NAZ&MATT FOUNDATION

ANNUAL REPORT

2025

1st January 2025 - 31st December 2025













Naz and Matt Foundation,
71-75 Shelton Street,
Covent Garden,
London WC2H 9JQ

Registered Charity 1160694

Our mission is to never let religion, any religion, come in the way of the unconditional love between parents and their LGBTQI+ children.

NAZ&MATT
FOUNDATION

hello

A message from our Chair

This year has been one of both growing demand and significant challenge for the Naz and Matt Foundation. More people than ever before have turned to us for support, bringing with them experiences shaped by faith, culture, family expectations, trauma, discrimination, and isolation.

Behind every statistic in this report is an individual story, often shared with us at a moment of profound vulnerability and uncertainty. These stories help us educate others, challenge harmful practices, and advocate for services and systems that better meet the needs of LGBTQI+ people from faith and culturally diverse backgrounds. These stories also help build resilience and move forward with hope.

This year, we again supported people facing complex challenges, including homelessness, family rejection, asylum claims, mental health crises, and experiences of honour-based abuse and conversion practices. We also witnessed remarkable courage, resilience, and transformation among those we support.

At the same time, as a small organisation operating within an increasingly challenging political, and financial environment, we have needed to balance rising demand with the wellbeing of our staff, volunteers, and trustees. We want to safeguard not only those who access our services but also those who deliver them.

I am particularly proud of the steps our team took this year to strengthen the organisation for the future. From improvements to safeguarding and governance, to investment in staff training, digital systems, and leadership capacity, we have continued to ensure our support remains accessible, effective, and sustainable.

None of this would be possible without the dedication of our CEO Matt, staff, volunteers, trustees, funders, and supporters. As we look to the future, our ambition remains clear: to ensure that every person who comes to us finds understanding, safety, and hope.

Thank you to everyone who has been part of that journey this year.

Asma Ashraf, Chair

thank you

A message from our Founder & CEO

Eleven years ago I lost Naz, who took his own life. His family loved him, but could not accept who he was. Everything this Foundation does reflects back from that moment.

In 2025 we received 551 requests for help, and 328 people went on to receive our support. Each of them arrived at a point where faith, family and identity had collided, and where the places they had already tried had nothing to offer them. Some were in real danger. Most had been told, in one way or another, that they had to choose between being loved and being themselves.

We do not accept that choice, and nor do the people we support. What I see in our support groups, in Rainbow Chai, and in every story we document, is people refusing to give up either part of who they are.

This was a hard year to deliver, and the pages that follow are honest about why. But it ended differently from the one before it. We closed the year in surplus, and we were finally able to commit to growing our support team rather than simply keeping it alive.

That is down to the people who chose to stand with us: our funders, our volunteers, our trustees, and the parents who speak up so that other parents might. Thank you. The love Naz was denied is the love we work to protect, in every family, every day.

With gratitude,
Matt Mahmood-Ogston, Founder and CEO





Our Impact

NAZ&MATT FOUNDATION

2025

our support services

Our Support Service Rating ★ 4.8

Attendees of our monthly support group rated our support service 4.8 out of 5 across 189 reviews, with the majority describing it as 'welcoming', 'safe', 'inclusive' and 'engaging'.

Who we support:

- Over 98% of clients are of South Asian heritage.
- Over 96% were born into Muslim families.

Risk profile of cases:

- 2% assessed as critical risk.
- 57% assessed as high risk.

Some of the people who turn to us are in life-threatening situations, where the risks of suicide, violence, or homelessness are very real. To keep them safe, our team follows clear escalation procedures and receives regular training in suicide prevention and safeguarding, ensuring every client is supported with care and urgency.

Critical risk:
The client is showing strong signs of suicidal ideation or crisis, may have a plan to act on these thoughts, or has received a direct death threat to their life from someone in the UK.

High risk:
The client faces serious threats, but the risk of harm is not immediate. Examples include no immediate risk of suicide, no immediate direct threat of violence from family members, financial cut-off and destitution, vulnerability due to lack of support, or the risk of deportation to a country where being LGBTQI+ could result in death penalty, imprisonment, or a high probability of honour killing by their family.

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how we help people rebuild their lives

The individuals and families who reach out to us often carry layers of trauma that mainstream services struggle to address.

Two groups of people come to us, for different reasons.

The first are LGBTQI+ individuals from religious and culturally conservative backgrounds. For many, the harm they are dealing with has come from within their own family: rejection, honour-based abuse, forced marriage, conversion practices, or the shame carried by a religious or cultural reading of who they are.

The second are parents and family members. Some arrive already wanting to support their child and unsure how. Others arrive with very different hopes. We start where they are, however they arrive. That is what Rainbow Chai is: a space for parents to ask the questions they cannot ask anywhere else, and to move at their own pace towards accepting the child they already love.

Both groups face challenges that feel overwhelming and isolating. Many first seek support from larger organisations, including the Samaritans, NHS services, mainstream LGBTQI+ organisations, or local counselling providers. However, they often find that these services are not equipped to navigate the complex intersection of faith, culture and LGBTQI+ identity.

Clients frequently tell us that they feel misunderstood, dismissed, or unable to bring their whole selves into the support they receive. As a result, many eventually find their way to us.

With lived experience at the heart of our team, we provide a safe and specialist space where people can begin to trust, share their story and rebuild their lives - sometimes by first just sitting quietly in the room before opening up.

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Types of support provided

Complex trauma does not arrive in one form, and it rarely arrives alone. The same person may come to us needing somewhere safe to sleep tonight, a witness statement for a court hearing, and someone to talk to for years afterwards.

So our support has to adapt. We do not run a single programme that people are fitted into. We start with what is in front of us, and draw on whatever combination of the following will keep someone safe and help them rebuild.

- Suicide prevention and crisis support
- Emergency relocation assistance
- Support with coming out
- Guidance for parents of LGBTQI+ children from conservative backgrounds
- Asylum support, including attendance at court hearings
- Small emergency grants for individuals in crisis
- Emotional and wellbeing support
- Emergency short-term accommodation
- Mentoring and career advice
- A safe listening space for those in need
- Peer and group support



2025 highlights

+13% increase

551

requests for 1-2-1 help received

12% increase

328

individuals received support

42% increase

620

registered members in our support group community

33% decrease

38

stories documented for LGBTQI+ individuals seeking asylum

New measure

2,040

minutes of 1-2-1 asylum support, on video and in person

108% increase

52

parents registered through Rainbow Chai

43% decrease

4,867

minutes of 1-2-1 phone support delivered

For most of this year, our frontline support team was just two people: one part-time support worker (one day a week) and our CEO, who filled in for our second support worker, managed the team, and served as Designated Safeguarding Lead.

An experienced volunteer supervisor provides case supervision, with two additional volunteers supporting our parent-led Rainbow Chai group. Together, this small team delivers a life-saving service that reaches hundreds across the UK each year.

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support and outreach summary 2025

We received 551 requests for help in 2025, up from 489 the year before. 328 people went on to receive support from us.

Behind those numbers sits a team of two part-time support workers and a CEO. So the story of this year is as much about how we held the service together as what we delivered through it.

During the year, one of our support workers experienced a period of ill health. We made the decision to keep their role open and support them through their recovery. As a by-and-for organisation, lived experience is central to the care we provide. The knowledge, empathy and trust built through shared experience cannot simply be replaced.

To keep the service running, we:

• Leaned harder into email support for those unable or unwilling to speak by phone

• Had our CEO move back onto the frontline alongside running the organisation

• Prioritised emergency, critical and high-risk cases at every point

Telephone minutes fell to 4,867. The asylum work, however, grew, and that work does not happen over the phone. It takes long one-to-one sessions, on video and in person, in which a person sets out the whole of their life.

In 2025 we recorded 2,040 minutes of that work for the first time. We documented 38 new accounts for LGBTQI+ individuals seeking safety in the UK, and attended court as a witness on three occasions. For those clients, being believed is the difference between protection and being returned to a country where their life is at risk.

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summary of activities 2025

Our support community grew to 620 members, with an average of 47 people at each monthly session. For many, it is the first time they have ever been in a room with another LGBTQI+ person from their own religious or cultural background.

Rainbow Chai
Our parent support group more than doubled to 52 registered parents. Most join with their names changed and their cameras off, because of what could happen if their family or community discovered they were supporting an LGBTQI+ child.

Small attendance is not low demand. It is a measure of how much courage it takes to log in at all.

This year, two parents who had previously been unable to accept their child stood beside them at family celebrations, openly, as parents who had accepted their LGBTQI+ child. For one, it was their child's engagement.

When support means money, not words
Sometimes emotional support is not the thing a person needs first. We made nine emergency grants in 2025, totalling £1,709 and funded through the Safe Lives fund. They paid for:

- Emergency accommodation for clients made homeless, including two trans asylum seekers left with nowhere to go at the very moment their leave to remain came through
- Food, toiletries and basic living costs for clients with no access to public funds, employment income or family support
- Basic cooking utensils for a client moving into a room at a YMCA, so they could feed themselves
- Train fares from Birmingham to London, so one of our most isolated clients could reach our support group in person

These small acts of financial support make a huge impact on the individuals we support. It is hard to talk to someone about their future when they have not eaten, or can't think past today.

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community outreach 2025

Reaching the people who cannot reach us

Our community outreach work is funded by City Bridge Foundation. It covers everything we do to reach people who are not yet clients, and in 2025 the biggest part of that was our online content.

Eleven years of this work have taught us that many of the people who need us most will never reach out to us or show up at one of our support groups. They share a device with a parent. Someone checks their messages. They live in a community small enough that asking the question is itself a risk.

People who first heard about us years ago regularly contact us, and they have spent that time building up the courage to ask for help.

We think of this as a ripple effect. We plant an idea, and it can take months or years to grow into something a person recognises in themselves, connects with, and eventually uses. That is true for LGBTQI+ individuals and for parents alike.

A strategic decision about quality

In 2025, with support from our City Bridge Foundation grant, we made a strategic decision to invest dedicated resources to improve the outreach-focused content we publish, rather than simply publishing more of it. We wrote about spiritual abuse and pastoral gaslighting, honour-based abuse hidden in plain sight, the quiet conversion practices still going on in local churches, being asked to prove you are gay or be deported, and why some parents never move past denial.

What it reached in 2025

- 59,218 impressions, 35,223 of them unique
- 29,748 views and 26,751 followers
- 2,542 interactions, including 1,598 likes
- 157 shares and 130 shared posts

We are not trying to go viral. Our audience is a small one on purpose: LGBTQI+ people from religious and culturally conservative backgrounds, and their parents. When someone inside that community shares a post, they are taking a risk to pass it on to somebody they are worried about. That is the number we pay attention to.

Someone can read a post at two in the morning, see their own family in it, and close the app. Nobody knows they were there. For a young person still living at home, that might be the only support they can safely take.

NAZ&MATT FOUNDATION

summary of activities 2025

A national voice

In December 2025, we contributed Naz's story to the Home Office as a case study for the Men and Boys Explanatory Note, published alongside the government's Violence Against Women and Girls Strategy. The Home Office called it a powerful case study that brought to life the realities faced by male victims.

Across the year we also:

- Took a seat on the Home Office Honour-Based Abuse Sector Working Group, including the statutory definition workshops
- Took part throughout the sector-wide #Push4Change campaign, led by Karma Nirvana, including the Lords debate on amendments
- Continued as a founding member of the Ban Conversion Practices Coalition, eleven years after we first started campaigning for a ban

In the room where the sector talks about itself

We held a regular seat at the LGBT+ Leaders Forum, the LGBT+ Chief Executives Peer Network, the HPSP Steering Group and the Hounslow LGBTQ+ Advisory Forum, and joined ACEVO. Together they mean a charity of four people is present when decisions about our sector get made.

Part of the community we serve

In July we took part in the Day of Memory at Leeds Civic Hall, where we created a memory box and spoke about Naz. We marched at Middlesex Pride and UK Black Pride, and joined the emergency community protest in April.

We were at the Club Kali exhibition launch and the Discovering Kali screenings at the British Museum, celebrating the South Asian queer culture our clients come from. And we were invited to the King's Garden Party in recognition of the Foundation's work.

Building the charity we need to be

- Overhauled our safeguarding policy and introduced a conflict of interest policy
- Completed additional suicide prevention training, funded through City Bridge, so our team could recognise escalating risk earlier and respond with confidence in a crisis
- Approved a specialist case management system to replace the ad hoc records we had outgrown
- Completed the BRIDGE Collective digital programme with Lightful, funded by the George Michael Fund
- Welcomed Sondos Bowker to the board as a trustee, an experienced schoolteacher and survivor of honour-based abuse, now helping us design a new schools programme that does not depend on one person being in the room
- Received a multi-year unrestricted grant from the Henry Smith Foundation in December, giving us the confidence to approve and fund our first ever Frontline Support Team Lead

social impact & testimonials

NAZ&MATT FOUNDATION

audience feedback

from our community talks and workshops

Working directly in communities and engaging with front line professionals, police, NGOs and government is at heart of our education and change strategy.

"Thank you for your dedication on this issue and your ongoing work to help eradicate FGM and forced marriage."

Sajid Javid, Home Secretary of the UK (at time of our talk)

"Matt's talk was genuinely one of the most powerful and moving I have ever heard in my 20 years as a research academic."

– Dr Roxanne Khan, University of Central Lancashire

"Matt is one of the most powerful speakers I have ever heard. He has a very level of humility that enables him to achieve a very high degree of emotional connection with his audience."

– Pete Ashby, National LGBT+ Police Conference organiser

"An outstanding, powerful and truly inspiring talk that moved everyone to tears. No-one will forget the talk."

– Trudy Gittins, West Midlands Police

"For many delegates, Matt's talk on behalf of the Naz & Matt Foundation was an absolute highlight of our [teacher's] conference... Matt provided a great introduction into how we best support [religiously conservative households] without alienating them or their families."

– Huw Tindall-Jones, NEU National Union of Teachers

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outreach impact

individuals impacted by our outreach work

Maintaining a strong, positive and highly visible presence in communities around the UK is a core part of the work that we do, and was one of the founding objectives of our charity.

"My mother reminded me to give zakat today. I told her I've found an appropriate Islamic charity I'd like to donate to.
Continue to do the amazing work that allows me to take ownership of my identity."
- Zakir

*"**Naz and Matt Foundation was there for my partner when she faced homophobia from her parents and extended family.***

They helped her emotionally and through advocating on her behalf with some members of her family who are slowly back on talking terms with her thanks to the help of the foundation.

Without that support, my partner felt devastated at the rejection from her family, and I felt helpless to support.

***Extremely grateful to Naz and Matt for the work they are doing.** "*

*"**This foundation is doing invaluable work. Groundbreaking and brave.** I work in mental health and I have experienced, first hand, the pain suffered by people, young and old, who do not feel free to be who they are.*

*Minds have to be opened as early as possible, to the possibility of making a different choice.**The work done in schools is an exemplary example of how to engage directly with communities to begin the conversations that lead to positive change.**"*

*This foundation provides moral support for those who are still in the closet and helping them deal with their hardships in life. **LGBT Muslim are rarely represented in LGBT community, this is one of the few foundations that do so***

NAZ&MATT FOUNDATION

outreach impact

from individuals impacted by our outreach work

Maintaining a strong, positive and highly visible presence in communities around the UK is a core part of the work that we do, and was one of the founding objectives of our charity.

*"It helped me to come out to my Muslim family and **changed my life forever.**"*

anonymous

Thank you so much for your amazing work, we need more awareness like this in the Muslim community, especially with older / more conservative people.

It pains me a lot that some parts of Islam are closed and dogmatic, we need a revolution of some sort and a new generation of Muslims to create a new system / way of thinking. I really hope this can happen, thank you again

Shabba

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schools impact

previous feedback from our school talks

* Our schools work was paused in 2025, until our new programme launches

The assembly also led to a sea change in attitude *at a follow up PSHE lesson where many showed maturity and tolerance towards issues raised as part of LGBTQI week that they had not shown before. Thank you Matt for sharing your story.*

Ms Tigue, Head of School, University of Birmingham School

I have sat through many a talk from visiting speakers; none have had the impact that Matthew had when he visited Hathershaw.

Hathershaw College, Oldham

The talk that Matt delivered was extremely powerful. We are a very diverse school and many of our pupils experience pressure from their families regarding marriage and potential partners.

The talk empowered many of them to question what is going on in the Asian society around our area and inspired them to try and make a difference to the situation.

Ms Kaur, The Co-operative Academy of Leeds

98% of the students said they had learnt something from the session. *Many students felt able to discuss a topic they may have not previously felt comfortable with. It touched a lot of our students emotionally, and allowed them to debate their viewpoints with other students. Not only was it informative, it was a topic they were eager to discuss even days later.*

Chandni Patel, Tutor at Walsall College

testimonials
from clients using our support service

Our services are shaped by the needs of, and feedback from, our community and the hundreds of vulnerable individuals who come to our Foundation for support each year.

We've compiled a small number of testimonials from individuals who have used, or been impacted by our services. We've changed names and some specific details to protect their identities.

Mimi

"I wouldn't be here if it wasn't for Matt and the Foundation. That's how I got my life back."

When Mimi first came to the Naz and Matt Foundation, severe anxiety meant they were barely able to leave the house. They had experienced sustained abuse from neighbours, called the police multiple times without response, and felt completely alone. "I was at my lowest of lows," they said. "I thought my life was going to end soon."

Through consistent support and ongoing conversations with the Foundation, over a period of four years, that changed.

Today, Mimi travels independently, meets friends, and moves through the world without fear. "I can go out any time I want. I'm not frightened anymore." They describe their life now as "ecstatic" - and they have plans. Big ones.

A 30-plus-year-old gay Muslim male experiencing honour-based abuse, religious and cultural homophobia, Islamophobia, police neglect, racism and harassment from members of his local community.

NAZ&MATT FOUNDATION

testimonial

Ramia

Before reaching out to Naz and Matt Foundation, I felt helpless; I didn't know what to do. No one seemed to understand what it was like growing up in a culture like mine and being a part of the LGBTQ community.

I desperately searched for support, trying to get someone to hear me out , hear my story and understand why I was afraid. I needed real advice on how to stay safe when my life was in danger from someone who understands that danger. That's what the Naz and Matt Foundation did for me.

They supported me through the process of getting protection in the UK; they heard my story and really understood; they gave me advice on how to stay safe; and, most importantly, they truly cared.

Non-binary, queer, Muslim who accessed our services. The holistic support we provided included regular email contact, 1-2-1 phone support, documentation of their story, and trauma-informed in-person support.

NAZ&MATT FOUNDATION

testimonial

Uthman

I was recommended to talk to Naz and Matt Foundation through one of my best friends, I was vaguely aware of them beforehand in the years past of me repressing my sexuality, and was very much in the closet at the time, and not at all confident or keen on discussing my sexuality or any personal matters to an outsider organisation.

Little did I know, I would have been a different person, with a different life, and a different outlook on life as a whole if I had done it sooner. Much, much sooner. Alas, I regret the time that I had wasted in prolonging my own mental anguish, for [Naz and] Matt would have alleviated it entirely. Speaking to him has changed me, and I shall be eternally grateful.

If I could thank [Naz and] Matt with all the gold in the world, I would, if I had it. For now he will have to settle with the fullness of my mind and heart in which he has helped rebuild, and restore. We are still on our way, but without him, I'd never would have found the support to do it alone.

He saved my life, he's prolonged it, and hopefully together,
I'll finally find some reason to love it again, as I used to.

- Uthman (his name has been changed to protect his identity)

Gay Muslim male who received twenty one, hour long telephone support sessions from us over a twelve month period.

NAZ&MATT FOUNDATION

testimonial

Nur

I realised I could kiss another girl when I was 16. Thinking back from that moment, I remembered the times I had developed crushes on girls throughout my life, never realising that I had romantic feelings towards them. I never thought of this as anything else than just a beautiful part of me, until I found out that being a lesbian and a Muslim "just isn't possible" – see, these two identities of mine was always so natural to me until the external homophobia started to become internalised.

Then began the years long struggle to accept both of my identities. I had questions, so many questions, and I desperately needed answers. I went online, watched all the available videos, and read specific verses of the Quran over and over again. These sources repeatedly spoke about even if I have these "sinful" feelings, I should not act on them. Not act on them how? Isn't Love one of the humanities truest sources of joy and peace? Why did God make me this way if this is wrong?

The indescribable fear of passing through this precious life with a fake identity made me desperate for help – I needed to speak to someone that wouldn't make me choose between my religion or who I loved. ***Then I found the Naz and Matt Foundation. I was nervous when I left my request to talk to someone. Then I got an email from Matt suggesting we speak on the phone. He has been there for me ever since then, whenever I need someone to speak to, witnessing every step of my growth. [Naz and] Matt's incredible patience, kindness and encouragement for the past 2 years has helped me become so much more confident in myself.***

I am no longer afraid to say these words: I am lesbian, I love women. Not being visible yet does not mean we do not exist. I feel truly connected to God, and I sense God's love in anything I do and everywhere I look. And most importantly, I don't have to give up on one of my identities to be myself. "

- Nur (her name has been changed to protect her identity)

Gay Muslim female who, over a two year period, received monthly telephone support sessions, consisting of reconciliation of religion and sexuality, confidence building and coming out support.

NAZ&MATT FOUNDATION

testimonial

Samira

"Two weeks prior to getting into contact with the Naz & Matt Foundation, I was hospitalised and was not able to see past anything apart from not wanting to live anymore.

By simply listening to, validating and understanding my situation ***I now have all that I was longing for, a clear plan to eventually live safely and without fear,*** *reaffirmation on how my life is valuable & the strength, hope and perseverance to be the person I was born to be.*

I feel like a brand new person every time we speak, eager to put newfound insight and knowledge to practice. I feel super confident in preparing for the rest of my life going forward! I will forever be eternally grateful.

Each session I have had has ALWAYS managed to pull the best out of me. The insight, encouragement & positivity unlocked a brand new perspective that gradually allowed me to see the light in such a dark time. ***Having a voice powerful enough to convince someone how their contribution to the world is in fact valuable, means everything to me.***

The basis from which the Naz & Matt Foundation first initiated, from taking a personal experience and using it to help others, has inspired me to want to do the same for people who need help. I want to continue sharing the light the Naz & Matt Foundation has shown me. ***The foundation has unquestionably transformed my life,*** *therefore I will honour it in all I go on to do and achieve going forward, with full faith it will continue to save so many more lives and relationships.*

I had no idea 5 years ago when using the Naz & Matt Foundation as research for my A Level media coursework that it would one day change my life for the better."

- Samira (her name has been changed to protect her identity)

Gay Muslim female who, over a two year period, received telephone support, mentoring, career advice, personal brand development and confidence rebuilding.

NAZ&MATT FOUNDATION

testimonial

Noah and his two children

"The charity is a god send and is still supporting me. I was in a very bad way a year ago and living in so much fear. Finally I was supported to move, very far, to feel safe and secure. Naz and Matt helped us to get into a refuge for me and my kids. I had nothing and they gave us so much by doing this for me and my kids.

My life has changed so much cause of them. I have things I never dreamt of and am so happy cause of the charity."

- Noah

Gay Muslim father contacted our charity in a state of distress. Hiding in a secret location with his two children, he was in fear of being attacked with acid by his ex-wife. We initiated an emergency relocation package, moved him and his children to another part of the UK, and found refuge and housing to support them. We continued to support him 30 months later.

Sabah

"The whirlwind of pain, emotions and loss seemed unbearable after coming out to my Pakistani mother.

I frantically searched the internet for support and someone that could understand and help. It was this foundation that got back to me and saved my mind and sanity from spiralling with regular support very quickly, when there was little response from elsewhere. Thank you for everything. "

- Sabah (her name has been changed to protect her identity)



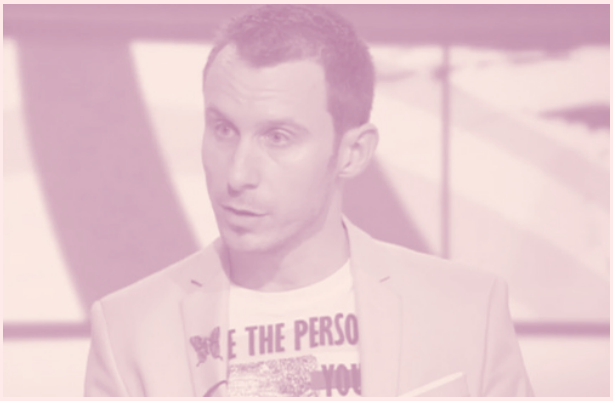


our journey






NPCC
POLICE
POLICE
POLICE
@WMPSentinel #WeRemember #StopForcedMarriage



NAZ&MATT FOUNDATION

our story

WHY

Naz and Matt Foundation was set up in 2014 following the sad loss of Matt's fiancé and soulmate, Naz, who took his own life two days after his deeply religious family confronted him about his sexuality for the first time.

We exist to empower and support LGBTQI+ (Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, and Intersex) individuals, their friends and family, to work towards resolving challenges linked to sexuality or gender identity, particularly where religion or culture is heavily influencing the situation.

64%

OF **LGBTQ+** INDIVIDUALS STRUGGLE WITH **ANXIETY** **DEPRESSION** OR **SUICIDAL THOUGHTS** AS A RESULT OF A NEGATIVE COMING OUT EXPERIENCE TO THEIR RELIGIOUS PARENTS

* NAZ AND MATT FOUNDATION, UNDERSTANDING THE IMPACT OF COMING OUT TO RELIGIOUS PARENTS UK, 2020. NO RESPONDENTS IDENTIFIED AS INTERSEX, SO WHEN REFERENCING THIS RESEARCH WE USE LGBTQ+

HUMANITARIAN WORK

We primarily work in suicide prevention, mental health and wellbeing - focusing on LGBTQI+ individuals and families from religious and culturally conservative backgrounds.

OUR VISION

Our vision is a world where every religious and culturally conservative parent accepts their LGBTQI+ child for who they really are, and for who they were born to be. No person should ever have to choose between their faith, culture, and their LGBTQI+ identity.

OUR APPROACH

We provide a comprehensive, free to access, telephone, email and group support service which provides assistance in a wide range of circumstances including 'coming out' support, LGBTQI+ asylum support and emergency relocation assistance.

We deliver highly effective outreach work, carefully designed to remove the barriers that prevent religious and culturally conservative parents from accepting their LGBTQI+ children.

NAZ&MATT FOUNDATION

the context we work in

Every day, LGBTQI+ individuals from religious or culturally conservative backgrounds face layered forms of trauma that standard support systems struggle to address. This trauma manifests in various ways, including forced marriage, conversion practices, honour-based abuse, and the conflict between cultural identity and sexuality. As a result, clients often feel unseen and invalidated.

In response to this crisis, Naz and Matt Foundation steps into the gap with lived experience, trauma-informed care, and community-rooted compassion. Our mission is to break cycles of shame and build pathways to safety, acceptance, and resilience.

Understanding Lifelong Harm - Without tailored support, trauma from religious or cultural homophobia can lead to isolation, homelessness, suicide, and fractured families.

Immediate, Safe Intervention - Through one-to-one emotional support, mentoring, crisis relocation, and emergency assistance, we meet people at their most vulnerable, offering immediate protection and hope.

Strength in Shared Experience - By centring lived experience and cultural understanding, our team builds authentic trust - providing a rare space where individuals feel heard, understood, and respected.

Bridging Worlds Through Connection - Engaging with parents, schools, and institutions through awareness campaigns, workshops, and podcasts enables conversations that can shift mindsets and rebuild relationships.

Sustainable Impact Through Infrastructure - Investing in systems like OASIS, improving safeguarding, and strengthening fundraising ensures we can respond to more people, more effectively, and keep pace with rising demand.

Preventative Culture Shift - By placing personal stories at the heart of our campaigns and educational work, we aim to prevent future trauma - encouraging acceptance and removing barriers between religiosity and unconditional parental love.

NAZ&MATT FOUNDATION

our theory of change

No LGBTQI+ person should ever have to choose between their faith, culture, or the person they love.

The Problem

- Religious and cultural homophobia, honour-based abuse, forced marriage, conversion practices, and isolation.
- Mainstream services lack cultural understanding.
- Trauma leads to family breakdown, homelessness, poor mental health, and suicide risk.

Our Approach

- Crisis Support: 1-2-1 mentoring, suicide prevention, asylum support, emergency relocation.
- Family & Community: Rainbow Chai, Out & Proud Parents Day, podcasts, school workshops.
- Advocacy & Change: Campaigns, training, influencing policy, partnerships with councils and funders.

Outcomes

- Short-term: Safety, confidence for parents, better professional responses.
- Medium-term: Reduced family breakdown, safer communities, stronger partnerships.
- Long-term Impact: Reduced suicide rates, systemic change, generational acceptance.

Our Theory of Change connects saving lives in crisis today with preventing trauma tomorrow. It guides our strategy, strengthens our case for support, and shows the impact of standing with us.

NAZ&MATT FOUNDATION

our values

COMMITTED to our mission and getting the job done.

HOPEFUL even when there is little hope in that moment.

POSITIVE in the face of adversity.

NEVER TURN OUR BACK on a member of our community in need.

APPROACHABLE and **WELCOMING**.

ACCESSIBLE easy to access services and information.

EFFICIENT optimal use of limited resources.

RESPECTFUL even when we disagree.

LOYAL to the energy and values that Naz lived by.

NAZ&MATT FOUNDATION

core areas of focus

RELIGIOUS & CULTURAL HOMOPHOBIA

Religious and cultural homophobia are often intertwined, but our primary focus is on tackling the harm caused by religious triggers.

LGBTQI+ HONOUR BASED ABUSE & FORCED MARRIAGE

Honour-based abuse and forced marriage are deeply influenced by culture and tradition. When combined with conservative religious interpretations, they form a core area of our work.

PARENTAL ACCEPTANCE

Parents hold the key to preventing LGBTQI+ suicide and creating safe, nurturing environments. Since launching Out and Proud Parents Day in 2019, we have increased our focus on supporting and educating parents.

CRIMINALISING 'CONVERSION PRACTICES'

We have campaigned to ban ‘conversion therapy’ nationally since 2015. Under Theresa May’s government, we advised the Government Equalities Office, and we continue to work with MPs and officials to push for its criminalisation.

NAZ&MATT FOUNDATION

our position

WE ARE PRO BELIEF + PRO RELIGION

We are not a religious organisation. We support individuals from any faith, including those who have left the religion they were born into.

We believe in the right to believe, or not to believe.
We believe in the right to be the person we were born to be.

WE ARE SOLUTIONS FOCUSED

We focus on solving the problem, not just dealing with the consequences.

Our long term goal is for our services and charity to no longer be needed.

Until that day, we will not stop until every religious or culturally conservative parent accepts their LGBTQI+ child.

NO POLITICAL AFFILIATION

We are not aligned with any political party.
We will work with any government or organisation that helps us achieve our mission of supporting our community.
We will challenge any government or political party that harms the people we serve.

NAZ&MATT FOUNDATION

our three pillars

All our work falls within one or more of the three pillars that underpin Naz and Matt Foundation's mission. These help keep us focused on our objectives with clarity and purpose.

#1

SUPPORT & OUTREACH

HELP THOSE MOST IN NEED

Supporting and working with LGBTQI+ individuals and their parents.

#2

IMPACT & AWARENESS

HELP OTHERS ENGAGE WITH THE PROBLEM

Create widespread understanding of the existence and impact of the abuse we tackle.

#3

EDUCATION & CHANGE

FIX THE PROBLEM

Empowering our audience with tools and knowledge to help them, and us, solve and prevent the problem.

NAZ&MATT FOUNDATION

our core services

One of the most important things we do as a Foundation is listen. We listen to the voices of the individuals who come to us for help and support. This enables us to adapt and evolve our services to meet the needs of the most vulnerable members of our community.

SUPPORT & OUTREACH

Trauma-informed 1-2-1 support & mentoring via phone and email.
Monthly group support sessions (for LGBTQI+ individuals, and parents)
LGBTQI+ Asylum support
Emergency relocation assistance
Community engagement

IMPACT & AWARENESS

Out and Proud Parents Day - celebrated every year on 30th July
Regular interviews in the local, national and international press
High visibility awareness campaigns, inc. World Suicide Prevention Day
Leading marching groups in multiple pride events around the UK each year

EDUCATION & CHANGE

School, college and university talks
Films & documentaries
Books for LGBTQ+ children and parents from religious backgrounds
Lectures, talks & workshops for NGOs, police, government, corporations
Research studies & reports

NAZ&MATT FOUNDATION

beneficiaries of our work

Our work benefits a wide intersection of society to ensure the abuse we tackle is understood and addressed effectively. We prioritise our work with those affected most.

primary

LGBTQI+ INDIVIDUALS

Born into religious or culturally conservative families

PARENTS

From religious or culturally conservative backgrounds

secondary

RELIGIOUS & COMMUNITY LEADERS

LGBTQI+ ALLIES, STUDENTS AND WIDER COMMUNITY

MEDIA & PRESS

Help us to speak to large sections of the community who will, in time, help us solve this problem

SERVICE PROFESSIONALS

NGOs, social carers, teachers, police, academics, company staff

NAZ&MATT FOUNDATION

who uses our services

Our work is delivered across multiple areas and channels, each being accessed and interacted by different audiences in different ways.

support services

OVER 98%

of individuals who access our support services are of South Asian Heritage.

96%

of our clients were born into Muslim families. Others into Sikh, Christian, Hindu and Mormon families.

Some of our clients chose to stay within and practise their faith, some work towards reconciling their faith and LGBTQI+ identity, others are on a journey towards leaving the religion they were born into.

Whichever path our clients choose, we will be there to support them on their journey ahead, however long it takes.

NAZ&MATT FOUNDATION

Our 7 stages of coming out

Based on our lived experience, the thousands of individuals we've supported, and the huge number of stories shared with us, we identified common milestones that appear again and again in the coming out journey.

From this knowledge, we developed a model of seven stages that reflect the typical experiences of both LGBTQI+ individuals and their parents.

We now use this framework in our support service. It has become a vital and practical tool to:

- help clients understand where they are on their journey,
- guide parents as they process their child's coming out, and
- identify the steps needed to move forward with hope and understanding.

These stages will be published in detail in our upcoming book for religious parents, which our team is currently developing.

The 7 Stages

1. Awareness
2. Denial
3. Mourning
4. Tolerance
5. Acceptance
6. Pride
7. Helping others

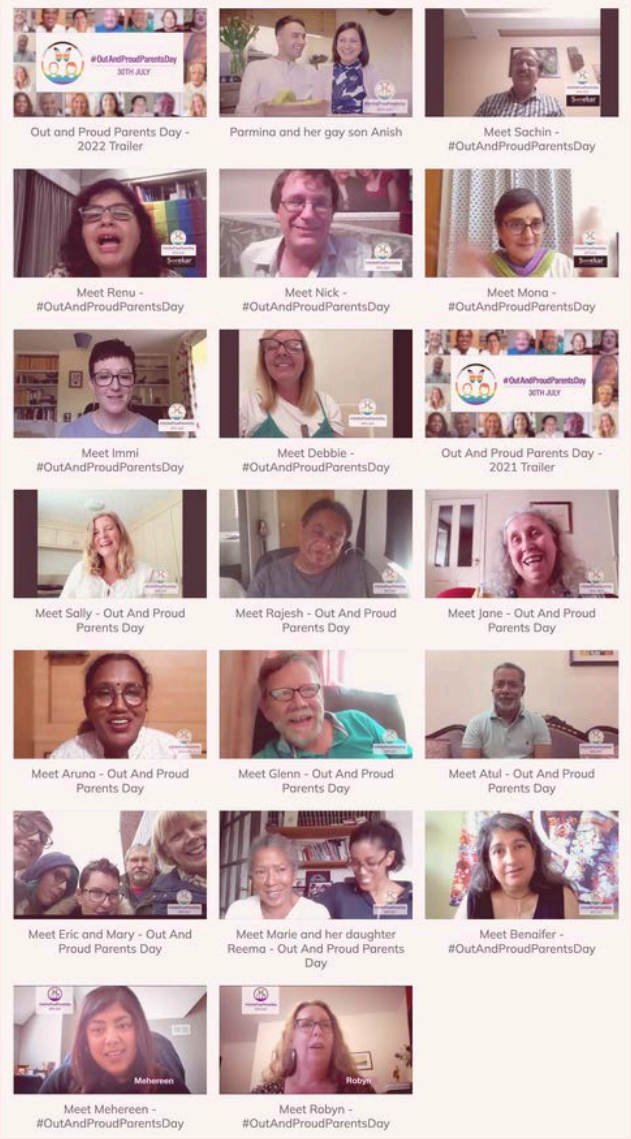
#Out And Proud Parents Day

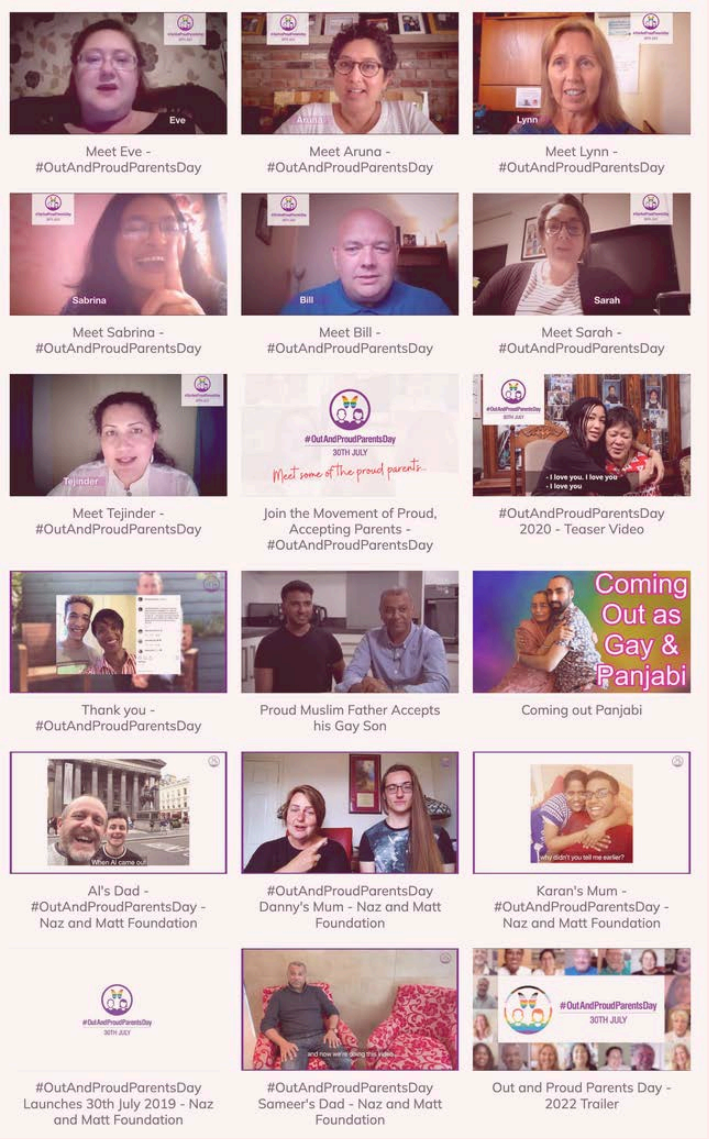
30th July

Our flagship annual event

Out and Proud Parents Day

#Out And Proud Parents Day
30th July





Parents participated from
United Kingdom
USA
India
Australia

58
parent videos

Parents from many different backgrounds, including
Islam, Christianity, Sikhism, Hinduism, Atheism

Out and Proud Parents Day

#Out And Proud Parents Day
30th July

Out and Proud Parents Day was launched on 30th July 2019, the fifth anniversary of Naz's death (Dr Nazim Mahmood), in whose memory the Naz and Matt Foundation was founded. What began as a day of tragedy was transformed into a day of love, hope, and visibility - so that no family would have to endure what Naz went through.

Since then, every year on 30th July, we bring together parents of LGBTQI+ children from all backgrounds to proudly stand up and celebrate their children.

What happens on the day?
Parents are invited to share videos, photos, and messages affirming their unconditional love and acceptance of their LGBTQI+ children. These posts are shared widely online, creating a powerful wave of visibility and hope.

By using the hashtag #OutAndProudParentsDay, every story joins a collective movement of positive parental role models. Together, these voices show other parents - especially those in communities where acceptance may feel difficult - that embracing and celebrating your LGBTQI+ child is both possible and life-changing.

Why it matters
Out and Proud Parents Day creates role models within communities, inspiring parents who may be struggling to accept their children. The day helps to break down barriers of fear, shame, and stigma, replacing them with pride, courage, and love.

Any parent looking for guidance, reassurance, or a positive example can connect with #OutAndProudParentsDay and find strength in a growing community of parents who proudly celebrate their LGBTQI+ children.

1.67 Million	People reached with our 2021 Out and Proud Parents campaign

NAZ&MATT FOUNDATION

Out and Proud Parents Day testimonials from parents

Parents who have taken part in Out and Proud Parents Day have overwhelmingly reacted with positive feedback and huge impact it has had on their personal and family lives.

"I was literally so proud to take part in the videos for Out and Proud Parents Day last year. Told absolutely everyone we know about it.
I usually have some form of rainbow on my person as a pin badge, laces, hair band. This has made it easy for a couple of parents to approach me… opening up about their own kids struggling with their sexuality, and how did we feel, and so on. One of the parents who is now a good friend of mine has a MTF daughter, and the mum was worried about people finding out. Not any more, we have hopefully helped her find a happy place and we are talking about it all"
— Mrs Sarah Gregory

“Taking part in Out and Proud Parents Day last year was awesome and has become such an integral part of our journey. So many people reached out to us in so many ways and I have been asked to support other parents at times. Amazing! I was really surprised by how many people who I had thought would disapprove of my post have been so positive saying things like they are so proud of me and Jesse”
— Mrs Lynn Chalinder RDH AFHEA MDTFEd

“I really loved participating in last year's Out and Proud Parents Day…it allowed me as a parent to celebrate my son's coming out. It brought to mind the confidence and trust my son had in me to be able to "come out". After my video went up on social media, at least 4-5 LGBTQI members reached out to me. With the guidance of Matt and Aruna Desai of Sweekar, we have helped some out come out to their families and gain their acceptance!!”
— Sabrina Court, India

out and proud parents
podcast



The Out and Proud Parents podcast shares moving, real-life stories of parents who have embraced and supported their LGBTQI+ children. Funded by the National Lottery Community Fund and co-produced with Aunt Nell, the series celebrates acceptance, love, and the power of visibility within families.

The first series features six powerful episodes where parents share their journeys of acceptance and pride.

Topics include learning about language and pronouns, what acceptance really looks like, navigating unsupportive communities, and bringing Pride into every part of life. The series closes with two extraordinary mothers from India explaining why Out and Proud Parents matter so deeply, putting love for their children above culture or religion.



our illustrated children's book

salim's secret

Growing up is never easy, especially when you have a secret to share and are too scared to tell anyone. Salim knows he is different, but will his friends and family accept him for who he really is?

Illustrated children's book for children 5+ years old.

Published exclusively by Naz and Matt Foundation in the UK, the book is available to purchase from major online retailers such as Amazon, Waterstones and Foyles.

A growing number of primary schools have purchased the book for their library.

our flagship, channel 4, award-winning film

My God, I'm Queer



"Can you be Muslim and gay? A bereaved fiancé goes on a deeply personal journey to try and prevent the tragedy from happening again."

My God, I'm Queer is an award-winning documentary produced by Naz and Matt Foundation that explores the origin story behind our charity

We meet an incredible family of truly inspirational individuals who choose to be themselves and live the best version of their queer lives.



The film screened in England, Wales, Canada and India and was shortlisted for two awards, and won **Best TV Programme of 2021** at the Asian Media Awards in Manchester.

The film was distributed by All4 and broadcast on Channel 4 as part of the Iris Prize. It's now available free to watch on YouTube https://www.youtube.com/watch?v=kvVcyUJZYhE

NAZ&MATT FOUNDATION

since our founding – 2014 to present

impact highlights

support

2,422	Requests for support from our telephone and email support service. (551 requests in 2025)
33,627	Minutes of confidential, life saving 1-2-1 telephone support delivered to vulnerable clients (4,867 minutes in 2025)
620	Members of our monthly support group. A 42% increase since 2024.
163	LGBTQI+ asylum support cases taken on, with a high success rate for helping to secure safety for our clients. (38 new cases in 2025)

since our founding – 2014 to present

impact highlights

awareness campaigns

1.67M	Reach of our 2021 Out and Proud Parents campaign
10M	Reached globally with our Journey to Find Acceptance sponsored wall in 2015
54M	Global reach with our World Suicide Prevention Day campaign in 2020

since our founding – 2014 to present

impact highlights

awareness & social impact



The love story of Naz and Matt was turned into an BBC Folk Award nominated song by The Young'uns.

Be the Main has now been performed played live in many countries around the world, including at Glastonbury.

We continue to receive requests for support from individuals who heard this song on the radio or online.

since our founding – 2014 to present

impact highlights

awareness & social impact

Produced or contributed to two major documentaries on Channel4

- Muslim Drag Queens
- My God, I'm Queer



Naz and Matt's story influenced the high-profile gay Muslim story in Coronation Street.

We later advised the production team on parts of the story, and Bhavna Limbachia, who played the main character in the storyline, became our patron and was shortlisted for the DIVA Awards.

since our founding – 2014 to present

impact highlights
difficult conversations

To help bring the positive change that is required in communities around the world, we believe the public need to be aware of, and fully understand the types of abuse we tackle.
To do this we amplify our story, and the voices of those with lived experience, to ensure we impact the widest audience. We have been interviewed by virtually all major press and media stations in the UK, and a number of international platforms, including

BBC Breakfast
BBC World Service
BBC News 24
BBC Asian Network
BBC Radio 1 Newsbeat
BBC Look North
CNN
The Guardian
Sky News
ITV News
ITV Meridian
Canadian Breakfast TV
LBC Radio
BBC Radio Ulster
The Sunday Times
Channel 4
BBC Radio 5 Live
BBC Radio WM
BBC Radio London (Sunny & Shay)
Gaydio Radio
Birmingham Mail
London Live TV
Heart FM
Capital Radio
Talk Radio
Camden New Journal
Ham High News
Smooth Radio Scotland
Capital Scotland
STV
BBC Solent
BBC Wiltshire

Telegraph
BBC Newcastle
Black Cat Radio
WCR FM
BHBN
BBC Cumbria
New Style Radio
N Live
ITV Yorkshire
Gateway 97.8
Marlow FM
That's Manchester
BBC Leeds
BBC Guernsey
BBC Scotland
Classic FM
Magic London
Kiss London
Kerrang
Heart South Wales
BBC Scotland
BBC Ulster
BBC Wales
BBC Cymru
BBC Berkshire
BBC Bristol
BBC Cambridgeshire
BBC Cornwall
BBC C & W
BBC Cumbria
BBC Derby
BBC Devon
BBC Essex

BBC Gloucestershire
BBC H & W
BBC Humberside
BBC Kent
BBC Lancashire
BBC Leeds
BBC Leicester
BBC Lincolnshire
BBC London
BBC Manchester
BBC Merseyside
BBC Newcastle
BBC Norfolk
BBC Northampton
BBC Nottingham
BBC Oxford
BBC Sheffield
BBC Shropshire
BBC Solent
BBC Somerset
BBC Stoke
BBC Suffolk
BBC Sussex and Surrey
BBC Tees
BBC Three Counties
BBC WM
BBC Wiltshire
BBC York
BBC Guernsey
BBC Jersey
Metro Newspaper
I Newspaper
Evening Standard

recognition for our lifesaving work

We work tirelessly to deliver meaningful campaign work, outreach and support services to the community. We're proud our work has been widely recognised.

- 2024: Awarded the London Dangoor Award for Promoting LGBTQI+ Inclusion within London.
- 2024: Winners of the first-ever Camden Faith & Belief Awards for our work in the local community, and our Founder and CEO, Matt Mahmood-Ogston, received an Outstanding Individual Award.
- 2022: We won Campaign of the Year award at the Bank of London Rainbow Honours Awards for our Out And Proud Parents Day celebration on 30th July.
- 2021: Our new documentary – My God, I'm Queer – won 'Best TV Programme of 2021' by the Asian Media Awards.
- 2021: Matt recognised as a Top 10 Outstanding Contributor to LGBT+ Life by the British LGBT+ Awards.
- 2020: Awarded the Faith and Belief Community Award for our work supporting faith and belief communities in Greater London. This was namely for our annual online event #OutAndProudParentsDay which celebrates proud religious parents of LGBTQI+ children.
- 2020: Nominated for a National Diversity "Community Organisation" Award. Matt nominated for the Positive Role Model Award.
- 2019: Shortlisted for the National Diversity Awards.
- 2019: Nominated for a Rainbow Honours Award.
- 2019: Awarded IKWRO's Special Recognition Award for 'Outstanding Organisation Tackling "Honour" Based Violence'
- 2019: British LGBT Awards – recognised as a Top 10 LGBT+ Charities or Community Initiative.
- 2018: Nominated for a National Diversity "Community Organisation" Award.
- 2018: "Be the Man" (the story of Naz and Matt) shortlisted for "Best Original Track" at the BBC Folk Awards. Written and performed by the The Young'uns.
- 2017: Shortlisted for the No2H8 Crime Awards by TellMAMA (a national project which records and measures anti-Muslim incidents in the UK).
- 2016: JCI Ten Outstanding Young Persons Award accepted by Matt on behalf of Naz and Matt Foundation.
- 2016: Matt nominated for Positive Role Model Award (National Diversity Awards).
- 2015: Matt voted 6th most influential LGBTQI person in the UK, by the Independent on Sunday's Rainbow List.
- 2015: Received official support from the Association of British Muslims for our work.
- 2015: Matt Awarded the Attitude Pride Award for 'Building bridges between religious and LGBTQI communities' for his work through the Foundation.

NAZ&MATT FOUNDATION

trustees & organisation

Our leadership team provide the oversight and strategy for the work that we do. Each member has lived experience of the issues we tackle as a charity.

Name	Role	Dates acted if not for whole year
Asma Ashraf	Chair of Trustees	Whole year
Samantha Lewis	Trustee and Secretary	Whole year
Benaifer Bhandari	Trustee & Acting Treasurer	Whole year
Sondos Bowker	Trustee	29 September 2025
Matthew Naz Mahmood-Ogston	Founder & CEO	Whole year

RECRUITMENT OF TRUSTEES

To ensure our board understands the needs of our service users, and to remain a “by and for” foundation, trustees are recruited through a process that prioritises lived experience and individuals from the Global Majority.

All new trustees are interviewed by the board, who then vote on the candidate. 100% agreement must be reached.

Trustees receive comprehensive induction and onboarding.

Type of governing document - Constitution.

Trustee selection method - Appointed by trustees.

Governance issues for period - N/A - no governance issues.

Core policies and procedures in place

1. Confidentiality Policy
2. Data Consent
3. Data Protection Policy
4. Safeguarding, Whistleblowing and Escalations Policy
5. Volunteer Policy
6. Anti Bribery Policy
7. Conflict of Interest Policy
8. Equality, Diversity and Inclusion Policy
9. Expenses Policy
10. Procurement Policy
11. Risk Policy
12. Complaints Procedure
13. Escalations & Red Flag Policy
14. Health and Safety Policy

NAZ&MATT FOUNDATION

charitable objects

Summary of the objects of the charity set out in its governing document.

(a) To advance education and promote knowledge to create understanding within communities and families where religion or culture is affecting their ability to accept or tolerate individuals who are born LGBTQI+ (Lesbian, Gay, Bisexual, Transgender, Questioning, Queer or Intersex);

(b) To promote and protect the good health of LGBTQI+ individuals and their friends and family by offering support and mentoring, and signposting them to established counselling services, to assist in resolution of the challenges linked to sexuality or gender identity particularly where religion may be affecting the situation; and

(c) The promotion of equality and diversity in particular the elimination of discrimination on the grounds of sexual orientation and gender identity; by raising awareness among the public about the negative impact that difficulties (with a focus on religious beliefs) can have on LGBTQI+ individuals.

financial overview

A snapshot of our organisation’s financial position in this year

INCOME

In 2025, demand for our support services continued to rise, and we ended the year in a stronger financial position than the one before it. After a 2024 deficit that drew on our reserves, our income recovered and we closed 2025 with an operating surplus.

Total income - £89,105
Total expenditure - £73,567
Operating surplus - £15,538

Every pound was spent carefully, supporting vulnerable LGBTQI+ individuals and families in crisis - from one-to-one mentoring and emergency relocation to community outreach and parental support.

FUNDING & GRANTS

We’re deeply grateful to the funders and partners who made our work possible this year:

- The George Michael Fund, through The Talent Fund
- City Bridge Foundation
- ShareGift
- LGBT Consortium
- Safe Lives

Each of these partners invested in our mission to end religious and cultural homophobia, prevent suicide, and bring families back together.

Donations and other income
Alongside our grant funding, donations and income from talks and events made up a growing share of what we raised in 2025 - an encouraging sign of income diversification for a charity of our size.

financial reserves

Summary of the financial position of our organisation.

RESERVES POLICY

Our policy is to maintain 3-6 months of cash reserves in our bank account to ensure we can operate without loss of service. Our reserves are spent in extenuating circumstances under the close supervision of the board. This policy is reviewed annually.

OUR RESERVES POSITION

2025 was a year of financial recovery. After drawing on our reserves in 2024 to protect frontline delivery through a period of record demand, our income recovered and we closed 2025 with an operating surplus of £15,538.

That surplus did not come from doing less. Demand rose again in 2025, and we delivered more asylum support, more group work and more parent support than the year before. It came from rebuilding our income and bringing our costs back into balance.

Our reserves at the year end stood at £57,196, against our policy target of 3-6 months of operating costs.

Looking ahead, we will use our operating surplus to rebuild our reserves to the level our policy requires and grow our core services to meet rising demand, particularly by expanding our frontline support team, so fewer people are left waiting when they are most vulnerable.

NAZ&MATT FOUNDATION

risks

As with any growing, in-demand organisation there comes risks. We actively identify risks to our Foundation and our community so that we can manage them accordingly. Some key risks, and our approach to mitigating these risks, are included below.

• **Unable to meet demand.**
Our response: Grow the support team, beginning with our first Frontline Support Team Lead, and keep seeking core funding so that waiting times shorten.

• **A shrinking sector, with more demand landing on the services that remain.**
Our response: Diversify our income, build multi-year funding relationships, and work in partnership with the organisations still standing.

• **Funding for the leadership of the charity itself, now that restricted funding follows the frontline role.**
Our response: Seek unrestricted, multi-year funding that covers core leadership costs.

• **Over-reliance on individual team members for key services.**
Our response: Redesign our schools programme so it no longer depends on one person (our CEO) being in the room, and build capacity across the team.

• **Burnout, and the triggering nature of our work affecting our team's mental health.**
Our response: Grow the team organically, monitor workloads, and fund wellbeing, supervision and therapeutic support for staff who carry both the work and their own lived experience of it.

• **Not reaching the individuals who need our services most.**
Our response: Keep investing in community outreach across the channels our community actually uses, and measure what that reach delivers.

NAZ&MATT FOUNDATION

opportunities

We have a great deal still to do, and have identified a number of opportunities that will help us get there. We are actively seeking funding to explore and implement these.

• **Deliver a best-in-class support service that genuinely protects and changes lives for some of the most vulnerable LGBTQI+ people in the UK.** With greater focus on our support function, we can reach people who would otherwise fall through the system and find nothing elsewhere.

• **Sensitively grow our lived experience support team.** Now that we are less focused on funding our own survival, we can focus on the survival and futures of our clients.

• **Strengthen our activist work,** so that we are not only supporting those affected by changes in society, but proactively influencing the changes needed to protect them.

• **Reach parents at scale by publishing our book, My God, My Child Is LGBTQI+,** with 144 parents already waiting for it, and by translating our content into Urdu, Hindi, Bengali and Punjabi.

• **Re-launch a scalable schools programme** that does not depend on one person being in the room, with 68 schools already on our waiting list.

• **Launch the first UK helpline** designed specifically for free, on-demand support for victims and survivors of religious and cultural homophobia, staffed by proud accepting parents.

looking ahead
from survival to capacity

In 2025, demand for our services rose again, and we ended the year in a stronger position than we began it. Last year our challenge was survival. This year it is capacity: growing carefully, so that fewer people are left waiting when they are at their most vulnerable.

Our core priorities for the year ahead

- Recruit and embed our first Frontline Support Team Lead, taking the lead on our support service and freeing our CEO to lead the organisation.
- Bring our new case management system into full use, so that it becomes the single source of truth for safeguarding and case outcomes.
- Reduce waiting times, so that nobody waits weeks for a first reply or months to be seen one to one.
- Grow our lived experience support team as predictable funding allows.
- Grow parent support, building on Rainbow Chai, which reached 52 registered parents this year.
- Develop online and hybrid support groups, after our in-person group outgrew the room we host it in.
- Publish our book for religious parents, with 144 parents already waiting for it.

To deliver this, we'll seek core funding and capacity-building support to expand frontline capacity, protect staff wellbeing, and ensure timely, trauma-informed care for everyone who reaches out.

Our long-term vision remains the same: a world where no one is forced to choose between their faith, their culture, and who they were born to be.

NAZ&MATT FOUNDATION

thank you

to everyone who supports our work

Because of you, we supported 328 people this year, and our in-person support group grew to 620 members. LGBTQ+ people in crisis stayed alive. Families stayed together. Young people kept a roof over their heads.

All of it works towards one thing: religious and culturally conservative families who love and accept their LGBTQI+ children, and communities that are stronger and safer for it.

Start that conversation where you live. Or donate and help us reach the person still waiting.

No one should ever have to choose between being loved and being themselves.

declaration

The Trustees declare that they have approved this annual Trustee's Report and financial statements.

In planning our activities for the year, the Trustees have had regard to the Charity Commission's guidance on public benefit.

The Chair has signed on behalf of all Trustees.

SIGNATURE 

Full name(s)

Asma Ashraf

Position

Chair

DATE 27 Oct 2026

NAZ AND MATT FOUNDATION

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NAZ AND MATT FOUNDATION

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF NAZ AND MATT FOUNDATION

I report to the Trustees on my examination of the financial statements of Naz and Matt Foundation (the Charity) for the year ended 31 December 2025.

Responsibilities and basis of report

As the Trustees of the Charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the Charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

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 Charities Act 2011.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements 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 financial statements to be reached.

Sarah Corbett FCA DChA
HJS Accountants Limited
Tagus House
9 Ocean Way
Southampton
Hampshire
SO14 3TJ
United Kingdom

27 October 2026

NAZ AND MATT FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
Income and endowments from:									
Donations and legacies	**3**	49,242	-	37,000	86,242	39,258	-	4,750	44,008
Charitable activities	**4**	2,863	-	-	2,863	2,287	-	-	2,287
Other income	**5**	-	-	-	-	500	-	-	500
Total income		52,105	-	37,000	89,105	42,045	-	4,750	46,795
Expenditure on:									
Raising funds	**6**	285	-	74	359	404	-	-	404
Charitable activities	**7**	34,588	-	38,620	73,208	75,745	-	11,864	87,609
Total expenditure		34,873	-	38,694	73,567	76,149	-	11,864	88,013
Net income/(expenditure)		17,232	-	(1,694)	15,538	(34,104)	-	(7,114)	(41,218)
Transfers between funds		(1,985)	-	1,985	-	-	-	-	-
Net movement in funds	**8**	15,247	-	291	15,538	(34,104)	-	(7,114)	(41,218)

NAZ AND MATT FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds general 2025 £	Unrestricted funds designated 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds general 2024 £	Unrestricted funds designated 2024 £	Restricted funds 2024 £	Total 2024 £
Reconciliation of funds:									
Fund balances at 1 January 2025		26,077	4,034	11,547	41,658	60,181	4,034	18,661	82,876
Fund balances at 31 December 2025		41,324	4,034	11,838	57,196	26,077	4,034	11,547	41,658

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

NAZ AND MATT FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Fixed assets					
Tangible assets	**13**		226		-
Current assets					
Debtors	**14**	900		900	
Cash at bank and in hand		83,967		68,333	
		84,867		69,233	
Creditors: amounts falling due within one year	**15**	(27,897)		(27,575)	
Net current assets			56,970		41,658
Total assets less current liabilities			57,196		41,658
The funds of the Charity					
Restricted income funds	**19**		11,838		11,547
Unrestricted funds - general	**20**		41,324		26,077
Unrestricted funds - designated	**18**		4,034		4,034
			57,196		41,658

NAZ AND MATT FOUNDATION

BALANCE SHEET (CONTINUED)

AS AT 31 DECEMBER 2025

27 Oct 2026

The financial statements were approved by the Trustees on .....



.....
Asma Ashraf
Trustee

1 Accounting policies

Charity information

Naz and Matt Foundation is a charitable incorporated organisation. The charity's principal address is 71-75 Shelton Street, Covent Garden, London, WC2H 9JQ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the Charity's governing document, the Charities Act 2011, FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” (“FRS 102”) and the Charities SORP "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)" (effective 1 January 2019). The Charity is a Public Benefit Entity as defined by FRS 102.

The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of their charitable objectives.

Designated funds are funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the Charity.

1.4 Income

Income is recognised when the Charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the Charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the Charity has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1 Accounting policies **(Continued)**

Grants receivable are recognised when there is entitlement, probability of receipt and the amount can be measured sufficiently and reliably.

Grants which cover more than one financial reporting period are deferred accordingly.

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Computers	33% Reducing Balance

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Impairment of fixed assets

At each reporting end date, the Charity reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.9 Financial instruments

The Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

1 Accounting policies **(Continued)**

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Charity's contractual obligations expire or are discharged or cancelled.

1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

2 Critical accounting estimates and judgements

In the application of the Charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Donations and gifts	8,292	-	8,292	8,678	-	8,678
Grants	40,950	37,000	77,950	30,580	4,750	35,330
	49,242	37,000	86,242	39,258	4,750	44,008
Grants						
Indigo Trust	-	-	-	10,000	-	10,000
Camden Giving	-	-	-	10,455	-	10,455
SafeLives Fund	-	2,000	2,000	-	2,000	2,000
City Bridge Foundation	-	35,000	35,000	-	-	-
George Michael Fund	35,000	-	35,000	8,750	-	8,750
Protection Approaches	-	-	-	1,375	2,750	4,125
LGBT Consortium	950	-	950	-	-	-
ShareGift	5,000	-	5,000	-	-	-
	40,950	37,000	77,950	30,580	4,750	35,330

4 Income from charitable activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Charitable income		
Events	2,863	2,287

5 Other income

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Other income	-	500

6 Expenditure on raising funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Fundraising and publicity						
Advertising	285	74	359	404	-	404

7 Expenditure on charitable activities

	Expenditure 2025	Expenditure 2024
	£	£
Direct costs		
Staff costs	34,545	19,557
Special projects	1,488	8,358
Events	200	80
Cost of providing support	4,970	7,561
Cost of goods sold	122	220
Staff training	78	-
	41,403	35,776
Share of support and governance costs (see note 10)		
Support	28,547	49,193
Governance	3,258	2,640
	73,208	87,609
Analysis by fund		
Unrestricted funds - general	34,588	75,745
Restricted funds	38,620	11,864
	73,208	87,609

8 Net movement in funds

	2025	2024
	£	£
The net movement in funds is stated after charging/(crediting):		
Fees payable for the independent examination of the charity's financial statements	1,416	1,284
Depreciation of owned tangible fixed assets	6	-

9 Trustees

None of the Trustees (or any persons connected with them) received any remuneration or benefits from the Charity during the year.

10 Support costs

	Support costs	Governance costs	2025	Support costs	Governance costs	2024
	£	£	£	£	£	£
Staff costs	21,623	-	21,623	42,472	-	42,472
Depreciation	6	-	6	-	-	-
Insurance	210	-	210	203	-	203
General expenses	-	-	-	52	-	52
IT software and consumables	5,092	-	5,092	4,729	-	4,729
Postage, freight and courier	160	-	160	188	-	188
Printing and stationery	-	-	-	209	-	209
Subscriptions	199	-	199	108	-	108
Telephone and internet	223	-	223	264	-	264
Travel - national	847	-	847	960	-	960
Bank fees	187	-	187	8	-	8
Legal and professional	-	1,296	1,296	-	1,296	1,296
Audit and accountancy fees	-	1,962	1,962	-	1,344	1,344
	28,547	3,258	31,805	49,193	2,640	51,833
Analysed between						
Charitable activities	28,547	3,258	31,805	49,193	2,640	51,833

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Management	1	1
Casual support personnel	4	4
Total	5	5

Employment costs	2025 £	2024 £
Wages and salaries	55,153	60,974
Other pension costs	1,015	1,055
	56,168	62,029

There were no employees whose annual remuneration was more than £60,000.

12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

13 Tangible fixed assets

	Computers
	£
Cost	
Additions	232
At 31 December 2025	232
Depreciation and impairment	
Depreciation charged in the year	6
At 31 December 2025	6
Carrying amount	
At 31 December 2025	226

14 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	900	900

15 Creditors: amounts falling due within one year

	Notes	2025	2024
		£	£
Deferred income	17	26,250	26,250
Trade creditors		40	40
Other creditors		191	-
Accruals		1,416	1,285
		27,897	27,575

16 Retirement benefit schemes

	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	1,015	1,055

The Charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the Charity in an independently administered fund.

17 Deferred income

	2025	2024
	£	£
Other deferred income	26,250	26,250

Deferred income is included in the financial statements as follows:

	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	26,250	26,250
Movements in the year:		
Deferred income at 1 January 2025	26,250	10,000
Released from previous periods	(26,250)	(10,000)
Resources deferred in the year	26,250	26,250
Deferred income at 31 December 2025	26,250	26,250

18 Unrestricted funds - designated

These are unrestricted funds which are material to the Charity's activities.

	At 1 January 2025	At 31 December 2025
	£	£
Camden Giving	4,034	4,034

Previous year:	At 1 January 2024	At 31 December 2024
	£	£
Camden Giving	4,034	4,034

Camden Giving Community Partnership
To develop and strengthen our community of grassroots leaders in Camden and provide opportunities for them to apply and participate on the panel of Camden Giving's community led grants programmes.

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 January 2025	Incoming resources	Resources expended	Transfers	At 31 December 2025
	£	£	£	£	£
SafeLives Fund	86	2,000	(1,709)	-	377
Pink Triangle Trust	1,000	-	-	-	1,000
Camden Council	7,661	-	-	-	7,661
National Lottery	50	-	-	-	50
Protection Approaches	2,750	-	-	-	2,750
City Bridge Foundation	-	35,000	(36,129)	1,129	-
Out and Proud Parents Day	-	-	(856)	856	-
	11,547	37,000	(38,694)	1,985	11,838

Previous year:	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
SafeLives Fund	-	2,000	(1,914)	-	86
Pink Triangle Trust	1,000	-	-	-	1,000
Camden Council	7,661	-	-	-	7,661
National Lottery	10,000	-	(9,950)	-	50
Protection Approaches	-	2,750	-	-	2,750
	18,661	4,750	(11,864)	-	11,547

19 Restricted funds **(Continued)**

SafeLives Fund
The SafeLives 'Circle Fund' supports victims of economic and domestic abuse. It provides crisis intervention, increase safety and help support recovery and resilience. Funded through £1million donation by NatWest bank. We were granted an allocation of money which we are then able to give to our most vulnerable clients in times of crisis or urgent need.

Pink Triangle Trust - Helpline
Initial research and development of our new helpline service designed to support LGBTQI+ individuals and their parents, from religious and culturally conservative backgrounds.

Camden Council
A grant from the Community Impact Fund for The Partnership and Network Development for community outreach and to build bridges and connections between the LGBTQI+ community supported by Naz and Matt Foundation, and cultural and faith-based groups in Camden.

National Lottery
Support the creation of a new podcast series to celebrate Out and Proud Parents Day's 5th anniversary on 30th July 2024.

Protection Approaches
Protection Approaches awarded funding to support participation in a collaborative hate crime partnership project. The grant is for helping to cover costs associated with participation, including staff time for attending three training sessions (hate crime training, community builder training, and policy and advocacy training), activity/outcome planning meetings, activity delivery, and a partner conference. The funding supports activities focused on increasing awareness and understanding of hate crimes among community members, improving victim support services, and building relationships with stakeholders in police, local and regional authorities, and civil society focused on hate crime victim support and prevention.

City Bridge Foundation Fund
The City Bridge Foundation grant supports our Support Services offer, providing trauma-informed support to LGBTQI+ people at risk of suicide, or experiencing the early causal factors that lead to suicide ideation, who come from religious or culturally conservative backgrounds. Awarded under City Bridge Foundation's Suicide Prevention Programme, it is a five year grant towards the running costs of the service, including staffing, and cannot be applied to any other area of our work.

20 Unrestricted funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	At 1 January 2025	Incoming resources	Resources expended	Transfers	At 31 December 2025
	£	£	£	£	£
General funds	26,077	52,105	(34,873)	(1,985)	41,324

20 Unrestricted funds **(Continued)**

Previous year:	At 1 January 2024	Incoming resources	Resources expended	Transfers	At 31 December 2024
	£	£	£	£	£
General funds	60,181	42,045	(76,149)	-	26,077

21 Analysis of net assets between funds

	Unrestricted funds general 2025	Unrestricted funds designated 2025	Restricted funds 2025	Total 2025
	£	£	£	£
At 31 December 2025:				
Tangible assets	226	-	-	226
Current assets/(liabilities)	41,098	4,034	11,838	56,970
	41,324	4,034	11,838	57,196

	Unrestricted funds general 2024	Unrestricted funds designated 2024	Restricted funds 2024	Total 2024
	£	£	£	£
At 31 December 2024:				
Current assets/(liabilities)	26,077	4,034	11,547	41,658
	26,077	4,034	11,547	41,658

22 Related party transactions

There were no disclosable related party transactions during the year (2024 - none).