Charity Number: 1122461

National Ugly Mugs

Report and financial statements
For the year ended 31 March 2024



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Reference and administrative information

for the year ended 31st March 2024

Charity number: 1122461

Registered office and operational address:

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

National Ugly Mugs (NUM) (formerly known as The UK Network of Sex Work Projects (UKNSWP)

Trustees Trustees who served during the year of this report were as follows:

Sian Prime Chair

James Osborne Treasurer

Dr. Mary Laing Academic Lead (Left Jan. 2024)

Dr. Laura Graham Academic Lead

Megan Prescott Trustee
Emily Kenway Trustee
Patrick Vignal Trustee
Michael Edmonds Trustee

Key management personnel Dr. Raven Bowen Chief Executive Officer

Bankers CAF (Charities Aid Foundation) Bank

25 Kings Hill Avenue, West Malling, Kent, ME19 4TA

Lloyds Bank

25 Gresham Street, London, EC2 7HN

Independent Examiner Jennifer Daniel FCCA DChA

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National Ugly Mugs Trustees' annual report for the year ended 31st March 2024

A Message from the Trustees

This has been an exciting and demanding year for National Ugly Mugs (NUM), situated in the ongoing context of the Cost-of-Living crisis, the changes to work and living created by the COVID-19 pandemic, and a turbulent political environment. Despite these challenges, NUM has continued to develop and augment its offerings, providing a range of services to improve the safety and welfare of sex workers across the UK.

NUM has increased its membership over the last year, exceeding its target of **10K** members. **83%** of the NUM's members are active sex workers, who are able to manage risks and increase their safety by accessing our successful digital platform and using the checker tools available there. NUM's casework team — who remain at the core of the organisation's business — have helped over **1000** sex workers individually this year, an increase of **40%** from 2022-2023. **70** of these sex workers have received long term support. These figures demonstrate both the increased reach of, and the growing need for, the organisation. NUM has sent over **850K** alerts this year, based largely on reports from sex workers, and a smaller number from the police; only a small percentage of sex workers reporting to NUM are willing to share the information shared with the police through NUM. The increased demand on the small casework team, as well as the increasing lack of trust from sex workers in state mechanisms of seeking justice, highlight the necessity of continued funding and support for NUM to meet this demand.

Through funding, including from the Cost-of-Living Community Fund, NUM has been able to provide financial and practical support to sex workers in the face of the Cost-of-Living crisis. Out-of-hours support has been temporarily available, and NUM has provided food vouchers and referrals to food, heat and fuel banks. Importantly, this support also helps to reduce risks associated with survival sex work linked to poverty.

NUM has also continued to provide mental health resources. Alongside the in-house therapist and therapy packages that have been available for several years, this year NUM has provided Social Media Mental Health days, video resources, and an expanded directory of approved therapists. NUM has also worked hard to consolidate the work of NUMbrella Lane in Scotland, including a food bank for sex workers, safer sex supplies, and a drop in space. This vital space, accessed this year by 281 sex workers, provides a warm and safe venue for sex workers to build community and access supplies and support. NUMbrella Lane has held 16 events this year, including workshops with local groups and community-based sessions. The attendance at these is demonstrative of the impact of such a space on this marginalised community.

Finally, NUM has continued its research, community education and policy development work. The research team has worked on projects on Rights, Recognition and Redress, Fighting for Fair Treatment, and Leaving the Game. This latter project has been developed alongside NUM's ground-breaking vocational support service, which provides, among other things, WORKshops to support sex workers to achieve their career, financial and educational goals. NUM has also created eLearning courses, police courses, has developed fundraising events, reports to national governments and police, and developed strategic partnerships. The broad array of work done by the

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NUM team this year is testament to the excellence and hard work of the whole staff team, which is commended by the Board of Trustees.

The following report summarises the FYE ending March 2024.

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Trustees Report – Year End 31st March 2024

The trustees present their report and the unaudited financial statements for the financial year end 2024.

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the charity's trust deed/constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

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Main Objectives and Activities

National Ugly Mugs (NUM) began as a pilot project, founded in 2012 after 10 years of advocacy to the Home Office for a centralised service that managed reports of harm to sex workers. We're now the largest violence prevention and survivor support service for sex workers in the UK, working by, for and with sex workers to offer digital and in-person services for workers of all genders, backgrounds and types of work.

Ultimately, our aim is to improve the rights, safety and leadership of sex workers, working through policy, community development and service provision to end all forms of violence against sex workers.

Our Mandate

Ending all forms of violence against sex workers and ending the conditions that lead to survival sex work.

Our Principles

All of NUM's work, prioritisation and decision-making is guided by our three core principles:

Sex Workers First

NUM privileges lived experiences in sex industries as a primary way of knowing and responding to the safety, health, and rights priorities of these populations.

NUM hires and collaborates with sex workers and sex worker-led groups in the UK and around the world that work towards ending all forms of violence, oppression, and poverty.

Safety is a top priority for NUM, and we believe that sex workers have the right to be safe while in sex industries.

Quality Support

NUM works in a practical sense with sex workers to prevent violence or to support victims and survivors in seeking justice, health, and recovery from the harms that they experience.

NUM tackles achievable goals around ending the conditions that lead to destitution and survival sex work, such as poverty and fighting for the equitable inclusion and treatment of sex workers in all aspects of civil society

Learning and Innovation

As a learning organisation, NUM creates ways to learn and grow. It's not about perfection, it's about finding ways to best support our beneficiaries and ensure that our services are relevant and sustainable.

Innovating helps NUM to be dynamic in its approach to delivering on its mission and guides **What** (services/research/education/advocacy) we do, **Why** we do it (outcome/impact to sex workers), **How** (approach/methodology) and **When** (now/later/never).

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Charitable Objectives

- 1. To promote public safety and the prevention of crime by the provision of safety training, information, and resources.
- 2. To preserve, protect and promote good health by providing information and support services.
- 3. To promote the rights and entitlements of sex workers as equal citizens by providing advocacy, information, and support services.

NUM's definition of violence includes both interpersonal violence and structural or state violence. As such, our main charitable activities include:

- The provision of victim/survivor support casework, ensuring quality care to sex workers who survive violence.
- Harm prevention information and digital tools, including the operating of reporting, alerting and checker tools.
- The provision of emergency resources to those fleeing abuse or needing to take breaks from sex work, and to reduce forced labour or survival sex.
- Identifying barriers and discrimination facing sex workers and supporting workers in navigating and securing support within NUM, their communities, and public services.
- Providing in-person and online sex worker-only spaces, events and activities, as well as anti-isolation and community education programmes.
- Developing research and policy positions on the rights, safety and wellbeing of sex workers in the UK and internationally, and pushing to change the structures, policies and practices that contribute to violence against sex workers.

Furthermore, with the consent of sex workers, we share information and intelligence in pursuit of offenders to improve overall community and public safety and towards advancing human and labour rights agendas, systems, and policy change.

Main Aims

- 1. Increasing sex worker safety and the prevention of crimes and harms against this diverse population of adults
- 2. Supporting sex workers in generating knowledge and sharing experiences in ways that advance the wellbeing of their communities, increase the social inclusion of sex workers, and combat discrimination, criminalisation and violence.
- 3. Providing survivor-centred, trauma-informed services and facilitating sex workers in safely accessing the public services of their choosing, ensuring that:
 - a. Sex workers are the ones characterising their work and defining their circumstances, needs and priorities.

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- b. Services are informed about sex workers' needs and priorities to promote accessibility, meaningful engagement, and non-judgemental treatment.
- c. All sex workers irrespective of class, race, gender, sexuality, disability, immigration status, or type of work - receive consistent, protective responses from police and public services when they ask for help.
- d. Sex workers inform justice, victim support, anti-violence and inclusion health initiatives in ways that improve their wellbeing and increase their engagement in civil society.

The trustees review the aims, objectives, and activities of the charity each year. This report looks at what NUM has achieved and the outcomes of its work in the reporting period. The trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the trustees ensure the charity's aims, objectives and activities remain focused on its stated purposes.

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

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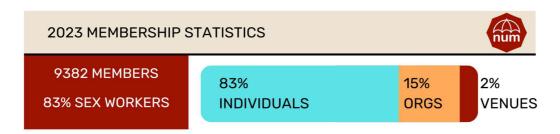
NUM's Main Activities

NUM's charitable activities are undertaken in furtherance of our mandate and charitable purposes and are for public benefit.

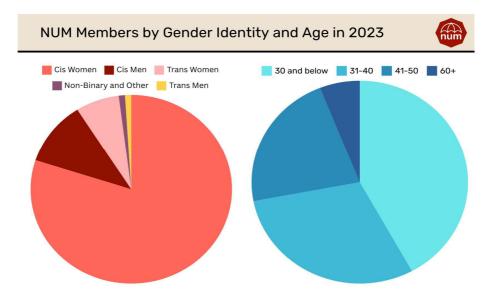
NUM in NUMbers

Membership Statistics

In 2023, NUM had **9,382** members, with **541** sex workers, sex worker organisations and venues joining throughout the year. **7,768** (83%) were active UK-based sex workers and **235** (3%) were sex industry venues. The remainder **1,379** (14%) comprised sex worker support organisations, shelters, doctors' surgeries, and other community partners.



Among a subsample of NUM members who disclosed their gender identities (n=484), 80% were Cis Women; 7% were Trans Women; 11% were Cis Men; 1% were Trans Men; and less than 1% were non-binary or other sexual minority groups. With respect to age (n=579), the majority were 30 years of age and under, representing 42% of our subsample; 30% were between 31 and 40; 22% were between 41 and 50; and 6% were over 60 years old.



In terms of race and culture, in a subsample of members (n=193), 8% identified as Black British, Caribbean and African, and from various backgrounds; 78% identified as White of British, Irish and other backgrounds; 8% identified as Asian, from a range of backgrounds; and 9% of the sample

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identified as being of mixed heritage.

Digital Services

Sex workers and practitioners can submit reports of harm they experience within their work, which are triaged and processed by our casework team. For more information on the co-creation process behind our digital platform, see our *Sex Work and Safety Online* report.

In addition to reporting harm and violence, we went live with our **Time Wasters** reporting form in 2023, which will support sex workers to sharing information about nuisance contacts and annoyances that negatively impact their emotional wellbeing and time.



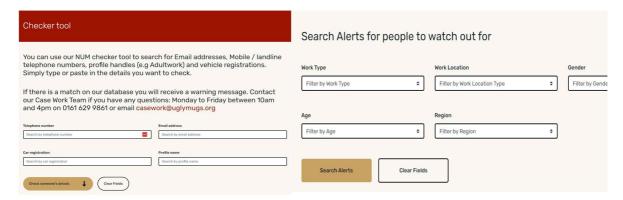
Our casework team offer support to each sex worker reporting harm and, with their consent, create safety alerts which are disseminated to our membership, flagging a report of harm and providing details on the alleged perpetrator like location, physical description, and type of work or worker targeted.

Alerting Mechanism and NUMChecker

Members can choose to receive alerts of harm based on their location and can choose as many locations as they want. Alongside our reporting form, our caseworkers are contactable through phone, email and online chat, and can walk sex workers through the reporting process if they wish. The information processed in our alerts is then added to NUM's database, which drives our checker tool. Members can check phone numbers, email addresses, usernames and car registration plates against our database of harms and can search old alerts for other identifiable information like work type, age and region. This ability to screen clients keeps sex workers safer and gives them the autonomy to make informed choices over the clients they engage with.

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All of this is accessible within our online members' only area, a sex-workers-only part of the website that was developed securely through a bespoke, security-first WordPress build. Here, members can navigate our safety tools, search for advice or resources, an explore relevant news in a safe area designed by sex workers for sex workers.

Reports of Harm, Alerts, and Victimisation

In 2023, NUM received **585** reports of violence against sex workers, an increase of **12%** from the previous year. We sent just under **850,000** alerts to sex workers last year, warning them of dangerous individuals and conditions to help prevent further violence, bringing the total alerts sent by NUM since inception to over **3.33 million**.

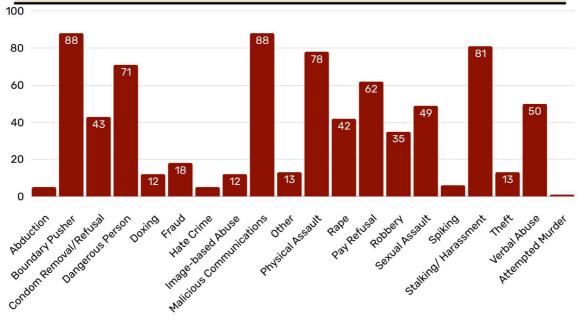
NUM caseworkers processed an average of 48 reports per month, with the majority coming directly from active sex workers. While these numbers are still below pre-pandemic levels, the complexity of harm and support needs of sex workers seeking help has increased. The table below portrays total victimisation by incident type reported by sex workers in 2023, with 812 accounts of harm within the 585 reports processed.

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Total Victimisation by Incident Type Reported by Sex Workers in 2023





The most prevalent forms of harm include boundary pushing, malicious communications, stalking & harassment, as well as physical assault. Rape, sexual assault, and stealthing (condom removal), remain a concern, in addition to sex workers encountering dangerous people and refusal to pay.

Regarding geographical region, 23.5% of reported incidents were perpetrated against sex workers in the Northwest of England, 17% in London, 15.5% in the Midlands and 8% in the Southwest. Reported incidents most commonly occurred outdoors or in a vehicle (37%), with other common locations being over the phone (34%), in the sex worker's home (30%), working premises/hotels (26%) or in the perpetrator's home (14%).

Reports Originating from Police Forces and Consents

We have continued engaging with several police forces about reporting harm, pursuing those who victimise sex workers, and supporting sex workers in seeking justice. We processed 53 reports from police forces in 2023, disseminating safety alerts and offering casework support to sex workers who chose to access law enforcement.

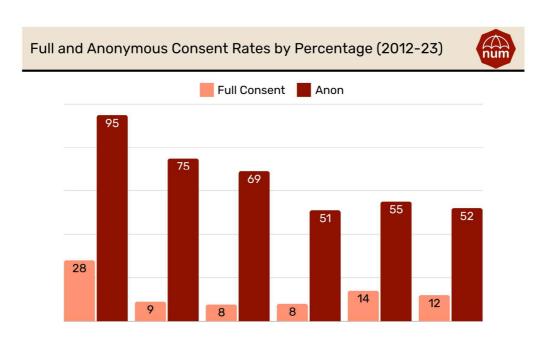
Case workers assisted police in witness appeals and missing persons reports through our alerting mechanism, giving sex workers the option to provide vital information anonymously through NUM, or facilitating their access to police. When reporting to NUM, sex workers can choose whether to only share their reports through alerts to sex workers, to share them anonymously with police intelligence, or to provide full reports and engage police in the process of seeking justice. We have seen a steady decline in sex workers' desiring to access support through police or the legal system, which is unfortunately not a surprise - particularly given a wider decline in public trust in the police and ongoing, high-profile stories about negative experiences of policing.

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For more information on police reporting, see our journal article '<u>Why Report? Sex Workers Who</u>
<u>Use NUM Opt Out of Sharing Victimisation with Police</u>'. Of the sex workers who did report to the police, a significant majority stated they would not have done so if NUM had not assisted them.

Serious crimes were shared with police intelligence and the National Crime Agency with the consent of sex workers; however, few sex workers see value in this reporting. Consent for sharing information anonymously was 52% in 2023 (down from 55% in 2022 and 95% in 2012), and full consent to share information with police was provided in 12% of reports (down from 14% in 2022 and 28% in 2012).



We work with the consent of sex workers and recognise that for many interacting directly with the police carries significant risk - as such, we only share information about an incident if given consent by the survivor. 88% of sex workers reporting to NUM choose to avoid police involvement after they've been victimised. Even with full anonymity and no risk of criminalisation, police intelligence are only made aware of just over half of the harms reported to NUM.

Support Services

Alongside processing reports and maintaining our digital safety tools, our expert staff team provide a range of direct support services - individual, expert support for workers experiencing harm or trauma; material emergency resources and support to sex workers and sex worker-led organisations; an inperson drop-in and wellbeing spaces; and paid therapy packages alongside mental health support.

Case Work

NUM's Case Work Team - comprised of qualified Independent Sexual Violence Advisors (ISVAS), as

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well as rape crisis and sex industry experts - provide survivor-centred, trauma-informed support to prevent violence and support individuals in healing and recovering from harm. This small, diverse team provides individualised support to sex workers nationwide, ensuring that they receive high quality, non-judgemental support that's sensitive to their unique needs and priorities.

NUM's Casework Team has recently been described as 'small, but mighty,' we embrace this view and understand the value of a dynamic team composed of individuals with diverse professional and personal experiences. Including - Independent Sexual Violence Advisors (ISVAs), those with counselling/support backgrounds, and crucially, individuals who have firsthand experience in sex work. Over the past year, we have both welcomed new team members and bid farewell to others. Despite the changes within the Casework Team, we remain committed to delivering personalised and trauma-informed support to sex workers across the UK.

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"Thank you so much for being the organisation you are. To know we are not alone and supported means everything. I remember, back in the day, NUM alerts were photocopies delivered to the walk-up flats in London, that was 30+ years ago and you are still going and getting stronger. Thank you for all you do"

- Anonymous sex worker

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Sex workers can access information and services via our social media platforms, live chat facility, freephone and email/messaging options. For a limited time during 2023-2024, our members had the opportunity to use our 'out of hours' support, thanks to funding received by NUM to assist those on the front lines facing the rising cost of living. This meant our members could access immediate financial assistance in the form of love2shop vouchers and referrals to food, heat, and fuel banks, along with the opportunity to talk with a skilled member of the team about what they may be going through and receive information about their options moving forward.

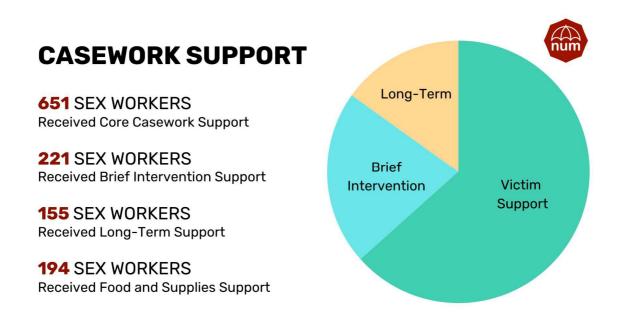
The Casework Team has been establishing professional relationships with multiple police constabularies throughout the UK, including Scotland Police, by providing training on their online reporting portal. Additionally, we have been collaborating with the National Crime Agency to submit anonymous intelligence reports for England and Wales, except for the Metropolitan/Scotland Police, to whom we report directly. Following separate reports through our new incident/timewaster reporting platform, we were made aware of a violent gang targeting various working premises in the London area. As a result of receiving specialised and person-centred support, many of our members felt able to submit a full report to the police through NUM advocacy leading to multiple arrests and an increased

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feeling of safety – both physical and geographic – as many were concerned about their immigration status and right to remain in the UK especially whilst working within the sex industry.

In 2023, the Case Work Team provided individualised support to 1,027 sex workers, an increase of almost 40% on the previous year. This included 221 cases of brief intervention, 651 cases of victim support casework, and 155 cases of long-term support for people facing complex issues and engagement with police and courts. A further 194 received grocery or fuel support to reduce the risks of survival sex work associated with food poverty, alongside the small foodbank operated within our NUMbrella Lane venue.



Mental Health Support Services

We're continuing to develop our <u>mental health offerings</u>, ensuring they're inclusive, accessible and tailored to the specific needs of sex workers. Our offerings now include a range of <u>hypnotherapy resources</u>, and our in-house therapist hosted a series of online drop-in sessions. In 2023 we funded **288 therapy sessions** for sex workers.

One service user shared their experience with accessing a NUM therapy package, which provides free sessions with qualified and sex worker-friendly therapists:

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"I was recommended for the NUM therapy package as I was going through a hard time in my personal life. Sadly when I have tried to do therapy before I've always felt judged for being a sex worker but all the therapists are approved by NUM and I found myself one I could really connect with and it's really helped and I have actually continued privately with my therapist."

Anonymous sex worker

"

In addition to individualised mental health support, we've also focused on wider community engagement and education:

- We organised a calendar of **Social Media Mental Health Days** events to raise awareness and reduce stigma surrounding mental health conditions.
- For the International Day to End Violence Against Sex Workers we created **video resources** exploring grief and loss, and on accessing mental health support
- We continue to develop and expand our Directory of Sex Worker-Friendly Therapists, with a
 particular focus on those who offer services in multiple languages to ensure accessibility for a
 diverse range of workers.

NUMbrella Lane

NUMbrella Lane continues to serve as a vital wellbeing space for sex workers in Scotland, housing a Scotland-based Caseworker and offering a range of services designed to foster a sense of community, belonging, and well-being - including a foodbank and emergency voucher support, free sexual health supplies and sanitary products, a clothing swap station, and regular group sessions and community outings.

In the past year:

- 281 sex workers accessed our Glasgow drop-in space
- 109 sex workers were provided with sexual health supplied
- 278 sex workers accessed food support through NUMbrella Lane

National Ugly Mugs Trustees' annual report for the year ended 31st March 2024

Case Study: Housing Crisis and Asylum Seeker Support

One notable case for NUMbrella Lane involved a young Brazilian sex worker who contacted accessed support in November after being drugged by a client. When the team reached out for more information, we discovered that they were facing a housing crisis, had limited English skills, and were awaiting a Home Office response to an asylum seeker application.

With their situation becoming increasingly urgent, the team prioritised helping them find emergency housing. However, due to their immigration status, housing options were restricted. After reaching out to several organisations, the only response we received was from Migrant Help, who were able to provide limited assistance but not quickly enough. To ensure the safety of the individual, NUM arranged emergency accommodation for three nights.

We continued to advocate for the individual, liaising with Migrant Help and Westminster Council for housing. Although social housing was not an option due to their immigration status, we did everything we could to expedite support. After several attempts, Migrant Help successfully placed them in accommodation. A week later, the individual reached out to share that they were now officially an asylum seeker, and that "[they] wouldn't have gotten this far without the help of NUM."

This case highlights the ongoing need for immediate and comprehensive support for vulnerable sex workers facing intersectional challenges, including housing instability and immigration barriers.

In response to member interest in guidance around peer support and community mental health resources, we're working with NUM's Mental Health Services Coordinator to design a series of workshops.

Members have requested help or guidance dealing with peer support for mental health. This stemmed from a worker experiencing a mental health crisis which impacted upon the Scotland peer group, many of whom come to NBL. They felt ill equipped to deal with someone in a manic phase. The Mental health coordinator and NBL staff are designing a series of workshops, one with a therapist, one with a crisis mental health nurse and a third one to be directed by the members.

Throughout the year, we have also seen an increased demand for mental health guidance, particularly around supporting peers who may be experiencing a mental health crisis. A recent incident involving a worker in a manic phase left the Scotland peer group feeling unprepared to handle the situation. To address this, we are developing a series of workshops for our members, in collaboration with a therapist, a crisis mental health nurse, and the members themselves. These workshops will provide practical tools and support for managing mental health crises within the community.

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NUMbrella Lane remains committed to meeting the complex and evolving needs of sex workers in Scotland, offering essential services and building a stronger, more resilient community.

Events/Outreach

We have a new partnership with <u>Arika</u> via their Local Organising programme. Arika are a political arts organisation with a long history of supporting sex workers, nationally and internationally. Carrying their previous work with us on 'Truth and Lies' further, by collaborating on organising a London book launch at Conway Hall last November.

During the day we held 3 sex worker-only workshops, and an all-day brunch and craft/zine-making space:

- Sex Work Inclusive Solutions to Intimate Image Abuse, with ESWA European Sex Workers' Alliance
- Know your Rights Sex Workers Organising Against Criminalisation, with <u>ECP</u> English Collective of Prostitutes
- The Aesthetics of Revolution: Protest Art and the Sex Worker Rights Movement

The evening was filled with readings and performances. The event was very successful, bringing together isolated and diverse members, the first of its scale since pre-pandemic times. Arika fully funded this at a cost of £24K.

'Truth and Lies' is now in the following libraries, and also part of the national borrowing stock in the Scottish Library system:

- Bodleian Library, Oxford University
- Cambridge University Library
- Trinity College Library, Dublin
- National Library of Scotland
- National Library of Wales
- British National Library
- Mitchell Library, Glasgow
- Spirit of Revolt Archive, Glasgow
- Glasgow Women's Library

- Working Class Movement library, Manchester
- Conway Hall Library, London
- The Kate Sharpley Library, London
- The Canny Little Library, Star and Shadow Cinema, Newcastle
- The Sparrow's Nest Library, Nottingham
- The Feminist Library, London
- The Cowley Club, Brighton
- 1 in 12 Club Library, Bradford

There is a consistent demand for cultural events by sex workers patronising NUMbrella Lane, some of which are unaffordable & inaccessible. Sex worker engagement with community arts and activities is vital to our goals around improving wellbeing and reducing isolation and poor mental health, especially among poor, disabled, migrant and racialised population who may not otherwise feel safe in accessing cultural events geared towards white, middle-class and able-bodied audiences on their own. From April 2023 - March 2024, we held **16 events**, with **145** members.

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"Sex work can be very isolating. NUMbrella Lane are an amazing organisation and help me feel safe and supported"

- NUMbrella Lane Member

"

We were kindly donated Festival passes from The Cuban Film Festival and avant-garde AV & music festival, Sonica. Regularly engaging with the arts builds up confidence. Members often express the desire to create their own mini film festival.

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"So so greatful for the events & outings with NUM.

Often things I don't have spare cash to treat myself too. The events always lift my spirits & remind me that i am part of a community everywhere & not just in the NUM offices. I often struggle to get out of the house on my own & knowing they'll be a group of welcoming Individuals excited to be around likeminded folks really helps to bring me out of my shell. I really don't know what I'd do [without] NUM as a whole but especially the events."

- NUMbrella Lane Member

"

We hosted Christmas events in Edinburgh and Glasgow. It was important to have an event in each city as some sex workers felt excluded last year. Attendees enjoyed the opportunity to meet other members and create friendships which is difficult due to the isolating nature of sex work. Members had lunch and went to a musical at Oran Mor in Glasgow, and in Edinburgh attended a late-night classical concerto at St Giles Cathedral.

We started a weekly Arts space at Numbrella Lane. NK utilised her arts background and ran clay workshops, bath bomb making, and lino printing. These workshops also functioned in a therapeutic manner, and members would frequently talk more about their issues, whilst finding it incredibly relaxing with its tactile nature.

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"The film screenings were incredibly exciting and enjoyable experiences. Sharing the cinema with the community, watching films that explore unique perspectives on feminist ideology, was truly engaging. I relished the moments of exclusive laughter during the sex work jokes in 'Poor Things.' The communal laughter and shared screams added a special touch to the overall experience. Your support enables us to continue fostering these moments of connection and enjoyment within our community"

- NUMbrella Lane Member

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We introduced our own foodbank, also stocking ethnic food and catering to those with special dietary requirements, after certification with GCC approval. Supplementing this is our weekly surplus collection of food from M&S, and occasionally flowers via Neighbourly.

In early 2024 we started working on outreach events and workshops (public/worker only) with Arika Local organising and the Sex Workers Union, in an effort to continue building community with regular events such as an event at the Glasgow School of Art <u>Freshers' week event with Arika and SWU</u>.

In December NUMbrella Lane had a stall at Edinburgh University, invited by the Southeast Asia Queer Students Society. They alerted us to queer Asian students turning to survival sex work after being disowned by their families and through lack of experience and peer support engaging in dangerous work practices. We will continue to engage with universities across Scotland to ensure students entering sex work are aware of material resources to prevent survival sex work, options and nonjudgemental support.

Regular consistent outreach continues with:

- Building connections with workers in Edinburgh in the strip clubs and massage parlours.
- Glasgow Street Pastors, who work with street-based workers
- Florence Street Severe and Enduring Mental Health team
- The Terrence Higgins Trust. We are aiming to start monthly testing at drop-in as it's been a frequent request from members
- Connecting with UK-wide Sex Worker spaces and organisers to share resources, support and learn from each other
- And advocacy for justice through partnerships and engagement.

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for the year ended 31st March 2024

Racial Justice for Sex Workers



The <u>Rights, Recognition, and Redress project</u> marks NUM's first steps in reclaiming narratives around sex work and race. Through research, conversations, and collaboration between racialised sex workers and anti-racist activists, the project aimed to:

- Establish the UK's first National BPOC (Black and People of Colour) sex worker working group to address the intersection of racism, violence, and lack of police protection.
- Develop an online tool to report experiences of racism, hate crime, and abuse by those in positions of power.
- Share research findings to promote policy change and raise awareness through a policy booklet and multimedia materials.

Key Achievements

- Working Group: We established a group of 16 racialised sex workers, whose insights shaped our research, advocacy materials, and digital tools.
- Reporting Professionals Form: Developed to help sex workers report mistreatment by professionals, including police officers and healthcare workers. This tool will be promoted in 2024. It helps caseworkers support sex workers in navigating complaints and justice processes.
- Policy Documents: We produced reports on racialised sex workers' experiences in five key public sectors: policing, healthcare, housing, education, and support services.
- The Source: A collection of writing and art from racialised sex workers was developed, showcasing their voices and experiences.
- Research Collaboration: NUM also contributed to a journal article '<u>The Effect of Systemic Racism</u>
 and Homophobia on Police Enforcement and Sexual and Emotional Violence Among Sex Workers in
 <u>East London</u>', co-authored with the London School of Hygiene and Tropical Medicine.

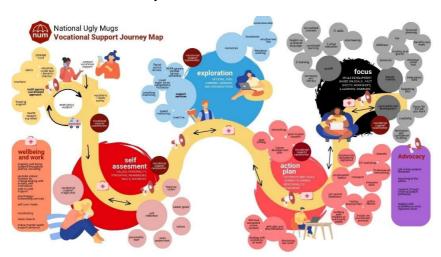
We believe the reporting tool and policy reports will prove to be valuable contributions to how we understand sex work and racism, and the team are working on developing future iterations of this project based on these resources - using the knowledge developed to develop shared community spaces and sustained advocacy work.

Vocational Support

Our Vocational Support team included a Vocational Services Coordinator, and two part-time Delivery and Development Assistants selected for their academic research expertise, lived experience in the sex industry, and PGCE (Postgraduate Certificate in Education) specialisms in lifelong learning and social inclusion. Together, they developed resources to support a comprehensive <u>Vocational Support Services</u> (VSS) map (below), and user journeys to address the unique needs of sex workers, incorporating access to mental health and wellbeing support and integration with the NUM casework team.

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Resource Development

Throughout 2023, the team designed a workshop series and supporting resources to help sex workers explore and achieve their career goals within and beyond the industry. Informed by NUM's Leaving the Game research, peer-led focus groups facilitated by the English Collective of Prostitutes, and input from community-led groups, these workshops cover goal setting, employability basics, interview skills, and CV writing. During a 5-week pilot in December 2023, workshops were delivered at varied times to maximise accessibility, drawing 35 confirmed attendees and receiving high praise for their small group sizes and tailored content. Feedback highlighted an increase in participants' confidence in transferable skills and career planning, with 100% reporting positive outcomes. These workshops, alongside peer support hangouts, coaching, and mentoring, will inform a national rollout in 2024, supported by over 100 individuals on the waiting list.

The development of resources will continue into 2024 with the following:

- Self-Directed Learning: To complement live workshops, we are developing a suite of self-directed learning resources, including training videos and documents, allowing participants to engage at their own pace while addressing feedback on workshop length.
- Competency Dictionary: A resource to help sex workers articulate their skills and experiences in terms relevant to mainstream employers, fostering confidence and effectiveness during career transitions.
- Vocational Hangouts: Peer-led events featuring guest speakers, providing opportunities for mentoring, knowledge-sharing, and community support.

Networks and Mapping

The VSS team has engaged 28 stakeholders through a Trust for London-funded mapping exercise, identifying resources and practitioners supporting trauma healing, career exploration, budgeting, and training. This exercise informed the creation of a digital heatmap to be launched later in 2024, cataloguing vocational support services in London and accessible offline, addressing gaps highlighted by the Leaving the Game study, where only 11% of sex workers had accessed vocational services. Partnerships with groups like ECP, SWARM, and Work Rights Centre, alongside collaborations with the Department for Work and Pensions (DWP), are laying the groundwork for national expansion.

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Vocational Support Case Work

Our dedicated part-time Vocational Support Case Worker provides tailored support for sex workers transitioning out of the industry. In 2023, we supported **36** individuals contemplating career change and to take breaks from sex work post-victimisation. With funding from Reaching Communities (TNLCF), the Case Worker is undertaking ISVA Certification, integrating trauma support with vocational planning to ensure seamless, holistic care. This approach reflects our commitment to supporting sex workers' long-term wellbeing and career goals, recognising that leaving sex work is a process, not a one-time event.

These combined efforts are fostering sustainable career transitions, providing critical resources, and expanding opportunities for sex workers nationwide.



Cost-of-Living Community Fund

This grant directly enabled us to increase our service provision by about 40%, supporting 451 sex workers who were suffering as a result of the present cost-of-living crisis and experiencing harm (including interpersonal violence and financial marginalisation) through individualised, quality casework, signposting and referrals, and emergency voucher support. We successfully extended NUM's casework hours to include evenings Tuesday-Friday as well as Saturdays, partnered with the English Collective of Prostitutes to extend our reach among street-based sex workers for emergency supplies, and developed a range of self-directed employability and finance tools through extending our Vocational Support Services team across the grant period. The expanding of our casework hours through this grant also meant we were able to better capture and disseminate reports of harm against sex workers by extending our casework admin hours. Through the grant period we processed 217 reports of violence or other harms against sex workers and disseminated 140,000 texts and email alerts warning of dangers.

The training and wellbeing investment has also proved particularly valuable, allowing us to extend our inhouse therapist's working hours for the undertaking of a NUM-wide mental health check in. All NUM staff have had in-depth, one-on-one sessions with our therapist to discuss their mental health, personal

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development and general wellbeing while navigating the intensities, traumas and other emotions that can accompany the delivery of NUM's work in understanding and preventing violence and marginalisation. We developed a short report based on this listening exercise, which will be fundamental to our work going forward. Our Organisational Development budget also allowed us to host our first in-person NUM Development Day in since early 2022, which will be another significant asset to NUM's strategy and delivery far past the end of the grant period.

Other Research and Development

NUM conducted or published research reports into barriers to accessing health service for adult industry workers as part of inclusion health communities; our leaving sex worker summary report; as well as our racial justice project summary linked below.

'Fighting for Fair Treatment: Sex workers share insights to inform inclusion health communities'
'No Viable Option: Career goals, motivations, and barriers faced in sex work & mainstream work'
'Rights, Recognition and Redress: Racial justice for sex workers' Canva slides found on the project page.

To read more about current and past projects visit our research page.

Systemic Advocacy, Strategic Partnerships & Community Education

Throughout 2024/2025, NUM has continued to advocate for the rights and needs of sex workers across political, academic, professional and public spheres:

- We collaborated with sex workers and worker-led groups to produce 4 issues of the Zine: Under the Red Umbrella
 - Issue 1 August 2023
 - Issue 2 November 2023
 - Issue 3 February 2024
 - Issue 4 June 2024



 We completed the first three <u>eLearning Courses</u> - an Introduction to NUM and 2 police courses - and materials for promotion.

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Our Vagina Museum sales collaboration continues. Below are examples of sex worker created designs
and messages on enamel pins that reference tart cards with labour rights slogans available for
purchase. Get yours today!







 December 17, 2023 was the 20th anniversary of the International Day to End Violence Against Sex Workers (IDEVASW). Our event was held the Crossbones Graveyard in London and the LGBTIQ+ Centre.



Other promotional activities during the year included but not limited to:

- Produced a video video summarising accomplishments in 2023.
- Our advocacy includes joining a call for a public inquiry into police Scotland by <u>Emma Caldwell's Family</u>
- Supporting Mycelial, a new play about sex worker activism by theatre group Open Clasp
- Responding to Home Affairs Committee Report on Human Trafficking, <u>read NUM's statement: "A shield</u> and sickle"

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Looking Ahead: Our Strategic Vision 2023-2027

We are on track for achieving some milestones set out in the Strategic Vision 2023-27 document.

Digital

- Promoting our new reporting mechanisms for nuisance clients and our reporting professionals form for reports of harm by professionals and those in positions of public trust.
- Exploring the development of more eLearning by, with and for sex workers, and the public sector through partnerships.
- Expanding the utility of NUM's reporting and alerting mechanism to include health warnings and other important alerts to prevent infection and disease.
- Exploring the ethics and logistics of AI assisted violence reporting, learning and education, alongside other opportunities to innovate.

Membership

- Continue to grow membership and become more useful and meaningful to adults in sex industries.
- Continue to learn from and act upon feedback from communities of sex workers.

Third Party Reporting

■ It remains a goal for the organisation to collaborate with support workers, health practitioners, and other stakeholders around the country to discuss how they can participate the 3rd party reporting of harm to sex workers for national dissemination, given the improvements to NUM's platform and joint aims of preventing and ending all forms of violence to sex workers.

Case Work and Statistics

- In addition to national victim and vocational support case work, NUM ISVA case workers will have physical presence in London, Manchester, and Scotland. As such, we aim to provide local and regional statistics to inform anti-violence policy development and services to sex workers, towards improvements in health, safety and rights.
- Continue to seek investment for our emergency funds to support those fleeing abuse, taking breaks from sex work, or leaving it entirely.
- Implement out-of-hours support services with delivery partners and continue online chat and other digital support.

Vocational Support

- Share the vocational support services heat map for London and other project outputs.
- After leading a successful research project and vocational support services, we are seeking investment
 for a national rollout of facilitated and self-directed services for those contemplating changes to their
 revenue streams and to reduce survival sex work.

Mental Health Support

- Expand and improve our Directory of Sex Worker-Friendly Therapists.
- Continue to provide paid therapy sessions for sex workers and digital drop-ins to explore therapeutic options.

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Community Development, Research and Advocacy

- Continue to work in collaboration with sex worker-led groups across the country, sharing resources and capital, participating in joint advocacy efforts, and working towards the liberation of sex workers everywhere.
- Where possible, participate with the international community in advocacy and fights for personhood, rights, digital and financial citizenship, and memorial events such as the IDEVASW.
- Find investment for continued operation of NUM core services, NUMbrella Lane, our Vocational Support Services and Racial Justice project.
- Seek opportunities to engage in knowledge translation among stakeholders in inclusion health and public safety communities, to promote respectful engagement with sex workers.
- Nurture and strengthen partnerships with sex worker-serving organisations, and those leading artsbased projects that contribute to shaping public sentiments towards ending stigma and discrimination.
- Continue to invest in sex worker artists as part of our partnership with the Vagina Museum.
- Continue to produce issues of the 'Under the Red Umbrella' zine to promote the art, prose and poetry
 of sex workers and sex worker-led organisations.
- Continue work on a University-Charity research partnership to evaluate NUM as a health and safety intervention.
- Support community-based research projects and participate in knowledge creation activities that sit within our mandate.

Internal

- Seek investment, diversify revenue streams, and grow the organisation responsibly, and ways that benefit our membership.
- Build capacity within NUM to deliver services and continue to hire those in and from sex industries.
- Finalise and publish the NUM Policy Handbook and maintain Charity Excellence Framework Quality Mark.
- Prioritise mental health and wellbeing within project delivery plans and as part of NUM operations and ethos.

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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 by existing trustees of the CIO at Annual General meetings and serve for a period of 3 years.

Trustee induction and training

All trustees will initially join the board for a 6-month induction period. At the end of this period, they will meet with the Chair and another board member to discuss their experience and decide whether they wish to continue as a trustee. During this meeting, the Chair will also provide feedback on the trustee's contributions throughout the induction. All trustees are required to review and sign a code of conduct and are fully supported by the existing board throughout their tenure.

Related parties and co-operation with other organisations

Our trustees do not receive any remuneration or benefits for their work with the charity. Any connections between a trustee or senior manager and a service provider must be fully disclosed to the board of trustees, in line with the standard procedure for any contractual relationships involving related parties. No related party transactions were reported during the current year.

Organisation

The board of trustees oversees the administration of the charity and typically meets quarterly throughout the year. As required by the constitution, a minimum of two ordinary meetings must be held annually. To manage the charity's daily operations, the trustees appoint a Chief Executive.

The charity actively furthers its purposes for the public benefit by successfully preventing crime, bringing perpetrators of serious offences to justice, and enhancing the safety of sex workers. The trustees confirm that they have adhered to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives, planning future activities, and setting policies for the year.

Investment powers and policy

The trustees, considering the charity's liquidity needs for ongoing operations, have maintained available funds in an interest-bearing deposit account.

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Financial Review

NUM reported an overall deficit of £67,570 in 2023-24 (compared to a deficit of £45,258 in 2022-23). This includes unrestricted deficit of £53,967 and a restricted surplus of £8,709, supported by the securing of several key grants.

Restricted funds carried forward totalled £64,580, primarily consisting of grants from the Joseph Rowntree Charitable Trust, the Robertson Trust, and Trust for London. Unrestricted funds carried forward amounted to £142,167. Full details of restricted fund movements and closing balances can be found in Note 19 of the Financial Statements

Reserves policy and going concern

As of 31st March 2024, the balance of unrestricted reserves was £142,167, with £139,600 classified as free reserves after accounting for funds tied up in tangible fixed assets.

The trustees aim to maintain free reserves in unrestricted funds at a level equivalent to approximately three months of unrestricted charitable expenditure. This target is intended to ensure sufficient funds are available to meet grant applications and cover support and governance costs. The trustees confirm that this target has been achieved.

The charity's primary source of core income is grant funding from Charitable Trusts and Foundations. Additional project-specific grants support and expand the charity's work, while income from donations contributes to the delivery of NUM services. The trustees consider it appropriate to prepare the accounts on a going concern basis. Consequently, the accounts do not include adjustments that would be required if these income streams were to cease.

We have had some challenges with fund development for core costs this year and sadly our Operations Manager left the organisation in November after dealing with some health issues over the past year. As a result, some core funding applications were not submitted and we have been working to secure this funding. For FYE 2024-25, we have raised 72% (£387,020) of the projected expenses for this financial year. We are optimistic in our financial outlook as all of the three main grants currently being sought by NUM to reduce our shortfall (£147,926) are requests for continued support by Trusts and Foundations that have funded us before. We ask that they join with 9 other trusts and foundations in investing in our work. We have also been working hard to diversify revenue through our partnerships with the Vagina Museum, Basis Yorkshire, POW Nottingham, National Voices, and contract with the UKHSA as we move into working alongside stakeholders in Inclusion Health.

So far, for 2025-26 we have managed to secure funding from TNLCF for our ISVA support partnership, the Joseph Rowntree Community Trust, NIHR, and City Bridge Trust, but we aim to have further statutory funding and increased revenue from donations, our eLearning platform, consultancy, and our trade revenue stream to address deficits. We expect awareness of NUM and donations to our cause to increase because of recent and planned media around December 17th the International Day to End Violence Against Sex Workers, our Memorial Map, and through the high profile of our new Ambassador Megan Barton-Hanson, who joins the organisation this week, after years of correspondences.

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This is an incredibly challenging time for specialist charities in the UK given the ongoing economic and cost-of-living crisis and the new Labour Government zero concessions for charities in employer national insurance contribution increases. More so for charities working on unpopular or hard to fund causes. We have recently reduced our employer pension to model a 5% employer and 3% employee contribution, formerly an 8% employer contribution providing an additional £3,000 in unrestricted funds for this fiscal which will be used to support NUM core operating costs.

Plan B

If the full cost of operating NUM's services is not met, our first step would be to appeal to funders and donors, then restructure the organisation to reduce the scope of our work and opening hours as well as cutting staff, programs, any liabilities and associated programs that are not essential, to match with the revenue we have. As we have two rented facilities in Manchester and Glasgow, we would look to reduce or let go of office space and acquire storage units.

The main objective of a restructure would be to maintain our reporting and alerting mechanism, retain case workers only the locations explicitly funded, continue our online chat, and provision of therapy packages and emergency food to sex workers while we rebuild. In the event of dissolution, we have enough in reserves to wind down the charity.

Risk Management

The trustees have carefully assessed the risks to which the charity is exposed and are satisfied that appropriate systems are in place to manage these risks effectively.

A risk register is maintained by staff and reviewed quarterly during trustee meetings. The charity trustees have identified three principal risks and uncertainties facing the organization. Below is a summary of these risks and the strategies in place to mitigate them:

Financial Sustainability

The financial environment for UK charities remains challenging due to well-documented factors. The trustees closely monitor the charity's financial position, including risks and potential impacts associated with funding fluctuations.

Internally, the charity maintains rigorous oversight of its finances, routinely reviewing management accounts and assessing service delivery options in light of various fundraising scenarios. As part of its strategic effort to diversify income streams, the charity has recruited an Operations Manager with a proven track record in securing trust and foundation grants and generating earned income. Working alongside the CEO and trustees, this new role focuses on coordinating and advancing fundraising efforts.

Staff Wellbeing and Service Delivery

The ongoing pressures facing the charity sector are considerable, and NUM's unique role in advocating for the rights and safety of sex workers amplifies these challenges. Mental and emotional stress, leading to staff "burnout," remains a significant concern.

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To address this, the charity actively monitors risks related to staff burnout and provides access to a network of therapists and mental health professionals at no cost to employees in need. Plans are in place to further develop staff resources, adding capacity to the team and reducing workload pressures to support long-term wellbeing and effective service delivery.

Reputational Risks

Operating in a sensitive and often controversial field, the trustees recognise the importance of safeguarding the charity's reputation and managing public perceptions. The management team is highly skilled and experienced in navigating the challenges of maintaining credibility and trust while providing vital support to beneficiaries.

To foster a balanced and informed understanding of its work, the charity continues to build relationships with policymakers, law enforcement, health organizations, charities, media outlets, and civil society groups. These efforts aim to expand awareness and appreciation of NUM's mission, even amid a generally hostile public narrative, while maintaining strong ties with diverse funding sources essential to sustaining its operations.

National Ugly Mugs Trustees' annual report for the year ended 31st March 2024

Acknowledgements

Above all, we thank the sex workers who have been at the heart of NUM's community. Your trust in us—whether by using our services, contributing to our research and consultations, or joining us in organising—means that together we change our world!

We extend our heartfelt gratitude to NUM's dedicated staff and volunteers for their unwavering efforts in the fight to end violence against sex workers. We also deeply appreciate the invaluable support from individual donors and the charitable funders who enable our work to continue.

The Tudor Trust	Joseph Rowntree Charitable Trust	NLCF England
The Robertson Trust	The Esmée Fairbairn Foundation	Trust for London
The John Ellerman Foundation	The Garfield Weston Foundation	NLCF Scotland
Manchester City Council	Glasgow Council for the Voluntary Sector	Digital Ventures
UK Government – Cost-of-Living Fund	Worshipful Company of Information Technologists	

Trustees' annual report

for the year ended 31st March 2024

Trustees Responsibilities in Relation to the Financial Statements

Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the period and of its financial position at the end of the period. In preparing financial statements giving a true and fair view, the trustees should follow best practice and:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice
 have been followed, subject to any material departures disclosed and explained in the financial
 statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Approved by the trustees on 12/12/2024 and signed on their behalf by:

Megan Prescott, Chair

Michael Edmonds, Treasurer

Independent examiner's report

to the members of

National Ugly Mugs

I report to the charity trustees on my examination of the accounts of the charity for the year ended 31st March 2024 which are set out on pages 36 to 56.

Responsibilities and basis of report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
- 2. the accounts do not accord with those records; or
- 3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Jennifer Daniel FCCA DChA

Slade & Cooper Limited, Chartered Certified Accountants Beehive Mill, Jersey Street, Ancoats Manchester, M4 6JG

Date: 19 December 2024

Statement of Financial Activities for the year ended 31 March 2024

	Note	Unrestricted funds £	Restricted funds £	Total funds 2024 £	Total funds 2023 £
Income from: Donations and legacies	3	230,058	-	230,058	243,734
Charitable activities	4	-	363,230	363,230	333,783
Other trading activities	5	24,433	-	24,433	43,698
Investments	6	156	-	156	242
Total income		254,647	363,230	617,877	621,457
Expenditure on: Raising funds	7	6,868	-	6,868	793
Charitable activities:	8	413,836	264,743	678,579	665,922
Total expenditure		420,704	264,743	685,447	666,715
Net income/(expenditure) before net gains/(losses) on investment		(166,057)	98,487	(67,570)	(45,258)
Net income/(expenditure) for the year	10	(166,057)	98,487	(67,570)	(45,258)
Transfer between funds		97,854	(97,854)	-	-
Net movement in funds for the ye	ear	(68,203)	633	(67,570)	(45,258)
Reconciliation of funds Total funds brought forward		210,370	63,947	274,317	319,575
Total funds carried forward		142,167	64,580	206,747	274,317

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

A full comparative SOFA is available on the last page of the financial statements.

Balance Sheet as at 31 March 2024

	Note	202	24	202	23
Fixed assets		£	£	£	£
Tangible assets	15		2,567		1,949
Total fixed assets			2,567		1,949
Current assets					
Debtors Cash at bank and in hand	16 17	5,755 230,247		11,562 286,270	
Cash at bank and in hand		230,247			
Total current assets		236,002		297,832	
Liabilities					
Creditors: amounts falling due in less than one year	18	(31,822)		(25,464)	
ade in less than one year	_	(01,022)		(20, 101)	
Net current assets			204,180		272,368
Net assets			206,747		274,317
Funds of the charity:					
Restricted income funds	19		64,580		63,947
Unrestricted income funds	20		142,167		210,370
Total charity funds			206,747		274,317

The notes on pages 39 to 56 form part of these accounts.

Approved by the trustees on 12/12/2024 and signed on their behalf by:

Megan Prescott, Chair

Michael Edmonds, Treasurer

Statement of Cash Flows for the year ending 31 March 2024

	Note	2024 £	2023 £
Cash provided by/(used in) operating activities	22	(53,244)	(31,317)
Cash flows from investing activities:			
Purchase of tangible fixed assets	_	(2,935)	(1,832)
Cash provided by/(used in) investing activities	_	(2,779)	(1,590)
Increase/(decrease) in cash and cash			
equivalents in the year		(56,023)	(32,907)
Cash and cash equivalents at the beginning of the year	_	286,270	319,177
Cash and cash equivalents at the end of the year	_	230,247	286,270

Notes to the accounts for the year ended 31 March 2024

1 Accounting policies

The principal accounting policies adopted, judgments and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

a Basis of preparation

The financial statements have been prepared in accordance with 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), second edition - October 2019 (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The accounts (financial statements) have been prepared to give a 'true and fair view' and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following 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), second edition - October 2019, rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

National Ugly Mugs meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b Preparation of the accounts on a going concern basis

The financial statements have been prepared on a going concern basis which assumes that the charitable company will continue in operational existence for the foreseeable future. At the year end the charity had net current assets of £204,180 and its unrestricted free reserves the amount required by the charity's reserves policy. The charity's forecast to 31 March 2025 currently shows a funding deficit of £147,926. The charity is currently carrying out a funding campaign from, but not limited to Trusts and Foundations that have special interest in the work of the charity.

In recognition of the current difficult funding climate for charities, the trustees are also making other contingent plans to restructure the organisation to reduce the scope of its work and opening hours in the event of reduced funding. Cashflow is being monitored closely and in a worst-case scenario of dissolution, the trustees are confident that the charity has enough reserves to wind down the charity solvently. It is therefore not considered necessary to restate the assets and liabilities of the charity at this point.

Notes to the accounts for the year ended 31 March 2024 (continued)

c Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is a treated as a contingent asset and disclosed if material.

Income received in advance of a provision of a specified service is deferred until the criteria for income recognition are met.

d Donated services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), general volunteer time is not recognised; refer to the trustees' annual report for more information about their contribution.

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

e Interest receivable

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.

Notes to the accounts for the year ended 31 March 2024 (continued)

f Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity.

Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose.

Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

g Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise the costs of commercial trading including fundraising, marketing and their associated support costs.
- Expenditure on charitable activities includes the costs of activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

h Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's programmes and activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities. The bases on which support costs have been allocated are set out in note 8.

i Operating leases

Operating leases are leases in which the title to the assets, and the risks and rewards of ownership, remain with the lessor. Rental charges are charged on a straight line basis over the term of the lease.

j Tangible fixed assets

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated over their estimated useful economic lives on a straight line basis as follows:

Computers & office equipment

33.33% on cost

Notes to the accounts for the year ended 31 March 2024 (continued)

k 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.

I Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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 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.

n Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Notes to the accounts for the year ended 31 March 2024 (continued)

2 Legal status of the charity

The charity is a charitable incorporated organisation, registered as a charity in England & Wales.

3 Income from donations and legacies

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
Donations General grants:	10,378	-	10,378
Esmee Fairbairn Foundation John Ellerman Foundation	66,180 49,500	-	66,180 49,500
University College London Hospitals NHS Foundation Trust	25,000	-	25,000
Tudor Trust	79,000	-	79,000
Total	230,058	-	230,058
Previous reporting period	Unrestricted £	Restricted £	Total 2023 £
Donations General grants:	13,140	-	13,140
Esmee Fairbairn Foundation	101,200	-	101,200
John Ellerman Foundation	49,500	-	49,500
JRCT Garfield Weston Foundation	9,494 30,000	-	9,494 30,000
Robertsons Trust	5,400	-	5,400
Tudor Trust	35,000	_	35,000
7445, 7745.	-	-	-
Total	243,734	-	243,734

Notes to the accounts for the year ended 31 March 2024 (continued)

4 Income from charitable activities

Current reporting period	Unrestricted £	Restricted £	Total 2024 £
Restricted grants: Esmee Fairbairn Foundation JRCT National Lottery Community Fund Cost of Living National Lottery Community Fund Reaching Communities National Lottery Community Fund Scotland Robertsons Trust Trust for London Worshipful Company of Information Technologists	- - - - - -	8,240 27,126 67,269 84,606 63,389 39,600 58,000 15,000	8,240 27,126 67,269 84,606 63,389 39,600 58,000 15,000
Total	-	363,230	363,230
Previous reporting period	Unrestricted £	Restricted £	Total 2023 £
Restricted grants: JRCT National Lottery Community Fund Digital National Lottery Community Fund Reaching Communities National Lottery Community Fund Scotland Robertsons Trust Trust for London Sundry income*	- - - - - (9,990)	75,950 69,913 42,480 59,430 36,000 60,000	75,950 69,913 42,480 59,430 36,000 60,000 (9,990)
Total	(9,990)	343,773	333,783

^{*} This is income double counted in previous years

Notes to the accounts for the year ended 31 March 2024 (continued)

5	Income from other trading activities			
	· ·	2024 £	2023 £	
	Consultancy and Public Speaking Corporate income E-learning Events Merchandise	600 21,750 1,250 400 433	5,937 36,996 - - 765	
		24,433	43,698	
	All income from other trading activities is unrestricted.			
6	Investment income Current reporting period	Unrestricted £	Restricted £	Total 2024 £
	Income from bank deposits	156		156
	Previous reporting period	Unrestricted £	Restricted £	Total 2023 £
	Income from bank deposits	242	-	242
7	Cost of raising funds	2024 £	2023 £	
	Fundraising fees Merchandise costs Advertising and marketing	396 5,065 1,407	519 339 (65)	
		6,868	793	

All expenditure on cost of raising funds is unrestricted.

Notes to the accounts for the year ended 31 March 2024 (continued)

8 Analysis of expenditure on charitable activities

Current reporting period	Total 2024 £
Bulk emailing and texting	23,144
Conferences	244
Depreciation	2,317
Emergency food provision	12,374
IT costs	6,978
Minor equipment	5,221
Post, printing & stationery	947
Project costs	29,483
Refreshments	3,744
Staff costs	458,460
Subscriptions	5,146
Sundries	892
Telephone	1,631
Training	65
Website costs	53,042
Governance costs (see note 9)	3,398
Support costs (see note 9)	71,493
	678,579
	2024
	£
Restricted expenditure	264,743
Unrestricted expenditure	413,836
	678,579

Notes to the accounts for the year ended 31 March 2024 (continued)

8 Analysis of expenditure on charitable activities (continued)

Previous reporting period	Total 2023 £
Staff costs	447,632
Training	1,582
Bulk emailing and texting	5,572
Conferences	1,848
Refreshments	1,792
Emergency food provision	1,446
Subscriptions	3,119
IT costs	11,145
Telephone	2,472
Website costs	58,444
Minor equipment	1,980
Post, printing & stationery	2,030
Depreciation	4,531
Sundries	1,716
Governance costs (see note 9)	3,314
Support costs (see note 9)	117,299
	665,922
	2023 £
Restricted expenditure Unrestricted expenditure	293,866 372,056
	665,922

Notes to the accounts for the year ended 31 March 2024 (continued)

9 Analysis of governance and support costs

Current reporting period	Basis of apportionment	Support	Governance	Total 2024
		£	£	£
Accountancy fees	type of expense	8,443	2,328	10,771
Bank charges	type of expense	285	2,320	285
Consultancy	type of expense	14,114	_	14,114
Staff costs	type of expense	4,776	_	4,776
Staff training	type of expense	3,354	_	3,354
Professional fees	type of expense	209	_	209
Rent	type of expense	24,338	_	24,338
Insurance	type of expense	1,889	_	1,889
Payroll bureau	type of expense	1,172	_	1,172
Staff travel	type of expense	7,778	_	7,778
Trustee travel	type of expense	7,770	1,070	1,070
Management and supervision	type of expense	5,135	1,070	5,135
Management and Supervision	type of expense	3,133		3,133
		74 400	2.222	74.004
		71,493	3,398	74,891
	Basis of			
Previous reporting period	apportionment	Support	Governance	Total 2023
Trevious reporting period	apportioninent	E Support	£	f E
		_	_	_
Accountancy fees	type of expense	5,825	3,314	9,139
Bank charges	type of expense	252	-	252
Repairs & maintenance	type of expense	45	-	45
Consultancy	type of expense	42,577	-	42,577
Staff costs	type of expense	14,587	-	14,587
Staff training	type of expense	4,662	-	4,662
Professional fees	type of expense	2,011	-	2,011
Rent	type of expense	26,196	-	26,196
Insurance	type of expense	1,641	-	1,641
Payroll bureau	type of expense	441	-	441
HR expenses	type of expense	1,643	-	1,643
Staff travel	type of expense	12,915	-	12,915
Trustee travel	type of expense	119	-	119
Management and supervision	type of expense	4,385	-	4,385
		117,299	3,314	120,613

Notes to the accounts for the year ended 31 March 2024 (continued)

10 Net income/(expenditure) for the year

11

This is stated after charging/(crediting):	2024 £	2023 £
Depreciation	2,317	4,531
Independent examiner's remuneration - accountancy fees Independent examiner's fees	2,800 1,080	1,940
Staff costs		
Staff costs during the year were as follows:	2024 £	2023 £
Wages and salaries Social security costs Pension costs	406,637 30,456 21,367	393,092 32,867 21,673
	458,460	447,632

No employee has employee benefits in excess of £60,000 (2023: Nil).

The average number of staff employed during the period was 17 (2023: 17).

The average full time equivalent number of staff employed during the period was 12 (2023: 13).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer. The key management personnel previously included the Chief Operating Officer, prior to departure on 30 June 2022. The total employee benefits of the key management personnel of the charity were £66,663 (2023: £82,673).

12 Trustee remuneration and expenses, and related party transactions

Neither the management committee nor any persons connected with them received any remuneration or reimbursed expenses during the year (2023: nil).

5 members of the management committee received travel and subsistence expenses during the year of £681 (2023: £119).

Aggregate donations with conditions from related parties were nil (2023: nil).

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity, including guarantees, during the year (2023: nil).

Notes to the accounts for the year ended 31 March 2024 (continued)

13 Government grants

The government grants recognised in the accounts were as follows:

	2024 £	2023 £
University College London Hospitals NHS Foundation Trust	25,000	-
	25,000	-

There were no unfulfilled conditions and contingencies attached to the grants.

14 Corporation tax

The charity is exempt from tax on income and gains falling within Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects. No tax charges have arisen in the charity.

15 Fixed assets: tangible assets

Cost	Office equipment £	Computer equipment £	Total £
At 1 April 2023 Additions Disposals	1,008 1,243 -	21,757 1,692 -	22,765 2,935 -
At 31 March 2024	2,251	23,449	25,700
Depreciation			
At 1 April 2023 Charge for the year Disposals	1,008 414 -	19,808 1,903 -	20,816 2,317 -
At 31 March 2024	1,422	21,711	23,133
Net book value			
At 31 March 2024	829	1,738	2,567
At 31 March 2023	-	1,949	1,949

Notes to the accounts for the year ended 31 March 2024 (continued)

16	Debtors		
		2024	2023
		£	£
	Grants receivable	250	6,213
	Other debtors (rent deposit, staff costs control)	2,053	2,982
	Prepayments and accrued income	3,452	2,367
		5,755	11,562
17	Cash at bank and in hand		
		2024 £	2023 £
		L	L
	Cash at bank and on hand	230,247	286,270
		230,247	286,270
18	Creditors: amounts falling due within one year	2024	2023
		£	2025 £
		L	L
	Other creditors and accruals	12,507	7,264
	Taxation and social security costs	19,315	18,200
		31,822	25,464

Notes to the accounts for the year ended 31 March 2024 (continued)

19 Analysis of movements in restricted funds

Current reporting period	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Restricted grants:					
Catalyst	123	-	-	(123)	-
Comic Relief	(13,204)	-	-	13,204	-
EFF	-	8,240	-	-	8,240
Glasgow Fund	8,428	-	-	(8,428)	-
J Butler Educational Trust	900	-	-	(900)	-
JRCT	32,166	27,126	(47,221)	(3,884)	8,187
London Community					
Foundation (MOPAC)	3,523	-	-	(3,523)	-
Manchester City Council	(3,824)	-	-	3,824	-
National Lottery Community					
Fund Covid	4,812	-	-	(4,812)	-
National Lottery Community					
Fund Digital	(616)	-	-	616	-
National Lottery Community				. >	
Fund Org Development	80	-	-	(80)	-
National Lottery Community					
Fund Reaching	(22.2(2)	04.404	(7/ 001)	(0,007)	(04 (54)
Communities	(23,362)	84,606	(76,901)	(8,997)	(24,654)
National Lottery Community				4	
Fund Scotland	3,341	63,389	(38,182)	(8,000)	20,548
National Lottery Cost of		(7.040	((0 (7)	((0.000)	
Living Robertsons Trust	-	67,269	(6,367)	(60,902)	- - 11-
	23,673	39,600	(51,289)	(6,869)	5,115
Trust for London	27,907	58,000	(44,783)	(5,040)	36,084
WCIT	-	15,000	-	(3,940)	11,060
	63,947	363,230	(264,743)	(97,854)	64,580

Notes to the accounts for the year ended 31 March 2024 (continued)

19 Analysis of movements in restricted funds (continued)

Previous reporting period	Balance at 1 April 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2023 £
Catalyst	123	-	-	-	123
Comic Relief	(13,204)	-	-	-	(13,204)
Glasgow Fund	8,475	-	(47)	-	8,428
J Butler Educational Trust	900	-	-	-	900
JRCT	12,390	75,950	(51,028)	(5,146)	32,166
London Community					
Foundation (MOPAC)	3,523	-	-	-	3,523
Manchester City Council	(3,824)	-	-	-	(3,824)
National Lottery Community Fund Covid	7,444	-	(2,633)	-	4,812
National Lottery Community Fund Digital National Lottery Community Fund Org Development	6,870 80	69,913	(67,149) -	(10,250)	(616) 80
National Lottery Community Fund Reaching Communities	-	42,480	(56,845)	(8,997)	(23,362)
National Lottery					
Community Fund Scotland	-	59,430	(48,089)	(8,000)	3,341
Robertsons Trust	32,460	36,000	(41,523)	(3,264)	23,673
Trust for London	-	60,000	(26,552)	(5,541)	27,907
	55,237	343,773	(293,866)	(41,198)	63,947

Name of restricted fund

Catalyst Comic Relief EFF Glasgow Fund

J Butler Educational Trust

JRCI

London Community Foundation (MOPAC)

Manchester City Council

National Lottery Community Fund Covid National Lottery Community Fund Digital National Lottery Community Fund Org

Development

National Lottery Community Fund

Reaching Communities

National Lottery Community Fund Scotland

National Lottery Cost of Living

Robertsons Trust Trust for London

WCIT

Description, nature and purposes of the fund

Universal credit project with CAST Restricted case work for women only

Expanding impact and opportunities in healthcare spaces

Restricted to Glasgow

Funding for brochures for Romanian sex workers in London

Racial justice

Covid in London

Government grant for ISVA case work to Manchester residents

National Covid emergency response project

Digital build funding

Org development contract for digital

Victim and Vocational support services - England only

Restricted to Scotland

Cost of living response project in financial year 2023-24

Restricted to Scotland, NUMbrella Lane

Vocational Support Services Development - London only

Digital build funding

Notes to the accounts for the year ended 31 March 2024 (continued)

20 Analysis of movement in unrestricted funds

Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	As at 31 March 2024 £
210,370	254,647	(420,704)	97,854	142,167
Balance				As at 31
•	lm a ama a	Europolituno	Transfora	March
		•		2023
£	Ľ	Ĺ	£	£
264,338	277,684	(372,850)	41,198	210,370
	at 1 April 2023 £ 210,370 Balance at 1 April 2022 £	at 1 April 2023	at 1 April 2023 Income Expenditure £ £ £ 210,370 254,647 (420,704) Balance at 1 April 2022 Income Expenditure £ £ £	at 1 April 2023 Income Expenditure Transfers £ £ £ £ 210,370 254,647 (420,704) 97,854 Balance at 1 April 2022 Income Expenditure Transfers £ £ £ £

Name of unrestricted fund

Description, nature and purposes of the fund

General fund The free reserves after allowing for all designated funds

Notes to the accounts for the year ended 31 March 2024 (continued)

21 Analysis of net assets between funds

Current Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Tangible fixed assets Fixed asset investments Other net current assets/(liabilities) Creditors of more than one year	2,567 - 139,600 -	- - - -	- - 64,580 -	2,567 - 204,180 -
Total	142,167		64,580	206,747
Previous Reporting Period	General fund £	Designated funds £	Restricted funds £	Total £
Previous Reporting Period Tangible fixed assets Other net current assets/(liabilities) Creditors of more than one year	fund	funds	funds	

22 Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) for the year Adjustments for:	(67,570)	(45,258)
Depreciation charge Dividends, interest and rents from investments Decrease/(increase) in debtors Increase/(decrease) in creditors	2,317 (156) 5,807 6,358	4,531 (242) 542 9,110
Net cash provided by/(used in) operating activities	(53,244)	(31,317)

Notes to the accounts for the year ended 31 March 2024 (continued)

23 Prior Year Statement of Financial Activities (including Income and Expenditure account)

	Note	Unrestricted funds £	Restricted funds £	Total funds 2023 £	Total funds 2022 £
Income from: Donations and legacies	3	243,734	-	243,734	252,101
Charitable activities	4	(9,990)	343,773	333,783	267,361
Other trading activities	5	43,698	-	43,698	35,591
Investments	6	242		242	
Total income		277,684	343,773	621,457	555,053
Expenditure on: Raising funds	7	793	-	793	7,773
Charitable activities:	8	372,056	293,866	665,922	557,137
Total expenditure		372,849	293,866	666,715	564,910
Net income/(expenditure) before net gains/(losses) on investments		(95,165)	49,907	(45,258)	(9,857)
Net income/(expenditure) for the year	10	(95,165)	49,907	(45,258)	(9,857)
Transfer between funds		41,198	(41,198)	-	-
Net movement in funds for the year		(53,967)	8,709	(45,258)	(9,857)
Reconciliation of funds Total funds brought forward		264,338	55,237	319,575	329,432
Total funds carried forward		210,371	63,946	274,317	319,575

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.