



# IMPACT REPORT

## 2025

**Together,** we're protecting rights,  
saving lives, and stopping HIV.

# WHAT WE STAND FOR

**We campaign, influence decision-makers, and use the law to protect and secure equal rights for everyone affected by HIV.** This is truly an exciting time in the fight against HIV. The goal of ending all new HIV transmissions by 2030 is within our grasp. With an increase in testing, treatment, and awareness, we know this goal is not only possible but with the right focus and investment, is achievable.

With HIV a priority in every UK nation and the recent publication of the new government HIV Action Plan for England, which includes some compelling initiatives that we have campaigned for, a brighter future for everyone affected by HIV could be realised.

While there is much to celebrate, we know that many people living with HIV are still reporting a poor quality of life compared to the general public, and that discrimination and HIV stigma are still rife. Interventions must be taken right now to stop new HIV transmissions and to ensure everyone can live well with HIV.

## Four strategic pillars **drive** our 2022-2025 strategy:

**1**

We will **STOP** new HIV transmissions

**2**

We will **CHAMPION** the needs of people whose voices and experiences are too often ignored

**3**

We will **PROTECT** the rights of everyone living with and at risk of HIV

**4**

We will **DRIVE** engagement and activism to change attitudes to HIV

\*We will be launching our new five-year strategic plan in March 2026.

## A message from our new Chief Executive

**2025 marked my first full year as Chief Executive of this vital, change-making charity.** Like many across the HIV sector and beyond, we faced significant financial pressure in an increasingly competitive fundraising environment. Yet we did not stand still. Instead, we delivered high-impact work that continues to move us toward a fairer, more just world for everyone affected by HIV.

This report reflects the breadth of that work. One achievement deserves particular mention: the launch of HIV services at a crossroads, a landmark report from HIV Outcomes. It exposes a growing crisis in the voluntary sector that threatens both the UK's ambition to eliminate HIV by 2030 and the essential services relied upon by people living with HIV. The report has helped shape the UK Government's new HIV Action Plan, which includes bold and welcome commitments. But these ambitions will only be realised if the HIV sector is resilient, stable, and properly supported.

I have worked in sexual health and HIV for over 30 years - as a trustee, volunteer, civil servant, and commissioner - and have seen extraordinary progress. From complex daily pill regimes, we have moved to U=U, where people on effective treatment cannot pass on HIV. The introduction of long-acting injectable PrEP last year marked another major step forward in preventing HIV.

Alongside scientific advances, we have driven profound social change. HIV is now recognised as a protected characteristic under equality legislation, and - campaign by campaign - we have challenged

discriminatory and unlawful policies. These hard-won victories matter.

Today, we are closer than ever to ending new HIV transmissions. The tools, evidence, and ambition are in place. What is needed now is sustained commitment and collective action.

None of this progress is possible without collaboration - with partner organisations across the UK and, crucially, with people living with HIV themselves. And we could not do this work without you. Our supporters' generosity, advocacy, and belief power everything in this report. Together, we are changing lives and shaping a future free from HIV.

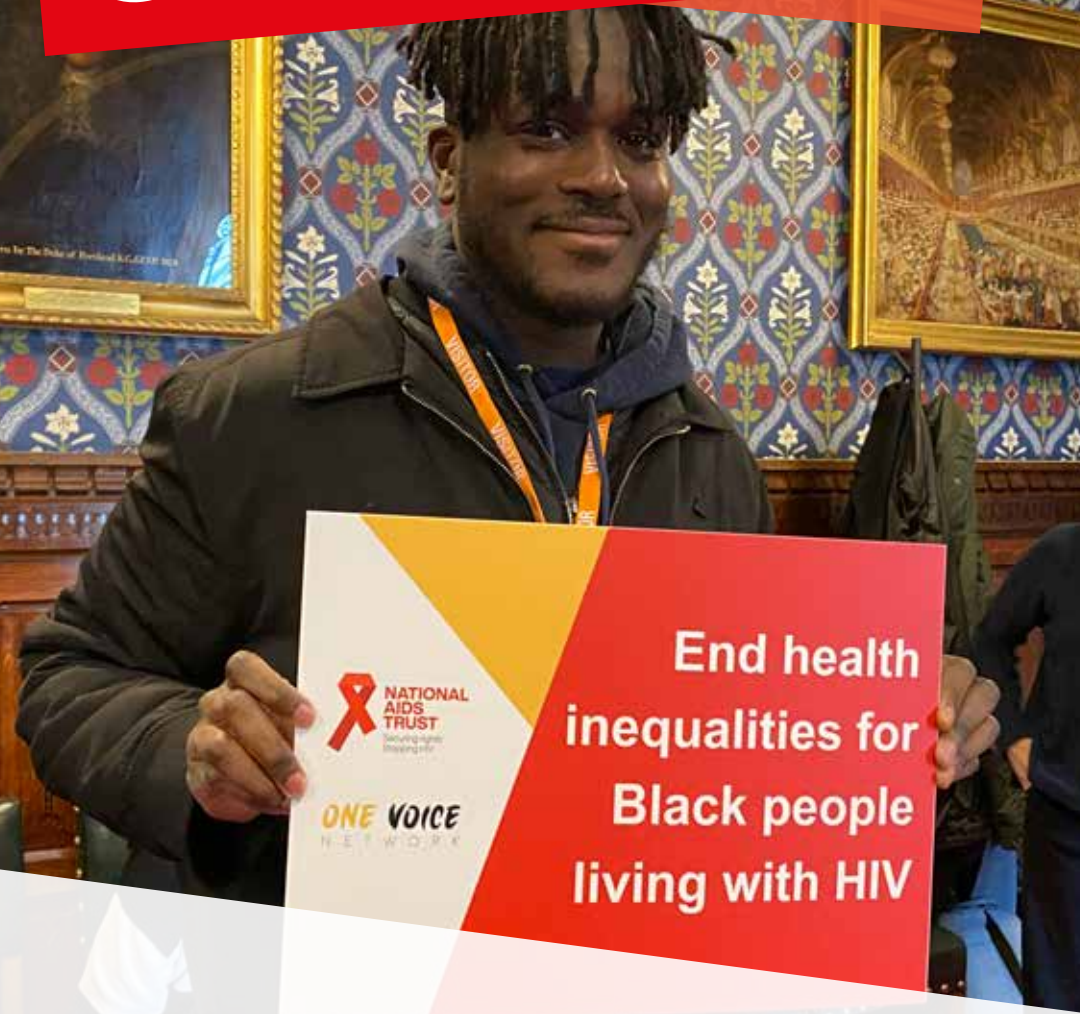
### Thank you.



Robbie Currie, CEO,  
National AIDS Trust



# CHAMPION



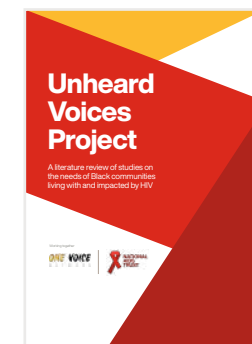
## Unheard Voices

**The funding and provision of services that support Black people living with, and at risk of HIV, and people living with HIV more broadly, has declined in recent years.**

As part of the Unheard Voices project, we published a literature review of studies on the needs of Black communities impacted by HIV. The review highlights that inequalities remain embedded across the HIV response, with Black communities disproportionately affected by stigma, unequal access to prevention and support, socio-economic disadvantage, and a lack of culturally representative services. Migrant communities face additional barriers due to hostile policies and insecure access to care, while Black-led and community-based organisations continue to be underfunded. Ending these inequalities requires targeted, culturally competent prevention and support, meaningful community leadership, action to reduce stigma, fair treatment for migrants, and sustained investment in services designed by and for Black communities.

Unheard Voices is a collaboration with One Voice Network, a collective of Black-led organisations working to improve the health and wellbeing of Black communities in the UK affected by HIV. Funded by the City Bridge Foundation.

A survey of 142 Black-heritage people living with HIV in London highlights serious barriers to care, resulting in lower engagement, poorer health outcomes, and higher HIV-related morbidity and mortality. Nearly a fifth of respondents avoided their GP for fear of discrimination, 13% were refused treatment or medication, and 20% felt unheard by their GP, with a third never consulted about their care. Many reported stigmatising treatment, being “tossed between GP and Consultant,” and having to “fight to be heard.” Key issues include GP workload, lack of cultural competency, intersecting racism and HIV stigma, and limited HIV knowledge among primary care staff. The report sets out recommendations for GPs, Primary Care Networks, local authorities, Integrated Care Boards, the NHS, and government to address these inequities and help achieve the goal of ending HIV transmissions in England by 2030.



Both reports can be read in full via our website [nat.org.uk](https://nat.org.uk)

“One of the doctors at my practice would put gloves on and open the window before she would examine me.” **Project respondent**



# PROTECT



## Equality in name only

In May, we published **Equality in Name Only?**, revealing widespread unlawful discrimination against people living with HIV across the UK – in healthcare, employment, and other services. Despite legal protections under the Equality Act and Data Protection laws, data

on HIV-related discrimination is often incomplete or poorly recorded.

**Through real-life examples, the report highlighted the scale and impact of this discrimination and put forward four urgent recommendations to tackle it:**



**Employers and service providers must put appropriate procedures in place to prevent discrimination and respond swiftly to any issues**



**Better collection and reporting on HIV discrimination must be implemented by public authorities**



**More time must be allowed to enable people to bring discrimination complaints to court**



**Unlawful discrimination should be seen in the wider context of the experiences of people living with HIV, the stigma that they experience and the impact that it has on their lives**

“Knowing that my health status had been shared without my permission sent me straight into a deep depression. I couldn’t cope or comprehend what had happened to me. It was the darkest time of my life. The trauma, grief and pain of knowing what had happened – when I hadn’t done anything wrong – was so great. I still experience these emotions to this day, when I talk about the situation. Since then I have not been able to work. It has drained me.” **Former NHS nurse**

**“The doctor looked at me and Mum, and then asked me if I was an intravenous drug user.”**



In 2014 I had quite a serious cycling accident, which had damaged my leg, so I had to go to hospital and get some stitches in my ankle. I let them know about my status, because HIV medications sometimes interfere with antibiotics, and I didn't want to compromise my treatment. And I let them know about my CD4 count and viral load, in case they needed to do a skin graft or any other surgical procedure. That was all fine.

But after I was discharged from hospital I had a follow-up appointment with a young doctor. My mum was there too because she'd driven me there. The doctor looked at me and Mum, and then asked me if I was an intravenous drug user. I said no, and then he asked: well, how did you contract it? I was so taken aback that I started to explain, but then I thought:

hang on a minute, this is totally irrelevant to what I'm here for. What's that got to do with anything?

And he also told the nurse who was looking after me to make sure she took extra precautions. This nurse had worked on a ward that had looked after HIV patients, in the late 80s and early 90s, so she knew that this was not appropriate. She encouraged me to write in and complain, which I did – and got an apology from the doctor.

Another time, one nurse told another that she had to put gloves on before giving me the flu jab because “she's HIV”; and once my dentist told his nurse that she had to wash hands after treating me, even though she had gloves on.”







**Becky Mitchell MBE**

# DEFENDING RIGHTS

Now in its second year, our free **Discrimination Advice and Support Service** continued to provide vital help to people living with HIV facing stigma and unfair treatment. Our dedicated caseworker offers confidential advice, legal support, and advocacy, empowering individuals to challenge discrimination and defend their rights – supporting

88 new cases in 2025 alone with many more being helped through one-off advice. We also collaborated with the **Information Commissioner's Office (ICO)** to strengthen protections for people whose HIV status is disclosed without consent, resulting in a practical toolkit to help individuals take action when their sensitive data is shared unlawfully.

## The service in numbers:

 <p><b>Given</b> <b>119</b> people advice</p>	 <p><b>Resolved</b> <b>48</b> cases with a positive result</p>	 <p><b>Changed</b> <b>41</b> discriminatory policies</p>
 <p><b>Trained</b> <b>82</b> HIV professionals on discrimination</p>	 <p><b>Trained</b> <b>250</b> ICO staff on HIV data protection</p>	 <p>The Discrimination Advice and Support Service is funded by the <b>National Lottery Community Fund</b></p>

“National AIDS Trust's discrimination service is not just invaluable; it was a lifeline for me while navigating an awful situation. The knowledge, understanding, and compassion from the service made me feel like I wasn't alone, and most importantly, it affirmed the wrongdoing I had felt.” **Service user**



# STOP



## HIV services at a **crossroads**

**In May, HIV Services at the Crossroads was launched at a parliamentary reception, highlighting a voluntary sector in crisis that threatens both the UK's 2030 HIV targets and essential support for people living with HIV.** Drawing on evidence from over 50 organisations and 300+ people with HIV, this report from HIV Outcomes revealed severe challenges: two-thirds of organisations have cut staff or services, only three in 50 can fully meet demand, and inequalities persist, especially outside major cities. Yet voluntary sector services continue to deliver life-changing support, improving wellbeing for four in five people accessing them and addressing 80% of the factors shaping health outcomes.

The report calls for urgent action, including multi-year funding, stronger government partnerships, guaranteed high-quality psychosocial and peer support, programmes to re-engage those out of care, and investment in prevention, testing, and anti-stigma initiatives – essential steps to safeguard vital services and achieve the UK's 2030 HIV goals.

The next month, a follow-up briefing specific to HIV services in Scotland was published.

The briefing **HIV Services at the Crossroads: Scotland**, launching at the Scottish Parliament on 12 June, revealed a voluntary sector under severe strain. No Scottish HIV organisation felt fully able to meet demand over the past

five years, and none are very confident about sustaining services over the next three. The largest providers have had to cut staff, close or adapt services, and use reserves due to funding pressures. Despite these challenges, nine in ten people living with HIV in Scotland report feeling more empowered and confident in managing their HIV after accessing these vital services.

### **Boosting testing uptake through motivating approaches**

In July, we published a new report – **Incentive-based interventions to increase HIV testing** – in partnership with the Behavioural Insights Team.

The report presents the first full assessment of using financial incentives to boost HIV testing in the UK. With an estimated 5,200 people living with HIV still undiagnosed, a mix of testing methods – including community outreach and future digital and at-home options – is needed to ensure everyone can access diagnosis, treatment, and support. The research, combining evidence review with expert interviews and focus groups, concludes that incentive-based approaches could play a valuable role in increasing initial HIV testing, particularly among underserved populations.

This report was funded by Gilead and can be read in full on our website [nat.org.uk](https://nat.org.uk)

# DRIVE



## Are you **HIV confident**?

**Stigma against people living with HIV continues to create inequality, discrimination, and poorer wellbeing, but the HIV Confident charter-mark is making measurable progress in tackling this.** Over the past year, the programme has reached almost 5,000 people – mainly NHS staff – improving HIV-related knowledge, attitudes, and confidence by 10–40% through eLearning.

We've welcomed 45 GP practices, 13 NHS trusts, two local authorities, and two corporate organisations into the programme, now available in both English and Welsh. Beyond healthcare, HIV Confident is expanding into social care, local authorities, corporate businesses, and the third sector, with the first fee-paying local authorities recently committing to join, showing growing momentum in creating HIV-confident, stigma-free environments.

Newcastle Hospitals was a founding member of the HIV Confident and the only non-London NHS trust to participate in the original pilot programme. As part of achieving HIV Confident status, the trust delivered a comprehensive programme of change, including a trust-wide review of staff knowledge and attitudes, policy reviews across employment, health and safety and data protection, mandatory anti-stigma eLearning for all staff, and

the introduction of anonymous stigma reporting tools for both patients and staff.

**Dr Kate Reilly, HIV Clinical Psychologist and lead for the rollout of HIV Confident at Newcastle Hospitals said:**

"We are so delighted to be a HIV Confident organisation. Stigma is the biggest barrier to living well with HIV, and it is something we can change. We want people living with HIV to feel safe in the knowledge that they will have excellent, informed, non-stigmatising care in Newcastle Hospitals, to increase their ability to engage with their care and live well.

"We also really want people living with HIV to feel confident as a valued part of our workforce. We still have a long way to go to ensure everyone living with HIV has great experiences within the Trust, but achieving and maintaining our HIV Confident status gives us the tools to constantly learn and improve here."

## **HIV** CONFIDENT

HIV Confident is run in partnership with Positively UK and is funded by Fast Track Cities London.

"I would really recommend people complete the HIV Confident training, even if you don't come into contact with people living with HIV as part of your role, because you never know who could be affected by HIV. It's such a brilliant training... one of the best e-learning sessions I've done."



## 2025 Our year in snapshot

January



We publish a review of studies on the needs of **Black communities affected by HIV**

We publish the final **Unheard Voices** report



April

May



We announce our new Chair, **Professor Matthew Weait**

We launch our **HIV at a crossroads** report in parliament



May

May



Our HIV fertility rights campaign is **shortlisted for the Charity Awards**

We publish our **Scottish briefing HIV services** at a crossroads



June

## Cont... 2025

July



We proudly march at **Pride London**

We host our second **Drag Raise** gala raising over **£26,000**



July

September



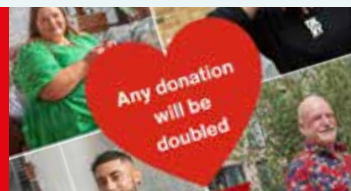
We launch our **World AIDS Day** campaign

**50 runners** took part in the Red Run raising **£7,552**



November

December



We smash our **Big Give Christmas Challenge** target raising nearly **£21,000**

Our CEO attends a **special event** for the Government's new **HIV Action Plan**



December



## Fundraising highlights



We're thrilled Drag Raise 2 **raised over £26,000** towards our mission of ending new cases of HIV by 2030 and stamping out HIV stigma and discrimination.

None of this would have been possible without the support of amazing **Diageo** and **M·A·C Cosmetics**. They set the stage, so our acts could strut it.



### Drag Raise 2

In July, we hosted our **second annual Drag Raise fundraising event** which was bigger, more glamorous and better than ever.

With fabulous host **Ginger Johnson** bringing bags of charisma, and **DJ MYNXIE** setting the vibes, our guests were in for a night to remember. The evening featured performances from iconic drag acts **Tayce**, **Häns Off** and **SuePetrouper**, who is living with HIV.

"When I performed at National AIDS Trust's Drag Raise, it honestly felt like the best gig I've ever done. It had all the good bits of a big show – great atmosphere, amazing people, I felt really looked after – but also this deeper sense of meaning. I was part of something that aligned with who I am and what I care about." **SuePetrouper**

### RIP John

We were deeply saddened at the passing of **long-term supporter John Williams**, who along with his business partner, Guy, raised funds for us at the King William pub in Hampstead. They raised a massive **£13,000** for us over the years. **RIP friend.**



### Shake that bucket

Once again, our **amazing volunteers** turned out in force to help with our bucket collections at London stations and on the street.



### Winging it

In May our brave **CEO** was strapped to a plane for a brave Wing Walk **raising an impressive £2,795**.



### Running for HIV rights

Last November over **50 runners** took part in the **iconic World AIDS Day challenge**, the Red Run in Victoria Park. They **raised a wonderful £7,552** to help us deliver our vital work. We can't thank you all enough. We'd also like to highlight two of our amazing half-marathon runners who truly went the distance for a great cause: **Ollie Persey** at the London Landmarks Half Marathon, and **Kate Bradley** at the Hackney Half. Their dedication and hard work have made an impact, we're deeply indebted to both of you.



## We would like to thank the following for their **generous support:**

### **Trusts and foundations**

Trust for London  
The National Lottery Community Fund (RC  
England Wide)  
Martin Bowley Charitable Trust  
City Bridge Foundation  
Evan Cornish Foundation  
George Michael Foundation  
Vandervell Foundation  
British HIV Association (BHIVA)  
Christopher Graham Bell Charitable Trust

And finally, thank you to all our regular  
givers, one-off donors, challenge  
event participants, gamers, schools,  
universities, workplace staff, community  
groups, volunteers and those who wish  
to remain anonymous, who have all  
enabled us to deliver our vital work.

### **Companies and corporate foundations**

Gilead Sciences Limited  
ViiV Healthcare UK Limited  
Merck, Sharp and Dohme Ltd  
M.A.C. VIVA GLAM Fund  
Gucci  
Diageo  
Latham & Watkins  
The Little Black Gallery  
Everpress

### **Statutory**

Fast Track Cities, London

### **Club 2030**

Ricardo Alonso Cortina  
Yusef Azad  
Philippe Genre  
Ricardo Alonso Cortina  
Philippe Genre  
Luis Guerra  
Matthew Hamlyn  
Andrew Hochhauser  
Renaud Humbert  
Daniel Lynch  
Sheena McCormack  
Karon Monaghan  
Sallie Nicholas  
Paul Quain  
Peter Roscrow  
Nigel Simon  
David Sparks  
Ken Watters  
Robin Wilkinson  
Lesford Williams  
Lee Winter-Dean

## We couldn't do it without you.





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