



## **Ending All Forms of Violence Against Sex Workers**

National Ugly Mugs (NUM) are seeking people with a passion for sex workers' rights and safety to join our Board of Trustees.

NUM is a UK-wide charity providing victim/survivor support and violence prevention services to sex workers, as a means to ensure greater access to justice and protection. We serve sex workers of all genders, backgrounds and modes of work. We offer a digital reporting and alerting mechanism to warn sex workers about dangerous individuals who may target them; online screening tools; and individualised support for those who experience harm from a specialist team of Independent Sexual Violence Advisors (ISVA) and other experts. We run a wellbeing drop in service in Glasgow and are currently developing support services for people leaving sex work. We value those with lived experience in sex industries and work with them to conduct research, develop education packages to professionals, and participate in policy advocacy to change the conditions that lead to survival sex, gain rights and recognition, and improve the safety of UK-based sex workers.

Trustees at NUM play a vital role in helping us fulfil our core mission of ending all forms of violence against sex workers. They support NUM as an organisation and the members of the NUM team by providing support, advice and guidance through our day-to-day operations and the overall strategic vision of the charity. Some of that takes place at quarterly trustee meetings, where the CEO reports on NUM's work, and brings decisions and choices to the board for discussion and advice, and some of that takes place day-to-day, when individual trustees have skills or experience that can support individual team members, and have the time to take a support or mentoring role. Our current trustees bring with them a wide range of experience from academia, entertainment, finance and other aspects of the third sector.

Some things that the board does are legally required – for example they supervise the writing of an annual report on the charity's work, and are required to approve that report. They also regularly review the risks that the charity is exposed to, and the state of the charity's finances. Overall, they are required to check that the charity is complying with the relevant laws, and is focused on achieving its charitable objects – the aims the charity was founded to achieve.

Trustee roles are voluntary positions. However, NUM will pay for any reasonable expenses incurred as part of the role.

### **Who we're looking for**

The most important thing is that you believe in NUM's work and want to join us to help us continue this! We are looking for people who are willing to volunteer their time to shape our practice and our services, and guide the charity as we continue to meet the needs of sex workers across the UK.



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We are looking for people who have some experience in leadership or governance and finance, particularly as part of the third sector. This may be through other Trustee positions, or through management positions within third sector organisations. We are looking for people who understand the nature of work within a charity and can bring with them their ideas and expertise to support NUM's work.

Other skills and attributes that we would like from any prospective trustees are:

- A strong commitment to the mission and core values of NUM
- A high degree of integrity
- The ability to think strategically and plan for the future with good judgement
- Critical thinking skills
- Creativity
- The ability to work well as part of a team to collectively make decisions surrounding NUM's future work, vision and strategy
- A willingness to undertake any necessary training
- An understanding of safeguarding
- An understanding and acceptance of the legal duties, responsibilities and liabilities of being a charity trustee

We are keen to receive applications from people of colour; disabled people; LGBTQ+ people; people who identify as working class; and those who have past or present sex work experience.

We are also particularly keen for one of the new post holders to have experience in finance, such as in financial management or grant funding.

### **Responsibilities**

The responsibilities of trustees at NUM include:

- Attend four regular board meetings a year (online and/or in person)
- Advise on, and help develop, organisational strategy and delivery, including policies that fall within your expertise
- Ensure compliance with governing documents and the law
- Ensure accountability to funders, NUM members and wider movement
- Maintain proper fiscal oversight, signing off and scrutinising reporting against budgets
- Oversee the management of risks to NUM's funding, reputation and delivery
- Exemplify NUM's values and culture through ways of working and interacting
- Maintain effective board performance (including appointing new board members)



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- Effectively work with, and respect the expertise of the NUM staff and volunteer team

Ultimately, the key responsibility of a trustee is to help NUM work towards its vision, purpose and goals, and to help shape these.

We ask that all applicants be able to meet the minimum time requirements for the role in attending quarterly meetings, with some degree of responsiveness between these.

The standard length of time to hold a Trustee position is 3 years.

### How to apply

Please send your CV and a covering letter of no more than 500 words to [admin@nationaluglymugs.org](mailto:admin@nationaluglymugs.org), or apply via the CharityJobs website. We would love to hear about what skills and experiences you hold that you would like to bring to NUM's Board of Trustees!

Recruitment for these roles will stay open until all positions have been filled. We intend to interview initial candidates on **7th October 2022**.

If you are interested in the role and would like to find out more, please get in touch with [sian@nationaluglymugs.org](mailto:sian@nationaluglymugs.org) with any questions you might have.