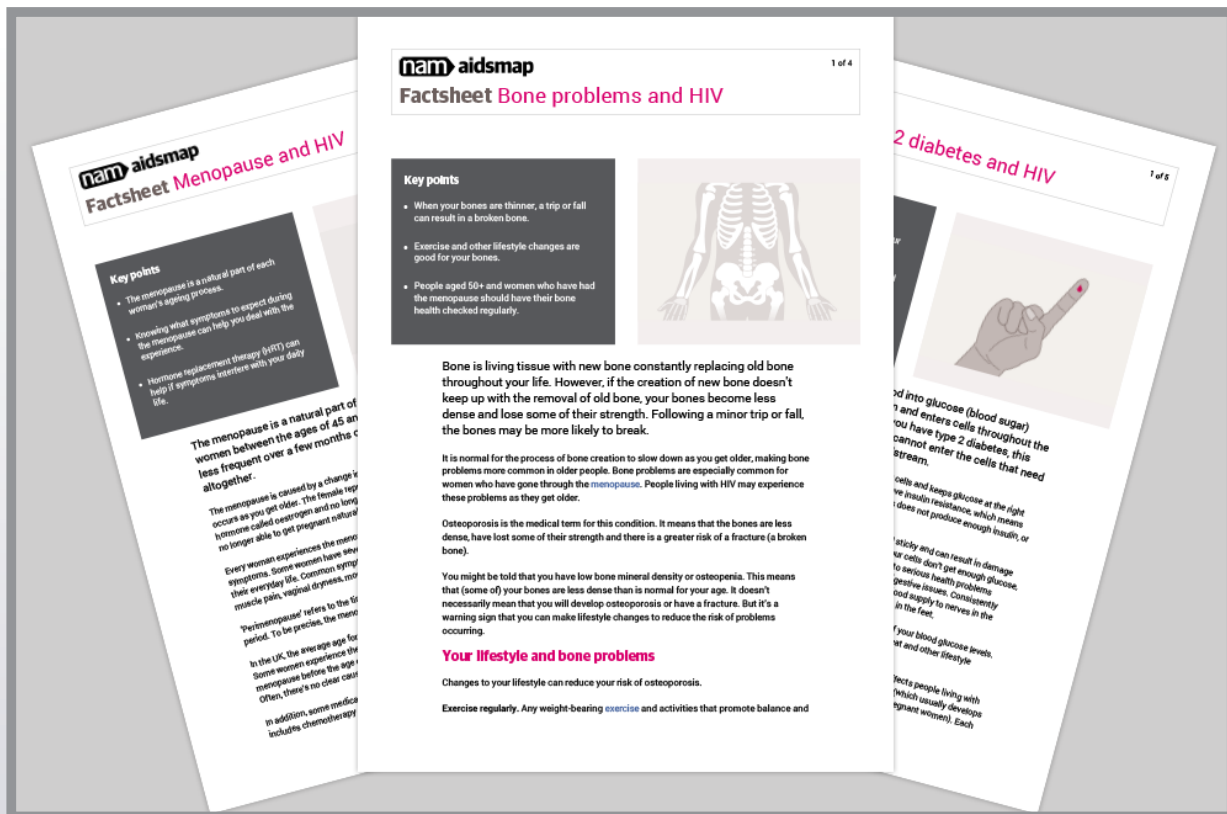
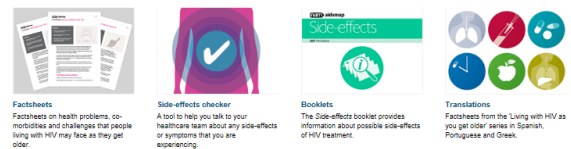
These resources were designed to help people living with HIV, and those who care for them, to:

- Understand the range of issues which may arise while living with HIV long term
- Understand the impact of HIV and HIV medications on the ageing process
- Engage in informed dialogue with their doctor or other healthcare providers about their healthcare
- Make lifestyle changes in order to minimise the risk of developing problems associated with ageing
- Optimise their use of treatment and healthcare services and minimise any side-effects from HIV treatment.



The effectiveness of HIV treatment means that increasingly we need to consider the impact of HIV as we get older. The information on these pages is intended to help people living with HIV, and those who care for them, to:

- Understand the range of issues which may arise while living with HIV long term
- Understand the impact of HIV and HIV medications on the ageing process
- Engage in informed dialogue with their doctor or other healthcare providers about their healthcare
- Make lifestyle changes in order to minimise the risk of developing problems associated with ageing
- Optimise their use of treatment and healthcare services and minimise any side-effects from HIV treatment.

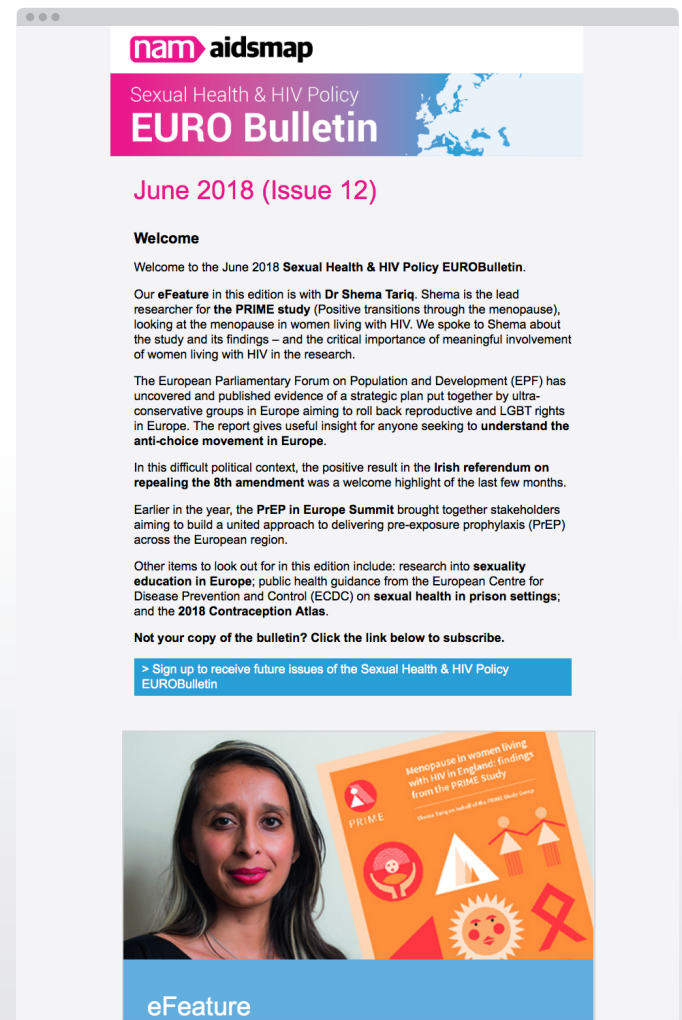


The EURObulletin

In 2017 NAM took over the responsibility for delivering the *Sexual Health & HIV Policy EUROBulletin*, which had initially been developed by MEDFASH. Through the course of the year we published four editions of the bulletin, providing information about policies, programmes, standards, guidance, evidence and research, and emerging issues in sexual and reproductive healthcare, HIV treatment and care, prevention and sexual health promotion.

Circulated as an email, containing concise previews and external weblinks for more information, the EUROBulletin is also hosted on NAM's aidsmap website (including a full archive) and each edition receives additional promotion via NAM's social media. Subscription is free.

Each issue has a round-up section (covering key pan-European developments) and an eFeature (guest interview covering European and country-specific issues of wider interest and relevance). Other regular topics include: Policy Development & Guidance; Parliament & other European institutions; Treatment & service guidelines and Sexual health rights and advocacy, as well as a range of news and reports on new campaigns, evidence and research.



As part of the monitoring and evaluation we conducted in October 2017, numerous respondents told us they found the bulletins useful:

"This resource is invaluable to busy professionals who do not have time to read through all the literature, and get insights into the new developments in HIV."

"Excellent summary of news and documents around HIV, STIs and sexual health in general in the different fields (health, policies, reports, etc.)"

"I value it as the most relevant newsletter I receive."

Financial review

The Statement of Financial Activities shows a reduction in our unrestricted funds of £20,877.

Total income has reduced by £218,407. This almost entirely relates to changes in income from grants. Although there was less success in our grant applications the main reason for the fall in grant income receivable has been a change in the grant application timetable from a number of our major pharmaceutical funders. In prior years grants receivable would have included grants from pharmaceutical funders for the subsequent year's activity and these would then have been shown in our restricted funds carried forward. However, as there has been a change in the grantors decision timetable we are no longer receiving significant sums for the subsequent year's work. Hence the reduction in income this year which reflects this timing adjustment in our external funding environment.

Total expenditure has fallen by £78,340. There was significantly increased expenditure on the provision of treatment information in 2016. Conversely, reflecting the limited available funding for 2017, there was a reduction in our expenditure on the provision of information on viral

hepatitis and the provision of information of HIV testing transmission and prevention of HIV.

Our restricted funds stood at £202,991 at the end of the financial year to help support projects carrying on into 2018. As unrestricted funds stood at £541,655 the total funds of the charity were £744,646.

2018 is set to be another challenging year for income generation but the trustees have confidence that NAM can continue to fulfil its mission at its current level of activity without having to draw substantially on its unrestricted funds in the short-term.

NAM holds its surplus funds in deposit accounts of UK clearing banks.

Reserves policy and going concern

The charity continues to operate in an uncertain funding climate in which it is difficult to estimate when and whether grants and consultancy income will be received and it is not uncommon for grants to be unexpectedly delayed. Because of these uncertainties it is necessary for the charity to hold reserves to cover expenditure in the event of a shortfall of income. In a worst case scenario of charitable income suffering a disastrous decline it would be necessary to cease operations and the trustees hold reserves to enable an orderly winding up to take place.

To allow for the eventualities described above, it is the trustees' present policy to hold free unrestricted reserves (i.e. excluding designated and restricted reserves) of not less than six months' running costs. At 31 December 2017 free reserves stood at £541,655 which was equivalent to just over nine months' worth of projected expenditure for 2018. Although this is above the minimum level of the policy, the trustees consider it prudent to hold reserves at this level in view of the continued unstable charity funding climate and the fact that it is anticipated that NAM will have to move premises in 2018. It should be noted that NAM's income has decreased by 40% over the last four financial years and the holding of significant levels of free reserves has enabled the organisation to survive the restructuring that was necessary to bring income and expenditure into line.

The trustees have considered the charity's cash flow forecast for the period ahead. Notwithstanding the difficult funding environment, the trustees believe that with careful management the charity has a reasonable expectation of having sufficient resources to continue in operation for the foreseeable future. Accordingly, the trustees have continued to adopt the going concern basis in the preparation of the accounts.

Trustees

Dr Sanjay Bhagani
Brian Cooper
Erica Crittendon
Robbie Currie
Alastair Duncan
Duncan Jarvis
Julianne Lwanga
David Noble
Kalpana Sabapathy
Jason Schroen
Basil Skeete
Dr Margaret Swain
Nigel Ware

Secretary

Matthew Hodson

Charity number

1011220

Company number

02707596

Registered Office/Principal address

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314-320 Gray's Inn Road
London
WC1X 8DP

Independent examiner

Leonard Siskind FCA
Hazlems Fenton LLP
Chartered Accountants
Palladium House
1-4 Argyll Street
London
W1F 7LD

Bankers

National Westminster Bank plc
504 Brixton Road
London
SW9 8EB

Structure, governance and management

Governing document

NAM Publications is a company limited by guarantee. Throughout the year under review the company was ruled by, and complied with, its revised Articles of Association dated 7 February 2011.

NAM Publications is also registered as a charity with the Charity Commission.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the year and since the year end were as follows:

Martin Pendergast (Chair until 6 Dec 2017 / Resigned 6 Dec 2017)
Dr Margaret Swain (Chair from 5 Dec 2017)
Basil Skeete (Deputy Chair until 5 Dec 2017)
Robbie Currie (Deputy Chair from 5 Dec 2017)
Nigel Ware Treasurer
Dr Sanjay Bhagani
Brian Cooper
Duncan Jarvies
Jason Schroen (Appointed 12 April 2017)
Alastair Duncan (Appointed 12 April 2017)
David Noble (Appointed 9 August 2017)
Kalpana Sabapathy (Appointed 13 Dec 2017)
Julianne Lwanga (Appointed 15 Dec 2017)
Erica Crittendon (Appointed 12 Feb 2018)

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Recruitment and appointment

NAM's Chair, Deputy Chair and Treasurer are elected by the trustees. NAM's current Chair and Deputy Chair were elected at the end of 2017.

Trustees are recruited whenever a gap or deficit occurs in any of the following areas that are essential to NAM's successful operation: employment, finance, information provision, income generation, governance & management, asset management, external relations, quality standards and strategic implementation. Trustee recruitment may also occur whenever an opportunity arises to appoint an individual with a special combination of applicable experience, knowledge or skills; or when there is a sudden fall in Board membership.

Induction and training

New trustees are first interviewed by representatives of the Board and staff management team and invited to attend a Trustees' meeting prior to appointment. Trustees are advised to engage with guidance for trustees provided by the Charity Commission. Should further training needs or appropriate opportunities arise these may be met from the organisation's dedicated training budget. NAM is currently reviewing its Induction process for new trustees.

Organisation

The Board of Trustees governs the charity. The full Board normally meets every two months.

The charity's most senior member of staff is the Executive Director, who is also the Company Secretary. The trustees are responsible for setting the remuneration of the Executive Director, who is appointed by the trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Executive Director has delegated authority for operational matters including finance, employment and the provision of information services. The Treasurer and senior staff review the charity's management accounts and financial position on a bi-monthly basis.

Matthew Hodson was appointed Executive Director in September 2016.

Caspar Thomson's appointment as Company Secretary was terminated 1 January 2017.

Matthew Hodson was appointed Company Secretary 1 January 2017.

Related parties

The charity is not connected to any other organisations.

Risk management

The charity has a risk management strategy which comprises:

- a bi-monthly review of the risks the charity may face;
- the establishment of systems and procedures to mitigate those risks that are identified by the review; and
- the implementation of measures designed to minimise any potential impact on the charity should those risks materialise.

The trustees believe that the principal risks and uncertainties facing the charity are

- a. Potential loss of long-standing staff
- b. Uncertainty of future income

Although the funding environment continues to be challenging NAM maintained similar levels of income and expenditure in 2017 as in recent years. Continuing efforts to diversify funding sources have had limited success and so the Board has maintained high levels of free reserves to ensure continuation of delivery. The Board is satisfied that adequate systems are in place to monitor, manage and, as far as possible, mitigate the risk of further reductions in income.



HIV & AIDS – sharing knowledge, changing lives

Reference and administrative details:

Registered office: Acorn House, 314-320 Gray's Inn Road, London, WC1X 8DP

Company limited by guarantee, registered in England & Wales, number: 2707596

Registered charity, number: 1011220

The trustees' report was approved by the Board of Trustees on 5th June 2018.

Dr Margaret Swain (Chair)
Trustee



Image from Opposites Attract study: www.oppositesattract.net.au