



# Trustees' ANNUAL REPORT FYE2020

NATIONAL UGLY MUGS (NUM)

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## A Message from Trustees

This has been a year of significant change and growth for NUM. As will be detailed in the rest of the report, NUM has increased its staff base and developed its work across a range of workstreams, increasing the reach of the charity and improving the way that its work is delivered.

One of the key developments to NUM's work this year has been the creation of the R&D team. This internal team of experiential researchers is drawn from across various parts of the sex industry and has allowed a fundamental shift both operationally and strategically, and in how NUM does research and contributes to knowledge creation to make it truly sex worker-led. The R&D team embody NUM's commitment to inclusion and partnership with the sex worker community, to better serve that group.

With investment from the National Lottery Community Fund, NUM has also begun to undertake a Digital Transformation, led our new Digital Resource Coordinator. This project has and will develop the ways we alert and support sex workers, furthering NUM's work to end violence against sex workers. As well working on improved external-facing technologies, the day-to-day activities of the organisation have also been more efficient using digital platforms, allowing more time to be spent on the core activities of NUM. Alongside this, there have been a number of staff appointments to the case work team, meaning that sex workers have greater access to NUM's services, and NUM can more effectively support victims and survivors of violence.

In the last year, NUM has developed an education package for police and practitioners (community organisations and support services) based on prior pre-and post-evaluations of participants who participated in our community education. NUM has provided training to over 250 police officers, with 85% of those officers committing to changing their practice in response to the training. In this way, NUM has been able to act as a necessary bridge between sex workers and the police, to hopefully improve police responses to violence against sex workers on the ground.

Fiscal year ending March 2020 brought about new challenges with the beginning of the COVID-19 pandemic, social distancing and lockdown periods. NUM has had to move to remote working, as of March 2020. This has created new challenges in the operation of the charity, and for ensuring staff's mental and physical health. Moreover, with sex workers facing increased economic hardships due to loss of income opportunities, and increased stigma associated with some having to continue work during the pandemic. NUM has had to widen its focus to respond to the immediate effects of COVID-19. The staff team has responded with passion, skill and dedication, demonstrating commitment to the community it serves. Within the first weeks of lockdown, NUM secured £100,000 funding from Vivastreet to enhance hardship resources to sex workers. Beginning in March 2020, NUM has been working hard to provide food vouchers for sex workers and recently launched National Ugly Mug Meals, which aims for provide 100,000 meals to sex workers who need them during the pandemic.

***I feel like I can look to NUM to always respect, value and fight for the sex work community. They always have our best interests at the heart of what they do and the service that they provide is invaluable.***

**– Sex Worker, West Yorkshire**

# Report of the Trustees for the year ended 31<sup>st</sup> March 2020

The trustees present their annual report and financial statements of the charity for the year ended 31<sup>st</sup> March 2020. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's trust deed, 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 published (FRS 102) (effective 1 January 2019).

## TRUSTEES

The trustees and officers serving during the year and since the year end were as follows:

Key management personnel: Trustees during the year and to the date of signing.

Dr Mary Laing	Academic Rep
Hayley Speed	Secretary
James Osborne	Treasurer
Dr Rosie Campbell OBE	Chair (Resigned August 2019)
Rebecca Kemp	Digital Lead
Sian Prime	Chair (Appointed August 2019)
Laura Graham	Academic Rep (November 2019)
Janett Walker	(resigned 10 January 2019)
Mary Lawn	(resigned 10 January 2019)

## Registered Office

Unit 209, Greenfish Resource Centre  
46-50 Oldham Street, Manchester  
M4 1LE

## Bankers

Co-operative Bank  
Business Direct, PO Box 250  
Skelmersdale, WN8 6WT

## CHIEF EXECUTIVE

Dr Raven Bowen

## Independent Examiners

Community Accountancy Service Limited  
The Grange, Pilgrim Drive  
Beswick, Manchester  
M11 3TQ

**Charity Name:** National Ugly Mugs Limited  
(formerly known as UKNSWP)

**Charity Number:** 1122461

## Charitable Aims, Activities and Benefits

The purposes of the charity are to promote public safety and the prevention of crime for the benefit of sex workers in the United Kingdom by the provision of safety training, information and resources, to preserve, protect and promote good health by providing information and support services, to promote the rights and entitlements of sex workers as equal citizens by providing advocacy, information and support services.

### Our Mission:

Ending Violence Against Sex Workers

### Our Principles:

NUM supports a decriminalisation model as a means to advance the health, safety and human rights of sex workers. We believe that sex workers are entitled to the following:

- ✓ the right to self determination
- ✓ the right to live free from violence
- ✓ the right to live free from intimidation, coercion or exploitation
- ✓ the right to work as safely as possible
- ✓ the right to police protection

In addition to this, NUM has four core values that guide our work: Integrity, Inclusion, Compassion and Contribution.



Figure 1 Core Values & Workstreams

## What we do:

NUM was founded in 2012 after 10 years of advocacy to the Home Office from practitioners, police officials and researchers who called for a centralised service that managed reports of harm to sex workers. We began as a pilot project and since then, we have grown into the country's first violence prevention and victim support service for sex workers. We are sex worker-centered, and include active sex workers, practitioners, and police forces as key stakeholders.

We work with sex workers in the re-design, implementation and evaluation of our programming.

We aim to develop robust national victim support services for this growing population of individuals, who, due to poverty and labour precarity, find themselves working across several sex industries to pay for life. NUM meaningfully works with this population to effect change in their lives and those of our community members.

We laid the foundation for improving programming, including: an initiative with sex workers of colour (WOC) to ensure that our team and services are accountable to racialised sex workers who have little power and limited access to justice; customising grief and loss, suicide prevention materials; creating a sex worker curated directory of mental health therapists; and partnering to delivery group therapy on key themes (safety, stigma, wellness and mental health, transitioning to and from sex work, and healing from violence) as part of our Covid-19 response project. We plan to trial online chat and out-of-hours crisis support; update community education to police and practitioners informed by lived experience, victimisation stats and our murder database; and are in discussions about education with sex workers, and with journalists to address dehumanising representations in media.

The Figure 1 illustrates our draft process map for our core work related to reporting, alerting and intelligence sharing. Sex workers are in control of the steps NUM takes in response to the harm they experience. We take reports and with their consent, we produce anonymised warnings which are sent directly to sex workers and front-line support projects throughout the UK who are members of NUM. That's not all:

- ✓ With consent, we share anonymous intelligence to the police.
- ✓ We support sex workers in making full reports to the police so that the perpetrators can be identified and pursued.
- ✓ We ensure sex workers have access to professional services and information they need to work safely and also to consider options for support.
- ✓ We deliver community education by sex industry workers and subject matter experts to professionals in order to address stigma, increasing skills and knowledge to improve support services and responses to sex workers as victims of crime.



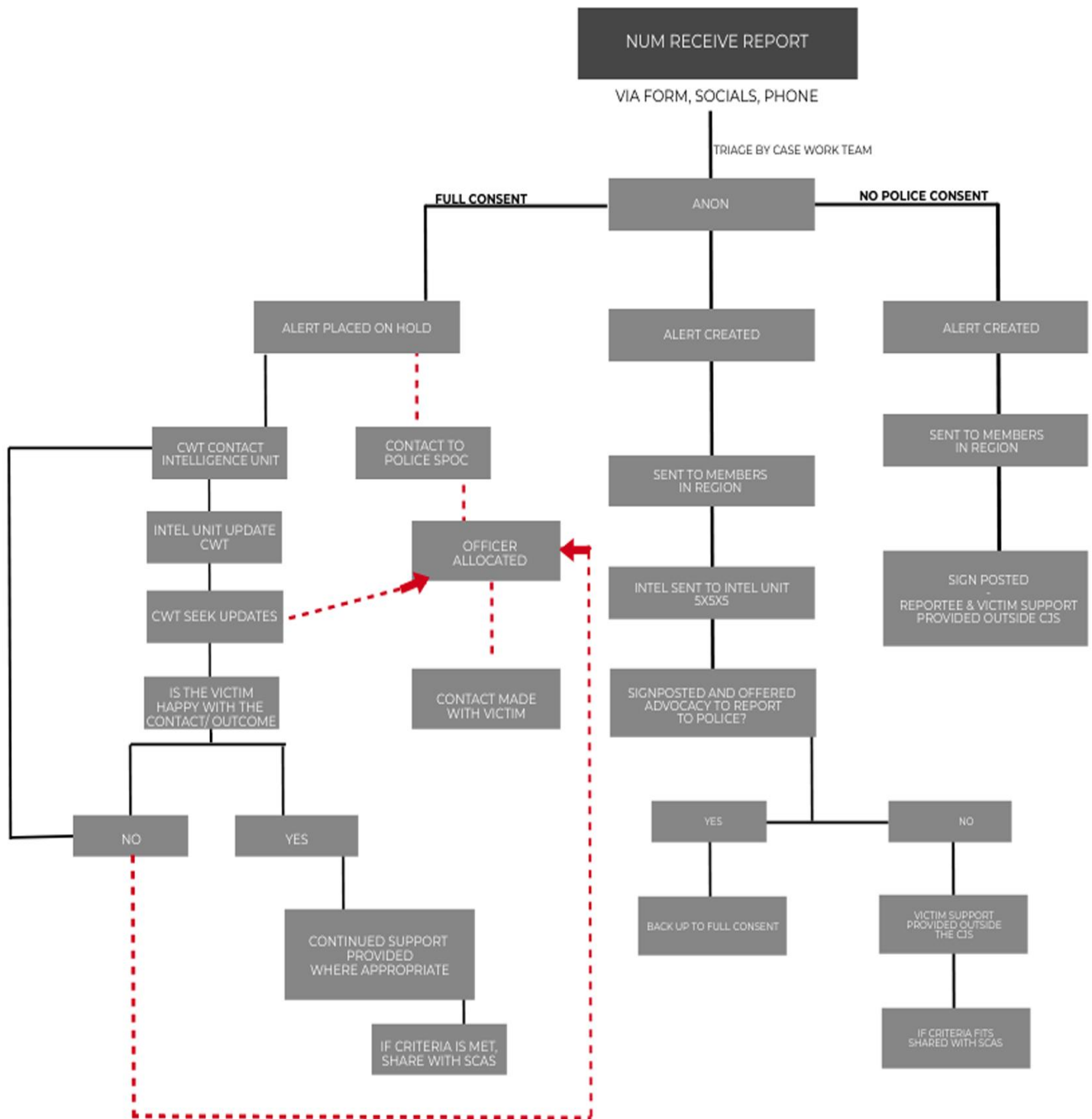


Figure 2 Reporting &amp; Alerting Process Map (NUM-Metropolitan Police Service)

## Our Aims:

- To increase sex worker safety and prevent crime and harms against this diverse population of adults across sex industries in the UK.
- To support sex workers in generating knowledge and sharing their experiences in ways that advance the well-being of their communities, lead to the social inclusion of sex workers and an end to stigma, discrimination and violence.
- Provide victim-centred and trauma-informed support services.
- To facilitate sex workers in safely accessing the public services of their choosing and in educating communities of stakeholders to ensure that:



- sex workers are the ones characterising their work and defining their circumstances, needs and priorities;
- services are informed about the needs and priorities of sex workers in order to promote non-judgemental support and respectful engagement;
- all sex workers, irrespective of class, race, gender, sexuality, status in the country and type of sex work they do, receive consistent, protective responses from police when they access them for help;
- sex workers inform justice, victim support and anti-violence initiatives and policies to facilitate their engagement in the criminal justice system and court processes.

## A Year of NUM's Work

This section outlines the work of NUM across several workstreams numbered 0-4. They cover a range of areas in development including infrastructure and logistics (WS0), safety and support (WS1), research and knowledge creation (WS2) knowledge translation and systemic advocacy (WS3) and fund development and public relations (WS4). At the center of this, is of course the determination to serve and meet the needs of sex workers. Some of this work is captured in the infographic below, and a more detailed discussion of this follows.



Figure 3 Highlights NUM Core Work 2019. See full Impact Report [Here](#)

## Moving our Mandate from Theory to Practice: Activities in Workstreams

We have been working to reconceptualise violence among sex workers as the contexts and sources of harm change over time. In 2019 we meet as a team of practitioners and sex workers to discuss how we define violence. We see it as inclusive of physical, emotional, and psychological harm as well as structural violence. Members listed the following forms:

- ✓ Physical and nonphysical crime
- ✓ Verbal crime
- ✓ Oppression
- ✓ Define as wider occupational health/risk
- ✓ Any transgression of privacy, rights and boundaries
- ✓ Physical, emotional, psychological
- ✓ State violence

We discussed hate crime and determined that sex workers need to explore the benefits and risks of adopting it as a framework. For now, we have agreed upon the following statement:

*As part of our mandate, NUM acknowledges that sex workers experience several forms of violence (physical, sexual, psychological, verbal, economic, cultural, state, online, etc.) from different sources (perpetrators, the state, neighbours, landlords, the public, people in the public trust, etc.). We aim to encourage sex workers to report violence, provide resources for supporting victims, and working with sex working communities, practitioners and policymakers to identify violence as experienced by sex workers. NUM will recommend strategies and participate in initiatives that bring about justice, reduce harm and protect sex workers.*

We work towards achieving our mandate of 'ending violence against sex workers' through a range of activities. At the macro level, we have organised the work of NUM into five workstreams: Workstream 0: Infrastructure & Logistics; Workstream 1: Safety & Support; Workstream 2: Knowledge Translation (KT) & Systemic Advocacy; Workstream 3: Research & Knowledge Creation; Workstream 4: Fund Development & Public Relations. Each Workstream is based on a theory of change, comprising clear definitions, core activities, outcome measures, revenue models and evaluation frameworks; however, this is a work in progress.

For the purposes of this annual report, we share a brief summary of activities in each workstream.

***I've only contacted for support once, after an assault a couple of years ago. The support and advice I received from NUM was absolutely excellent and really helped me to process the assault and move past it and return to work.***

**– Sex Worker, Liverpool**

## Workstreams at-a-Glance

Workstream	Description	Aims
<b>Workstream 0:</b> Infrastructure & Logistics	This stream comprises the general management and coordination of the organisation, underlying all other operations. Activities include, but are not limited to: day-to-day administration, IT, governance, financial management, human resources, communications and sex worker inclusion and leadership.	To ensure NUM has the information, resources and strategies necessary to be compliant, execute on funded deliverables, fulfil our mandate and predict as well as navigate through challenges and obstacles.
<b>Workstream 1:</b> Safety & Support	This stream includes all tasks and activities related to providing safety and support services to NUM members and sex workers more broadly in eliminating all forms of violence against them. They provide resources to all of NUM's key stakeholder groups to improve practice and increase sex workers' access to justice, healing and recovery in victim-led ways.	To ensure sex workers and marginalised communities within this population receive high quality, professional support services and resources to prevent violence, reduce harm and recover from victimisation.
<b>Workstream 2:</b> Research & Knowledge Creation	This stream involves the generation and gathering of knowledge through research and practice to inform community education, policy advocacy and NUM operations.	To generate knowledge that conveys the current realities in the lives of sex workers to advance safety, rights and harm reduction agendas.
<b>Workstream 3:</b> Knowledge Translation (KT) & Systemic Advocacy	This stream focuses on the sharing of NUM's knowledge amongst stakeholders to influence policy, change conditions and support the ending of violence against sex workers across society.	To eliminate the conditions that lead to the victimisation of sex workers through community education and wider advocacy work.
<b>Workstream 4:</b> Fund Development & Public Relations	This stream is responsible for fundraising, merchandising, events and creating and maintaining an appropriate public image for NUM across medias.	To ensure that NUM has the financial resources and positive public profile to remain investable by donors.

## Workstream 0: Infrastructure & Logistics

This workstream contains the people and resources that provide the strategic leadership and operational structure for NUM. We have been working diligently in this workstream to develop practices, policies and systems for greater internal communication and efficiencies. The two major activities in this workstream are the support of the Research and Development (R&D) Team and the Digital Transformation.

### *The Research and Development (R&D) Team:*

Experts by experience, in and from sex industries, and subject matter experts who were formerly in advisory roles in late 2018 were hired to form the R&D Team. Although not all former members were able to join payroll, we were able to facilitate six members to join our ranks. Sex workers at NUM inform digital transformation; develop and delivery community education/knowledge exchanges to our key stakeholder groups (sex workers, police and practitioners); and help shape programs and services to meet the needs of diverse communities in sex industries.

The R&D Team is located in the infrastructure workstream because all that we do is in response to their lived experiences. We develop strategy and programming based on the insights derived from support services, analysis of data and findings from evaluation and direct research with our members. NUM respects that sex worker health, safety and rights movements are more than capable of speaking about their own experiences and developing initiatives that reduce the harms as they identify them. We do not participate in the side-lining of sex workers' voices or exclusionary practices. Instead, they set the agenda and we partner with sex worker-led groups, practitioners and researchers to gain greater perspective on gaps in support to sex working victims of crime and how NUM ought to be positioned in response.

We are still developing relationships and exploring how we can be informed by sex workers across the country and we look forward to revising and improving our learning pathways in this respect.

### *Digital Transformation*

Priorities for FYE 2020 were to build a digital platform that increased the technical ability of NUM to meet the needs of sex workers nationally, who access information and support digitally. Alongside this, we aimed to increase the digital capacities of staff to efficiently deliver services to our growing membership.

With investment from the National Lottery Community Fund, we embarked upon a three-year digital transformation project that will provide essential enhancements to our victim support and crime prevention services, as well as offer multiple points of access to NUM resources. We have secured a tech partner, Web Presence, who share our social justice aims and have the skills necessary to develop the innovative platform.

Over the last year, the team's use of and approach to digital technology has transformed. I've seen lots of colleagues gain confidence in areas where they were previously uncertain and introducing new software to the team is now met with much greater levels of engagement. Externally, the digital team have produced some excellent work, always putting sex workers and their needs at the heart of what we do. The digital build is well underway, and we've already made great strides in some of our key most challenging areas.

Jade O'Neil, Digital Project Coordinator

Build 1, 2 and 3 of our platform will contain tools and features for improved safety, community education and violence prevention. We are using technologies to improve the administrative processes. In 2019 we overhauled our internal tech with the introduction of G Suite, Slack, Trello and Miro. Much of the work related to report processing will be automated to reduce time spent on admin tasks and staff will be available to take on other activities such as providing enhanced mental health and victim support; facilitating sex worker-informed community education; developing innovations and materials around crime prevention; process mapping state and community supports and resources; and building pathways for justice and healing for sex workers who experience harm.

We are improving the user experience (UX) with sex workers who are contributing to the overhaul of our membership and sign-up processes, as well as our harm/crime reporting forms. There will be an ease to signing up to NUM and getting alerts about dangers and greater access to our case work team and safety information. We will also have capacity to engage sex workers in activities that better articulate their experiences and insights towards ending violence.

***NUM provides excellent email & phone checking services; I have avoided several 'ugly mugs' by running their phone number/email through the checker.***

**– Sex Worker, Leeds**

## Workstream 1: Safety & Support

Safety and support services to sex industry workers is the core work of NUM. With investment, we have been able to grow our case work team (CWT) and publicise their availability to sex workers nationally. This team includes Independent Sexual Violence Advisors and other sex industry and mental health experts.

The casework team takes reports from sex workers, other support services, and the police to create and disseminate safety alerts that warn members of sex working communities about potentially dangerous individuals and working conditions. Every individual member who reports an incident to NUM is provided with a judgement-free and compassionate response. We contact each victim to offer emotional support, directly provide or link them with resources in their areas and explore options and next steps.



Our VSCW also delivered community education of a full day's module on 'working with sex workers' to 19 qualified and practicing ISVA's from around the country on the 28th November 2019.



Our case work team has facilitated support to 125 sex workers from across the country, 70 of these going on to receive in-depth person-to-person support.

Figure 4 Victim Support Case Work

The CWT is victim-centred and trauma-informed, with a focus on what the victim wants and needs in terms of help from local services, sexual health clinics and other resources. Sex working victims may consent to NUM sharing alerts with other sex workers and anonymous data with intelligence agencies that can help track predators. They may choose to seek support for healing and recovery outside of the criminal justice system, and sex workers may also request that NUM facilitate engagement with police and courts.

The experiences of sex workers engaging with the criminal justice system are mixed and we continue our efforts to improve services to meet their needs. One of our members who experienced a violent incident last year in which there was police engagement, linked the perpetrator to three other offences and got him off of our streets. The sex worker remarked: *'Thank you so much for all your help and support. Without you this [individual] would still be out there hurting people.'*

Ultimately, we want to see the end of violence against sex workers and until then, we work towards increased crime prevention, social/legal protections and harm reduction.

***Warns me of bad clients when I'm working the streets in stoke on Trent.  
Can't thank you guys enough for sending me the text alerts x  
– Sex Worker, Stoke-on-Trent***

## Workstream 2: Research & Knowledge Creation

NUM values and implements an evidence-based practice that informs the work and direction of the organisation. In keeping with our participatory ethos, we are committed to valuing blended wisdom from three 'ways of knowing':

- ✓ Active and former sex workers who are experts by experience
- ✓ Practitioners who are experts in service delivery
- ✓ Scholars who derive expertise from literature and empirically

We recognise these as not mutually exclusive epistemologies as some staff at NUM embody all three.

With members of our growing Research and Development (R&D) team representing a variety of sectors within the sex work industries, they bring with them wealth of expertise and experience. RAD team members can be found working across all NUM areas including community education, sex worker support services, research, digital development and operations, offering valuable insights on the most appropriate ways of serving their communities.

The RAD team members are valued colleagues at NUM, not simply a tokenistic advisory panel. They ensure the services we provide are appropriate and well thought out. The team can also often act as a bridge between the organisation and the wider sex worker community.

With support from RAD and other colleagues this year we have been able to run a number of digital consultations with the wider community of sex workers, the findings of which have been integral in informing and shaping NUM services. These consultations have enabled us to develop and fine tune our services to the needs of sex workers almost in real time. They have also greatly informed our digital build and redesign.

As well as consulting with sex workers, we have been able to survey and interview other key stakeholders such as police and practitioners allowing us to improve our community education to



ensure the messages sex workers want us to share get heard by as many relevant audiences as possible.

We aim to learn more in this area and expand our services and community education to reflect the experiences of diverse and marginalised sex workers.

Important to our research strategy in 2019 has been re-evaluating our engagement with external research projects. Partnering with external researchers can bring many benefits to NUM as an organisation and the communities it serves; however, given the significant and diverse expertise of R&D and the broader NUM team, we are re-evaluating the types and topics of research that NUM will engage with in order to best serve its members.

As a dedicated participatory researcher NUM's core values of integrity, inclusion, compassion and contribution were important factors in my decision to take on the role of Digital Research Coordinator. Since taking up my post, I have experienced just how impactful having those with lived experience as part of the staff team, informing on operations and shaping services really can be.

Charlotte Blake, Digital Research Coordinator

***[NUM] tells sex workers that someone cares about us. Provides vital information and services to help our safety. Campaigns for our rights.***

**– Sex Worker, Edinburgh**

### Workstream 3: Knowledge Translation (KT) & Systemic Advocacy

Community education through knowledge translation and systemic advocacy are activities that are informed by sex worker experiences of harm and victimisation. This workstream provides the means through which NUM shares knowledge and advocates for structural changes to end violence. We have been working with sex workers and the R&D team to create education packages specific to stakeholders who have a lot of power in determining the quality of life and life-chances of sex workers. More specifically in relation to our mandate, police and enforcement agencies, a wide range of public and community-based (health) practitioners, courts, media and policymakers all play a role in ending harm to sex workers.

In the last year, we have spent a lot of time developing the education package for Police and Practitioners based on prior work in this area and pre- and post-evaluations of recipients. The infographic below portrays highlights from our community education with police forces.

In the year up to March 2020, NUM expanded community education to the police, we had attendance of over 250 police officers across the sessions we delivered. Significantly 85% of attendees said they would alter their practice, having attended the session; this is important given a similar proportion did not know that there is guidance published by the National Police Chiefs' Council (NPCC) on policing sex work. 14% of officers who attended sessions also recognised the need to position sex workers who have been harmed as victims and saw the importance of building trust among sex workers.



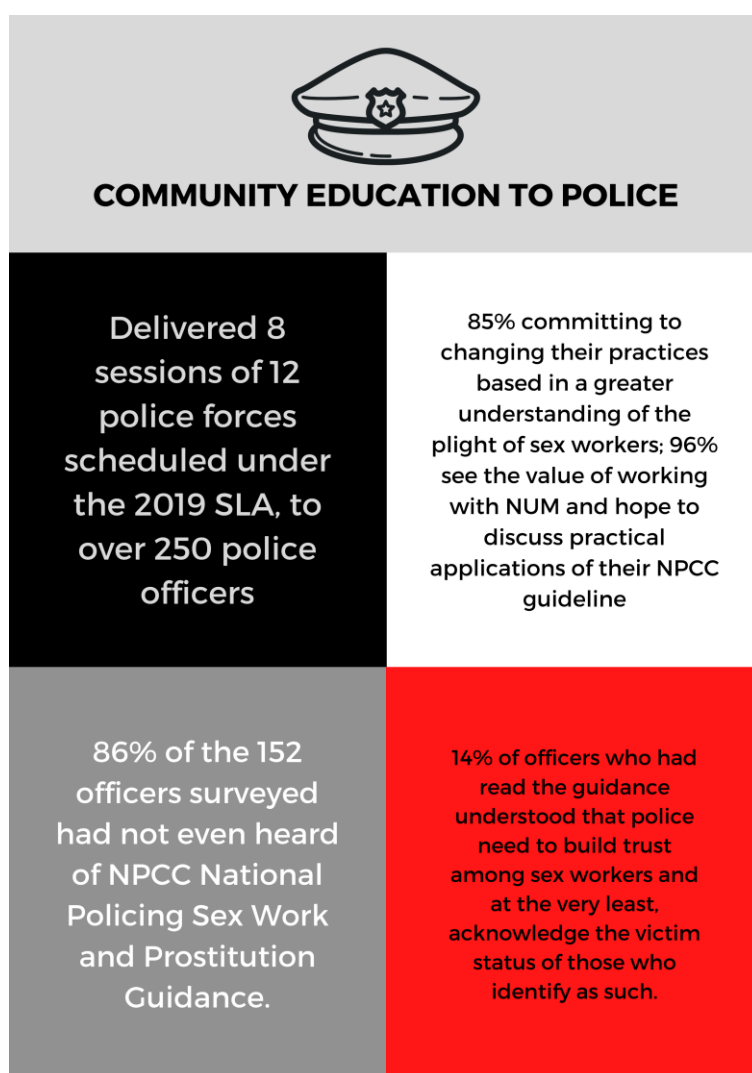


Figure 5 Community Education- Police Forces 2109

The new learning exchanges for 2021/22 have been launched and we look forward to working with sex workers and police services to increase access and protections for sex workers.

### Workstream 4: Fund Development & Public Relations

The year-end accounts show that NUM has continued to build on its corporate program, securing a new corporate donor for the year, and also continued building on its trust and foundation program securing a multi-year grant from the National Lottery Community Fund. Towards the end of the year NUM also launched its individual giving program aiming to increase unrestricted income which is part of the larger strategy to continue to diversify NUM income streams to reduce reliance on any particular stream.

## Structure, Governance and Management

National Ugly Mugs converted to a Charitable Incorporated Organisation (CIO) on 30th October 2019 to better serve the objectives of the organisation. It was previously registered as a charity with the Charity Commission, constituted under a trust deed dated June 2002 and now works to its Constitution.

### *Appointment of trustees*

As set out in the Constitution, trustees are elected annually by the members of the charitable company attending the Annual General meeting and serve for a period of 3 years.

### *Trustee induction and training*

All trustees will be required to join the board for an initial 6-month induction period. After this 6-month period they will meet with the Chair and one other member of the board to feedback about whether they wish to continue as a trustee. The Chair will provide feedback on the contribution that the trustee has made during the 6-month induction period. All trustees are given and sign a code of conduct and are fully supported by the existing board.

### *Related parties and co-operation with other organisations*

None of our trustees receive remuneration or other benefit from their work with the charity. Any connection between a trustee or senior manager with any service providers must be disclosed to the full board of trustees in the same way as any other contractual relationship with a related party. In the current year no such related party transactions were reported.

## Organisation

The board of trustees administers the charity. The board normally meets every quarter during the year and constitutionally they must hold 2 ordinary meeting each year. A Chief Executive is appointed by the trustees to manage the day-to-day operations of the charity.

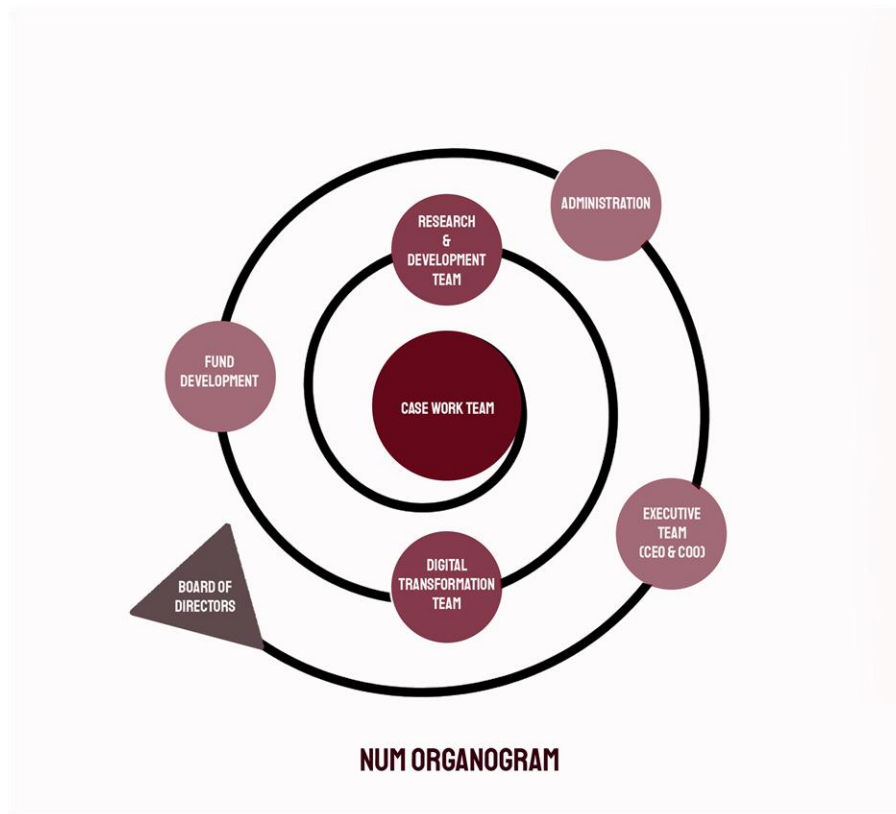


Figure 6 NUM Organogram

NUM's organisational structure is illustrated above. As the team with most direct contact with sex working victims and survivors of violence, NUM is committed to keeping the work of the case work team at the center of its work. This case work informs every other activity undertaken by NUM, including research and development, digital transformation, fund development and the administration of the charity. Each of these areas of activity advances our capacity to respond to violence against sex workers and support sex workers who seek our services. At the outer levels of the organisational structure is the Executive Team, which manages and ensures the operation of these activities, and the Board of Trustees that oversees the governance of the charity.

## Strategic Aims and Targets 2021/22

Covid-19 struck and had profound impact on the lives of sex workers and the work of NUM. Near the end of FYE 2020, NUM had to make critical adjustments to our support services by moving all staff from our offices to remote home working. In response to lockdown measures, in March of 2019, our plans for increased visibility and community engagement with sex workers and stakeholders was upended. We spent the majority of March canvassing our membership and facilitating resources from our existing partners, most notably £100,000 from Vivastreet, to contribute to hardship funds launched by sex worker-led groups. We then prioritised applying for funding for core support and emergency food and mental health resources to sex workers. Calls to our Casework Team changed dramatically from needs for victim support to appeals to stop evictions, and money for food and hygiene supplies to support sex workers in complying with stay-at-home orders.

Much of our documentation about our strategies and interventions to respond to the Covid-19 pandemic among sex workers will be available in subsequent impact reports and next year's Trustee's Annual Report. In light of the demands on services and in anticipation of Covid-19 having prolonged effects on sex workers, our strategic aims for 2021/22 will prioritise ongoing support and stabilisation for our members.

There is agility built into our aims for next year due to uncertainties around core support, capacity and resources. In general terms, here are some of our aims:

### Workstream 0: Infrastructure & Logistics

- Complete digital platform builds one, two and three in consultation with sex workers. Test and roll out all admin and support features.
- Expand membership by outreaching to stakeholder communities offering new digital tools.
- Update all policies, create a new P&P manual with handbooks and formalise human resource administration with Virtual HR Hub.
- Work with sex worker support organisations to build pathways for input from diverse active UK sex workers for wraparound service enhancements from violence prevention and victim support, mental health and healing, through to improving working conditions and transition supports.
- Evaluate and improve internal and external communications with structured and periodic dissemination of materials to share knowledge to increase transparency.
- Increase capacity among Trustees and expand membership to fill skill gaps.

### Workstream 1: Safety & Support

- Expand the reach of NUM support services to address the escalating needs of sex workers in response to the Covid-19 pandemic. Continue development of national support services that meet the needs of diverse sex workers in changing on and offline working environments, Brexit and the pandemic.
- Work with victim support services and police to influence criminal justice to be more accessible to sex workers while respecting their choices around state involvement in their lives.
- Conduct needs assessment and further develop support services for sex workers of color (WOC) and sexual minorities and migrant sex workers who are currently underrepresented.

- Fully implement mental health support service enhancements (materials, online chat, digital tools) based on sex worker input, process mapping and partnerships with sex worker-led and sex worker-serving organisations around the country.

#### Workstream 2: Research & Knowledge Creation

- Continue to learn from sex working communities and other stakeholders, to (re)develop and evaluate our person to person and digital services according to the issues and priorities of sex workers.
- Develop improved instruments for data collection, clear outcome measures for all workstreams, and metrics for measuring reach and impact.
- Develop searchable database and provide access to historical data on sex worker victimisation.
- Embed opportunities for feedback from our stakeholders in all digital tools and offerings.

#### Workstream 3: Knowledge Translation (KT) & Systemic Advocacy

- Increase collaborations across third sector and digital organisations who have an interest in 'tech for good' and eliminating structural inequalities across communities in which sex workers identify. These include but are not limited to migrants and refugees, impoverished populations, students, parents, people of color aka 'BAME'; homeless and underhoused populations, people with disabilities, sexual and gender minorities; people transitioning from incarceration.
- Collaborate with sex worker-led groups towards ending exclusionary practices that silence the voices of sex workers in policies and interventions aimed at improving safety and wellbeing in their communities.
- Open dialogue with state-based victim services and contribute to the VAWG strategy to ensure the experiences of sex workers influence the victim support landscape and that NUM's work in violence prevention is recognised.
- Increase visibility among policymakers on issues of law reform, inclusion health, victim support, human rights and criminal justice.
- Co-develop community education packages with sex workers to practitioners, police and other groups and entities who have the power to influence discourse and the health, safety, rights, and options available to sex workers.

#### Workstream 4: Fund Development & Public Relations

- Secure multi-year core funding for NUM's core work and build in opportunities for sex workers to hold meaningful roles in delivery and evaluation of our services.
- Continue to grow our first donor campaign, [National Ugly Mug Meals \(#NUMMeals\)](#) to meet our aims to provide food and emergency hygiene supplies to sex workers suffering for the combined effects of poverty due to the Covid-19 pandemic and of victimisation and marginalisation.



## FINANCE

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The charity furthers its charitable purposes for the public benefit and has demonstrated its success in preventing crime, bringing perpetrators of serious offences to justice and improving the safety of sex workers. The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the Charity's aims and objectives, in planning future activities, and setting the policies for the year.

### *Investment powers and policy*

The trustees, having regard to the liquidity requirements of operating the charity, have kept available funds in an interest-bearing deposit account.

### *Reserves policy and going concern*

The balance held in unrestricted reserves at 31<sup>st</sup> March 2020 was £95,653 (2019: £85,501) of which £91,846 (2019: £83,749) are free reserves, after allowing for funds tied up in tangible fixed assets.

The trustees aim to maintain free reserves in unrestricted funds at a level which equates to approximately three months of unrestricted charitable expenditure. The trustees consider that this level will provide sufficient funds to respond to applications for grants and ensure that support and governance costs are covered.

The Charity main source of core income is voluntary contributions from individual police forces and grants from Trusts and Foundations. Additional grants for specific projects enhance the existing work of the charity and income from donations support the delivery of NUM services. The Trustees consider that it is appropriate to prepare the accounts on a going concern basis and, consequently, the accounts do not include any adjustments that would be necessary if these sources of income should cease.

## FINANCE SUMMARY

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The Following pages contain: Independent, Examiner's Report, Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and Notes to the Accounts.

**INDEPENDENT EXAMINERS REPORT TO THE TRUSTEES NATIONAL UGLY MUGS  
REGISTERED CHARITY NO. 1122461**

I report on the accounts of the charity, for the Year Ended 31<sup>st</sup> March 2020 which are set out on pages 22 to 32.

**Respective Responsibilities of Trustees and Examiner**

The charity's trustees are responsible for the preparation of the accounts. The charity trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed. The charity is preparing accrued accounts and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- To state whether particular matters have come to my attention.

**Basis of Independent Examiners Report**

My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a "true and fair view" and the report is limited to those matters set out below.

**Independent Examiner's Statement**

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records have in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act, have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed: .....

Anita King FCCA

Date: 12<sup>th</sup> November 2020

Community Accountancy Service Ltd

The Grange, Pilgrim Drive, Beswick, Manchester,  
M11 3TQ

# FINANCIAL STATEMENTS FOR THE YEAR ENDING MARCH 2020

<b>STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED</b>					
	<b>31 MARCH 2020</b>				
		<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds Year Ended 31 March 2020</b>	<b>Total Funds Year Ended 31 March 2019</b>
	<b>Further Details</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Income from:</b>					
Donations and legacies	(3)	100,621	-	100,621	158,509
Charitable Activities	(4)	1,369	264,651	266,020	207,258
Other Trading Activities	(5)	84,684	-	84,684	37,398
<b>Total</b>		<b>186,674</b>	<b>264,651</b>	<b>451,325</b>	<b>403,165</b>
<b>Expenditure on:</b>					
Raising Funds	(6)	5,044	-	5,044	5,782
Charitable Activities	(6)	170,718	231,111	401,829	317,326
Other	(6)	192	-	192	251
<b>Total</b>		<b>175,954</b>	<b>231,111</b>	<b>407,065</b>	<b>323,359</b>
<b>Net income/(expenditure)</b>		<b>10,720</b>	<b>33,540</b>	<b>44,260</b>	<b>79,806</b>
Transfers between funds	(15)	(568)	568	-	-
<b>Net movement in funds</b>		<b>10,152</b>	<b>34,108</b>	<b>44,260</b>	<b>79,806</b>
<b>Reconciliation of funds</b>					
Total funds brought forward	(15)	85,501	43,415	128,916	49,110
<b>Total funds carried forward</b>	(15)	<b>95,653</b>	<b>77,523</b>	<b>173,176</b>	<b>128,916</b>
The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.					



NATIONAL UGLY MUGS 2020

**BALANCE SHEET AS AT 31 MARCH 2020**

		2020	2019
	Notes	£	£
<b>Fixed assets:</b>			
Tangible assets	(11)	4,254	1,752
Total fixed assets		4,254	1,752
<b>Current assets:</b>			
Debtors	(12)	25,722	87,912
Cash at Bank & in Hand		278,299	103,679
Total current assets		304,021	191,591
<b>Liabilities:</b>			
Creditors: Amounts falling due within one year	(13)	135,099	64,427
Net current assets or liabilities		168,922	127,164
Total assets less current liabilities		173,176	128,916
<b>Total net assets or liabilities</b>		173,176	128,916
<b>The funds of the charity:</b>			
Restricted income funds	(15)	77,523	43,415
Unrestricted income funds	(15)	95,653	85,501
<b>Total charity funds</b>		173,176	128,916

## Statement of Cash Flows for the year ending 31 March 2020

	Year Ended 31 March 2020 £	Year Ended 31 March 2019 £
Net movement in funds	44,260	79,806
Add back depreciation	3,134	992
Decrease/(increase) in debtors	62,190	(80,113)
Increase/(decrease) in creditors	70,672	(19,714)
<b>Net cash used in operating activities</b>	180,256	(19,029)
<b>Cash flows from investment activities:</b>		
Purchase of fixed assets	(5,636)	(2,276)
<b>Net cash provided by investing activities</b>	(5,636)	(2,276)
Increase/(decrease) in cash and cash equivalents during the year	174,620	(21,305)
Cash and cash equivalents brought forward	103,679	124,984
<b>Cash and cash equivalents carried forward</b>	<b>278,299</b>	<b>103,679</b>

## Notes to the accounts

**1. Accounting policies****(a) Basis of preparation and assessment of going concern**

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant notes to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 1st January 2015 and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

**(b) Funds structure**

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. There are 13 restricted funds.

Unrestricted income funds comprise those funds which the trustees are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the trustees, at their discretion, have created a fund for a specific purpose.

Further details of each fund are disclosed in note 15.

**(c) Income recognition**

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

**(d) Expenditure Recognition**

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note (f) below.

**(e) Irrecoverable VAT**

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

**(f) Allocation of support and governance costs**

Support costs have been allocated between governance costs and other support costs. Governance costs comprise all costs involving the public accountability of the charity and its compliance with regulation and good practice. These costs include costs related to independent examination and legal fees together with an apportionment of overhead and support costs.

Governance costs and support costs relating to charitable activities have been apportioned based on type of expense. The allocation of support and governance costs is analysed in note 8.

**(g) Costs of raising funds**

The costs of raising funds consists of advertising, fundraising costs, just giving fees and event costs.

**(h) Charitable Activities**

Costs of charitable activities include governance costs and an apportionment of support costs as shown in note 7.

**(i) Tangible fixed assets and depreciation**

All assets costing more than £500 are capitalised and valued at historical cost. Depreciation is charged on the following basis:

Computers & Office Equipment	33.33% on cost
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**(j) Realised gains and losses**

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their varying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

**(k) Pensions**

The charity currently does administer contributions to an auto enrolment pension scheme on behalf of individuals. The charity has no liability beyond making its contributions and paying across the deductions for the contributions.

**(l) Debtors**

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**(m) Creditors and Provisions**

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of the funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

**2. Related party transactions and trustees' expenses and remuneration**

The trustees all give freely their time and expertise without any form of remuneration or other benefit in cash or kind (2019: £nil). Expenses paid to the trustees in the year totalled £23 (2019: £78). This was for travel expenses for 1 trustee.

**3. Donations and Legacies**

	Unrestricted Year Ended 31 March 2020 £	Restricted Year Ended 31 March 2020 £	Total Funds Year Ended 31 March 2020 £
Donations	10,121	-	10,121
General grants:			
Police Contribution	90,500	-	90,500
	100,621	-	100,621

**Prior Year**

	Unrestricted Year Ended 31 March 2019 £	Restricted Year Ended 31 March 2019 £	Total Funds Year Ended 31 March 2019 £
Donations	9,509	-	9,509
General grants:			
Police Contribution	149,000	-	149,000
	158,509	-	158,509

**4. Income from charitable activities**

	Unrestricted Year Ended 31 March 2020 £	Restricted Year Ended 31 March 2020 £	Total Funds Year Ended 31 March 2020 £
Training	1,200	-	1,200
Reimbursed Expenses	169	-	169
Restricted grants:			
Leathersellers	-	30,000	15,000
(less deferred)	-	(15,000)	-
NLCF Digital	-	160,030	80,015
(less deferred)	-	(80,015)	-
Open Society Foundation	-	35,950	35,950
Prism The Gift Fund	-	3,722	3,722
London Community Foundation (MOPAC)	-	33,407	33,407
Esmée Fairbairn Foundation	-	30,000	30,000
John Ellerman Foundation	-	60,000	30,000
(less deferred)	-	(30,000)	-
Comic Relief	-	41,332	36,557
(less deferred)	-	(4,775)	-
	1,369	264,651	266,020

**Prior Year**

	Unrestricted Year Ended 31 March 2019 £	Restricted Year Ended 31 March 2019 £	Total Funds Year Ended 31 March 2019 £
Training	6,169	-	6,169
Reimbursed Expenses	87	-	87
Restricted grants:			
Leathersellers	-	30,000	15,000
(less deferred)	-	(15,000)	-
Police Property Act Fund	-	2,500	2,500
Prism The Gift Fund	-	2,775	1,387
(less deferred)	-	(1,388)	-
Open Society Foundation	-	30,672	25,560
(less deferred)	-	(5,112)	-
Manchester City Council	-	1,000	1,000
Eleanor Rathbone	-	2,000	2,000
University of Leicester	-	24,999	13,000
(less deferred)	-	(11,999)	-
J Butler Educational Trust	-	900	900
London Community Foundation (MOPAC)	-	41,759	33,407
(less deferred)	-	(8,352)	-
Trust for London	-	40,000	40,000
Esmée Fairbairn Foundation	-	30,000	30,000
John Ellerman Foundation	-	25,000	25,000
Comic Relief	-	17,488	11,248
(less deferred)	-	(6,240)	-
	6,256	201,002	207,258

**5. Income from other trading activities**

	Unrestricted Year Ended 31 March 2020 £	Restricted Year Ended 31 March 2020 £	Total Funds Year Ended 31 March 2020 £
Consultancy and Public Speaking	24,963	-	24,963
Corporate Income	59,496	-	59,496
Merchandise	225	-	225
	84,684	-	84,684

**Prior Year**

	Unrestricted Year Ended 31 March 2019 £	Restricted Year Ended 31 March 2019 £	Total Funds Year Ended 31 March 2019 £
Corporate Income	37,000	-	37,000
Merchandise	398	-	398
	37,398	-	37,398

**6. Expenditure**

Activities	Year Ended 31 March 2020 £	Year Ended 31 March 2019 £
<b>Expenditure on raising funds:</b>		
Fundraising activities	-	216
Fundraising fees	2,755	3,158
Merchandise Costs	497	-
Advertising and marketing	1,792	2,408
	5,044	5,782

**Expenditure on charitable activities:**

Employment Costs	287,611	287,611	228,694
Agency Staff	-	-	2,619
Training	453	453	673
Bulk Emailing and Texting	33,917	33,917	23,163
Conferences	277	277	384
Travel and Subsistence	17,099	17,099	20,426
Refreshments	1,012	1,012	478
Volunteer Refreshments	-	-	200
Volunteer Rewards	100	100	1,297
Subscriptions	1,394	1,394	475
IT Costs	6,836	6,836	7,307
Telephone	3,806	3,806	2,554
Website Costs	1,074	1,074	1,512
Minor Equipment	823	823	1,004
Governance & Support Costs	42,773	42,773	24,152
Post, Printing & Stationery	1,520	1,520	1,396
Depreciation	3,134	3,134	992
	401,829	401,829	317,326

**Other expenditure:**

Sundries	192	192	251
	192	192	251
	407,065	407,065	323,359

	2020 £	2019 £
Restricted Funds	231,111	174,230
Unrestricted Funds	175,954	149,129
	407,065	323,359

**7. Analysis of expenditure on charitable activities**

As per note 6.

**8. Allocation of governance and support costs**

The breakdown of support costs and how these were allocated between governance and other support costs is shown below:

	General Support	Governance	2020 Total	2019 Total	Basis of apportionment
Accountancy Fees	-	912	912	870	type of expense
Book-Keeping	315	-	315	1,260	type of expense
Bad Debt	2,045	-	2,045	-	type of expense
Bank Charges	21	-	21	8	type of expense
Repairs & Maintenance	15	-	15	321	type of expense
Recruitment & Induction	1,109	-	1,109	1,866	type of expense
Staff Meetings	101	-	101	-	type of expense
Staff Training	2,064	-	2,064	-	type of expense
Rent	26,495	-	26,495	15,798	type of expense
Insurance	760	-	760	746	type of expense
Payroll Bureau	1,390	-	1,390	1,142	type of expense
HR Expenses	370	-	370	266	type of expense
Staff Travel	5,059	-	5,059	-	type of expense
Trustee Travel	-	677	677	1,355	type of expense
Management and Supervision	1,440	-	1,440	520	type of expense
	41,184	1,589	42,773	24,152	

**9. Analysis of staff costs**

	Year Ended 31 March 2020 £	Year Ended 31 March 2019 £
Wages and Salaries	260,911	204,357
Pension Costs	7,881	7,881
Redundancy Payments	2,363	-
Social Security Costs	16,456	16,456
	287,611	228,694

The average number of employees during the year was 13 (previous year: 8).

The charity considers its key management personnel comprises the trustees, Chief Executive Officer and operations manager.

The total employment benefits, including employer pension contributions of the key management personnel were £87,881 (previous year: £71,303), No employee has benefits in excess of £60,000 (previous year: none).

**10. Independent Examiner Fees**

	Year Ended 31 March 2020 £	Year Ended 31 March 2019 £
Independent examination fees	912	870
Other services	1,705	2,402
	2,617	3,272



## 11. Tangible Fixed Assets

## Computers &amp; Office

	Equipment	Total
Cost	£	£
At 1 April 2019	17,201	17,201
Additions	5,636	5,636
Disposals	(10,177)	(10,177)
At 31 March 2020	12,660	12,660
<b>Depreciation</b>		
At 1 April 2019	15,449	15,449
Charge for Year	3,134	3,134
Eliminated on Disposal	(10,177)	(10,177)
At 31 March 2020	8,406	8,406
<b>NET BOOK VALUE</b>		
At 31 March 2020	4,254	4,254
At 31 March 2019	1,752	1,752

## 12. Analysis of debtors

	2020	2019
	£	£
Debtors	23,907	85,228
Prepayments	1,815	2,684
	25,722	87,912

Other than below all debtors and prepayments are related to unrestricted funds.

In 2019 there was a restricted grant owed from Trust for London of £20,000 and in 2020 a restricted grant owed from MOPAC of £8,352.

## 13. Creditors: amounts falling due within one year

	2020	2019
	£	£
Creditors	-	-
Other creditors and accruals	3,059	6,505
Deferred Income	132,040	51,540
Taxation and social security costs	-	6,382
	135,099	64,427

## 14. Deferred income

Deferred income comprised grants, training income and Police contributions received in advance

Balance as at 1st April 2019	51,540
Amount released to income earned from charitable activities	(51,540)
Amount deferred in year	132,040
Balance at 31st March 2020	132,040

## 15. Analysis of charitable funds

## Analysis of movements in unrestricted funds

	Balance at 1 April 2019	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2020
	£	£	£	£	£
General Fund	85,501	186,674	(175,954)	(568)	95,653
	85,501	186,674	(175,954)	(568)	95,653

## Prior Year

	Balance at 1 April 2018	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2019
	£	£	£	£	£
General Fund	41,949	202,163	(149,129)	(9,482)	85,501
	41,949	202,163	(149,129)	(9,482)	85,501

## Name of unrestricted fund:

General Fund

## Description, nature and purpose of the fund

The "free reserves" after allowing for all designated funds

## Analysis of movements in restricted funds

	Balance at 1 April 2019	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2020
	£	£	£	£	£
Leathersellers	-	15,000	(15,568)	568	-
Police Property Act Fund	2,500	-	-	-	2,500
Prism The Gift Fund	1,387	3,722	(469)	-	4,640
Open Society	-	35,950	(35,950)	-	-
Manchester City Council	1,000	-	-	-	1,000
Eleanor Rathbone	2,000	-	-	-	2,000
University of Leicester	5,206	-	-	-	5,206
J Butler Educational Trust	900	-	-	-	900
John Ellerman Foundation	88	30,000	(30,088)	-	-
London Community Foundation (MOPAC)	18,004	33,407	(28,598)	-	22,813
NLCF Digital	-	80,015	(56,125)	-	23,890
Esmée Fairbairn Foundation	-	30,000	(30,000)	-	-
Comic Relief	12,330	36,557	(34,313)	-	14,574
	43,415	264,651	(231,111)	568	77,523

## Prior Year

	Balance at 1 April 2018	Incoming Resources	Resources Expended	Transfers	Balance at 31 March 2019
	£	£	£	£	£
Leathersellers	-	15,000	(15,000)	-	-
Police Property Act Fund	-	2,500	-	-	2,500
Prism The Gift Fund	-	1,387	-	-	1,387
Open Society	-	25,560	(25,560)	-	-
Manchester City Council	-	1,000	-	-	1,000
Eleanor Rathbone	-	2,000	-	-	2,000
University of Leicester	-	13,000	(7,794)	-	5,206
J Butler Educational Trust	-	900	-	-	900
John Ellerman Foundation	5,000	25,000	(29,912)	-	88
London Community Foundation (MOPAC)	-	33,407	(15,403)	-	18,004
Trust for London	-	40,000	(49,482)	9,482	-
Esmée Fairbairn Foundation	-	30,000	(30,000)	-	-
Comic Relief	2,161	11,248	(1,079)	-	12,330
	7,161	201,002	(174,230)	9,482	43,415

<b>Name of restricted fund:</b>	<b>Description, nature and purpose of the fund</b>
Leathersellers	~ towards core costs
Thames Valley Police Property Act Fund	~ towards core costs
Prism The Gift Fund	~ towards costs of training delivery to police
Open Society	~ towards core costs
Manchester City Council	~ towards the cost of branded personal alarms
Eleanor Rathbone	~ towards core costs
University of Leicester	~ towards the cost of a research and development team
J Butler Educational Trust	~ towards Romanian sex worker safety resources
John Ellerman Foundation	~ towards the cost of a CEO
London Community Foundation (MOPAC)	~ Delivery of a pan London case work referral service to support sex workers who have been victims of crime with Independent Sexual Violence (ISVA) support.
NLCF Digital	~ Development of an online platform, app and digital services and for sex worker safety
Trust for London	~ To provide support services (advocacy, policy and practice) in London focused on working with local authorities, police both within and outside of the criminal justice system
Esmée Fairbairn Foundation	~ towards core costs
Comic Relief	~ Victim Support Case Worker (VSCW) to provide specialist support to sex workers, significantly improving their safety and supporting them to cope and recover when they are victims of crime

#### 16. Analysis of net assets between funds

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	3,807	447	4,254
Cash at bank and in hand	71,433	206,866	278,299
Other net current assets/(liabilities)	20,413	(129,790)	(109,377)
<b>Total</b>	<b>95,653</b>	<b>77,523</b>	<b>173,176</b>

#### Prior Year

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Tangible fixed assets	1,752	-	1,752
Cash at bank and in hand	35,117	68,562	103,679
Other net current assets/(liabilities)	48,632	(25,147)	23,485
<b>Total</b>	<b>85,501</b>	<b>43,415</b>	<b>128,916</b>

#### 17. 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 on a transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at an amortised cost using the effective interest method.

# Trustees Responsibilities in Relation to the Financial Statements

---

The charity trustees are responsible for preparing a trustees' annual report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the charity trustees to prepare financial statements for each 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, of the charity for that period. In preparing the financial statements, the trustees are required to:

- Select suitable accounting principles and then apply them consistently;
- Observe the methods and principles in the applicable Charities SORP;
- Make judgments and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures that must be disclosed and explained in the financial statements;
- Prepare the financial statements on a going concern basis unless it is not appropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provision of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved on behalf of the Trustees Management Committee

----- Sian Prime Chair

----- James Osborne Treasurer

Date: