



Ruhama

Fighting Sexual Exploitation, Prostitution and Human Trafficking



**Annual Report
2022**

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“I would often sleep with numerous men a day, 7 days a week. I had to be available to have sex with every man that was brought to me, at any time. Sometimes, if I was in pain or feeling unwell, I would refuse to sleep with them; to which they would respond by assaulting me. I was raped many times”.

Samira’s Story – Page 12

Our Vision

Ruhama’s vision is a world free of sexual exploitation of women, where all women’s lives are valued.

Our Mission

Ruhama’s mission is to support and empower women impacted by prostitution and sex trafficking by providing safe, accessible, psychological, and practical assistance to co-create opportunities to enhance their lives. Ruhama raises public awareness and advocates to influence policy that will support and protect women.

Our Values

Dignity: We create a respectful, caring, and confidential environment where our staff, volunteers and service users are valued.

Integrity: We demonstrate integrity, accountability and transparency in our practices, organisational systems, and structures.

Collaboration: We work in partnership and collaborate to achieve our mission.

Diversity: We strive for inclusivity and gender-equality in an environment that respects difference.

Quality: We are committed to quality through evidence-based practice, innovation, and continuous improvement of our services.

Chair Foreword

Ruhama had a very successful year in both service delivery and the expansion of the organisation. As such Ruhama engaged with almost 500 individuals representing a 35% increase on 2021. Direct service provision expanded in Counselling & Trauma Therapy, Outreach, Casework teams and delivery of Training.

In line with strategic priorities identified in 2022, Ruhama:

- Hosted an international conference in partnership with the Sexual Exploitation Research Programme, UCD, reaching a diverse audience and national broadcasting
- Increased training on prostitution and sex trafficking by 50%, enabling frontline professionals to identify and signpost potential victims of sexual exploitation
- Opened a new office base in Limerick which has enabled more support services in the Mid West of the country

Ruhama continues to respond to the needs of those impacted by prostitution and human trafficking. The sex trade continues to perpetuate threat and danger to individuals experiencing vulnerabilities such as poverty, coercion, immigration and addiction.

I would like to express my thanks to all staff and volunteers for their exceptional dedication in providing services to some of the most marginalised women in society. I would also like to express my thanks to the Board of Trustees and all those who supported Ruhama including funders, donors and strategic partners.

In looking to the future Ruhama will continue to exist for those on the margins experiencing profound trauma and diverse complexities. I look forward to working with the organisation as we continue to progress on our vision and mission in line with the third National Strategy on Domestic, Sexual and Gender-Based Violence and the Human Trafficking Action Plan.

Ian Carter

Chairperson



CEO Foreword

2022 saw the gradual demise of the global COVID-19 pandemic and the world beginning to emerge towards relative normality. However, it should be noted some Ruhama service users have highlighted how the pandemic was very similar to their everyday lives i.e. isolated and shut off from the rest of the world on a daily basis.

2022 was an important year for Ruhama as the organisation developed and expanded but it was also a critical year for the sector with the launch of the third National Strategy on Domestic, Sexual and Gender Based Violence. For the first time the state formally recognised prostitution as a form of gender-based violence.

It was an exciting time to move forward and expand the service in response to the needs of service users. Ruhama engaged with 497 individuals (224 new) an increase of 35% from the previous year. 147 were victims of human trafficking (45 new) for the purpose of sexual exploitation, an increase of 68% on 2021.

Of the 497 individuals who engaged with the service, 297 individuals engaged with the casework team. We expanded our team with new Assertive Outreach Caseworkers to provide outreach and inreach in addiction, homeless, Direct Provision services and Ukraine reception centres. The aim is to reach an incredibly vulnerable and hidden cohort of women who are at risk or are experiencing sexual exploitation, with a particular focus on reaching Ukrainian refugees. In late 2022, we set up a Casework service in Limerick, our second hub based outside Dublin.

We had a dramatic increase in engagement with our Bridge to Work programme which saw a 120% increase, including service users accessing job coaching, work placements and full-time employment. Our Counselling and Trauma Therapy team also expanded and saw a 15% increase in engagements, and we delivered 50% more training to frontline services on human trafficking for sexual exploitation and the impact of prostitution on individuals. Ruhama continued working on both national and international levels to influence policy and legislation to protect and support women impacted by sexual exploitation.

Research is underway on exiting pathways with Ruhama service users in partnership with the Sexual Exploitation Research Programme (SERP). We rolled out innovative new initiatives, our new Peer Support Mentoring Programme and Seeking Safety Ireland (aimed at women with a dual diagnosis experiencing domestic, sexual and gender-based violence).

We hosted an international conference 'Breaking the Silence' in partnership with SERP. The conference was a strategic goal to break the silence surrounding the harms of the sex trade in Ireland and globally and expose the realities of sexual exploitation. This audience reach and media coverage was critical in raising awareness and driving this important conversation. Sexual violence is very hidden and seldom spoken about, we need to continue to discuss this dark topic to stop the stigma and shame and shine a light on the reality of prostitution, human trafficking and commercial sexual exploitation.

We were honoured to be one of the chosen charities for the Lord Mayor's Ball in April 2022 which successfully raised significant funding to support the work of Ruhama and two other charities.



We have much more to achieve and look forward to in 2023 with the development of our Limerick service, the completion of the exiting pathways research with SERP, further expansion of the services and training, and progress in legislation protecting victims of sexual exploitation. We are also excited to drive more survivor voice opportunities for our service users, develop our Peer Support Programme, develop Seeking Safety Ireland and drive a more ambitious awareness raising campaign with national partners. We will continue to advocate for the urgent implementation of a gender specific accommodation unit for female victims of human trafficking.

Ruhama would not exist without our dedicated and committed staff and volunteers who go above and beyond for the organisation. I would like to express my sincere gratitude to all the staff, volunteers, Board Trustees, funders, partners, and supporters who contribute directly and indirectly to the important and valuable work of Ruhama. It is crucial that the government listens to the sectors call for fairness and equity of our workforce and recognises the work of Section 39 staff by funding the community & voluntary sector in line with the public sector.

Finally, I wish to acknowledge our service users who teach us daily about gender inequality, sexual exploitation, extreme violence and trauma but they also educate us about resilience, gratitude and humanity, thank you.

Barbara Condon

Chief Executive Officer

2022 Highlights

International Women's Day 2022

Ruhama celebrated International Women's Day in March 2022 with a fun filled event. Our service users enjoyed a day of drumming, dancing, art workshops and yoga.



Lord Mayors Ball

Ruhama was chosen as one of the charities for the Lord Mayor's ball in April, which raised funding to support Ruhama's work.



HeForShe Garden Party

Ruhama was invited to join President Higgins at the HeForShe Garden Party at Áras an Uachtaráin in June, celebrating the work of organisations for gender equality.

Strategy Launch

Former Taoiseach and current Tanaiste Micheál Martin and Ruhama CEO Barbara Condon at the launch of the Third National Strategy on Domestic, Sexual and Gender-Based Violence DSGBV Strategy, published by The Department of Justice in June 2022.



Launch of Annual Report & New Premises

Minister for Justice Helen McEntee launched Ruhama's Annual Report 2021 and the opening of Ruhama's new premises in Castle St, Dublin 2 in May. Two service users spoke at the launch about their lived experience.



Peer Support Programme

Work continued on the development and implementation of our new and bespoke Peer Mentoring programme in Ruhama. 13 service users (current and past) participated in the co-development process of the peer support training with 10 service users successfully completing the programme and participating in the celebratory graduation event.





Hell & Back Fundraiser

Team Ruhama completed the Hell & Back challenge in June 2022 raising funds for Ruhama service users.



American Embassy Talk on Trafficking

CEO Barbara Condon spoke on Human Trafficking at a round table discussion in the American Embassy in June 2022.



Ruhama in Limerick & the Mid-West Region

Ruhama opened a new office base in Limerick in November 2022 in response to demand for our services.

Seeking Safety Ireland

Ruhama participated in the pilot roll out of Seeking Safety in Ireland. Commencing in October 2022, the Programme is committed to developing and implementing a cross-sectoral Irish adaptation of the US Seeking Safety model, which aims to support women who experience both mental health and substance use issues, with a particular focus on those experiencing domestic, sexual, and gender-based violence.



Ruhama Breaking the Silence Conference

In December, Ruhama and UCD's Sexual Exploitation Research Programme (SERP) hosted an international conference entitled: 'Breaking the Silence: Examining the hidden sexual violence and sexual exploitation of women in the Irish and Global Sex trade.'

2022 Human Impact

497

Individuals

46

Nationalities

35%

increase in
individuals

224

New Referrals

138

individuals at
Risk of Sexual
Exploitation

147

Victims of
Trafficking (45
New Referrals)

212

Individuals
impacted by
Prostitution

Casework

297

Individuals

Counselling
& Trauma
Therapy

79

Individuals

Education &
Development

205

Individuals

Bridge to Work

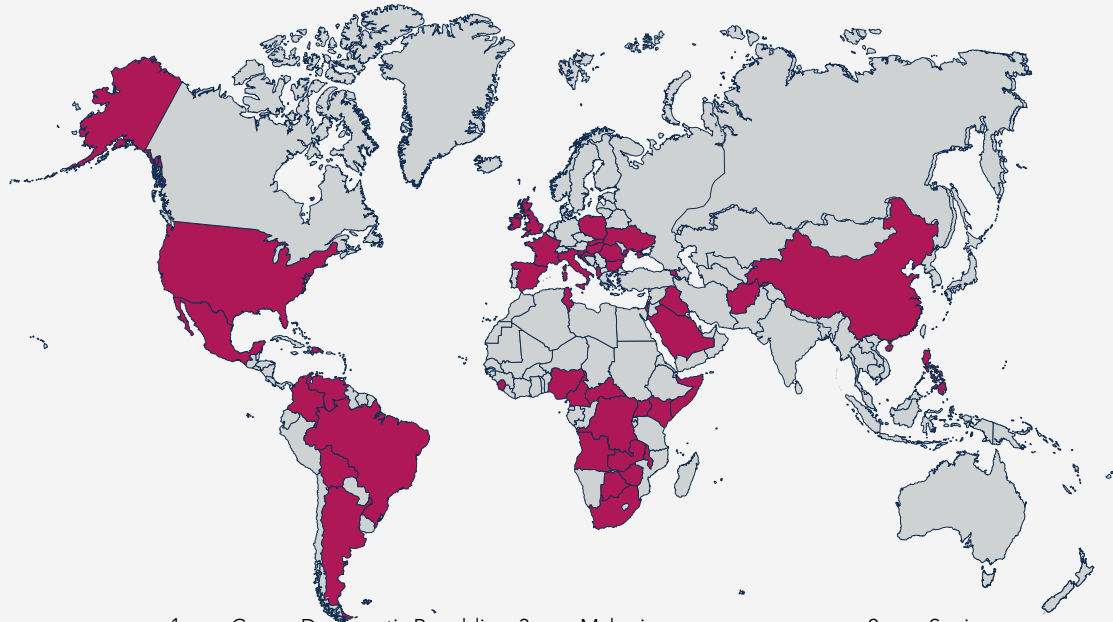
102

Individuals

910

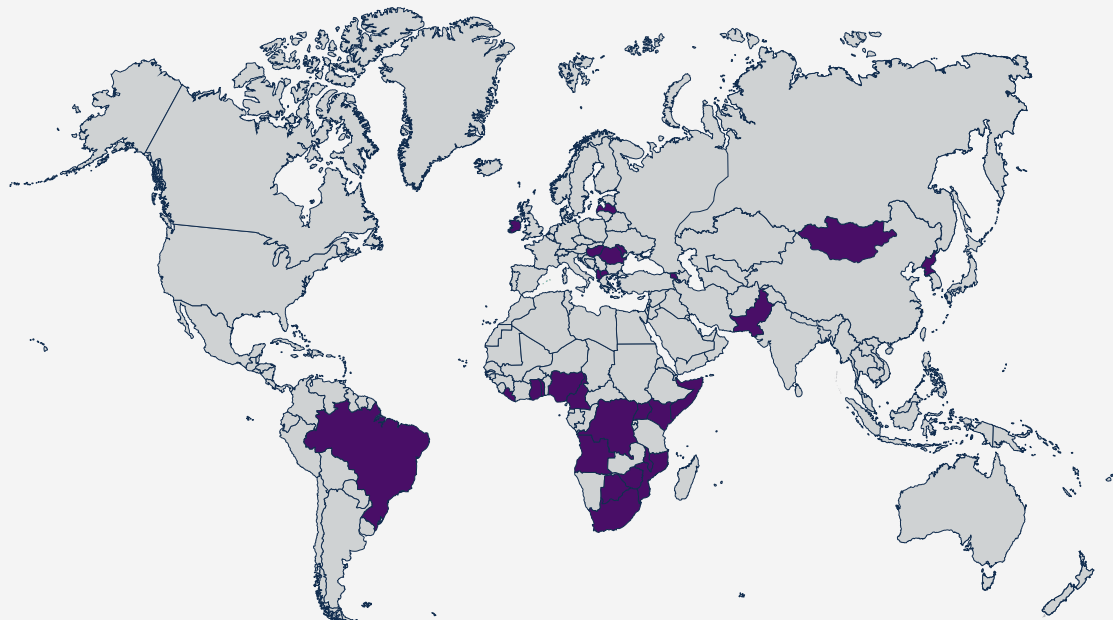
Participants
trained about
Sex Trafficking &
Prostitution

Individuals Impacted by Prostitution Engaged with Ruhama



| | | | | | | | |
|--------------------------|----|---------------------------|----|----------------------------|----|--------------------------|----|
| Afghanistan | 1 | Congo Democratic Republic | 3 | Malawi | 2 | Spain | 6 |
| Albania | 1 | Croatia | 1 | Mauritius | 1 | Tunisia | 1 |
| Angola | 3 | Dominican Republic | 2 | Mexico | 1 | Uganda | 5 |
| Argentina | 1 | France | 1 | Nigeria | 12 | UK/NI | 4 |
| Bolivia | 2 | Georgia | 2 | Philippines | 1 | Ukraine | 1 |
| Botswana | 9 | Hong Kong | 1 | Poland | 3 | United States of America | 1 |
| Brazil | 15 | Hungary | 1 | Romania | 18 | Venezuela | 4 |
| Cameroon | 1 | Iraq | 1 | Saudi Arabia | 1 | Zambia | 2 |
| Central African Republic | 1 | Ireland | 45 | Sierra Leone | 5 | Zimbabwe | 28 |
| China | 2 | Israel | 1 | Slovakia | 1 | | |
| Colombia | 1 | Italy | 1 | Somalia | 6 | | |
| | | Kenya | 6 | South Africa (Republic of) | 7 | | |

Victims of Human Trafficking Engaged with Ruhama



| | | | | | | | |
|----------------------------|---|---------------|---|------------|----|--------------|----|
| Albania | 4 | Georgia | 1 | Latvia | 1 | Pakistan | 1 |
| Angola | 2 | Ghana | 6 | Liberia | 1 | Romania | 6 |
| Botswana | 1 | Hungary | 1 | Malawi | 3 | Somalia | 2 |
| Brazil | 3 | Ireland | 4 | Moldova | 1 | South Africa | 12 |
| Cameroon | 2 | Kenya | 3 | Mongolia | 1 | Togo | 1 |
| Congo, Democratic Republic | 4 | Korea (North) | 1 | Mozambique | 1 | Zimbabwe | 20 |
| Gambia | 1 | Kosovo | 1 | Nigeria | 63 | | |

Samira's Story

I am Samira*. I was born in Cameroon, where I led a simple and happy life. As a child, I was very close to my mother, and lived with both of my parents and a younger brother. When I was 15 years old, I was raped by a gang of boys while on my way home from school. Though traumatised by the assault, I managed to finish high school with good results. I would have loved to pursue further studies after school, but my parents did not have the means to support this dream. Luckily, I got a job as a care assistant in a local hospital. Working full-time allowed me to assist my parents and brother financially, as we were a relatively poor household.

One day, while working at the hospital, I met a middle-aged lady called Ms. Moussa. She came in as a patient, and was very nice to me. We had a chat about my future aspirations, and Ms. Moussa told me I should travel the world, as it would broaden my horizons and help me earn money. She promised to help me get a job as a care assistant in the UK, which I was very excited about; I was hoping to earn a better wage so I could further support my parents. I wanted them to have a more comfortable life. Ms. Moussa assured me that I would be able to transfer money from the UK to my family back home. This really mattered to me – it was a dream of mine to support my relatives.

Ms. Moussa took a few months to organise all the documents for the upcoming trip. She took my passport and said that she would apply for a relevant visa for the UK, and look after my applications for a future job. Ms. Moussa also promised to organise the plane tickets. She told I me could pay her back once I started working, as I did not have the money to pay for the visa and flights upfront.

One day in September, Ms. Moussa visited the hospital I was working in. She returned my passport and told me that my trip was sorted. We were going to leave Cameroon on the 5th of October. When that day came, we flew from Cameroon to Kenya, and then to London Heathrow. The trip took a whole day, so I was exhausted. Whilst Ms. Moussa and I were on the plane, everything seemed normal. We were on the same flight, but did not sit beside each other. I was so excited about this opportunity and the future to come.

Once we landed at Heathrow, a man in greeted Ms. Moussa and I. We got into his car, and drove for hours. While in the car, Ms. Moussa took my passport and phone, telling me she will keep it safe. She also gave me her own phone so I could call my family. I told my mother that I was safe and happy to be in the UK. We drove for another while. Eventually, I was brought to a large house in a residential area. Ms. Moussa showed me where my room was, and I met a few other women in the house.

Once I entered my new room, Ms. Moussa locked the door behind us, and told me I owed her 50 thousand euros for the travels and accommodation. She informed me that the only way I could get the money back was by selling sex. I felt upset

and disgusted, as I was promised something completely different. I started sobbing, and Ms. Moussa told me that if I did not submit to her, something bad may happen to my family. I was scared, and Ms. Moussa just left me crying. Hours later, she entered my room with a man, and left me with him. He approached me for sex and I submitted, as I knew that my family back home would never be able to help me with the debt I now had. I felt like having sex and being docile was the only way to pay the money back to Ms. Moussa. I felt scared.

When this all happened, I was 38. I ended up selling sex for 3 years; as I was earning money, I started owing Ms. Moussa even more euros for the accommodation, condoms, lube, make up, and all the tiny dresses she was getting me to wear in front of the men she called 'clients'. I would often sleep with numerous men a day, 7 days a week. I had to be available to have sex with every man that was brought to me, at any time. Sometimes, if I was in pain or feeling unwell, I would refuse to sleep with them; to which they would respond by assaulting me. I was raped many times. If I failed to submit, Ms. Moussa would also beat me and threatened to harm my relatives, reminding me that she knew where they lived. Over the 3 years, I always stayed in my room. I knew there were more women in that house, going through the same thing. I also knew that the house had people guarding us 24/7. I felt completely trapped.

My time in prostitution was very negative. My health has deteriorated over the years, as I was constantly made to drink and take various medication. My state of mind was often unclear. Sometimes, Ms. Moussa would insert medication directly into my privates to stop me from getting pregnant, which made me feel very uncomfortable and upset.

Over the years, I never saw the money I've earned. Every penny went directly to Ms. Moussa to cover the ever-growing debt. To this day, I still owe her money. This whole time, I was unable to speak to my family, as I never got my phone back.

One day, a man who I thought was Ms. Moussa's boyfriend, asked me if I wanted to leave. I told him that I did. He said he would help me escape, as he had keys to the house. That night, after we had been drinking with men who had come by earlier, Ms. Moussa fell asleep. The man told me that he could unlock the back door for me.

I quietly went downstairs and tried to open the door, but it was locked. I went to the front door, but that was also locked. I went to the back door again, and it had been unlocked. I left the house and went to the gate, which had also been unlocked. When I went out on to the street, I saw the man waving from a car. I went over to him and asked where I was. He stated that I needed to leave and not come back. I said I wanted to go back home to Cameroon. He told me that I could not go home as Ms. Moussa had people there who would look for me. He told me I had to go somewhere new. He took me to the airport, told me to get on a flight to Ireland, and gave me a ticket. He told me what I had to do to get through. I told him that I did not have any money, so he gave me £120. I arrived in Ireland, and told the airport staff what happened to me. They brought me to the IPO. From there, without any documents or money, I was taken to the International Protection Accommodation Services.

Since I escaped, a few men went to my home in Cameroon and threatened my mother. The men claimed that I owed Ms. Moussa a lot of money. My mum had to escape from the house and they trashed the house. My mother and father had to move to my grandma's village for safety. Since then, my family have not been able to return home. A little while ago, my brother went home to see if it was safe, and he was attacked by one of the men who works for Ms. Moussa, as he wanted to know where I was.

I contacted Ruhama after seeing one of their posters in a bathroom at a Direct Provision centre I was living in. My caseworker has been so helpful over the last while, assisting me in seeking medical help, finding a GP, and along all of the sexual health screenings I had to go through. She also helped me with reporting trafficking to the Gardaí. Other people at Ruhama also helped me through counselling, employment support, and education consultations.

Where I am now, I feel safe. Even though I often have nightmares and fear for my family and their wellbeing, I try to focus on the positive. I have a part-time job and am enrolled in a Level 4 course. I made some friends through a local running group. In the future, I am hoping to fully rebuild my life so that I could help those in need.

*This is a case study based on a lived experience of a Ruhama service user. In order to protect their identity, all names and locations in this story are changed.



Casework

In 2022, 297 individuals engaged with Ruhama's assertive outreach casework team, based in Dublin, the Midlands and Limerick.

Ruhama offers support to women using a case management model and a trauma informed approach. Casework includes one-to-one emotional support, practical assistance (material needs) advocacy, accompaniment, and referral depending on individual care plans. Care plans are based on each woman's own self-identified priorities. Exploring the resulting psychological and physical harm of prostitution is a key component of this support. Another important element is support navigating the justice system. Casework also involves provision of interpretation services, support through the legal and immigration processes, assistance accessing sexual health and general health services.

Throughout 2022, the Ruhama casework team conducted 1,248 meetings with individuals across a variety of areas. The Ruhama casework team worked with service users to co-create goals around physical, mental & sexual health, addiction, family, relationships, self-care, legal, selling sex, human trafficking, finances and accommodation.

"Once I got trapped in prostitution, I felt powerless to escape. The pimp had control over everything in my life: from my passport to necessities, like toilet paper..."

(Ruhama Service User)

Ruhama in the Midlands

Ruhama has a base in the Midlands in partnership with Merchants Quay Ireland and the HSE. Our Midland's Office caseworker engaged with 58 service users in 2022. Her work spans across providing varied support to individuals who were self-referrals, as well as those referred by the local Gardai, Direct Provision centres, and colleagues within mental health and addiction services. Following the establishment of an on-going Direct Provision Women's support group, pathways into social integration, employment, and healing were established. Additionally, our Midland's Office hosted advocacy and training sessions on sex trafficking to the Gardai and other front-line professionals in rural areas.

Ruhama in Limerick & the Mid-West Region

Our Limerick office officially opened in November 2022. We were delighted to collaborate with Coolmine Therapeutic Community who agreed to host a Ruhama Outreach Caseworker in their Day Service Office. Several different organisations in the Mid-West region linked with Ruhama in the two-month period, and learned about our services and what we can offer to individuals impacted by prostitution and/or human trafficking for the purpose of sexual exploitation. Consequently, crucial, and ongoing connections with local agencies were established, and various networking opportunities were developed. The demand in 2023 has increased significantly for this service across the Mid West region.



Casework Outcomes

- **100%** of service users self-report an improvement in their mental wellbeing
- **89%** of service users self-report an improvement in their alcohol and drug use
- **100%** of service users reported an improvement in their quality of life
- **86%** of service users self-report an increase in taking control of their sexual health
- **94%** of service users self-report an improvement in their awareness of their rights and entitlements
- **94%** of service users self-report feeling supported throughout the asylum process.



Outreach

Throughout the course of 2022, outreach in Ruhama saw a great deal of growth and expansion. Outreach is provided across the country by a team of Assertive Outreach Caseworkers. Two caseworkers were involved in providing street outreach via the outreach van however this service ceased operation in early 2022, and efforts were concentrated on in-reaching hard to reach women.

Our outreach work is focused on those vulnerable cohorts who are hidden, including migrants living in Direct Provision, women fleeing Ukraine, those living in homeless accommodations and those accessing drugs services. These are often a cohort who have diverse and complex needs but remain hidden in society and are unlikely to access Ruhama's services. The Assertive Outreach Caseworkers meet individuals where they are at, carry out harm reduction and provide information, support, and onward referrals to Ruhama or other services.

The increase in the number of in-reach clinics and interagency work carried out throughout 2022 has allowed for increased collaboration, relationship building and the development of new referral pathways expanding the reach of Ruhama's services and raising awareness of the supports that are available among populations that may not be aware of our services.

Outreach Outcomes

- Women in street prostitution were provided with harm reduction services and informed about Ruhama's service
- Development of outreach and In-reach services with addiction and homeless agencies, reception and direct provision centres
- Increased awareness of Ruhama service amongst reception centres, drugs and homeless services
- Sexual health packs distributed
- Development of referral pathways between services

Trauma Therapy

In 2022, Ruhama's Trauma Therapy team engaged with 79 service users who availed of 674 hours of one-to-one therapy sessions, both in-person and online. Over the year, several wellbeing groups were hosted, including CAPACITAR, SHINE, STEPS, WRAP, a CBT programme, and a pilot group therapy, resulting in a full roll out of this service in 2023. Overall, 98% of our service users reported an improvement in the mental wellbeing since engaging in the trauma therapy service.

At Ruhama, we believe that survivors of sexual exploitation can rebuild their sense of self-worth when they learn to process and integrate their trauma. Through trauma therapy, survivors can learn how to cope when they are triggered, learn healthy boundaries and face life with a greater sense of optimism and confidence. Survivors can let go of the debilitating fear of sexual violence and exploitation and come back to their true selves, seeing their potential in a world filled with opportunities and real choice.

Trauma therapy is crucial in supporting a person along their healing journey where they can have time and space to heal and recover at their own pace.

As with all forms of gender-based violence, the effects of being involved in the sex trade can be traumatic and long-lasting. During the year, Ruhama service users who have engaged with our trauma therapy service have presented with varied and complex symptoms, including depression, eating disorders, hyper vigilance, anxiety, relationship difficulties due to trust issues, insomnia, intrusive thoughts and memories, panic attacks and PTSD. Many also present with deep struggles around their confidence, identity and self-worth. In 2022, survivors reported a 41% decrease in these negative symptoms including a reduction in suicidal ideation (CORE-OM evaluation tool).

The survivors of prostitution and sex trafficking that we meet in Ruhama tell us that while they were involved in the sex industry they spent time wanting to exit or escape. They often planned their escape route to the last detail and dreamed of a life where they could be free. Later, when they are free, they realise that this was just the beginning of their journey. Using a trauma informed approach, we can see that recovery can take months and sometimes years, and just because someone is out of the physical captivity, does not mean they have escaped the emotional captivity. Our therapy programme can become a lifeline for someone experiencing post traumatic stress as we encourage, contain and support them to begin their healing journey and bravely face their new world of recovery.



“Having been on the streets for 16 years, selling sex, experiencing molestation at a young age, being regularly raped and even gang-raped at the age of 9, I was a living shadow of myself”.

(Ruhama Service User)

Counselling Outcomes

- There was a **41%** decrease in anxiety, depression and reported suicide ideation
- **98%** report an improvement in their mental health since engaging in the counselling service
- Encouraged dialogue, discussion and connection

Education & Development

Our Education & Development service facilitates service users' unique learning and development pathways. We believe in the transformative power of education, both at personal and societal levels. We invite service users to embrace this exciting journey. We work with them, supporting them from where they are to where they would like to be in terms of education / learning, personal and professional development. We offer a range of opportunities to help participants set and achieve their learning goals. We deliver a quality, trauma-informed adult education service, in terms of ethos, content and methodologies.

Looking back at 2022, over 200 service users prioritised education: they set goals, discovered interests and strengths, fortified skills, explored options, progressed to accredited education, achieved success. They faced and overcame many inner and outer obstacles, moved forward and inspired others to do likewise.

Many service users worked to enhance their language and ICT skills, essential skills for participation in our society today. Many made use of educational opportunities

“I didn't know I could go on with education. I know now that I'm not too old, not too stupid. It's not too late. I'm a bit proud- not embarrassed or ashamed - to say I'm at school, I'm learning”.

(Ruhama Service User)

previously denied them. They accessed individual classes in Ruhama and were supported to access services both online and in local communities around the country. They overcame their fears, coped with frustrations, and began to feel confident and excited about learning.

Over 60% of participants engaged in accredited courses. In further education (especially QQI Levels 5 and 6), popular choices were Nursing, Healthcare and Social Care. Other options included Supervisory Management, Sciences, Administration, Community Development, Business, HR, Customer Service, Beauty, Fashion, Special Needs Assisting, Childcare, Project Management, and ICT. Some service users opted for University Access courses and programmes such as UCD Open Learning.

Others participated in higher education, both at Bachelor and Master Levels. Subject areas included Nursing, Social Care, Sociology and Social Policy, Computing, Digital Marketing, Accounting, Business, Biomedical Science, Communications, Dispute Resolution, Humanities, Psychology, Visual Merchandising & Display. Some were awarded scholarships; others had access to government grants; but most had to work often full time and at nights and weekends to make ends meet. All showed incredible focus and determination to succeed.

All service users, whatever their education level, shared the joy and challenge of technology: the task of upskilling in ICT - from learning how to turn on a laptop, use Zoom, set up email, to navigating Virtual Learning Platforms, coding and web designing, tapping into the possibilities of Artificial Intelligence. Access to technology continues to be a priority, given its importance for participation in society however, almost all service users came to us with no access to a PC or laptop.

The obstacles participants face as they engage in the Irish education system are well-documented: along with the ever-increasing digital divide, are the limited range of part-time courses in the public system, inadequate grants and/or scholarships for mature students with no family supports, unstable housing / homelessness, lack of accessible, affordable childcare and poor transport networks. The fact that obstacles are well documented does not make them any less dreadful. Rather they are evidence of deep structural inequalities in our system.

In 2022, participants availed of opportunities in the education service when and as they wished: they worked on their individual plans, got information, guidance, and advice, worked on skills, got financial support with devices, fees, and course materials. Importantly, they experienced hope, savoured success, and contributed to building a community of adult learners who inspire and motivate each other.

Moving into 2023, the work continues. There is much for us all to do...

“Back home, I couldn’t go far with school – even though I wanted to. It just wasn’t possible in the circumstances I came from. Where I find myself now, I’m excited to use all education opportunities that come my way. It’s a new world opening for me. And I want to be there: so, I can become the person I know I am capable of being”.

(Ruhama Service User)

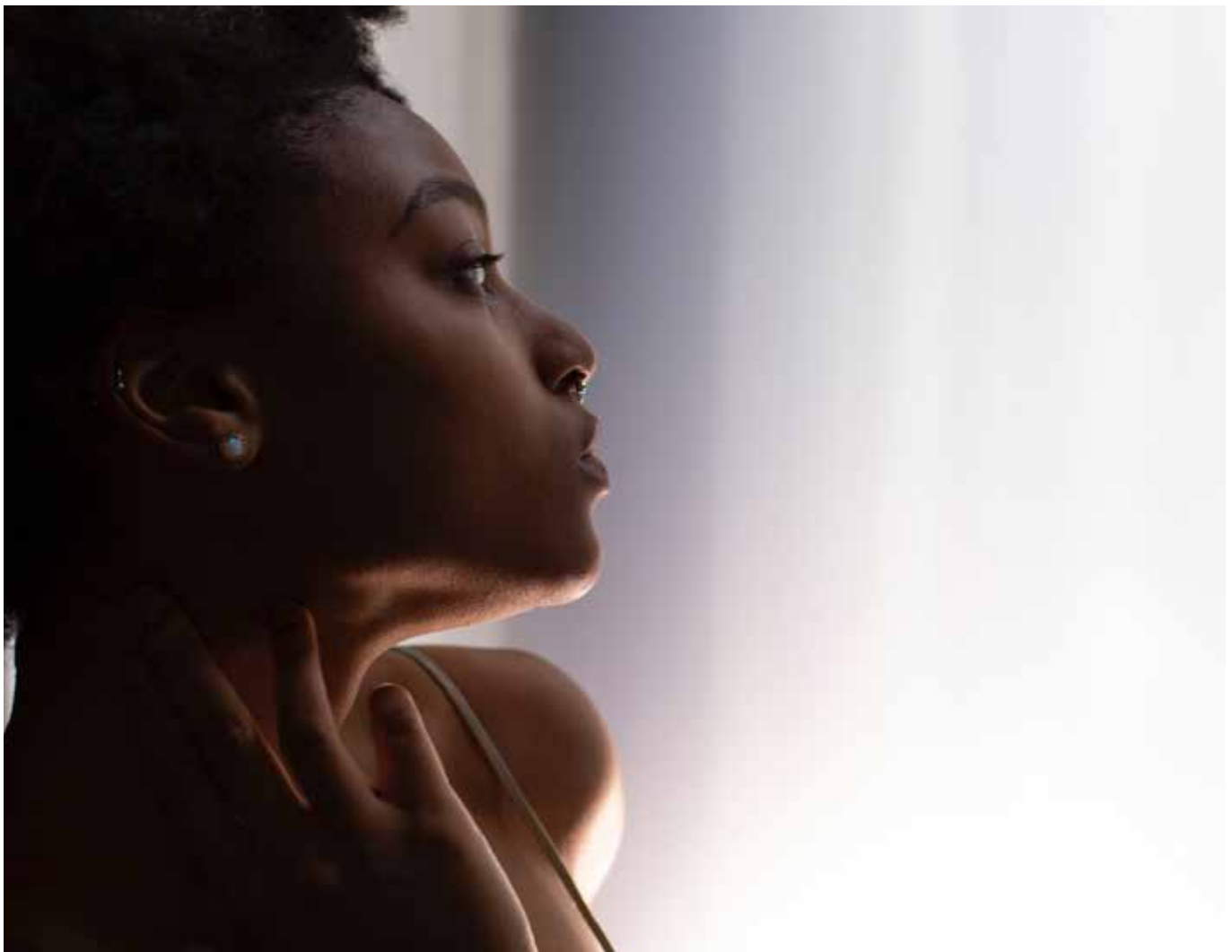
“This education path has been tough, and it still is. I won’t lie. There have been huge challenges, there still are – struggling to survive financially every single day, trying to keep believing that I can do it, that I will do it. But I think it’s worth it. Education gives you power, it gives you capital: to be more, to be better, to take your place and your responsibility in society. And yes, I suppose my dream, my task is still to help make here a more just and equal place for everyone”.

(Ruhama Service User)



| Group | Attendees | Outcomes |
|---|-----------|--|
| Codec - ICT Basic Skills, ICT Advanced Skills, Coding Workshops | 11 | <ul style="list-style-type: none"> • Obtained a better understanding of how ICT can be of benefit in their personal, student and working lives. • Developed a sense of confidence and excitement around using ICT. • Explored how to access resources for further development and upskilling in ICT. |
| Coding Skills for Basic Website Design Workshops | 9 | <ul style="list-style-type: none"> • Acquired an understanding on building and designing web pages and created their own websites. • Accessed resources for continued learning and skills development. |
| Education Information Workshops | 137 | <ul style="list-style-type: none"> • Service users gained a chance to co-produce and co-deliver workshops. • Received information on education options, systems, and progression routes in Ireland. |
| Shaping Your Future | 25 | <ul style="list-style-type: none"> • Identified goals and concrete steps for education and career development. • Identified transferable skills, strengths, and interests for future growth, deepening self-knowledge, and self-belief. • Explored education and work opportunities in Ireland. |
| Social Media Course | 28 | <ul style="list-style-type: none"> • Deepened understanding of the basics of using social media. • Learnt about online privacy and safety re: possible digital harms (e.g., harassment, non-consensual sexual image sharing, fake news, and misinformation). • Explored images and perceptions of women online. |
| Succeed at College Workshop | 18 | <ul style="list-style-type: none"> • Explored skills, practices, attitudes to succeed at college. • Gained support/increased motivation in a community of peers. |
| Service User Engagement Group | 48 | <ul style="list-style-type: none"> • Core group established to further expand and develop service user involvement within Ruhama in 2023. |
| STEPS | 33 | <ul style="list-style-type: none"> • Acquired a deeper understanding of what blocks them from reaching their potential. • Reported an increase in positive perception of oneself and self-efficacy. |
| Parents Under Pressure | 7 | <ul style="list-style-type: none"> • Improved the view of self as a parent. • Developed new skills for dealing with pressures of parenting. |

| Group | Attendees | Outcomes |
|---|-----------|--|
| Art Workshops | 16 | <ul style="list-style-type: none"> • Gained sense of calm and achievement. • Improved manual creative skills. |
| Capacitar & Trauma Healing | 32 | <ul style="list-style-type: none"> • Acquired tools for practicing self-regulation. • Reported an overall improvement in wellbeing, including reduced levels of stress and anxiety, and an increase in confidence and self-belief. |
| Group Therapy (Pilot) | 9 | <ul style="list-style-type: none"> • Acquired tools for further self-exploration, trauma healing and connection-building. |
| SHINE (Sexual Health and Intimacy Now for Everyone) | 9 | <ul style="list-style-type: none"> • Gained or improved knowledge about their own sexuality. • Enhanced their sexual wellbeing. • Learnt how to keep themselves safe in intimate relationships. |
| WRAP | 12 | <ul style="list-style-type: none"> • Improved and deepened the sense of personal responsibility, hope, and positivity. • Established a supportive community . • Improved wellbeing and mental health. |



Training

In 2022, Ruhama delivered training on human trafficking, sexual exploitation and the sex trade to over 900 participants from a broad range of organisations.

Tailored to suit varied cohorts of attendees, the two-module Know Sex Trafficking & Trauma Informed Care training fulfilled its aim to raise awareness around the signs of sex trafficking, whilst outlining the principles of trauma-informed practice that can be applied in frontline work with survivors of sexual harms.

The Selling Sex in Ireland training provided an in-depth learning experience on the sex trade in Ireland, and the bespoke training for An Garda Síochána (in partnership with Organised Prostitution Investigation Unit) detailed ways in which those affected by sexual exploitation can be assisted by the Irish Police force.

Additionally, Ruhama designed and delivered customised training on sex trafficking and the sex trade for counsellors, hospitality industry professionals, Ukraine reception centres and individuals working within the field of education; as well as training on child trafficking for staff in TUSLA.

In 2022, Ruhama's training was delivered to staff from over 90 different entities.

Training Outcomes

- An increased understanding of the sex trade in Ireland.
- Feeling equipped to identify signs and indicators of human trafficking.
- A more in-depth understanding of the barriers faced by those within the sex trade, and/or affected by sex trafficking.
- A good apprehension of trauma-informed practice.
- Raised awareness on the issue of working with individuals in recovery who have been impacted by sexual violence and exploitation.
- Greater understanding of Ruhama's services, as well as wider services that are available for survivors of trafficking and sexual exploitation.

Bridge to Work Programme

The Bridge to Work Programme engaged with 102 service users in 2022.

36% of service users gained employment in 2022, which included five paid placements with Ruhama employer partners. We made contacts with The Conrad Hotel, Abbey Capital, Microsoft, Michaels Restaurant, Scholars Townhouse, Grafton Barbers, and La Rousse Foods with the aim to develop new employer partnerships to provide employment and training opportunities in various sectors. We continued to nurture ongoing employer partnerships.

We supported service users to secure college work placements, provided mock interviews which were conducted by Abbey Capital and supported service users to gain volunteer roles with SVP Ozanam House Resource Centre within the administration team. These types of opportunities created skills and built work experience whilst service users were waiting to apply for their work permit; we plan to develop this further in 2023.

We provided funding for employment training for service users, which included Manual Handling, Safe Pass, and Hazard Analysis and Critical Control Points (HACCP) courses. A service user had a dream to start her own food business, as part of the preparation, we funded HACCP Training and linked in with her local enterprise office for advice and support. She found a premises and opened her own shop.

We identified a range of information workshops that supported service users to navigate the Irish workplace which included childcare, understanding income tax in Ireland, and how to start your own business. In partnership with Barnardos we also held a childcare information workshop.

We work with many entrepreneurial individuals who want to start a business in Ireland, but the requirements are very different from their home country. In 2022, we commenced the development of an introductory programme on Starting Your Own Business (SYOB), which will be rolled out in 2023. This aim of this programme is to provide a good foundation knowledge of business with further support being signposted to the Local Enterprise SYOB course.



“Early 2022, I had lots of questions wondering round my head on how to get a job here in Ireland. My biggest fear was the interview part, and I was scared because I didn’t know how to face it, but Bridge to Work conquered that for me, “my skills” and ‘I can do it’ spirit was revived and gave me confidence. The first job I got was as a health care assistant. Bridge to Work supported me to do more and pursue my career job that I am passionate about, and ‘boom’: I did an interview and it was a success, and I got a job as a Customer Service Advisor by following every step and knowledge I got from each session”.

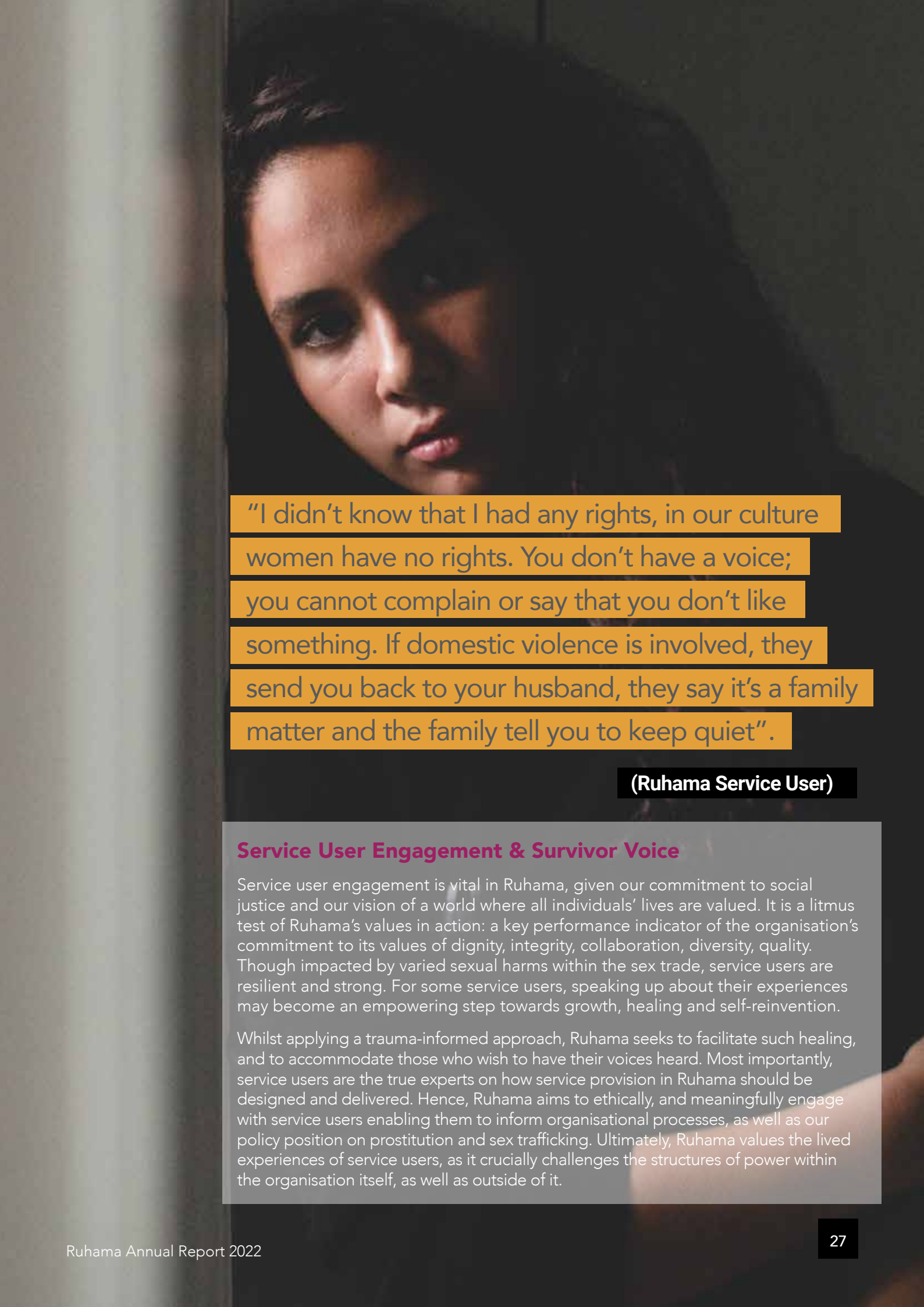
(Ruhama Service User)

“Bridge to Work helped build the confidence to secure a job. I really want to thank everyone involved and the opportunity you gave me to be where I am today. A lot of people are still struggling and confused, because they don’t know the right path to take. It really is amazing and a great relief to know you have all the support you need when you dearly need it. Thank you for accepting everyone, for being passionate and not being judgmental, and believing in me and not minding where I come from.”

(Ruhama Service User)

Bridge to Work Outcomes

- **84%** report an increase in their job search skills
- **95%** report an increase in their confidence at interview
- **93%** report having more knowledge of the Irish jobs market
- **73%** felt supported by Ruhama with their employment



"I didn't know that I had any rights, in our culture women have no rights. You don't have a voice; you cannot complain or say that you don't like something. If domestic violence is involved, they send you back to your husband, they say it's a family matter and the family tell you to keep quiet".

(Ruhama Service User)

Service User Engagement & Survivor Voice

Service user engagement is vital in Ruhama, given our commitment to social justice and our vision of a world where all individuals' lives are valued. It is a litmus test of Ruhama's values in action: a key performance indicator of the organisation's commitment to its values of dignity, integrity, collaboration, diversity, quality. Though impacted by varied sexual harms within the sex trade, service users are resilient and strong. For some service users, speaking up about their experiences may become an empowering step towards growth, healing and self-reinvention.

Whilst applying a trauma-informed approach, Ruhama seeks to facilitate such healing, and to accommodate those who wish to have their voices heard. Most importantly, service users are the true experts on how service provision in Ruhama should be designed and delivered. Hence, Ruhama aims to ethically, and meaningfully engage with service users enabling them to inform organisational processes, as well as our policy position on prostitution and sex trafficking. Ultimately, Ruhama values the lived experiences of service users, as it crucially challenges the structures of power within the organisation itself, as well as outside of it.

“This was the best step to rediscover myself, my strengths. It opened my eyes to what I want to be in the future. I have always wanted to be there for others like me. Being part of a support system for others would be a fulfilment to me”.

Ruhama Peer Supporter

Service User Engagement and Survivor Voice Outcomes

SERP Focus Group

- Gained information on the SERP Research
- Service users participated and inputted into the research

Irish Legislation Information Evening

- Participants gained knowledge on Part IV of the 2017 Criminal Law (Sexual Offences) Act

Service User Engagement Group

- Core group established for developing Service User Involvement

Direct Provision (DP) Women’s Support Group

- Sharing information and making contacts with other service users who are also living in Direct Provision
- Opportunity to share and learn how to navigate the asylum process, rights and entitlements

Intercultural Group

- Intercultural exchange of different nationalities, meet new peers and reduce isolation



Peer Support Programme

In 2022, Ruhama developed a peer support mentoring programme as a key element of the 'Survivor Voice Plan'. We participated in the process of co-developing a peer support training programme in collaboration with Ruhama service users and our partners at Habitus Collective. Over 100 service users were invited to attend workshops that resulted in the production of 12 sessions of a bespoke peer support training programme.

Peer support can be described as: mutual emotional and practical support between people who share a common experience. It's a relationship of equality and mutuality that is beneficial to those providing and receiving support. International evidence shows that peer support programmes work by offering people who have experienced a similar journey, support, encouragement, and hope. Guided by the values of mutuality, empowerment, hope, experience, authenticity, and responsibility. Peer support can also help to increase social connection and create a sense of belonging for people experiencing isolation and disconnection.

Service users in Ruhama have unique life experience, people impacted by the sex trade, by sex trafficking, prostitution/escorting and sexual exploitation. Therefore, our peer support programme caters for a hugely diverse group of people and responds to their individual needs. In the summer of 2022, we celebrated 10 Peer Supporters completing the first of its kind, peer support training programme that they themselves were involved in producing.

"I've been waiting for something like this for a very long time".

Ruhama Peer Supporter

“Support from peers: everything I had wished for, but never had on the streets, someone to talk to that would not judge me, someone I could relate to as they have been there too, someone that would just listen to me, someone I would look at and be inspired. From their journey, I would gain hope and see myself do even better”.

Ruhama Peer Supporter

Peer Support Programme Outcomes

Peer Support/co-development workshops

- Engaged in co-development process of peer support training

Peer Support Group

- Peer Support group facilitated by two service users (peers)
- Formed mutually healing and empowering relationships with their peers
- Drew on their lived experience as a powerful resource for support
- Built community and capacity as peers
- Strengthened their ‘survivor voice’

Peer Support/Mentor training

- 11 service users attended training
- 12 week training session produced and delivered in line with best practice in peer support
- Video on Ruhama peer support produced

Advocacy & Awareness

Ruhama engages in advocacy and awareness raising activities at national and international level to advance the strategic advocacy goal of the organisation. Prostitution and human trafficking for the purpose of sexual exploitation are forms of gender-based violence and Ruhama advocates for adequate supports for victims and lobbies stakeholders to achieve positive developments in legislation and policy to prevent and protect victims.

National Advocacy

Ruhama engages at national level to advocate for the rights and needs of victims of sexual exploitation, raising awareness and understanding of the unique experience of victims. Ruhama participates in multiple national forums including the Observatory on Violence Against Women, the Human Trafficking Stakeholders Forum, the Monitoring Committee for the National Strategy on Domestic, Sexual and Gender-Based Violence, the Seeking Safety Ireland Governing Committee and the Victims Forum. In addition, Ruhama provides briefings to Oireachtas committees, Ministers and other public representatives on the needs of individuals impacted by prostitution and human trafficking.

International Advocacy

Ruhama engages in European and international platforms in the exchange of information and informing best practice in policy and frontline supports. Ruhama participates in various forums including the European Women's Lobby and the EU Civil Society Platform. Some key contributions to this area in 2022 include:

- Participation in 3rd Round Evaluation process with Council of Europe GRETA
- Report to the US State Department's Trafficking in Persons Report in its assessment of Ireland
- Persistent lobbying efforts at EU level for the inclusion of prostitution as a specifically recognised form of violence against women in the EU Directive on Violence Against Women and Domestic Violence
- Engagement and support for new EU Directive on the regulation of prostitution in the EU
- An online presentation to the EU Parliament Committee on Gender Equality on the implementation of the Equality Model in Ireland

Multi-Agency Awareness Raising

Ruhama has participated on a multi-agency basis in a number of other awareness raising campaigns – including the International Organisation for Migration's anti-human trafficking short film campaign 'Anyone trafficked' launched on EU Anti-Human Trafficking Day. Ruhama supported the launch of the short film through a speech from Ruhama CEO Barbara Condon, and a panel discussion with Ruhama service users and survivors of human trafficking. Media coverage of the campaign included a panel discussion featuring Ruhama CEO Barbara Condon on The Tonight Show on Virgin Media.

Ruhama was selected as one of several NGO organisations to receive free advertising slots on Eir digital pedestals across Dublin highlighting domestic, sexual and gender-based violence support services.

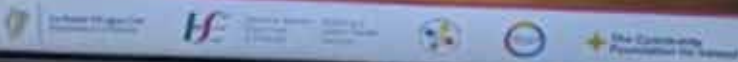


Fighting Sexual Exploitation,
Prostitution & Human
Trafficking

www.ruhama.ie

(01) 836 0292

Charity Number: CIV 10733



Ruhama CEO Barbara Condon
welcoming speech

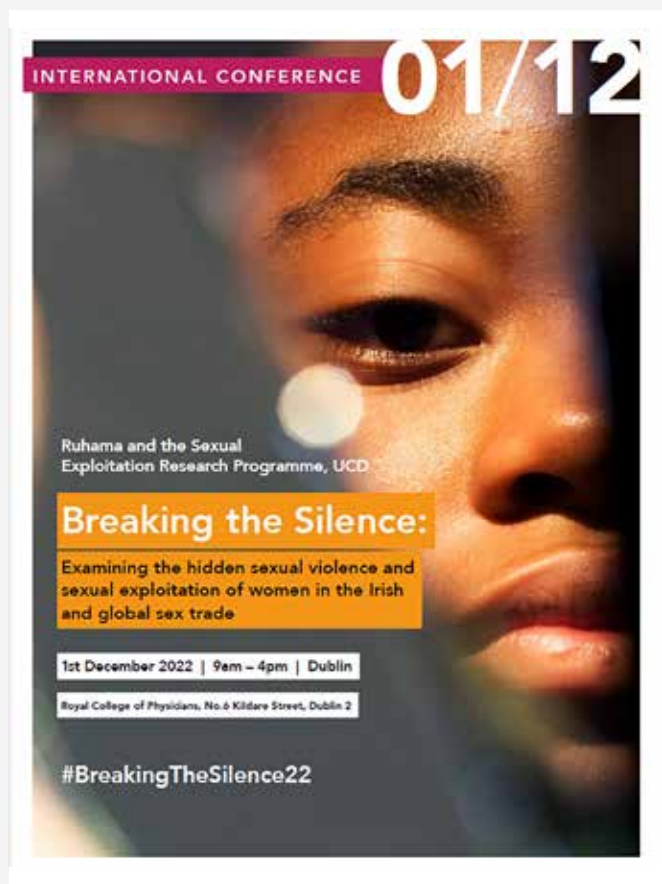


Breaking the Silence International Conference

Ruhama partnered with the Sexual Exploitation Research Programme (SERP), UCD, to host an international conference in December 2022 in the Royal College of Physicians, Dublin. The full day conference was kindly funded by the Department of Justice and the Irish Human Rights and Equality Commission.

The conference was titled 'Breaking the Silence: Examining the hidden sexual violence and sexual exploitation of women in the Irish and global sex trade' and was attended by over 100 guests. The day included international speakers, national experts and four survivors of sexual exploitation who courageously spoke about their own lived experiences. The focus of the conference was on the sexual violence of prostitution and how the sex trade embodies violence against women and girls, telling the true story of prostitution that is so seldom told. It aimed to break the silence surrounding the harms of the sex trade in Ireland and beyond and expose the realities of sexual exploitation.

Barbara Condon, CEO Ruhama addressed guests with a welcoming speech and Minister of State at the Department of Justice James Browne gave opening remarks. Journalist and broadcaster Alison Comyn moderated for the conference and guided the audience and speakers through the four key themes across the day.



Theme 1. The harms of prostitution and sex trafficking – examining the sexual violence and harms of prostitution and exploring poverty, racism, migration, addiction and demand as key drivers of the sex trade. Chaired by Denise Charlton, CEO Community Foundation of Ireland. Keynote speaker Cherry Smiley, Director, Women’s Studies Online, Quebec, presented ‘Indigenous women, feminism, and prostitution: Exposing the harm, making the connections’. ‘V’, Survivor speaker - speech as a victim of human trafficking. Panel discussion: Cherry Smiley, ‘V’, Dr Jennifer Okeke, Anti-Trafficking Coordinator, Immigrant Council of Ireland; David Joyce, Equality Officer, Irish Congress of Trade Unions; Dr Salome Mbugua, CEO, AkiDwA

Theme 2. ‘Trauma, specialist supports and emerging findings from research on exiting prostitution’. Chaired by Noeline Blackwell, CEO Dublin Rape Crisis Centre. Sheila Crowley, Trauma Psychotherapist, Ruhama, presented ‘Impact and challenges of trauma on women who have experienced sexual exploitation’. Trish O’Brien, Education and Development Officer, Ruhama - speech on trauma impact from lived experience. Ruth Breslin, Lead Researcher, SERP, presented “My head said stay, but my soul wanted out” – Emerging themes from research on women’s complex exiting journeys. Moran, Survivor Speaker - speech on the complexities of exiting and supports needed. Panel discussion: Sheila Crowley, Trish O’Brien, Moran, Ruth Breslin.

Mia Döring, Author of Any Girl; a memoir of surviving prostitution in Ireland, psychotherapist and activist, gave a reading from Any Girl.

Theme 3. ‘The harm of pornography and new routes into prostitution’. Chair: Alison Comyn. Keynote speaker: Dr Meagan Tyler, LaTrobe University, Melbourne, ‘Old oppressions, new developments: Confronting contemporary pornography as a form of prostitution’. Panel discussion: Dr Meagan Tyler; Seán Cooke CEO, Men’s Development Network; Richard Hogan, Clinical Director of the Therapy Institute.

Theme 4. ‘Addressing the challenges of prostitution and human trafficking in an international and Irish context’. Chair: Alison Comyn. Valiant Richey, Special Representative and Co-ordinator for Combating Trafficking in Human Beings, OSCE, presented ‘Combatting trafficking and the sex trade’. Panel discussion: Angela Willis, Assistant Commissioner, An Garda Síochána; Sinéad Gibney, Chief Commissioner, Irish Human Rights and Equality Commission; Deaglán Ó Briain, Principal Officer, Department of Justice; Noelle Collins, Team Leader, Belfast and Lisburn Women’s Aid; Dr Marie Keenan, Associate Professor and Chair of SERP, UCD.

Secretary General, Department of Justice Oonagh McPhillips offered closing remarks.

The feedback on the conference was overwhelmingly



“For many years I tried to exit prostitution, but I couldn’t cope. I didn’t know how to live a normal life. When people spoke to me, I always assumed they wanted something. I kept going back to what felt safe. This was the biggest barrier”.

Ruhama Survivor Speaker

#breakingthesilence22

Minister of State James Browne with Ruth Breslin (SERP) and Barbara Condon (Ruhama)



positive with many commenting on the powerful presentations from the speakers with lived experience of sexual exploitation. Press coverage in the media across national newspapers, radio and TV including a feature pre-conference interview on RTE Six One and Nine O' Clock News interview with Ruhama CEO Barbara Condon and one survivor service user from Ruhama.

A video recording with highlights from the conference is available on Ruhama's website www.ruhama.ie

Panel Discussion With:

- Angela Willis**
Assistant Commissioner,
An Garda Síochána
- Sinéad Gibney**
Chief Commissioner,
Irish Human Rights
and Equality Commission
- Deaglán Ó Briain**
Principal Officer,
Department
of Justice
- Noelle Collins**
Team Leader, Belfast and
Lisburn Women's Aid
- Dr Marie Keenan**
Associate Professor and
Chair of SERP, UCD

#BreakingTheSilence22

Logos for the Department of Justice, the Department of Children, Equality, Disability, Integration and Youth, the Department of Health, SERP, and Ruhama.

Case study

My name is Fatima*, and I come from Algeria. Since I identified as a member of the LGBTQI+ community, I experienced threats and violence from a young age. For as long as I can remember, my sexuality made me very vulnerable within my community.

When I was 14 years old, my parents tried to marry me off to an older man of a higher status, following a tradition in our culture. If I was to get married to someone who was well-respected within the community, my parents would have received monetary compensation, and their societal status would have increased.

Since I hated the idea I kept on refusing the marriage offers. Each time I rejected a marriage offer, my father would lock me in my room, and beat me for days. I felt very scared of living in my village. The homophobic violence was getting increasingly worse, as I started receiving constant death threats; and my family home did not feel safe.

One day, a family friend approached me, and suggested I escape to the UK. She promised to help me get into college and find a job. I recall thinking how good she was to me, constantly buying me lovely dresses and I aspired to be as beautiful and successful as her. It took the lady a couple of weeks to assist me in applying for a passport. She gathered all the necessary documents for a student visa. She also paid for all the documents and flights.

Becoming independent and educated was a dream of mine, I felt very lucky to have met her. Within a few months I was traveling on a plane with the lady. She insisted on taking my passport and phone 'for my own safety'. I agreed, as I trusted her completely.

Once we landed, the lady told me that we were in London. I believed her. At the airport, a man who seemed to know her met us. He drove us to a house in an industrial-looking area. The lady took me to my new room, which was very small and dark. As she left, she locked the door from the outside. From then on, I could not leave the room at all.

Soon after, I realised I was not here to study or work. I was forced to sleep with numerous men daily and was beaten if I did not submit to their will. A few weeks into being trapped, I tried to escape. When the lady found out, she beat me and forced me to take various drugs. Overall, I believe I was in that house for a few months; however, I am unsure how long it all lasted, as I had no sense of time. My memory is very hazy.

One day, the lady took me to a hair salon, she said I looked like 'a mess'. When she was using the bathroom, I asked the hair stylist to help me flee. We acted quickly: she gave me some money, pointed me towards the bus station, and told me to get a one-way ticket to Dublin. I remember running as fast as I could, without looking back. Once I got to the station, I booked a bus journey to Dublin. Minutes later, I was on the road. I still did not know where I had been kept this whole time.

When I got to Dublin, I approached a woman on the

street, and told her what happened to me. It was

terrifying to trust someone again, but I was helpless.

The woman instantly took me to a local Garda station,

and they helped me enter the asylum system.

Today, I live in a Direct Provision centre, where I continuously experience ridicule, harassment, and discrimination due to my sexual identity. Hearing people from my own home country saying hurtful things about the LGBTQI+ community has made me feel very unwelcome and unsafe in the asylum system. The many awful words and actions I face in my day-to-day existence has slowed down my healing process. At times, I feel like I am being further traumatised by trying to survive in this limbo. However, I hold on to a dream of being free to love whomever I want someday.

Overall, I feel very grateful to have Ruhama in my life. Even though I find it very hard to trust those around me, having someone to talk to without being judged feels great. Being supported along my healing journey makes me hopeful about my future – I believe that I will be able to rebuild my life, little by little.

* This is a composite case study, comprised of multiple real-life experiences by Ruhama's service users. All names in this story are fictional.

Financial Position

Financial Position at Year End 2022

Our Financial Statements for 2022 show total income of €1.2m with expenditure of €1.2m resulting in a surplus of €4,500.

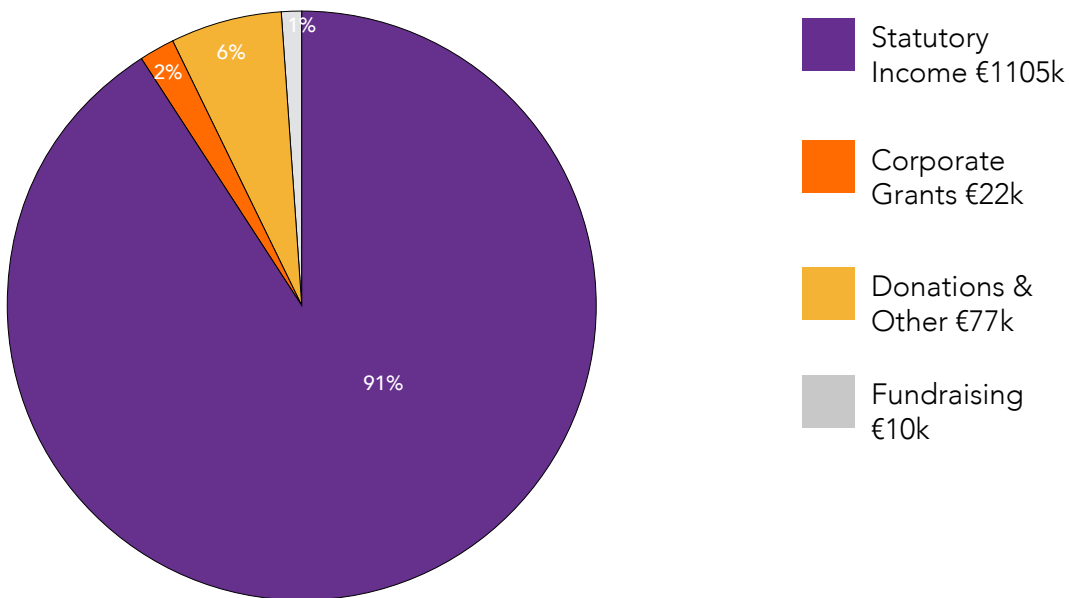
Throughout 2022, Ruhama continued to develop innovative and unique collaborative partnerships with corporate partners along with building and strengthening relationships with current partners. This strategy and our ongoing focus and attention to strong financial management is evidenced in our year-end position and validates our commitment to building the reserves for the organisation.

In keeping with best practice for charities in Ireland, all Ruhama's salaries are in the lower range of the sector. No staff member received an annual income of or in excess of €80,000. This illustrates Ruhama's unwavering commitment to serve individuals impacted by sexual exploitation while expanding our services nationally.

At the date of approving this report and the financial statements, there are no uncertainties about the organisation's ability to continue as a going concern for the next 12 months.

Income

Total income for the year is €1.2m with statutory funding representing 91% (€1.1m) of our 2022 operating budget with Donations, Corporate Support and Fundraising representing the remaining 6%, 2%, and 1% respectively.

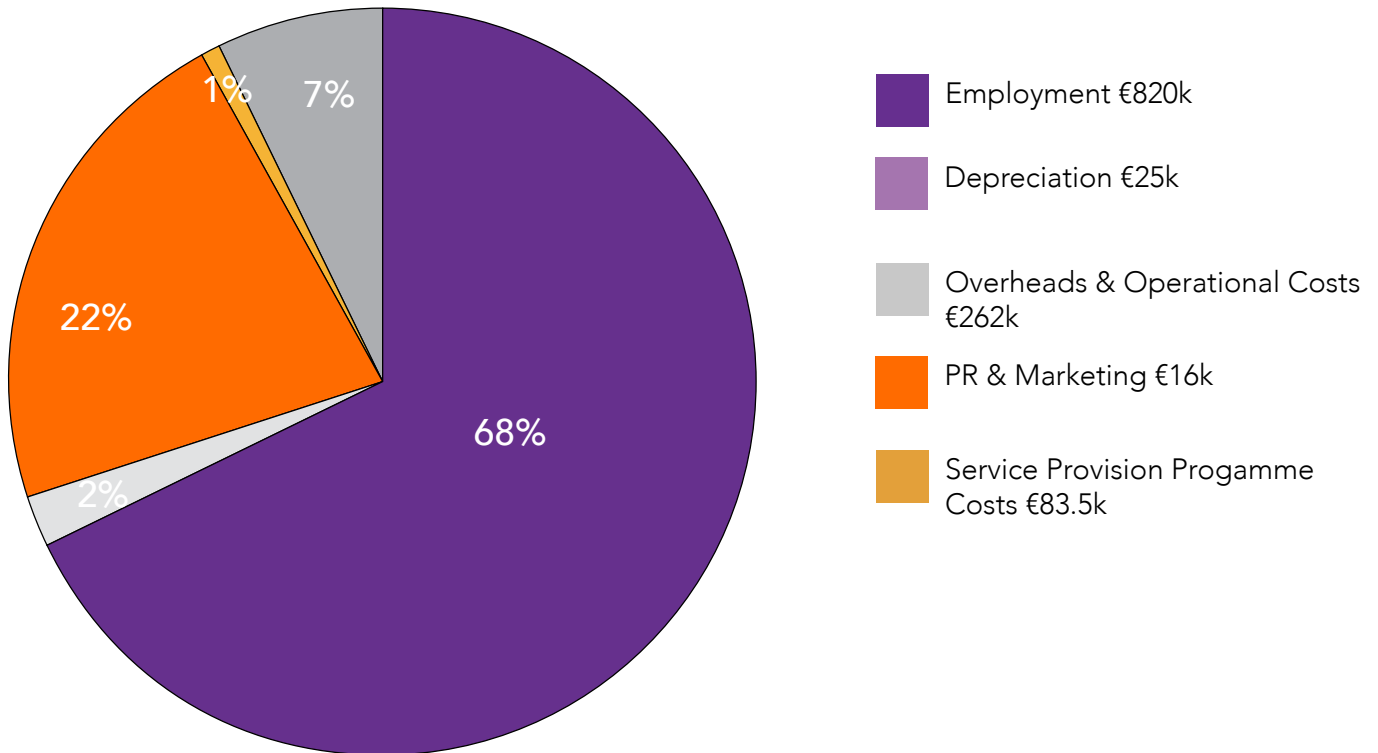


Ruhama works in partnership with statutory agencies to provide our essential services. Ruhama acknowledges the financial support it received from a range of government departments, including the Department of Justice, HSE Social Inclusion CH06, HSE CH07 South Inner City Drugs Alcohol Task Force, the National Lottery, IHREC (Irish Human Rights & Equality Commission), and the Department of Children, Equality, Disability, Integration and Youth. Ruhama's staff work collaboratively with various state officials to ensure that service provision is run on a value for money basis which meets national policy.

Expenditure

Total expenditure for the year 2022 is €1.2m with employment costs representing the highest expenditure at 68% with the remaining 32% going towards overheads and service provision.

Ruhama - Expenditure 2021 - €1.075m



Corporate Support

Corporate support continued to play an integral role in our daily operations, allowing the organisation to increase the quantity and quality of service provision. New corporate funding streams allowed us to create innovative solutions for emerging problems impacting the individuals we work with and build up our education fund for our service users to enable them to engage in further education. The Community Foundation of Ireland led the support on a number of these initiatives in key areas such as the Peer Mentoring Pilot Programme and furthering the development of our Trauma Therapy service.

Financial support was provided in 2022 from the Community Foundation of Ireland. Ruhama's partnerships with Codec Limited, Abbey Capitol, The Conrad, and Michaels Restaurant, provided support for our Bridge to Work Programme.

Plans for the Future & Building Reserves

Ruhama's Reserves Policy concentrates on building unrestricted reserves as a key element of the strategic priorities for the organisation in line with the principles of good governance for effective future planning.

To continue and develop our services, we must source new funding avenues for the organisation. Whilst we have successfully grown our statutory and corporate support in 2022, we are committed to attracting new corporate partners and increasing fundraising events.

As we move into 2023, we will grow and expand our service provision to include additional Caseworkers and Education & Development Officers.

| Income and Expenditure 2022 | | |
|--|--------------------|--------------------|
| Annual Funding | 2022 | 2021 |
| Department of Justice - Victims of Crime | 705,217 | 609,868 |
| HSE Social Inclusion CH06 | 118,824 | 118,824 |
| South Inner City Local Drugs & Alcohol Task Force (HSE CH07) | 113,284 | 100,824 |
| Department of Justice - Outreach Grant | 41,971 | - |
| Department of Justice - Bridge to Work Programme | 64,589 | 45,890 |
| Other Grant Income | 89,111 | 148,813 |
| Donations/Fundraising | 79,849 | 61,488 |
| Total Income | 1,212,845 | 1,085,707 |
| Total expenditure | (1,208,345) | (1,075,393) |
| Operating Surplus/(deficit) for the year | 4,500 | 10,314 |
| Balance Sheet as of 31 December 2022 | | |
| | 2022 | 2021 |
| Fixed Assets | 36,245 | 13,645 |
| Tangible Assets | 36,245 | 13,645 |
| Debtors | 55,649 | 38,482 |
| Cash at bank and in hand | 576,679 | 442,518 |
| Total current assets | 632,328 | 481,00 |
| Creditors: Amount falling due within one year | (378,351) | (211,799) |
| Net current assets | 253,977 | 269,201 |
| Total assets less current liabilities | 290,222 | 282,846 |
| Long Term Deferred Income | (37,421) | (34,545) |
| Net Assets | 252,801 | 248,301 |
| Funds | | |
| Restricted reserves | (12,947) | (24,257) |
| Unrestricted reserves | 265,748 | 272,558 |
| Total Funds | 252,801 | 248,301 |

Governance

Ruhama is constituted as a company limited by guarantee without a share capital. Its purpose, objectives and how it conducts its business are set out in its Memorandum and Articles of Association. The company is registered with the Charities Regulatory Authority in Ireland in compliance with the Charities Act 2009 and has charitable tax status with the Revenue Commissioners CHY 10733.

The organisation is governed by a Board of Trustees who work in a voluntary capacity. Trustees are recruited based on skills, knowledge, and experience. Trustees do not receive any remuneration in respect of their service.

Ruhama's Board had ten voluntary Trustees in 2022. No expenses were paid to Trustees. No contracts or arrangements of material interest to a Trustee were entered into during the financial year.

Ruhama is committed to having appropriate systems and robust controls in place. The Board of Trustees made the decision to no longer accept donations from Religious organisations with effect from 1st January 2022. Ongoing review and updating of all Ruhama's policies and procedures was conducted during 2022. Ruhama has fulfilled all obligations under the Lobbying Act 2015 and to the Charities Regulatory Authority. Ruhama is fully compliant with the Charities Governance Code.

To maintain standards of best practice across all areas of our organisation, the Board and Management adhere to the recommendations outlined by the Charities Regulator. We comply with the statement of Recommended Practice for Accounting and Reporting by Charities (SORP) and Fundraising Principles.

The Board of Trustees met on seven occasions during 2022. The Audit, Finance and Governance subcommittee met on six occasions during 2022.

Board Membership

Board Standing Committees

The Board is assisted in its work, ensuring good governance and quality service delivery is maintained through sub-committees and working groups. Board sub-committees comprise of Board Trustees and external co-optee's for expertise, when required.

In 2022 the following Board sub-committee met six times:

Audit, Finance and Governance (AFG)

Donagh O'Farrell (Chair), Carolann Minnock, Barbara Condon, and Adrienne Molloy (in attendance).

Board of Trustees 2022

In 2022 ten Trustees served on the Board of Ruhama.

| Board Trustees | Board Meetings Attended | AFG Meetings Attended |
|-----------------------------------|-------------------------|-----------------------|
| I. Carter (Chairperson) | 7/7 | |
| D. O'Farrell | 7/7 | 6/6 |
| C. Minnock | 7/7 | 6/6 |
| S. Gower | 6/7 | |
| D. Daly (Appointed 6.4.22) | 5/6 | |
| N. O'Shea (Resigned 7.9.22) | 5/5 | |
| P. Houlihan (Appointed 6.4.22) | 4/5 | |
| B. Colman (Resigned 13.7.22) | 4/5 | |
| N. Ní Loinsigh (Resigned 26.1.22) | 1/1 | |
| G. Fitzpatrick (Resigned 28.1.22) | 0/1 | |





Fundraising

Ruhama are very grateful to all the valued supporters of our fundraising events. Your commitment to ensuring our vital services are reinforced is deeply appreciated. Your generosity and kind donations at a time when so many are experiencing the cost of living crisis, is remarkable and we extend our thanks to all.

We were delighted to be one of the chosen charity recipients of the 2022 Lord Mayors Ball hosted by Lord Mayor Allison Gilliland in association with the Conference & Events Venue at the Mansion House in the beautiful and historic round room. The charity ball took place on Saturday 30th April, was attended by over 400 notable guests and was a fantastic event thoroughly enjoyed by everyone. This was the first large get together following the Covid 19 pandemic after numerous lock downs. A real and virtual auction was held on the night with a huge array of brilliant prizes, from overnight breaks, jewellery pieces, concert tickets, numerous vouchers and many wonderful pieces of art which were generously donated. It was a fantastic opportunity to finally dress up, meet people, have some fun and raise money for three great charities!

Thank you to everyone who supported this amazing event.





Ruhama staff successfully participated in Hell & Back in June 2022 in order to raise money for Ruhama service users. The Ruhama team acknowledged that the service users they work with have gone through incredible trauma, but more importantly they are resilient and brave. The team decided to really challenge themselves and take themselves out of their comfort zone: at the same time realising it would never be close to the hardship or trauma that our service users have endured. Hell & Back proved to be a worthy and difficult challenge –a black eye and one knee down the team finally completed the course and raised €3,600 for our vulnerable and silent cohort of society.



Current Ruhama Staff

| | |
|--------------------------------------|-----------------------------------|
| CEO | Barbara Condon |
| Head of Finance & Operations | Adrienne Molloy |
| Service Manager | Neasa Ní Fheinneadha |
| Service Manager (Maternity Cover) | Jacqueline Blanchfield |
| Policy & Communications Co-ordinator | Danielle McLaughlin |
| Policy & Communications Officer | Niamh McGarry |
| Policy & Communications Officer | Egle Karpaviciute |
| Outreach Team Leader | Hailey O'Shea |
| Assertive Outreach Caseworker | Jenisa Torres |
| Assertive Outreach Caseworker | Francini Gabriela da Silva |
| Assertive Outreach Caseworker | Saorla Malin |
| Midlands Caseworker | Vacant |
| Limerick Caseworker | Sara Wallace |
| Trauma Therapist | Poliana Aniculăesei |
| Trauma Therapist | Katie Dobosz |
| Trauma Therapist | Sheila Crowley |
| Trauma Therapist | Karolina Banaszkiwicz |
| Project Worker | Mia deFaoite |
| Education & Development Co-ordinator | Anne O Keefe |
| Education & Development Officer | Trish O'Brien |
| Bridge to Work Co-ordinator | Kim Haugh |
| Seeking Safety Project Worker | Debra Kearns |
| Seeking Safety Peer Worker | Megan O'Loughlin |
| Organisational Administrator | Nazanine Nolan |
| Receptionists | Egle Karpaviciute Laura Satmar |

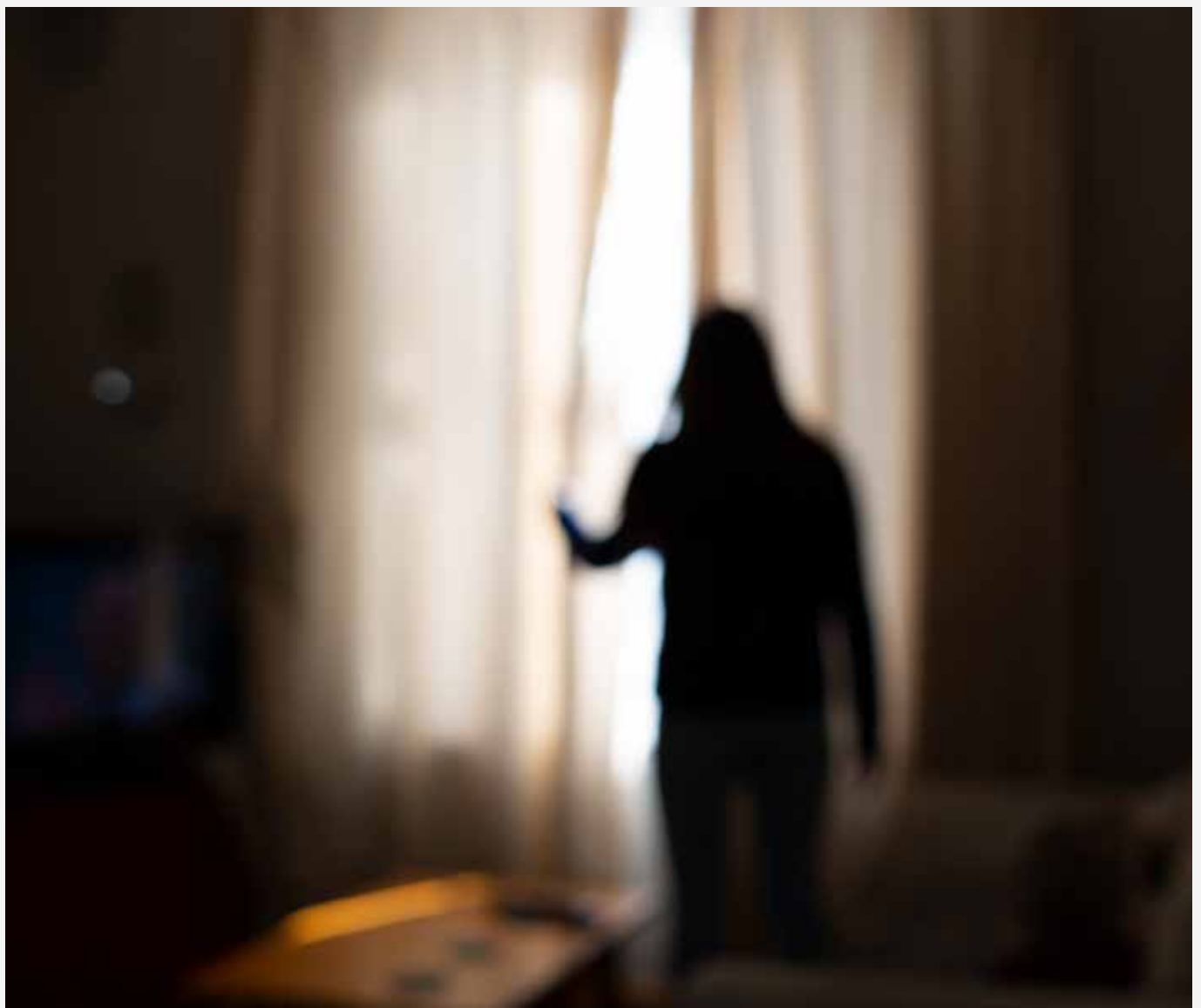
Ruhama would like to acknowledge the significant contribution of Caseworker Jennifer Roche who retired in December 2022 after over 20 years working with the organisation. Ruhama are grateful to Jennifer for her unwavering commitment and dedication to our service users.



Staff Development & Training

Continuous Professional Development (CPD) is strongly encouraged internally and externally. In 2022, Ruhama provided and/or supported the following training for staff:

| | |
|--|--------------------------------|
| Trauma Informed Care | Understanding Self Harm |
| Introduction to Motivational Interviewing | Resonance Factor |
| Suicide Intervention Training | GDPR |
| Parent's Under Pressure Facilitator Training | Dual Diagnosis |
| ASIST Suicide Training | Choice Theory |
| SAOR | Mental Health Training |
| Introduction to Addiction Studies | Education Occupational Testing |
| Seeking Safety | Key Working & Care Planning |
| Children First Training | Health and Safety Training |



Acknowledgments

Thank you to our funders and supporters throughout 2022

- Department of Justice
- Health Service Executive (HSE Social Inclusion CH06)
- South Inner City Local Drugs and Alcohol Task Force (HSE CH07)
- Department of Children, Equality, Disability, Integration and Youth
- National Lottery Grant
- Community Foundation Ireland
- Irish Human Rights & Equality Commission
- Ann Pratt Foundation
- Public Representatives
- Garda National Protective Services Bureau
- Organised Prostitution Investigation Unit (OPIU)
- Human Trafficking Investigation and Coordination Unit (HTICU)
- All NGO Partners
- Donors & Fundraisers
- Staff who participated in Hell & Back
- Lord Mayor of Dublin Alison Gilliland
- Abbey Capital
- Codec
- Michael's Restaurant
- Conrad Hotels
- eir and Clear Channel

Ruhama would like to acknowledge the support of our core statutory funders, the Department of Justice, Health Service Executive (HSE Social Inclusion CH06), and the South Inner City Drug and Alcohol Task Force (HSE CH07).



An Roinn Dlí agus Cirt
Department of Justice



Community
Foundation
Ireland



Coimisiún na hÉireann um Chearta
an Duine agus Comhionannas
Irish Human Rights and Equality Commission



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth

How you can get involved and support our work

There are lots of ways to get involved in our work supporting individuals impacted by prostitution and/or sex trafficking – whether it is through engaging employees in an impact day, fundraising individually or as a group, partnering with us in an initiative, or applying to be a volunteer. We would love to hear from you about how you feel you could contribute.

Check out www.ruhama.ie and go to “Get Involved” to learn more.




Alternatively, email admin@ruhama.ie to get in touch with us directly.

Follow us. Get in touch.



Scan the QR code to donate!
Your support is much appreciated.

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www.ruhama.ie

 /ruhamaagency
 /ruhamaIreland
 /company/ruhama

Company Registration Number: 209799 CHY: 10733

Registered Charity Number: 20027827



Ruhama

Fighting Sexual Exploitation, Prostitution and Human Trafficking