

KALAYAAN

England & Wales · Charity number 1146596

Details

Status	Registered
Legal form	Charitable company
Company number	07968872
Registered	2012-03-27
Register	View on the Charity Commission register

Contact

Address	St. Francis Of Assisi Community Centre 13 Hippodrome Place London W11 4SF
Phone	02072432942
Email	info@kalayaan.org.uk
Website	http://www.kalayaan.org.uk

Activities

Objects: 1) TO ADVANCE EDUCATION AND RELIEVE POVERTY, PARTICULARLY BY:A) THE PROVISION OF LEGAL AND OTHER ADVICE.B) THE RELIEF OF UNEMPLOYMENT FOR THE PUBLIC BENEFIT AMONGST PEOPLE WHO ARE UNEMPLOYED.2) TO ADVANCE EDUCATION FOR THE PUBLIC BENEFIT.3) TO PROMOTE HEALTH FOR THE BENEFIT OF THE PUBLIC. 4) TO IMPROVE THE CONDITIONS OF LIFE BY THE PROVISION OF RECREATIONAL FACILITIES IN THE INTERESTS OF SOCIAL WELFARE TO THOSE CURRENT AND FORMER MIGRANT DOMESTIC WORKERS WHO HAVE THE NEED OF SUCH FACILITIES BY REASON OF THEIR SOCIAL AND ECONOMIC CIRCUMSTANCES.

Activities: Kalayaan provides support, legal advice and advocacy services to migrant domestic workers. Services include advice on immigration and employment rights, emergency accommodation, English classes and support to victims of trafficking for domestic servitude. In addition, Kalayaan advocates for the rights of migrant domestic workers and works to improve the legislative environment around them.

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£298,895	£536,569	-	-
2024-03-31	£500,117	£439,794	£326,925	9
2023-03-31	£228,573	£307,410	-	-
2022-03-31	£402,943	£257,335	-	-
2021-03-31	£338,541	£267,728	-	-

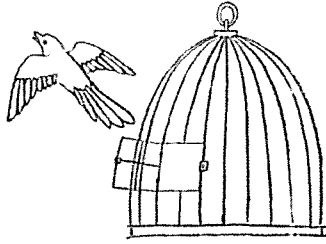
Trustees

Name	Role	Appointed
Dr Virginia Mantouvalou	Chair	2013-12-19
ALISON ROMA HARVEY		2014-12-02
Elizabeth Wiener		2026-04-23
Emelie Dela C Rodriguez		2026-01-21
Hugh Graham Collins		2020-05-05
Julieta Gadayan		2022-12-04
Lauren Exell		2025-04-22
Michael John Muirhead		2024-11-24
Natalie Margit Sedacca		2020-05-05
Pauline Uwins		2025-11-30

KALAYAAN

England & Wales - Charity number 1146596

Accounts



KALAYAAN

Justice for migrant domestic workers

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2025

Registered Charity in England and Wales

1146596

Registered company in England and Wales

07968872

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

ORGANISATION INFORMATION

LEGAL STATUS

Charity and private company limited by guarantee.

Hannah Billington (Company Secretary)

MANAGEMENT COMMITTEE MEMBERS

Virginia Mantouvalou (Chair)

Pauline Uwins (resigned 24.11.24, reappointed 30.11.25)

Silvia Hill (Co-Treasurer resigned 22.10.25)

Gabriel Ephraim (Deputy Treasurer)

Alison Harvey (Trustee)

Hugh Graham Collins (Trustee)

Julieta Gadayán (Trustee)

Myriam Cherti (Trustee)

Narmada Thiranagama (resigned 22.05.24)

Natalie Margit Sedacca (Trustee)

Michael Muirhead (Treasurer, appointed 24.11.24)

Lauren Exell (Trustee, appointed 22.04.25)

Emalyn (Zemzem) Pescadero (Appointed 24.11.24; resigned 11.11.25)

Neetu Tiwari (Trustee, appointed 22.04.25)

STAFF

Hannah Billington CEO (started 17.03.25)

Rita Gava (left 26.06.25)

Alexandra Millbrook (Immigration Lawyer)

Andrea Kyselakova (Operations Manager, Bookkeeper and Tech Support Officer)

Avril Sharp (Immigration Lawyer and Policy Officer until secondment in Feb 2025)

Dipa Haria (Immigration Lawyer)

Marta Bratek (Immigration Lawyer left 25.11.25)

Registered Charity 1146596. Registered company 07968872

Rebecca Hirst (Community Engagement Lead, left 15.12.24)

Arundhati Chaudhuri (Community Engagement Lead, started 05.02.25)

Sophie Levack (Immigration Lawyer and Policy Officer – also MEL Manager from Aug 2025)

Dominic Clarke (freelance English Teacher)

REGISTERED OFFICE

St. Francis Centre

13 Hippodrome Place

London

W11 4SF

INDEPENDENT EXAMINER

Richard Lane

Affinia (Stratford)

Chartered Accountants & Registered Auditors

19th Floor

1 Westfield Avenue

London

E20 1H2

BANK

CAF Bank

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME194JQ

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CHAIR'S REPORT

This has been another successful year for Kalayaan. We have continued to provide crucial protections and advice to migrant domestic workers in the UK who still do not enjoy the rights outlined in the ILO Convention 189 on Domestic Workers (2011). The ILO Convention contains a range of essential workers' rights, recognising the unique challenges faced by isolated workers in the sector but it remains unratified by the United Kingdom. Migrant domestic workers are also still excluded from the rights that other workers have because of the restrictions of the UK Overseas Domestic Worker visa which ties workers to employers in settings where exploitation goes unseen. Under the restrictive terms of the visa, it is practically impossible for exploited workers to obtain alternative, decent employment. Without legal protection of their rights, many domestic workers will not come forward to the authorities when they experience exploitation and abuse. Only through the legal advice and support Kalayaan offers can domestic workers escape the physical and psychological abuse, withholding of wages, passport, food, privacy and rest that are, unfortunately, still common features of life as a migrant domestic worker in the UK.

Kalayaan continued to offer specialist legal advice to protect domestic workers' rights and to enable exploited workers and victims of slavery and trafficking to find safety and decent work. As well as delivering legal advice and referring survivors of trafficking and slavery into the National Referral Mechanism, we also campaigned and advocated for the changes to legislation that would make it harder for employers to exploit domestic workers. Kalayaan continued to campaign for wider policy change and to organise community events for domestic workers offering information sharing, social support and advocacy training through our Community Engagement Programme. Our work is more important than ever.

Our Treasurers and CEO managed a process of reducing our reserves during the financial year 2024-5 and invested in extending our successful Community Engagement Programme in the knowledge that we had secured significant grant funding starting in the next financial year.

Staff team

The outstanding work delivered by Kalayaan in 2024-5 would not have been possible without our skilled and experienced staff team: Marta Bratek, Rita Gava (who stepped down as CEO in December 2024 and continued providing part-time support on fundraising until June 2025), Dipa Haria, Rebecca Hirst, Andrea Kyselakova, Sophie Levack, Alex Millbrook and Avril Sharp. We would like to thank Rita Gava for her long, dedicated service. We were fortunate to appoint an excellent new CEO, Hannah Billington, who started her role at Kalayaan in March, as the financial year was ending. The work of our Interim CEO, Bethany Brady, who worked for Kalayaan between December 2024 and February 2025, was also crucial to the health of the organisation during the transition period and we are indebted to her. Moreover, we said goodbye to Rebecca Hirst in December 2024 after her excellent work building our Community Engagement Programme and welcomed Arundhati Chaudhuri who is leading the Community Engagement Programme through its next stage of growth. We are deeply grateful to all the exceptional volunteers who made Kalayaan's work possible during the 2024-5 financial year by supporting our caseworkers, our community engagement events and our English classes, especially Tiffany Bucknall, Ericka Regalado and Devyani Nighoskar. We are also thankful to Dominic Clarke, our freelance English teacher, for continuing to deliver weekend lessons for our service users.

Trustees

Trustees supported Kalayaan through the transition to a new CEO at the end of the financial year. I am very grateful for the commitment, time and support of all Trustees and would especially like to thank Pauline Uwins who stepped down in 2024 as Deputy Chair of Trustees. Pauline was a skilled, thoughtful and wise advisor and will be missed. We appointed three new Trustees after a skills audit, Emalyn (Zemzem) Pescadero who brings lived experience as a migrant domestic worker, Michael Muirhead from Lloyds, a chartered accountant with considerable experience in risk management, and two further staff members from Lloyds with significant professional experience and a particular focus on data, technology and risk management, Lauren Exell and Neetu Tiwari.

Coalitions and collaborations

Kalayaan has worked closely with other anti-trafficking and migrant rights' organisations this year including; Anti-Slavery, Amnesty International, the Anti-Trafficking and Labour Exploitation Unit (ATLEU), Unite the Union, and Liberty. These collaborations created stronger advocacy for the rights of domestic workers and raised awareness of our policy asks with Ministers, MPs and Peers.

As First Responders, Kalayaan continued to support and train other organisations including sector partners (charities) local authorities, The Met Police, The NHS and private employers, as well as law centres and solicitors who refer potential victims of modern slavery for assessment and NRM referrals.

Kalayaan also collaborates closely with migrant domestic workers' organisations including the Voice of Domestic Workers, Unite the Union, Kanlungan, The Filipino Domestic Workers Association and the Indonesian Networking Development United Kingdom. These organizations refer clients to Kalayaan and we collaborate to define, drive and deliver campaign and policy activities.

Funders

We would like to thank the extremely generous funders who made our work possible during this financial year including the AB Charitable Trust, Anti-Trafficking Monitoring Group, the Barrow Cadbury Trust, the Bromley Trust, the Esmée Fairbairn Foundation, Fondation Chanel, the Lloyds Bank Foundation, the National Lottery Community Fund, the Oak Foundation and their partner the Swiss Philanthropy Foundation and Trust for London. In addition, we would like to thank the Lloyds Bank Foundation for non-financial support that they generously offer.

We are also extremely grateful to all the individual donors who gave via our website and via JustGiving as well as through direct donations, with special thanks to Mr Wing.

Professor Virginia Mantouvalou Chair of Kalayaan

REPORT OF THE MANAGEMENT COMMITTEE MEMBERS

The Management Committee presents its directors' report and this year's unaudited accounts for the year ended 31 March 2025.

The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006 and the 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 effective January 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Kalayaan is a registered charity and company limited by guarantee and has no share capital. Its main business is carried out from its offices in London. Executive function is the responsibility of the CEO appointed by the charity trustees and the trustees of the charity exercise governance.

Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.

The organisation's structure, governance and management are set out in the Constitution. The objects are:

- To advance education and relieve poverty, particularly by:
- The provision of legal and other advice.
- The relief of unemployment for the public benefit amongst people who are unemployed.
- To advance education for the public benefit.
- To promote health for the benefit of the public.
- To improve the conditions of life by the provision of recreational facilities in the interests of social welfare to those current and former migrant domestic workers who have the need of such facilities by reason of their social and economic circumstances.

Members of the Management Committee act as trustees for the purpose of charity law and directors for the purpose of company law and are appointed by the AGM. Membership is open to all those interested in supporting the work of the organisation and the Management Committee aims to appoint and maintain 25% of trustees with lived experience as migrant domestic workers.

OBJECTIVES AND ACTIVITIES

Legal Advice

The legally qualified caseworkers on Kalayaan's legal team gave our clients vital legal advice throughout the financial year, spending many hours taking witness statements, gathering evidence and working with Home Office bodies to ensure access to statutory support and protection of their rights. Our caseworkers enabled clients to regularise their status, giving a degree of financial stability and safety through access to decent alternative employment, safe housing, healthcare and the option to be recognised as a survivor of trafficking and modern slavery via a referral into the Home Office's National Referral Mechanism (NRM). Kalayaan's legal team continued to deliver success in achieving Conclusive Grounds decisions for the clients we referred into the NRM, transforming their level of security and opening a chance of recovery following the trauma of exploitation and servitude.

Kalayaan worked with and signposted some 200 exploited migrant workers during the year and our legal team registered 65 new clients as well as working with a high volume of existing and longstanding clients whose cases were often complex. We advised 63 clients on immigration issues including spousal visa, asylum, discretionary leave, applications for dependants, and made 45 referrals to employment lawyers where representation was needed. Kalayaan's advice and information sharing enabled 43 clients to access healthcare as well as other vital statutory services. We achieved 33 Conclusive Grounds decisions for clients who had been referred into the NRM and 14 of our clients were helped with support for urgent survival needs such as emergency accommodation after escaping from exploitative employers.

High quality legal advice from our lawyers, given with the benefit of longstanding expertise on the Overseas Domestic Worker visa, unlocked security and a path to recovery for scores of Kalayaan's clients this year, allowing them to escape exploitation, abuse and destitution.

Policy and Advocacy

2024-5 was a busy and successful year for Kalayaan's policy and advocacy work. Six significant reports were published, using our insights into the history and current injustices affecting domestic workers, to make the case for systemic reforms. The reports attracted political interest which led ultimately to two amendments being tabled to legislation (later in 2025). We attracted political signatories to our public letters, gained media cut through and presented our arguments directly to a greater number of Ministers, MPs and peers than in previous years. The election of a new Labour government on July 4th created an opportunity to reach newly elected politicians who had advocated for migrant rights and workers' rights while in opposition.

In June 2024, Kalayaan published '12 Years of Modern Slavery: the smokescreen used to deflect state accountability for migrant domestic workers.' The report called for the reinstatement of an Overseas Domestic Worker visa allowing realisable routes out of exploitation. The report debunked arguments against reforming the visa and set out the evidence about why reinstatement of the previous visa structure would reduce exploitation. The report was launched alongside an interview on the Free Movement Podcast, and articles in 'The Lady' and on Freedom United's website.

Kalayaan published a joint statement on the First Responder capacity crisis in August. Signed by six other non-statutory First Responders to the National Referral Mechanism (NRM), the statement highlighted the

urgent requirement for more non-statutory First Responders to meet the growing need among survivors of trafficking and modern slavery for referrals. The statement was a rare moment of unified public outcry, coordinated by Kalayaan. After a response from the Minister for Safeguarding in September the Home Office's Modern Slavery Unit launched a new NRM referral form following Kalayaan's recommendations (in April 2025).

On the 23rd of October, Kalayaan launched a further series of reports calling for the right to work in the NRM; 'Ready, Willing & Able: The cost of not allowing survivors in the NRM to work'. The launch took place at a Parliamentary meeting in Portcullis House, where Kalayaan spoke directly to MPs and Peers about the urgent need to give survivors of trafficking and servitude the dignity of the right to work while in the NRM. Lord Randall of Uxbridge and Chris Murray MP took a particular interest in the campaign.

The launch of the report series was heralded on Refugee Action's 'Experts by Experience' podcast, giving Kalayaan clients and staff members the opportunity to advocate for this urgently needed reform. Reports in the series, published between October 2024 and January 2025, included:

- Report 1: 'Granting the right to work for all in the NRM' set out the current situation and the estimated number of survivors in the NRM without the right to work.
- Report 2: 'The Economic Benefits' showed how the UK could be collecting £36 million per year in income tax and National Insurance contributions by allowing all survivors to work.
- Report 3: 'Enabling Recovery' demonstrated the evidence that being able to work and contribute to society enables recovery from physical and mental health issues.
- Report 4: 'Preventing Re-exploitation' explained that not being allowed to work doesn't mean that survivors do not work. Instead, it showed that this ban increases the risk of survivors being re-exploited.
- Report 5: 'The Solution' set out how the Government can easily change policy to allow survivors in the NRM to work while they wait for a decision.

In December 2024, Kalayaan also prepared a submission to inform the Government's Labour Market Enforcement Strategy 2025 to 2026. Our submissions to the Low Pay Commission had been instrumental in winning the right to the minimum wage for domestic workers in March 2024.

In February 2025, Kalayaan secured the signatures of 11 members of the House of Lords in a letter addressed to the Home Secretary asking for the right to work to be granted to all survivors in the NRM. And in March, the Minister for Safeguarding replied on behalf of the Home Office. Kalayaan's response to the reply gained further support from Peers for Kalayaan's arguments. Subsequently, and after the period of this financial year, our reports and our arguments and briefings led to two amendments being tabled. These two amendments, if passed in the autumn of 2026, will have a significant impact on the protection of migrant domestic workers' rights.

Kalayaan secured media coverage of our campaigns and the issues faced by migrant domestic workers during the financial year, including an article in The Big Issue in June 2024, covering the effect of the hostile environment on migrant domestic workers. In November 2024, The Independent reported on the increased number of reports of modern slavery and the effect on the capacity of non-statutory First Responder Organisations, and in February 2025 Reuters interviewed a client of Kalayaan about the effect of the Nationality and Borders Act 2023 on survivors of trafficking and slavery in the NRM.

Kalayaan also campaigned alongside several high-impact coalition groups including the Anti-Trafficking Monitoring Group (ATMG), a coalition of leading UK-based anti-trafficking organizations, who monitor the British Government's implementation of conventions and makes recommendations. We collaborated with ATMG to highlight the number of survivors of trafficking and modern slavery who would meet the criteria for referral into the National Referral Mechanism but lack access to a First Responder to make the referral. Kalayaan and ATMG published a briefing on the non-statutory First Responder capacity crisis, which contained primary survey data from Kalayaan, and was published in parallel with the joint statement by non-statutory First Responders to lend evidence to the statement.

Kalayaan also contributed to five joint submissions. In May we submitted evidence to the House of Lords Committee on the Modern Slavery Act 2015 in collaboration with the Voice of Domestic Workers. In January we made a joint civil society submission to the ICESCR with Hope for Justice and After Exploitation. In March we participated in a joint submission to the UN's Special Rapporteur on trafficking in persons, especially women and children, on migrant domestic workers and trafficking in person, in collaboration with Anti-Slavery International, VODW, FLEX and ATMG. This submission led Kalayaan to speak at the launch of the Special Rapporteur's report in June 2025.

We continued to raise awareness of the abuses faced by migrant domestic workers and the changes that are needed to policy and practice by working alongside our clients to convene events, peaceful gatherings outside parliament and social media to raise awareness.

Community Engagement Programme

Following a review of strategy in 2023, Kalayaan significantly increased delivery of community engagement in 2024-5. This programme has been invaluable in engaging more migrant domestic workers in advocating for and campaigning for their rights and has enabled our strategy, services and campaigns to be driven by and delivered with workers with first-hand experience of exploitation. The community group have brought their strength, resilience and positivity to Kalayaan's campaign and policy work during the financial year. The first year of the Community Engagement Project was funded by a generous grant from Chanel and has created a solid foundation for further development. A Campaigning Group was formed which met twice-monthly from March-July and August-October to work on campaigns for change. The campaign group produced and published 'We, Domestic Workers', a Zine which was published online and in a print run, powerfully outlining their testimony and experiences and the current wishes and hopes of migrant domestic workers for change. The second project focused on engaging MPs through letter writing and ultimately led to 3 members of the group appearing as panellists in a takeover episode of Refugee Action's Experts by Experience podcast. The two projects culminated in a showcase event at the Abbey Centre which celebrated the work of the Group throughout the year with an interactive exhibition and presentations from members of the Campaign Group. In addition, 9 members of the Campaigning Group had the opportunity to receive broadcast media training from NEON, with 7 of the cohort going on to experience public speaking and media opportunities later in the year, including via podcasting, presenting at the showcase and teaching professionals at a tri-borough Anti-Slavery Day event attended by professionals. Three members of the Campaign Group also had the opportunity to speak directly with MPs about their work and Kalayaan's campaigns, including at a meeting with local MP for Kensington & Chelsea and a drop-in event in Parliament.

Five members of the Campaign Group directly contributed to Kalayaan's latest policy report series, 'Ready, Willing and Able'. As well as this, 4 members of the Group went to Birmingham to represent Kalayaan at Unite's Equalities Conference. The Community Engagement Project delivered 6 information workshops to Kalayaan service users throughout the year, 5 of which were simultaneously interpreted in Tagalog, Bahasa Indonesia and Hindi. They included an 'Access to Healthcare' workshop with Doctors of the World; a 'Self-Advocacy' workshop in collaboration with Refugee Action; a 'Maternity Rights' webinar with Maternity Action and Saltworks Law; webinars with Immigration Lawyers on how to apply for an e-Visa with our in-house lawyers and an 'Introduction to Trade Unions' with Unite. For two of these workshops translated resources were commissioned by Kalayaan.

The Community Engagement Programme also delivered several community building events including a coffee morning exhibition to mark 12 years since the current Overseas Domestic Worker visa regime was instated and to raise awareness of Kalayaan's campaign for a better visa; a banner-making workshop and picnic with the Voice of Domestic Workers on International Domestic Workers' Day; the Campaigning Group Showcase Event; and a Christmas Party. As a result of the Community Engagement Programme, a team of volunteers was built with 11 new volunteers being recruited and inducted in 2024 to increase the organisation's capacity. Further work was done to support service users including e-Visa support clinics, foodbank and databank support and information sharing on the Rwanda Bill and keeping safe from anti-migrant threats. Three service user newsletters were also published throughout the year.

Kalayaan delivered an average of 3 sessions per month for our community of migrant workers, massively increasing the provision of Kalayaan's services and engaging 127 service users. Our annual feedback survey found that 94.4% of attendees 'agreed' or 'strongly agreed' that attending the Community Engagement and Campaign Group events helped them to make new friends or social connections and 100% 'agreed' or 'strongly agreed' that being part of the programmes helped participants feel they were part of a community of migrant domestic workers. We are proud of this new programme which successfully reduced the sense of isolation that prevents many migrant domestic workers realising their rights and escaping exploitation.

Reserves

Levels of reserves were towards the upper limit of our target for reserves at the end of the financial year at three months of operating costs. With significant grants agreed from new funders, the Management Committee and CEO utilised a portion of these reserves, in the year to March 31st 2025, to invest in the growth of the Community Engagement Programme to meet the growing demand for services.

Asset cover for funds

Note 11 sets out the assets attributable to the various funds.

Statement of the Management Committee's Responsibilities:

Company and charity law require the trustees to prepare financial statements for each financial year, which give a true and fair view of the situation of the charity and of its results for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Charities SORP and with applicable accounting standards, subject to any material departures
- Observe the methods and principles of chartered SORP 2019 (FRS102)
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities

Public Benefit Statement

The sections of this report above entitled 'Principal Activities' set out Kalayaan's objectives and reports on the activity and successes in the year to 31st March 2025 as well as explaining the plans for the current financial year. The Trustees consider that Kalayaan's work continues to benefit a wide range of individuals in the local community and throughout the UK.

Risk Management

The Management Committee has considered the main risks to the future of the organisation and identifies these as follows:

- Cyber security risks following attacks on sector partners.
- Reputational and safety risks from campaigning and giving advice in sensitive and complex areas of immigration, including of undocumented workers in an increasingly hostile environment.
- Effect of short-term visa on opportunities for, and willingness of, migrant domestic workers to engage with organisations such as Kalayaan, with resultant risks for research and campaigning work with them;
- Capacity of small charity to develop and grow in a demanding and fast changing environment.
- Funding: although Kalayaan has been well funded during its history, there is increasing evidence that funding for charities has become harder to win and that funders look for areas where systemic change is faster to achieve than in the contentious and complex areas of migrant worker's rights.
- Rising costs of overheads and Employers National Insurance contributions.

Kalayaan is a fully accredited advice centre, with each advisor regulated by either the IAA, SRA or the Bar Standards Board.

Financial Review

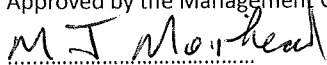
Income for the year of £298,895 was lower than the previous year due to our two largest grant payments arriving shortly before and after the financial year (Fondation Chanel and National Lottery Community Fund). Restricted income of £136,137 was 45.55% of income compared with

2023/24 when restricted income was 69.3% of income. Total expenditure of £536,569 for the year was higher than the previous year due to increased expenditure on our Community Engagement Programme and increased staff costs.

Kalayaan's accounts for the financial year 2024/25 showed expenditure of £536,569, made up of a net position of (£237,674). At the year end the organisation's free (unrestricted) reserves were £37,585. Looking forward to 2025-6, Kalayaan has long-term grants in place which form a strong basis from which to continuing to deliver our services.

Details of income and expenditure may be found in the figures and notes to the accounts set out below, along with the balance sheet. The fluctuations in debtors and creditors year on year are purely the result of the timing of receipts and payments around the year-end.

Approved by the Management Committee on and signed on its behalf by



Management Committee Member Date: December 9th, 2025

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 16 to 32.

Responsibilities and basis of report

As the charity's trustees of the company (who are also the directors of the company for the purpose of the company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the accounts of the company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Richard Lane

Affinia (Stratford)

Registered Charity 1146596. Registered company 07968872

Chartered Accountants & Registered Auditors

19th Floor

1 Westfield Avenue

London

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STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2025

Notes	2024/2025 (£)	2024/2025 (£)	2024/2025 (£)	2023/2024 (£)
	Unrestricted	Restricted	Total	Total
INCOME:				
<i>Charitable activities</i>				
AB Charitable Trust	25,000		25,000	20,000
Anti-Slavery ATMG	2,000		2,000	2,000
Barrow Cadbury Trust		24,500	24,500	43,000
Bromley Trust	15,000		15,000	15,000
Chanel Foundation			-	120,000
City Bridge Trust			-	61,750
Esmee Fairbairn Foundation	60,000		60,000	50,000
Fidelis Foundation			-	25,000
Lloyds Foundation	27,500		27,500	25,000
National Lottery Fund		27,044	27,044	53,347
OAK Foundation		66,717	66,717	65,461
Royal Borough of Kensington & Chelsea			-	2,904

Registered Charity 1146596. Registered company 07968872

Trust for London			17,876	17,876	
		129,500	136,137	265,637	483,462
Donations:					
Fundraising/ Donations etc		25,674		25,674	11,210
Sales		750		750	
Investment Income	3	6,834		6,834	5,444
Total income		162,758	136,137	298,895	500,116
EXPENDITURE on charitable activities:					
Salaries / ENIC / Pension	10	254,519	151,640	406,159	338,233
Admin Support/ bookkeeper		11,699	675	12,374	8,391
Payroll Costs		1,669	340	2,009	1,477
Staff Travel		934	1,663	2,597	221
Staff Development/Train ing/Recruit		7,528	2,201	9,729	4,597
English Classes		1,041	1,913	2,954	3,595
Other Client Support		2,142	8,347	10,489	12,278
Emergency Fund / Accommodation		94	27	121	33
Volunteers' Expenses		31	306	337	24

Premises Costs		33,145	10,045	43,190	34,497
including					
hospitality					
Equipment Repairs		3,938	1,536	5,474	9,930
& Build					
Maintenance					
Stationery /		2,790	2,711	5,501	3,879
Postage /					
Photocopying					
Subscriptions /		1,966	321	2,287	1,544
Memberships etc					
Telephone / Fax /		2,783	2,302	5,085	5,084
Internet/ Website/					
mobile phones/ PR					
/ Marketing					
Campaigning/Advo		-	2,817	2,817	
cacy					
Insurance		2,646	124	2,770	5,092
Non-depreciable		1,886	1,605	3,491	4,851
computer costs					
(added to					
stationary costs)					
Governance Costs		408	-	408	16
Independent	4	2,544	1,336	3,880	3,932
Examination					
Professional Fees		1,800	200	2,000	2,059
Bank Charges		714	37	751	60
Accountancy/Legal		216	-	216	
fees/ Governance					
costs					
Chanel Foundation		(685)	12,615	11,930	
expenses					
Total expenditure		333,808	202,761	536,569	439,793

Net (expenditure) / income for the year	(171,050)	(66,624)	(237,674)	60,323
Net movement in funds	(171,050)	(66,624)	(237,674)	60,323
Funds at beginning of year	208,636	118,288	326,924	266,601
Funds at end of year	37,586	51,664	89,250	326,924

BALANCE SHEET AS AT 31 MARCH 2025

	Notes	2024/2025 (£)	2023/2024 (£)
Fixed assets			
Tangible fixed assets	5	-	-
Current assets		114,905	351,583
Accounts receivable	6	13,821	2,904
Cash at bank and in hand		101,084	348,679
Liabilities		25,655	24,659
Creditors: amounts due within 1 year	7	25,655	24,659
Net current assets		89,250	326,924
Net assets		89,250	326,924
Funds			
Unrestricted funds		37,585	208,636
Restricted funds	8	51,665	118,288
Total funds	11	89,250	326,924

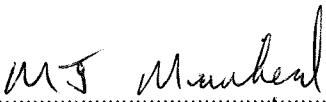
Registered Charity 1146596. Registered company 07968872

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation 'of financial statements'.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the management committee on 9th December, 2025 and signed on its behalf by:

Michael Muirhead..... 
Management Committee Member Date 9/12/25

NOTES TO THE ACCOUNTS

1. Accounting Policies:

- a) Accounting convention
 - i) Basis of preparation. The accounts have been prepared under the historical cost convention.
 - ii) The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, applicable to charities in the UK and Republic of Ireland (FRS 102) effective 1 January 2019 and the Companies Act 2006.
 - iii) Note 2 Legal status of the charity
The charity is a company limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.
 - iv) The registered office is at St Francis 13 Hippodrome Place, London W11 4SF
 - v) The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.
- b) At the time of approving the accounts, the Trustees have a reasonable expectation that the company 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 future.
- c) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.
- d) Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time is not valued in the accounts but the support is noted in the Trustees' annual report.
- e) Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.
- f) Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.
- g) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.
- h) Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.
- i) Fixed assets have been included in the accounts at their historical cost level if over £300 and are written off through the statement of financial activities:
 - (1) Computers – 25% straight line per annum
 - (2) Fixtures and fittings – 25% straight line per annumAnything below that level will be charged directly to statement of financial activities.
- j) Administration expenditure comprises costs incurred in running the charity. Where applicable, some of these costs have been treated as direct charitable expenditure.

- k) 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.
- Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. There are no financial assets classified as receivable more than one year, which need to be amortised.
- Basic financial liabilities, including creditors are initially recognised at transaction price. There are no financial liabilities classified as payable more than one year, which need to be amortised.
- l) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
- m) 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.
- n) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.
- o) Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the relevant lease.
- p) The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes

2. Statement of Financial Activities for the previous financial year

STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024

Notes	2023/2024	2023/2024	2023/2024
	(£)	(£)	(£)
	Unrestricted	Restricted	Total
INCOME from:			
<i>Charitable activities</i>			
AB Charitable Trust	20,000		20,000
Anti-slavery ATMG	2,000		2,000
Barrow Cadbury Trust		43,000	43,000
Bromley Trust	15,000		15,000
Chanel Foundation		120,000	120,000
City Bridge Trust		61,750	61,750
Esmee Fairbairn Foundation	50,000		50,000
Fidelis Foundation	25,000		25,000
Lloyds Foundation	25,000		25,000
National Lottery Fund		53,347	53,347
OAK Foundation	-	65,461	65,461
Royal Borough of Kensington & Chelsea		2,904	2,904
Trust for London			
Tudor Trust			-

Registered Charity 1146596. Registered company 07968872

		137,000	346,462	483,462
Donations:				
Fundraising/ Donations etc		11,210		11,210
Client Emergency Fund				-
Sales		-		-
Bank Interest	3	5,444	-	5,444
Total income		153,654	346,462	500,116

EXPENDITURE on:

Salaries / ENIC / Pension	10	139,572	198,661	338,233
Admin Support/ bookkeeper		7,686	705	8,391
Payroll Costs		364	1,113	1,477
Staff Travel		221		221
Staff Development/Training/Recruit		1,955	2,642	4,597
English Classes		2,146	1,449	3,595
Other Client Support		4,904	7,374	12,278
Emergency Fund / Accommodation		33		33
Volunteers' Expenses		24		24
Premises Costs including hospitality		21,380	13,117	34,497
Equipment Repairs & Build Maintenance		4,229	5,701	9,930

Registered Charity 1146596. Registered company 07968872

Stationery / Postage / Photocopying		2,210	1,669	3,879
Subscriptions / Memberships etc		1,509	35	1,544
Telephone / Fax / Internet/ Website/ mobile phones/ PR / Marketing		2,644	2,440	5,084
Sundry Expenses				-
Campaigning/Advocacy				-
Insurance		3,450	1,642	5,092
Cost of Generating Funds				-
Non-depreciable computer costs (added to stationary costs)		3,966	885	4,851
Governance Costs		16		16
Independent Examination	4			
Professional Fees		337	1,572	1,909
Bank Charges		60		60
Accountancy/Legal fees/ Governance costs		4,457	(525)	3,932
Uncategorised expenses			150	150
Chanel Foundation expenses				
Total expenditure		201,163	238,630	439,793

Net (expenditure) / income for the year	(47,509)	107,832	60,323
Net movement in funds	(47,509)	107,832	60,323
Funds at beginning of year	256,147	10,454	266,601
Funds at end of year	208,638	118,286	326,924

3. Interest Receivable and similar income

	2025 (£)	2024 (£)
Bank interest - unrestricted	6,834	5,444

4. Independent Examination

	2025 (£)	2024 (£)
Independent Examination	3,880	3,720

5. Tangible Fixed Assets

	2025 (£)	2024 (£)
Cost	11,764	11,764
Depreciation	(11,764)	(11,764)
Net Book Value	0	0

6. Debtors

	2025 (£)	2024 (£)
Debtors	13,821	2,904

7. Creditors: amounts falling due within one year

	2025 (£)	2024 (£)
Payables	11,943	3,677
Independent Examination accrual	3,720	3,720
Pensions	2,266	3,705
Payroll	7,126	9,432
Other accruals	600	600
Bookkeeping		3,525
Total accruals	13,712	20,982
Total amounts within one year	25,655	24,659

8. Restricted funds – breakdown:

Funders/Projects	Balance B/F (£)	Income (£)	Less Expenses (£)	Balance C/F (£)
Barrow Cadbury Trust	1,783	24,500	19,023	7,260
Chanel Foundation	107,798		80,484	27,314
MOPAC	5,000	-	-	5,000
National Lottery Fund	34	27,044	27,044	34
OAK Foundation	1,515	66,717	66,717	1,514
Trust for London	-	17,876	9,492	8,384
ATMG	894			894
Clients' Emergency Fund	1205			1205
Samworth Foundation	59			59
	118,288	136,137	202,760	51,665

Grant Purpose 2024-5:

A B Charitable Trust (ABCT)	For the ongoing work of the charity
(ATMG)/Anti-Slavery International (ASI)	Grant for Kalayaan's attendance at ATMG meetings
Barrow Cadbury Trust (BCT)	For campaign and policy work
Bromley Trust	For the ongoing work on policy, campaigns, legal advice and sharing knowledge of rights with MDWs.
Esmee Fairbairn Foundation	For advising clients, referring into the NRM and policy work
Fondation Chanel	Grant made before the start of the financial year but spent during the financial year on our Community Engagement Programme.
Lloyds Bank Foundation	For the ongoing work of the charity
National Lottery Community Fund	For the ongoing work of our immigration lawyers
Oak Foundation	For the ongoing work of the charity
Trust for London	For the secondment of one of our Policy Officers

9. Trustees

None of the trustees (or any persons connected with them) received any remuneration. Only legitimate expenses were reimbursed during the year.

10. Employees

	2024/2025	2023/2024
Average number of staff	9	9

Employment costs:	2024/2025 (£)	2023/2024 (£)
Salaries	355,540	296,404
ENIC	33,208	25,254
Pension	17,411	16,574
	406,159	338,233

There was one employee whose annual emoluments were £60,000 or more.

11. Analysis of net assets between funds

	Unrestricted Funds (£)	Restricted funds (£)	Total (£)
Fund balances at 31 March 2025			
Tangible fixed assets	0	0	0
Current assets	61,787	53,118	114,905

Creditors falling due within one year	-24,202	-1,453	-25,655
Net Assets	37,585	51,665	89,250

12. Operating Lease

The charitable company has an operating lease for their office premise. At the reporting date the outstanding commitments for future minimum lease payments under non- cancellable operating lease totalled £8,623.

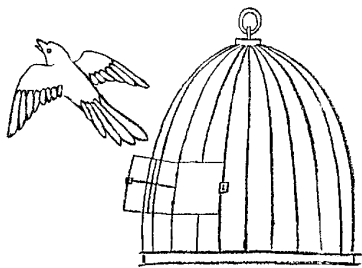
13. Related party transactions

There are no related party transactions during the period (2024: £ nil).

KALAYAAN

England & Wales - Charity number 1146596

Accounts



KALAYAAN

justice for migrant domestic workers

KALAYAAN (limited by guarantee)

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2024

Registered Charity in England and Wales – 1146596
Registered company in England and Wales 07968872

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

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KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

ORGANISATION INFORMATION

LEGAL STATUS	Charity and private company limited by guarantee.
MANAGEMENT COMMITTEE MEMBERS	Virginia Mantouvalou (Chair) Pauline Uwins (Deputy Chair) Silvia Hill (Co-Treasurer) Gabriel Ephraim (Co-Treasurer) Alison Harvey Hugh Graham Collins Julieta Gadayan Kate Roberts (resigned 26.11.23) Myriam Cherti Narmada T(resigned 22.05.24) Natalie Margit Sedacca
STAFF	Rita Gava (Company Secretary) Alexandra Millbrook Andrea Kyselakova Avril Sharp Ayesha Mohsin (left 13.03.24) Dipa Haria (started 05.06.23) Marta Bratek Rebecca Hirst Shania Aurelio (started 12.09.24) Sophie Levack (started 15.05.23) Dominic Clarke (freelance)
REGISTERED OFFICE	St. Francis Centre 13 Hippodrome Place London W11 4SF
INDEPENDENT EXAMINER	Annie Lee PK Audit LLP Chartered Accountants & Registered Auditors 1 Parkshot Richmond Surrey TW9 2RD
BANKER	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

KALAYAAN AGM - CHAIR'S REPORT

This has been another successful year for Kalayaan. We have continued to provide crucial support to migrant domestic workers in the UK who still do not enjoy the rights recognised in the ILO Convention on Domestic Workers (2011). The ILO Convention contains a range of workers' rights and other human rights with a focus on the special challenges faced by workers in this sector, but remains unratified by the United Kingdom. Migrant domestic workers are also still excluded from rights that other workers have because of the restrictions of the UK Overseas Domestic Worker visa. Without legal protection of their rights, many domestic workers will not come forward to the authorities when they experience exploitation and abuse. Kalayaan continued to deliver services and to campaign to protect domestic workers' rights, and launched a new project on community engagement. Our work is more important than ever.

Last year we conducted a review of our strategies, where we decided to continue to focus on case work, further develop our policy work and significantly increase community engagement. Against this background, a few highlights of our activities this year include the below.

Case work and policy work

First, on case work, we continued to regularly see and advise migrant domestic workers who sought crucial legal advice and other support from us. In our policy work, we marked the 12- year anniversary of the UK Overseas Domestic Worker visa, with an important Report entitled '12 Years of Modern Slavery: The Smokescreen Used to Deflect State Accountability for Modern Slavery'. On the basis of evidence of exploitation and abuse of migrant domestic workers, the Report recommends that the Government reinstates the pre-2012 regime to protect domestic workers' rights at work. Moreover, we made a statement at the UN Human Rights Committee's 140th session in Geneva where we presented the key challenges faced by migrant domestic workers in the UK, and submitted evidence to the House of Lords Committee Review of the Modern Slavery Act 2015. A recent legislative change also needs to be highlighted: live- in domestic workers are no longer excluded from the minimum wage through the 'family worker exemption'. This legal change is the direct result of the *Puthenveetil* case of the Employment Appeal Tribunal, where Kalayaan intervened, and our broader campaigns on the issue, such as our evidence to the Low Pay Commission. With the new Government since July, we are looking into opportunities to increase engagement and influence in developing law and policy.

Community Engagement

A special highlight this year has been the launch of a new, highly successful project on Community Engagement. In this context, we organised and held information and awareness events for domestic workers, where we provided advice and support on access to healthcare and employment rights. We also provided training on self-advocacy and campaigning, hosted community building events, such as a coffee morning in our offices, where we discussed the UK Overseas Domestic Worker visa, and built a sustainable base of volunteers. In addition, we strengthened our communication practices by publishing a monthly newsletter with a wealth of information for our service users. Kalayaan's Campaigning Group produced a zine, entitled 'We Domestic Workers' that contains the work of our members, campaign goals, and future aspirations.

Staff team

All this work would not have been possible without our very strong staff team: Marta Bratek, Rita Gava, Dipa Haria, Rebecca Hirst, Andrea Kyselakova, Sophie Levack, Alex Millbrook and Avril Sharp. We were also joined by Shania Essah Aurelio as Community Engagement Officer. All members of staff at Kalayaan have been working tirelessly on advice, support, research, policy, community engagement and other work, and we are grateful to them. We are also thankful to Dominic Clarke and our volunteer English teachers for their work during the year. We are also grateful to our new volunteers who joined the community engagement project. This year Ayesha Mohsin stepped down from her part-time role with Kalayaan. We are thankful to her for all her work. Rebecca Hirst, who has worked at Kalayaan both as a case worker and this year as Community Engagement Lead, launching our very successful community engagement project, is also stepping down. Her work has been exceptional and we wish to acknowledge it with gratitude.

In addition, after many years of dedicated service, our CEO, Rita Gava, is stepping down from her role due to relocation. Her focused, calm and careful leadership of the organisation during challenging times has been invaluable and we are deeply grateful to her for all her work and dedication to the aims of the organisation. We are now focusing our efforts on recruiting a new CEO to lead Kalayaan.

With recent and planned turnover we also have an opportunity to further strengthen and diversify our staff team, and we are looking carefully at what skills are needed.

Coalitions

Our staff team have worked to deliver all these services and to campaign in coalition with other organisations such as Kanlungan, FLEX, the Voice of Domestic Workers, the Filipino Domestic Workers Association, Doctors of the World, Waling Waling, the Work Rights Centre and many others. These coalitions are very important to our work.

Trustees

All trustees are deeply committed to Kalayaan and heavily involved in recruitment, in overhauling policies, considering strategic issues, and work in their specialist areas. I am very grateful for their commitment. Trustees met mostly in person during the year and attendance levels continued to be high. Narmada Thiranagama stepped down from the Board of Trustees this year, and we wish to thank her for her input to our work during her time on the Board. Pauline Uwins, our Deputy Chair, is also stepping down in the end of this year. Pauline Uwins has brought a wealth of expertise to the Board of Kalayaan, and we are deeply grateful for her commitment and insights that helped us strengthen many aspects of our work. At the same time, we have welcomed a new trustee, Zem Pescadero, who brings invaluable expertise and knowledge to our Board. This year we also conducted a Trustee Skills Audit, and are now in the process of continuing discussions regarding what further skills our Board needs.

Funders

Many thanks are also due to our funders, the AB Charitable Trust, the Barrow Cadbury Trust, the Bromley Trust, the City Bridge Trust, the Esmee Fairbairn Foundation, the Fidelis Foundation, the Lloyds' Bank Foundation, the Mayor's Office for Policing and Crime, the

National Lottery Community Fund, the Oak Foundation, Porticus, the Royal Borough of Kennington and Chelsea, the Samworth Foundation, the Seven Friends Foundation and individual donors for their unstinting and invaluable support. We would have not been able to pursue our activities without this support. We are currently also looking to diversify our income streams, recognising rising costs and desire to further build on policy and casework.

Professor Virginia Mantouvalou Chair of Kalayaan

REPORT OF THE MANAGEMENT COMMITTEE MEMBERS

The Management Committee present its directors' report and this year accounts for the year ended 31 March 2024.

The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006 and the 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 effective January 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Kalayaan is a registered charity and company limited by guarantee and has no share capital. Its main business is carried out from its offices in London. Day to day management is the duty of the Director appointed by the charity trustees and the trustees of the charity exercise overall control.

Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.

The organisation's structure, governance and management are set out in the Constitution. The objects are:

- To advance education and relieve poverty, particularly by:
 - a. The provision of legal and other advice.
 - b. The relief of unemployment for the public benefit amongst people who are unemployed.
- To advance education for the public benefit.
- To promote health for the benefit of the public.
- To improve the conditions of life by the provision of recreational facilities in the interests of social welfare to those current and former migrant domestic workers who have the need of such facilities by reason of their social and economic circumstances.

Members of the Management Committee act as trustees for the purpose of charity law and directors for the purpose of company law and are appointed by the AGM. Membership is open to all those interested in supporting the work of the organisation and up to 25% of the Committee is reserved for current or former migrant domestic workers.

REPORT OF THE MANAGEMENT COMMITTEE (continued)

OBJECTIVES AND ACTIVITIES

Direct Services

Our direct services during the reporting period included:

-20 advice sessions per week

-64 new service users were registered and received information on their rights and possible actions. Telephone interpreters were provided whenever needed. These were generally people who had recently escaped an abusive or exploitative employer, or their trafficker. Kalayaan was for many the first opportunity to tell their story and also to learn about their rights and what support was available. During this first appointment, service users were asked a series of open questions designed to understand their immigration status and their working conditions. Once service users provided their statement, information on their rights and possible actions was given by the adviser, with opportunities to ask questions, so that beneficiaries could make informed decision on the next step they wished to take. Telephone interpreters were always provided if needed.

Service users were provided with a written record of the advice received and given the opportunity to ask for clarifications before they signed to confirm that they understood the advice and agreed to the stated course of action. The letter was read to them with the help of an interpreter if needed. Follow-up sessions were given whenever necessary.

-27 service users were identified as survivors of modern slavery and referred into the NRM so that they could receive statutory support. From 30 January 2023, the Home Office increased the threshold for a positive reasonable grounds decision, which led to a reduction in the national number of positive decisions issued by the Single Competent Authority.

The new threshold, however, has not impacted Kalayaan's successful referral rate (the only initial negative decision was overturned when we submitted a reconsideration request). We believe that we have enough expertise to recognise cases that meet the legal threshold, and we draft very detailed and comprehensive referrals, often after spending a total of 4 to 14 hours interviewing our clients to prepare the NRM referral.

Once referred, victims receive the Single Competent Authority's first assessment and if they are granted a positive Reasonable Grounds decision (which should be within 1 week), they can access statutory support through the government's contracted Victim Care Co-ordinator, the Salvation Army, and, specifically for London, their sub-contractor Hestia. Kalayaan staff worked very closely with the allocated Hestia caseworker, to co-ordinate support and ensure that all referred victims had access to their entitlements (healthcare, counselling, and safe housing) as needed. Victims in the NRM are also entitled to Legal Aid representatives, and the Kalayaan lawyers collaborated with them by providing supporting letters and expert witness reports that would form part of the documents to submit to the Single Competent Authority to inform their full assessment for the Conclusive Grounds decision of their trafficking case. Therefore, post NRM referral, Kalayaan continues to support the clients throughout the NRM process, which on average takes 2.5-3 years.

-24 service users received support with preparing their immigration applications for visa renewal or settlement. The number of people requiring support with these applications is naturally declining: only people who entered the UK prior to the visa changes of April 2012 retained the right to extend their visa and eventually settle, so the majority of domestic workers who have been in the UK this long have settled by now, however some have not been able to meet the English knowledge requirements and continue to renew their visa yearly. For these, our service is still vital. These applications have to be submitted online and require many supporting documents. Many service users do not feel confident with online applications and our support means they don't need to depend on their employers or expensive private solicitors. Thanks to our free service they can remain in control of their immigration status.

-42 domestic workers received support in accessing their employment rights, with many referred to employment solicitors or assisted with ACAS or employment tribunal proceedings.

-14 destitute domestic workers at risk of homelessness were helped with emergency accommodation and housing matters

-39 people were enabled to access healthcare This includes help register with a GP, referrals for counselling and other mental health services, applications for exemption on prescription fees, accessing ante-natal care, etc.

-around 50 people attended our free Sunday English classes. These classes are run on Sunday to facilitate access, since most domestic workers only get time off on Sundays. We run an intermediate class and a pre-literacy class, designed specifically for students with no literacy either in English or in their own language. Kalayaan wishes to thank Dominic Clarke, our English classes Coordinator and teacher, and all the volunteer teachers who so generously give their time on Sunday to teach our students.

Policy work

The reporting period was a rather eventful period for our policy and campaign work.

Kalayaan was invited by the Joint Committee on Human Rights to provide oral evidence on the subject of Human Rights at Work on 13 September 2023.

Kalayaan provided evidence on the experience of migrant domestic workers in the United Kingdom. At the meeting were also present: Virginia Mantouvalou, Professor of Labour Law and Human Rights at UCL, and Trustee and Chair of Kalayaan), and Kate Roberts, Head of Policy at Focus on Labour Exploitation (FLEX), and Trustee at Kalayaan. At the meeting, we set out various issues faced by populations at risk of human trafficking and modern slavery (including migrant domestic workers) in the United Kingdom. These issues covered the lack of inspection and enforcement of labour laws for those populations, the link between short-term non-renewable visas (such as the Overseas Domestic Worker visa or the Seasonal Worker visa) and the increased risk of exploitation, and the shortcomings of the National Referral Mechanism (NRM) – noting, in particular, that the mean time period for Kalayaan clients waiting for a final decision on the NRM is 941 days (2.6 years), and the median is 786 days (2.2 years).

Our campaign work intensified in preparation of the general elections, and we produced a new briefing of our campaign asks.

The **three key asks** are:

- Changing the current ODW visa into a visa that affords rights and protection to migrant domestic workers.
- The right to work for all workers who have been referred into the NRM and have been granted a positive Reasonable Ground decision, regardless of whether their visa was still valid or not when they were referred.
- Better monitoring and accountability of employers of migrant domestic workers. The full briefing can be read in the attached document.

The briefing was presented to Shadow Immigration Minister Stephen Kinnock. We had a very successful meeting with him in early January 24, together with Unite the Union, Waling Waling (a Filipino campaign group), a worker with lived experience of modern slavery, and FLEX.

Mr Kinnock was very engaged and made some insightful comments. The meeting was focused on reinstating the pre-2012 ODW visa. Mr Kinnock was expressly supportive of changing the visa to one that ensures that ODWs can access and enforce their labour rights.

Family Worker Exemption

Kalayaan campaigned for many years for the removal of the Family Worker Exemption from the National Minimum Wage Regulations. The Exemption states that an employer does not have to pay a member of his family or someone who is treated as if they were a member of his employer's family the national minimum wage. This exemption, originally intended for 'au pairs', has been regularly used by abusive employers as a loophole to exploit their workers and evade justice.

Over the years, Kalayaan has made several submissions to the Low Pay Commission. In December 2022, the Low Pay Commission stated in its report that the exemption was 'not fit for purpose' and recommended to the government it be removed. (<https://www.gov.uk/government/publications/low-pay-commission-report-2021>)

On 10 March 2022, Paul Scully MP, then Parliamentary Under Secretary of State for Business, Energy and Industrial Strategy, announced that the exemption would be removed 'when parliamentary time allows.'

In the following months, Kalayaan formed a Coalition with other organisations, including: Anti-Slavery International, Focus on Labour Exploitation (FLEX), Nanny Solidarity Network, the Voice of Domestic Workers, Womens Budget Group, IWGB Nannies & Au Pairs branch and the Anti Trafficking and Labour Exploitation Unit (ATLEU), to monitor the government's commitment and demand the exemption's removal. It took over a year of lobbying, but finally the amendment was laid before Parliament and the Exemption was removed on 1 April 2024.

Community Engagement Project

In the summer of 23, Kalayaan staff and Trustees attended an Away Day to review our strategy and services, to ensure that we continue to meet our beneficiaries' needs.

As a grassroots organisation, service users' participation has always been at the heart of our work, and we decided to invest more resources towards community engagement. A new Community Engagement Project was launched in February 24. The project has multiple aims:

- to deliver information workshops on relevant subjects (such as immigration rights, employment rights, access to healthcare)
- to develop a large group of activists and public speakers through self-advocacy courses and media training. We always ensure that policy makers, as well as the general public, get to hear their experiences directly from their voices. This adds credibility to our work and it has proven to be the most effective way to get policy makers engaged.
- to set up focus groups of migrant domestic workers who review our services and inform our service strategy

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

- to make our Board of Trustees more inclusive by identifying migrant domestic workers who are interested in joining and working with them and to equip them to be confident participants.

Our service users responded very positively to the new project, and many have engaged with the new Sunday activities.

Reserves

Throughout its life Kalayaan has operated with minimum financial resources. Some years ago the Management Committee decided that it would be prudent to build up sufficient general reserves to cover at least three to four months of core operating expenditure. This is thought to be necessary to cover any short term reduction in restricted fund income, which makes up the bulk of Kalayaan's funds. The Committee is pleased to report that the general reserve had reached a level of approximately 6 months of core expenditure at the end of March 2024.

Asset cover for funds

Note 11 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Statement of the Management Committee's Responsibilities:

Company and charity law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its results for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Charities SORP and with applicable accounting standards, subject to any material departures
- Observe the methods and principles of chartered SORP 2019 (FRS102)
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.-----

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities

Public Benefit Statement

The sections of this report above entitled "Principal Activities" set out Kalayaan's objectives and reports on the activity and successes in the year to 31st March 2024 as well as explaining the plans for the current financial year. The Trustees consider that Kalayaan's work continues to benefit a wide range of individuals in the local community and throughout the UK.

Risk Management

The Management Committee has considered the main risks to the future of the organisation and identifies these as follows:

- Reputational risks from campaigning and giving advice in sensitive and complex areas of immigration, including of undocumented workers.
- Effect of short-term visa on opportunities for, and willingness of, migrant domestic workers to engage with organisations such as Kalayaan, with resultant risks for research and campaigning work with them;
- Capacity of small charity to develop and grow in a demanding and fast changing environment.
- Funding: although Kalayaan has been well funded during its history, the management committee understands that funding for charities has become more difficult overall.
- Kalayaan has built up adequate reserves to fund the organisation during any time of shortfall.

Kalayaan is a fully accredited advice centre, with each advisor regulated by either the OISC, SRA or the Bar Standards Board

Financial Review

Income for the year of **£500,117** was 218% higher than the previous year. This was mainly due to new funder the Chanel Foundation. Unrestricted fund grants of £153,654 was 400% higher than 2022/23. Total expenditure of **£ 439,794** for the year was higher than the previous year due to new employees.

Kalayaan's accounts for the financial year 2023/24 showed a net expenditure of **(£238,630)**, made up of a net profit of £107,832 on restricted funds and a net expenditure of (£201,164) on unrestricted funds. At the year end the organisation's free (unrestricted) reserves were **£208,636** total around 5 months of core cost coverage. Overall, the financial situation remains good over the next financial year.

Details of income and expenditure may be found in the figures and notes to the accounts set out below, along with the balance sheet. The fluctuations in debtors and creditors year on year are purely the result of the timing of receipts and payments around the year-end.

Approved by the Management Committee on and signed on its behalf by 2 December 2024

REMEMBER ONLY ONE SIGNATURE REQUIRED

Silvia Hill

.....

Management Committee Member

Date:

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2024 which are set out on page 15 to 28.

Responsibilities and basis of report

As the charity's trustees of the company (who are also the directors of the company for the purpose of the company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the accounts of the company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Annie Lee FCA

The Institute of Chartered Accountants in England and Wales

PK Audit LLP

1 Parkshot

Richmond

Surrey

TW9 2RD

Date: 2 December 2024



KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024

		Unrestricted	Restricted		
	Notes	Funds	Funds	2024 Total	2024 Total
		£	£	£	£
Income:					
<i>Charitable activities</i>					
Oak Foundation		-	65,461	65,461	66,606
Royal Borough of Kensington & Chelsea		-	2,904	2,904	-
Barrow Cadbury Trust		-	43,000	43,000	17,000
Esmee Fairbairn Foundation	50,000	-	-	50,000	9,990
City Bridge Trust			61,750	61,750	60,000
National Lottery Fund		-	53,347	53,347	51,406
Lloyds Foundation	25,000			25,000	-
Tudor Trust				-	-
Bromley Trust	15,000			15,000	15,010
Anti-Slavery ATMG	2,000			2,000	-
AB Charitable Trust	20,000		-	20,000	
Fidelis Foundation	25,000			25,000	
Chanel Foundatation			120,000	120,000	
<i>Donations</i>					
Fundraising / Donations etc	11,210		-	11,210	5,941
Clients Emergency Fund					
Activities			-		
Membership	-		-	-	-
<i>Investment Income</i>					
Bank Interest	3	5,444		5,069	2,621
----		-----	-----	-----	-----
Total Income		153,654	346,463	500,117	228,574
		-----	-----	-----	-----
		-----	-----	-----	-----

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)

		Unrestricted	Restricted	2024	2023
	Notes	Funds £	Fund £	Total Funds £	Total Funds £
Expenditure					
<i>Charitable Activities</i>					
Salaries / ENIC / Pension	10	139,572	198,661	338,233	233,549
Child Care Vouchers (salary sacrifice)		-	-	-	-
Bookkeeper		7,686	705	8,391	
Payroll Costs		364	1,113	1,478	1,603
Staff Travel		221	-	221	370
Staff Development/Training/Recruit		1,955	2,642	4,597	2,473
English Classes		2,146	1,449	3,596	3,569
Other Client Support		4,904	7,374	12,278	8,360
Emergency Fund / Accommodation		33	-	33	148
Volunteers' Expenses		24	-	24	316
Premises Costs		21,380	13,117	34,497	35,981
Equipment Repairs & Build Maintenance		4,229	5,701	9,930	5,492
Stationery / Postage / Photocopying		2,210	1,669	3,879	2,514
Subscriptions / Memberships etc		1,509	35	1,544	848
Telephone / Fax / Internet/ Website		2,644	2,440	5,084	4,807
Insurance		3,450	1,642	5,092	2,993
Cost of Generating Funds		-	-	-	-
Computer and mobile phones		3,966	884	4,850	-
<i>Governance Costs</i>		13	-	13	13
Bank Charges		60	-	60	78
Accountancy/Legal fees		37	162	199	216
Independent Examination	4	4,457	(525)	3,933	4,080
Professional Fees		300	1,410	1,710	
Professional fee					
Total Expenditure		201,163	238,630	439,794	307,410

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024 (CONTINUED)

		Unrestricted	Restricted	2024	2023
	Notes	Funds £	Fund £	Total Funds £	Total Funds £
Net (expenditure)/income For the year		(47,509)	107,832	60,323	(78,837)
Total Funds					
1 April 2023		252,954	13,702	266,657	345,493
Reallocation		256,145	10,456	266,602	
		-----	-----	-----	-----
Total Funds 31 March 2024		208,636	118,288	326,925	266,657
		=====	=====	=====	=====

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

BALANCE SHEET AS AT 31 MARCH 2024

	Notes	2024 £	2023 £
Tangible Fixed Assets	5	-	-
Current Assets			
Pre-Payment	6	2,904	-
Cash at bank and in hand		348,680	273,926
		-----	-----
Liabilities:	7	(24,659)	(7,270)
(Creditors: amounts falling due within one year)		-----	-----
Net Current Assets		326,925	266,657
		=====	=====
NET ASSETS		326,925	266,657
		=====	=====
Funds:			
Unrestricted funds			
General		208,636	252,954
Restricted funds:	8	118,288	13,702
		-----	-----
	11	326,925	266,657
		=====	=====

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements. The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the management committee on 2 Dec 2024 and signed on its behalf by:

Silvia Hill

.....
Silvia Hill
Management Committee Member
Date 2 December 2024

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2024**

		2024	2023
		£	£
Cash Flows from Operating Activities	12	69,370	(80,211)
Purchase of Fixed Assets			
Interest Received		5,384	2,621
		<u>74,754</u>	<u>(77,590)</u>
Change in cash in 2023/24			
Cash at 1 April 2023		273,926	351,516
Cash at 31 March 2024		348,679	273,926
		<u>74,754</u>	<u>141,432</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED ON 31 MARCH 2024**

1. Accounting Policies:

a) Accounting convention

- Basis of preparation. The accounts have been prepared under the historical cost convention.
- The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, applicable to charities in the UK and Republic of Ireland (FRS 102) effective 1 January 2019 and the Companies Act 2006.
- Note 2 Legal status of the charity
The charity is a company limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.
- The registered office is at St Francis 13 Hippodrome Place, London W11 4SF

b) At the time of approving the accounts, the Trustees have a reasonable expectation that the company 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 future.

c) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.

d) Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time is not valued in the accounts but the support is noted in the Trustees' annual report.

e) Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.

f) Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.

g) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.

h) Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.

i) Fixed assets have been included in the accounts at their historical cost level if over £3,000 and are written off through the statement of financial activities:

- Computers – 25% straight line per annum
- Fixtures and fittings – 25% straight line per annum

Anything below that level will be charged directly to statement of financial activities.

j) Administration expenditure comprises costs incurred in running the charity. Where applicable, some of these costs have been treated as direct charitable expenditure.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

- k)** 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.

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. There are no financial assets classified as receivable more than one year, which need to be amortised.

Basic financial liabilities, including creditors are initially recognised at transaction price. There are no financial liabilities classified as payable more than one year, which need to be amortised.

- l)** The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
- m)** 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.
- n)** Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.
- o)** Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the relevant lease.
- p)** The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)

		Unrestricted	Restricted	2023
	Notes	Funds	Fund	Total Funds
		£	£	£
Income :				
Charitable activities				
Oak Foundation		-	66,606	66,606
Royal Borough of Kensington & Chelsea		-	-	-
Barrow Cadbury Trust		-	17,000	17,000
Esmee Fairbairn Foundation		9,990	-	9,990
City Bridge Trust			60,000	60,000
National Lottery Fund		-	51,406	51,406
Tudor Trust				-
Bromley Trust		15,010		15,010
Anti-Slavery ATMG				-
Refugee Action – Respond and Adapt				
MOPAC				
Porticus				
Fidelis Foundation				
Donations				
Fundraising / Donations etc		5,941	-	5,941
Clients Emergency Fund				
Activities			-	-
Membership			-	-
Investment Income				
Bank Interest	3	2,621	-	2,621

Total Income		33,562	195,012	228,574

		-----	-----	-----

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)**

		Unrestricted	Restricted	2023
Notes	Funds	Fund	Total Funds	Total Funds
	£	£	£	£
Expenditure				
Charitable Activities				
Salaries / ENIC / Pension	10	68,401	165,148	233,549
Payroll Costs		312	1,291	1,603
Staff Travel		156	214	370
Staff Development/Training/Recruit		1,816	657	2,473
English Classes		2,995	574	3,569
Other Client Support		434	7,926	8,360
Emergency Fund / Accommodation		20	128	148
Volunteers' Expenses		316	-	316
Premises Costs		14,186	21,795	35,981
Equipment Repairs & Build Maintenance		1,761	3,732	5,492
Stationery / Postage / Photocopying		644	1,869	2,514
Subscriptions / Memberships etc		813	35	848
Telephone / Fax / Internet/ Website		1,011	3,795	4,807
Insurance		1,450	1,543	2,993
Cost of Generating Funds		-	-	-
Computer and mobile phones		-	-	-
Governance Costs		13	-	13
Bank Charges		57	21	78
Accountancy/Legal fees		126	90	216
Professional fees				
Independent Examination	4	2,055	2,025	4,080
Auditor's fee		-	-	
Total Expenditure		96,566	210,844	307,410
Net (expenditure)/income				
For the year		(63,004)	(15,832)	(78,837)

STATEMENT OF FINANCIAL ACTIVITIES
NOTES TO THE ACCOUNTS (continued)

3. Interest receivable and similar income

	2024	2023
	£	£
Bank interest - unrestricted	5,384	2,621
	===	===

	2024	2023
	£	£
4. Independent Examination	3,720	3,690
	=====	=====

5. Tangible Fixed Assets

	Computer Equipment	Fixtures, fittings & equipment	Total
Cost			
at 1 April 2023	7,716	4,200	11,916
Additions		-	
Disposals			
At 31 March 2024	7,716	4,200	11,916
Depreciation			
at 1 April 2023	7,716	4,200	11,916
Disposal	-----	-----	-----
Charge for the year			
At 31 March 2024	7,716	4,200	11,916
Net book value			
at 31 March 2023	-	-	-
at 31 March 2024	-	-	-

**STATEMENT OF FINANCIAL ACTIVITIES
NOTES TO THE ACCOUNTS (continued)**

6. Debtors

	2024	2023
	£	£
Accounts receivable	2,904	-
	=====	=====

7. Creditors: amounts falling due within one year

	2024	2023
	£	£
Creditors falling due within one year		
Payables		
	3,677	2,880
	-----	-----
Accruals:		
Audit & Independent Examination accrual	3,720	3,690
Bookkeeping	3,525	-
Pensions	3,705	-
Payroll	9,432	-
Other accruals	599	699
	-----	-----
	20,980	<u>4,389</u>

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

STATEMENT OF FINANCIAL ACTIVITIES NOTES TO THE ACCOUNTS (continued)

8. Restricted funds - breakdown:

Funders/ Projects	Balance B/fwd	Income	Expenditure	Balance C/fwd
Clients' Emergency fund	1,205	-	-	1,205
	-			
Oak Foundation	1,515	65,461	(65,461)	1,514
ATMG	894	-	-	894
RB Kensington & Chelsea	-	2,904	(2,904)	-
Barrow Cadbury Trust	1,783	43,000	(43,000)	-
City Bridge Trust	-	61,750	(61,750)	
National Lottery	-	53,348	(53,314)	34
			-	
Samworth Foundation	59			-
MOPAC	5,000	-	-	5,000
Chanel Foundation	-	120,000	(12,202)	107,798
	-----	-----	-----	-----
	10,458	346,463	(238,633)	118,287

Grant Purpose:

Oak Foundation -	for advice and campaigns work, including management.
Royal Borough of Kensington & Chelsea -	for advice and support work.
Barrow Cadbury Trust -	for advice and campaigns work.
Lloyds Bank Foundation –	for English classes and advice work.
Samworth Foundation -	for the ongoing work of the charity.
City Bridge trust –	for advice work
National Lottery Fund –	for advice work
Chanel Foundation	Community outreach program

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2024**

9. Trustees

None of the trustees (or any persons connected with them) received any remuneration. Only legitimate expenses were reimbursed during the year.

10. Employees

The average number of employees during the year was:	2024	2023
	9	6
Employment costs:	2024	2023
Gross wages and salaries	296,404	206,835
Employer's NI	25,254	16,757
Other pension costs	16,574	9,956
	<u>338,233</u>	<u>233,548</u>
	=====	=====

There were no employees whose annual emoluments were £60,000 or more.

11. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 31 March 2024 are represented by:			
Tangible fixed assets	-	-	-
Current assets	215,634	135,949	351,584
Creditors: amounts falling Due within one year	(6,998)	(17,660)	(24,659)
	<u>208,636</u>	<u>118,288</u>	<u>326,924</u>
	-----	-----	-----

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2024****12. Reconciliation of Net Income/(Expenditure) to Operating Activity Net Cash Flow**

	2023/24	2022/23
	(£)	(£)
Net (expenditure)/ income as per the SOFA	60,323	(78,836)
Adjustments for:		
Interest Received	(5,384)	(2,621)
Depreciation		
(Increase)/Decrease in Debtors	(2,904)	2,657
Increase/(Decrease) in Creditors	17,335	(1,410)
Net Cash Used in Operating Activities	69,370	80,211

13. Operating Lease

The charitable company has an operating lease for their office premise. At the reporting date the outstanding commitments for future minimum lease payments under non-cancellable operating lease totalled £7,187.50

14. Related party transactions

There are no related party transactions during the period (2024: £ nil).

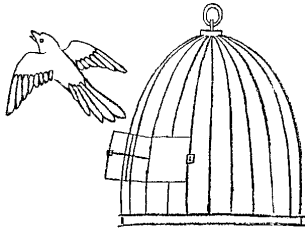
15. Cranfield Trust

The charity has benefitted but not recognised in its accounts, the contribution of unpaid general consultancy services supplied by the Cranfield Trust.

KALAYAAN

England & Wales - Charity number 1146596

Accounts



KALAYAAN

justice for migrant domestic workers

KALAYAAN (limited by guarantee)

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2023

Registered Charity in England and Wales – 1146596
Registered company in England and Wales 07968872

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

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FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

ORGANISATION INFORMATION

LEGAL STATUS	Charity and private company limited by guarantee.
MANAGEMENT COMMITTEE MEMBERS	Virginia Mantouvalou (Chair) Pauline Uwins (Deputy Chair) Silvia Hill (Co-Treasurer) Gabriel Ephraim (Co-Treasurer, appointed 30.03.23) Alison Harvey Hugh Graham Collins Julieta Gadayan (appointed 04.12.22) Kate Roberts (appointed 04.12.22) Myriam Cherti Narmada Thiranagama (appointed 04.12.22) Natalie Margit Sedacca Sheila Tilan (resigned 07.07.22)
STAFF	Rita Gava (Company Secretary) Marta Bratek Alexandra Millbrook Andrea Kyselakova Avril Sharp Ayesha Mohsin Rebecca Hirst Dominic Clarke (freelance)
REGISTERED OFFICE	St. Francis Centre 13 Hippodrome Place London W11 4SF
INDEPENDENT EXAMINER	Annie Lee PK Audit LLP Chartered Accountants & Registered Auditors 1 Parkshot Richmond Surrey TW9 2RD
BANKER	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

CHAIR'S REPORT

This has been another successful year for Kalayaan. We have continued to provide crucial support to migrant domestic workers in the UK who still do not enjoy the rights recognised in the ILO Convention on Domestic Workers (2011), which the UK has not yet ratified. Kalayaan continued to deliver services and to campaign to protect domestic workers' rights, including reinstating basic rights of domestic workers that were removed in 2012, such as an unconditional right to change employer, and the removal of the family worker exemption from the National Minimum Wage Regulations. Without basic rights, many domestic workers will not come forward to the authorities to seek help.

A few highlights of our activities are as follows. In addition to regularly seeing workers who sought legal advice and other support from us, we marked the 11-year anniversary of the UK Overseas Domestic Worker visa, in an event that emphasised its harmful effects because of the restrictions that it sets on the right to change employer and the length of stay for workers. We also launched a Report on the problems of the National Referral Mechanism, explaining how the system is overwhelmed. We gave oral evidence in Parliament, to the Joint Committee on Human Rights, in its inquiry on Human Rights at Work. In our evidence, we primarily focused on the harmful effects of the visa but also other challenges faced by domestic workers in the UK. We should also mark a success in relation to the family worker exemption. This is an area where Kalayaan has campaigned for years, and the Government recently announced that it will remove the exemption that applies to live-in domestic workers.

Our staff team has been strengthened. Sophie Levack (Immigration Lawyer) and Dipa Haria (OISC 2 Level Caseworker) have joined our existing members of staff, Marta Bratek, Rita Gava, Rebecca Hirst, Alex Millbrook, Ayesha Mohsin and Avril Sharp. All members of staff at Kalayaan have been working tirelessly on advice, support, research and policy matters, and we are grateful to them. We are also very grateful to Dominic Clarke, our freelance English Classes Coordinator and Teacher, and our volunteer English teachers for their work during the year.

The trustees are grateful to the staff team who have worked to deliver all these services and to campaign in coalition with other organisations such as the Anti-Trafficking Monitoring Group, Human Trafficking Foundation, the Voice of Domestic Workers, Freedom United and many others. During the year our work has attracted the support of parliamentarians, and the national press, including the Guardian and the Big Issue. We were particularly pleased to have been named as one of the 100 Change Makers of 2023 by the Big Issue, which published a list of 100 organisations that bring positive change.

We have also welcomed new trustees, who bring invaluable expertise and knowledge to our Board: Gabriel Ephraim, as co-treasurer, Julieta Gadayán, Kate Roberts and Narmada Thiranagama. Alison Harvey stepped down as Chair, but continues to be a trustee, while Pauline Uwins became Deputy Chair. All trustees (including Myriam Cherti, Hugh Collins, Silvia Hill and Natalie Sedacca) are deeply committed to Kalayaan and heavily involved in recruitment, in overhauling policies, considering strategic issues, and work in their specialist areas. I am very grateful for their commitment. Trustees met mostly in person during the year and attendance levels continued to be high.

In July 2023 we had our away day with all staff and trustees, where we spent a full day discussing and debating the work of Kalayaan, strategy, services, membership, and priorities for the future. We are very grateful to the Cranfield Trust and their volunteer David Barclay for supporting us in planning and facilitating our away day, and the UCL Faculty of Laws for hosting us. In our away day, we confirmed our commitment to advice and policy work, but also our interest in community engagement work, which Rebecca Hirst will be leading. We look forward in the year to come to taking stock of a challenging few years on all fronts and to reviewing with Rita Gava, Kalayaan's director, our strategic direction to ensure that we are best placed to meet the challenges ahead.

We are grateful to our funders, the Barrow Cadbury Trust, the City Bridge Trust, the Bromley Trust, the Fidelis Foundation, Lloyds' Bank Foundation, the National Lottery Community Fund, the Oak Foundation, Porticus, the Esmée Fairbairn Foundation, and individual donors for their unstinting and invaluable support. We would have not been able to pursue our activities without this support.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE MEMBERS

The Management Committee present its directors' report and this year accounts for the year ended 31 March 2023.

The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006 and the 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 effective January 2022.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Kalayaan is a registered charity and company limited by guarantee and has no share capital. Its main business is carried out from its offices in London. Day to day management is the duty of the Director appointed by the charity trustees and the trustees of the charity exercise overall control.

Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.

The organisation's structure, governance and management are set out in the Constitution. The objects are:

- To advance education and relieve poverty, particularly by:
 - a. The provision of legal and other advice.
 - b. The relief of unemployment for the public benefit amongst people who are unemployed.
- To advance education for the public benefit.
- To promote health for the benefit of the public.
- To improve the conditions of life by the provision of recreational facilities in the interests of social welfare to those current and former migrant domestic workers who have the need of such facilities by reason of their social and economic circumstances.

Members of the Management Committee act as trustees for the purpose of charity law and directors for the purpose of company law and are appointed by the AGM. Membership is open to all those interested in supporting the work of the organisation and up to 25% of the Committee is reserved for current or former migrant domestic workers.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

OBJECTIVES AND ACTIVITIES

Direct Services

Our direct services included:

-20 advice sessions per week

-66 new clients were registered. The registration includes information on immigration and employment rights in the UK, advice on how to exercise them, and an assessment of the worker's status and working conditions. For both remote and face-to-face meetings, telephone interpreters were provided whenever needed.

-24 migrant domestic workers were helped maintain a regular immigration status in the UK by renewing their visa, or applying for settlement, applying for a spouse visa or making other types of application.

-26 service users were identified as victims of modern slavery and referred into the NRM so that they could receive statutory support such as access to healthcare and counselling, safe housing and legal aid representation.

-60 people accessed healthcare

-13 people accessed mental health services

-45 people attended our Sunday English classes.

-96 service users received other immigration advice. This included advice on asylum claims, applying for family reunification, applying for dependant visas for children and on spouse visas.

-68 service users received information on employment rights, and several were referred to legal representative. Kalayaan secured pro bono legal representation for a client who had been working excessive hours for years underpaid and eventually she received a settlement of over £70,000.

Policy work

During the reporting period, the most significant achievement of our policy work was the Supreme Court victory in a diplomatic immunity case.

Kalayaan worked with law firm Deighton Pierce Glynn to challenge a diplomat's defence of immunity from jurisdiction in a claim brought by his former domestic

REPORT OF THE MANAGEMENT COMMITTEE (continued)

worker for unpaid wages and breaches of employment rights. Kalayaan acted as intervener and made submissions to the court.

In July 2022, the Supreme Court, by a majority of 3:2, decided that exploitation amounting to modern slavery may amount to a 'commercial activity' in respect of which a diplomat employer could not claim immunity, because he had profited from his exploitation of her.

This case answers the question left open by the earlier decision of the Supreme Court in *Reyes v Al Malki* [2017] UKSC 61 where the Supreme Court held that diplomatic immunity for past acts continues only if those acts were carried out in the exercise of diplomatic functions for or on behalf of a sending state. Alleged maltreatment of a domestic worker could not be said to be done for or on behalf of the sending state. By the time that case reached the Court, the facts had changed: the employer had left his diplomatic post and no longer enjoyed diplomatic immunity, so the Court did not have to decide whether, if he had still been in post, the diplomat would have had immunity. The binding minority view of the Supreme Court expressed a clear view that he would, but the majority considered this to be very much in doubt.

In this new case, Ms Wong's employer is still in post and so the question of diplomatic immunity arose again. This time the debate centred on the meaning of 'commercial activity' in article 31(1)(c) of the Diplomatic Convention, which provides for an exception to immunity for 'an action relating to any professional or commercial activity exercised by the diplomatic agent in the receiving State outside his official functions'. The majority (Lords Briggs, Leggatt and Stephens) held that hiring domestic help is incidental to the to the ordinary daily life of a diplomat and therefore falls within the rationale for immunity from civil jurisdiction of the receiving state. But the judges could not accept that keeping a domestic worker in circumstances where she was coerced and compelled into working against her will, was comparable to an ordinary employment relationship of a kind that is incidental to the daily life of a diplomat (and his family) in the receiving state [paras 43-51]. It was critical too that the diplomat had profited from exploiting Ms Wong by underpaying her or not paying her at all. Any profit element may make a particular activity commercial, taking it outside the scope of diplomatic immunity [para 52]. The Supreme Court decided the case on assumed facts, as there has been no trial yet of Ms Wong's claim. Where the defence of immunity from jurisdiction is raised in the future, it will be necessary to decide first whether the actions of the diplomat amounted to 'commercial activity'. The words 'relating to' in article 31(1)(c) require only that there should be a significant connection between the claim and the commercial activity of the diplomat and the enquiry should be limited to establishing those facts which need to be provided as ingredients of the cause of action [para 104].

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Kalayaan provided evidence and representations to the Supreme Court concerning the commercial aspects of trafficking, including the ways in which unscrupulous employers benefit financially from the coercive and exploitative treatment of their workers. Kalayaan's intervention in this appeal was funded by the Strategic Legal Fund and we were represented by Zubier Yazdani of Deighton Pierce Glynn who instructed Tom Hickman QC and Flora Robertson of Blackstone Chambers.

This ground-breaking decision is a long overdue recognition that the defence of diplomatic immunity is unsustainable in cases of modern slavery. Kalayaan and others have argued this point for many years and the decision is to be welcomed as a valuable development in this area of law. Kalayaan will continue to advise and assist domestic workers in bringing claims in respect of their employment rights in the courts. We remain concerned that some employers do not pay the compensation ordered by the courts to be paid to their former staff and that it is difficult and expensive for workers to take enforcement action against their former employers, so that many awards remain unpaid, as has happened to Ms Reyes from the earlier case. This case has implications for jurisdictions all over the world, who will now have to consider the rights of more vulnerable workers, who allege that they are victims of modern slavery, forced labour or servitude, in cases where immunity is raised as a defence by diplomats. It sends a very clear message that the UK will not tolerate the exploitation of domestic workers working in diplomatic households.

Kalayaan also worked closely with other human rights NGOs and migrant groups (such as Anti-Slavery International, Liberty, ATLEU, Helen Bamber Foundation, FLEX, the Voice of Domestic Workers, Kanlungan, the Human Trafficking Foundation) during the passing of the Nationality and Borders bill, advocating for amendments to several clauses. In particular, Kalayaan saw an opportunity to table an amendment on the ODW visa, calling for the restoration of previous rights, but ultimately it was rejected.

In response, however, the Home Office formed an Overseas Domestic Workers Advisory Group (ODWAG) and arranged a roundtable with NGOs, the to discuss the ODW visa. The roundtable took place on 9 March but officials attending the meeting could not confirm whether restoration was an option on the table despite numerous peers calling for it to be during debates on the bill.

During the reporting period, Kalayaan, as part of a coalition a coalition of civil society organisations coordinated by ATLEU and NSN wrote to the Secretary of State for Business, continued to campaign to remove an exemption in the National Minimum Wage Regulations 2015 that means that an employer does not have to pay a member of his family or someone who is treated as if they were a member of his employer's family the national minimum wage.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Kalayaan argued that this exemption should be deleted or scrapped for the following reasons:

- The exemption was introduced for the au pair visa route;
- Au pairs do a very different form of work and domestic workers should not be treated as if they were au pairs;
- There is no public oversight or regulation of domestic work because it is done in private households. This makes workers especially vulnerable to labour exploitation
- This affects more women than men and so is potentially discriminatory against women.
- In cases where an employer relies on the family member exemption, the employee often finds herself at a disadvantage because of the imbalance of power and the lack of evidence to support her claims. The reason why there is little evidence is often because the employer refuses to provide contracts and payslips, and workers find it difficult to challenge their employers about this.

Following the recommendations of the Low Pay Commission, in March 22 the government made the commitment to 'introduce legislation to remove the live-in domestic worker exemption when parliamentary time allows.'

In November 2022, the Coalition wrote to the Secretary of State for Business, Energy and Industrial Strategy requesting that the department deliver urgently on the government's commitment. This was followed by a joint public statement in March 2023, noting that a full year had elapsed since the government's commitment to repeal.

The campaign was finally successful in September 2023 and further information can be found on our website.

Community Events

Kalayaan was also involved in two important community events:

-a rally outside parliament, in conjunction with the self-help groups The Voice of Domestic Workers and Kanlungan, on International Women's Day 2022. Workers dressed as suffragettes to meet with peers and give thanks for their work on the Borders and Nationality bill.

-Kalayaan and allies The Voice of Domestic Workers and Kanlungan also put on a celebratory event on 6 April 2022 to mark 10 years of advocacy in workers fighting to get their rights back, since the changes to the ODW visa. Some of the domestic workers performed dances and songs from their countries and international food was shared.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Reserves

Throughout its life Kalayaan has operated with minimum financial resources. Some years ago the Management Committee decided that it would be prudent to build up sufficient general reserves to cover at least three to four months of core operating expenditure. This is thought to be necessary to cover any short term reduction in restricted fund income, which makes up the bulk of Kalayaan's funds. The Committee is pleased to report that the general reserve had reached a level of more than 7.5 months expenditure at the end of March 2023.

Asset cover for funds

Note 11 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Statement of the Management Committee's Responsibilities:

Company and charity law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its results for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Charities SORP and with applicable accounting standards, subject to any material departures
- Observe the methods and principles of chartered SORP 2019 (FRS102)
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Public Benefit Statement

The sections of this report above entitled "Objectives and Activities" set out Kalayaan's objectives and reports on the activity and successes in the year to 31st March 2023 as well as explaining the plans for the current financial year. The Trustees consider that Kalayaan's work continues to benefit a wide range of individuals in the local community and throughout the UK.

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Risk Management

The Management Committee has considered the main risks to the future of the organisation and identifies these as follows:

- Reputational risks from campaigning and giving advice in sensitive and complex areas of immigration, including of undocumented workers.
- Effect of short-term visa on opportunities for, and willingness of, migrant domestic workers to engage with organisations such as Kalayaan, with resultant risks for research and campaigning work with them;
- Capacity of small charity to develop and grow in a demanding and fast changing environment.
- Funding: although Kalayaan has been well funded during its history, the management committee understands that funding for charities has become more difficult overall.
- Kalayaan has built up adequate reserves to fund the organisation during any time of shortfall.

Kalayaan is a fully accredited advice centre, with each advisor regulated by either the OISC, SRA or the Bar Standards Board

Financial Review

Income for the year of **£228,573** was 43% lower than the previous year. This was mainly due to several unrestricted funders to an end. Unrestricted fund grants of £33,562 was also lower than 2021/22. Total expenditure of **£ 307,410** for the year was higher than the previous year.

Kalayaan's accounts for the financial year 2022/23 showed a net expenditure of **(£78,837)**, made up of a net expenditure (£15,832) on restricted funds and a net expenditure of (£63,004) on unrestricted funds. At the year end the organisation's free (unrestricted) reserves were £252,954 total, above the Board's target (more than 7.5 months of cost coverage). Overall, the financial situation remains good over the next financial year.

Details of income and expenditure may be found in the figures and notes to the accounts set out below, along with the balance sheet. The fluctuations in debtors and creditors year on year are purely the result of the timing of receipts and payments around the year-end.

Approved by the Management Committee on 26th November 2023 and signed on its behalf by



Management Committee Member

Date 26th November 2023

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the company "Kalayaan" for the year ended 31 March 2023 which are set out on page 15 to 30.

Responsibilities and basis of report

As the charity's trustees of the company (who are also the directors of the company for the purpose of the company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the accounts of the company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Annie Lee

Annie Lee FCA
The Institute of Chartered Accountants in England and Wales
PK Audit LLP
1 Parkshot
Richmond
Surrey
TW9 2RD

Date: 27 November 2023

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2023**

		Unrestricted	Restricted		
	Notes	Funds	Funds	2023 Total	2022 Total
		£	£	£	£
Income:					
<i>Charitable activities</i>					
Oak Foundation		-	66,606	66,606	62,594
Royal Borough of Kensington & Chelsea		-	-	-	4,994
Barrow Cadbury Trust		-	17,000	17,000	50,000
Esmee Fairbairn Foundation		9,990	-	9,990	50,000
City Bridge Trust			60,000	60,000	58,150
National Lottery Fund		-	51,406	51,406	48,972
Tudor Trust				-	30,000
Bromley Trust		15,010		15,010	15,000
Anti-Slavery ATMG				-	800
Refugee Action – Respond and Adapt					
MOPAC					5,000
<i>Porticus</i>					40,894
Fidelis Foundation					25,000
<i>Donations</i>					
Fundraising / Donations etc		5,941	-	5,941	11,480
Clients Emergency Fund					
Activities			-		
Membership		-	-	-	-
<i>Investment Income</i>					
Bank Interest	3	2,621	-	2,621	58
		-----	-----	-----	-----
Total Income		33,562	195,012	228,574	402,943
		-----	-----	-----	-----

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)**

		Unrestricted	Restricted	2023	2022
	Notes	Funds £	Fund £	Total Funds £	Total Funds £
Expenditure					
<i>Charitable Activities</i>					
Salaries / ENIC / Pension	10	68,401	165,148	233,549	202,637
Payroll Costs		312	1,291	1,603	998
Staff Travel		156	214	370	-
Staff Development/Training/Recruit		1,816	657	2,473	3,334
English Classes		2,995	574	3,569	1,225
Other Client Support		434	7,926	8,360	2,505
Emergency Fund / Accommodation		20	128	148	30
Volunteers' Expenses		316	-	316	-
Premises Costs		14,186	21,795	35,981	28,103
Equipment Repairs & Build Maintenance		1,761	3,732	5,492	3,030
Stationery / Postage / Photocopying		644	1,869	2,514	1,297
Subscriptions / Memberships etc		813	35	848	380
Telephone / Fax / Internet/ Website		1,011	3,795	4,807	4,288
Insurance		1,450	1,543	2,993	2,424
Cost of Generating Funds		-	-	-	-
Computer and mobile phones		-	-	-	1,804
<i>Governance Costs</i>		13	-	13	13
Bank Charges		57	21	78	92
Accountancy/Legal fees		126	90	216	216
Professional fees					1,300
Independent Examination	4	2,055	2,025	4,080	3,660
Auditor's fee		-	-		
		-----	-----	-----	-----
Total Expenditure		96,566	210,844	307,410	257,336
		-----	-----	-----	-----
Net (expenditure)/income					
For the year		(63,004)	(15,832)	(78,837)	145,607

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)**

		Unrestricted	Restricted	2023	2022
	Notes	Funds £	Fund £	Total Funds £	Total Funds £
Total Funds 1 April 2022		315,958 -----	29,534 -----	345,493 -----	199,886 -----
Total Funds 31 March 2023		252,954 =====	13,702 =====	266,657 =====	345,493 =====

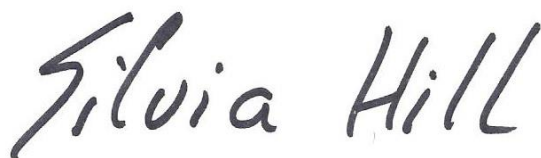
**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**BALANCE SHEET
AS AT 31 MARCH 2023**

	Notes	2023 £	2022 £
Tangible Fixed Assets	5	-	-
Current Assets			
Pre-Payment	6	-	2,657
Cash at bank and in hand		273,926	351,516
		-----	-----
			354,173
Liabilities:	7	(7,270)	(8,680)
(Creditors: amounts falling due within one year)		-----	-----
Net Current Assets		266,657	345,493
		=====	=====
NET ASSETS		266,657	345,493
		=====	=====
Funds:			
Unrestricted funds			
General		252,954	315,959
Restricted funds:	8	13,702	29,534
		-----	-----
	11	266,657	345,493
		=====	=====

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation 'of financial statements'. The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the management committee on 26th November 2023 and signed on its behalf by:



Silvia Hill
Management Committee Member

Date 26th November 2023

KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2022 £
Cash Flows from Operating Activities	12	(80,211)	141,374
Purchase of Fixed Assets			
Interest Received		2,621	58
		<u>(77,590)</u>	<u>141,432</u>
Change in cash in 2022/23			
Cash at 1 April 2022		351,516	210,084
Cash at 31 March 2023		273,926	351,561
		<u>(77,590)</u>	<u>141,432</u>

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED ON 31 MARCH 2023**

1. Accounting Policies:

- a)** Accounting convention
- Basis of preparation. The accounts have been prepared under the historical cost convention.
 - The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, applicable to charities in the UK and Republic of Ireland (FRS 102) effective 1 January 2019 and the Companies Act 2006.
 - Note 2 Legal status of the charity
The charity is a company limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.
 - The registered office is at St Francis 13 Hippodrome Place, London W11 4SF
- b)** At the time of approving the accounts, the Trustees have a reasonable expectation that the company 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 future.
- c)** Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.
- d)** Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time is not valued in the accounts but the support is noted in the Trustees' annual report.
- e)** Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.
- f)** Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.
- g)** Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.
- h)** Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.

KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS

NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2023

- i) Fixed assets have been included in the accounts at their historical cost level if over £3,000 and are written off through the statement of financial activities:
- Computers – 25% straight line per annum
 - Fixtures and fittings – 25% straight line per annum
- Anything below that level will be charged directly to statement of financial activities.
- j) Administration expenditure comprises costs incurred in running the charity. Where applicable, some of these costs have been treated as direct charitable expenditure.
- k) 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.
- Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. There are no financial assets classified as receivable more than one year, which need to be amortised.
- Basic financial liabilities, including creditors are initially recognised at transaction price. There are no financial liabilities classified as payable more than one year, which need to be amortised.
- l) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
- m) 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.
- n) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.
- o) Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the relevant lease
- p) The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)**

2. 2022 Comparable figures

	Unrestricted		Restricted	
	Notes	Funds	Funds	2022 Total
		£	£	£
Income:				
Charitable activities				
Oak Foundation		-	62,594	62,594
Royal Borough of Kensington & Chelsea		-	4,994	4,994
Barrow Cadbury Trust		-	50,000	50,000
Esmee Fairbairn Foundation	50,000		-	50,000
City Bridge Trust			58,150	58,150
National Lottery Fund		-	48,972	48,972
Tudor Trust	30,000			30,000
Bromley Trust	15,000			15,000
Anti-Slavery ATMG			800	800
Refugee Action – Respond and Adapt				
MOPAC			5,000	5,000
Porticus	40,894			40,894
Fidelis Foundation	25,000			25,000
Donations				
Fundraising / Donations etc	11,480		-	11,480
Clients Emergency Fund				
Activities			-	
Membership		-	-	-
Investment Income				
Bank Interest		58	-	58
		-----	-----	-----
Total Income		172,432	230,511	402,943
		-----	-----	-----

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)**

		Unrestricted	Restricted	2022
	Notes	Funds	Fund	Total Funds
		£	£	£
Expenditure				
<i>Charitable Activities</i>				
Salaries / ENIC / Pension		34,005	168,631	202,637
Child Care Vouchers (salary sacrifice)		-	-	-
Admin Support				
Payroll Costs		165	833	998
Staff Travel		-		
Staff Development/Training/Recruit		854	2,480	3,334
English Classes		350	875	1,225
Other Client Support		174	2,331	2,505
Emergency Fund / Accommodation			30	30
Volunteers' Expenses		-	-	-
Premises Costs		3,981	24,122	28,103
Equipment Repairs & Build Maintenance	(101)		3,131	3,030
Stationery / Postage / Photocopying		277	1,020	1,297
Subscriptions / Memberships etc		150	230	380
Telephone / Fax / Internet/ Website		1,304	2,984	4,288
Insurance		-	2,424	2,424
Cost of Generating Funds		-	-	-
Computer and mobile phones		1,804	-	1,804
<i>Governance Costs</i>		13	-	13
Bank Charges		46	46	92
Accountancy/Legal fees		198	18	216
Independent Examination		1,424	2,236	3,660
Professional fees		600	700	1,300
Auditor's fee				
Total Expenditure		45,244	212,092	257,336
Net income				
For the year		127,188	18,419	145,607

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)**

		Unrestricted	Restricted	2022
	Notes	Funds	Fund	Total Funds
		£	£	£
Total Funds 1 April 2021		188,770	11,116	199,886
		-----	-----	-----
Total Funds 31 March 2022		315,958	29,534	345,493
		=====	=====	=====

3. Interest receivable and similar income

	2023	2022
	£	£
Bank interest - unrestricted	2,621	58
	===	===

	2023	2022
	£	£
4. Auditor's Fee / independent Examination	4,080	3,660
	=====	=====

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2023 (CONTINUED)**

5. Tangible Fixed Assets

	Computer Equipment	Fixtures, fittings & equipment	Total
Cost			
at 1 April 2022	7,716	4,200	11,916
Additions		-	
Disposals			
At 31 March 2023	7,716	4,200	11,916
Depreciation			
at 1 April 2022	7,716	4,200	11,916
Disposal			
Charge for the year			
At 31 March 2023	7,716	4,200	11,916
Net book value			
at 31 March 2022	-	-	-
at 31 March 2023	-	-	-

KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS

NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2023

6. Debtors

	2023	2022
	£	£
Pre-payment of insurance	-	2,657
	=====	=====

7. Creditors: amounts falling due within one year

	2023	2022
	£	£
Creditors falling due within one year		
Payables		
	2880	

Accruals:		
Audit & Independent Examination accrual	3,690	3,300
Pensions	-	1,281
Payroll	-	3,900
Other accruals	699	199
	-----	-----
	<u>4,389</u>	<u>8,680</u>

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2023**

8. Restricted funds - breakdown:

Funders/ Projects	Balance B/fwd	Income	Expenditure	Balance C/fwd
Clients' Emergency fund	1,205	-	-	1,205
Oak Foundation	-	66,606	(65,091)	1,515
ATMG	894	-	-	894
RB Kensington & Chelsea	-	-	-	-
Barrow Cadbury Trust	18,412	17,000	(33,628)	- 1,783
City Bridge Trust	-	60,000	(60,000)	
National Lottery	-	51,406	(51,405)	0
Anti-Slavery	3,965		(711)	3,254
Lloyds Bank				-
Samworth Foundation	59	-	-	59
MOPAC	5,000			5,000
	-----	-----	-----	-----
	29,535	195,012	(210,844)	13,703

Grant Purpose:

Oak Foundation	for advice and campaigns work, including management.
Royal Borough of K&C	for advice and support work.
Barrow Cadbury Trust	for advice and campaigns work.
Lloyds Bank Foundation	for English classes and advice work.
Samworth Foundation	for the ongoing work of the charity.
City Bridge Trust	for advice work and support work
National Lottery CF	for advice work and support work

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2023**

9. Trustees

None of the trustees (or any persons connected with them) received any remuneration. Only legitimate expenses were reimbursed during the year.

10. Employees

The average number of employees during the year was:	2023	2022
	6	6
Employment costs:	2023	2022
Gross wages and salaries	206,835	178,515
Employer's NI	16,757	13,926
Other pension costs	<u>9,956</u>	<u>10,196</u>
	233,548	202,637
	=====	=====

There were no employees whose annual emoluments were £60,000 or more.

11. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 31 March 2023 are represented by:			
Tangible fixed assets	-	-	-
Current assets	256,383	17,549	273,926
Creditors: amounts falling due within one year	<u>(3,430)</u>	<u>(3,840)</u>	<u>(7,269)</u>
	252,954	13,710	266,667

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2023**

12. Reconciliation of Net Income/(Expenditure) to Operating Activity Net Cash Flow

	2022/23	2021/22
	(£)	(£)
Net (expenditure)/ income as per the SOFA	(78,836)	145,607
Adjustments for:		
Interest Received	(2,621)	(58)
Depreciation		
(Increase)/Decrease in Debtors	2,657	(515)
Increase/(Decrease) in Creditors	(1,410)	(3,660)
Net Cash Used in Operating Activities	80,211	141,374

13. Operating Lease

The charitable company has an operating lease for their office premise. At the reporting date the outstanding commitments for future minimum lease payments under non-cancellable operating lease totalled £7,187.50

14. Related party transactions

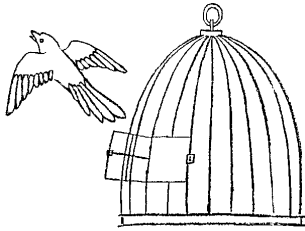
There are no related party transactions during the period (2022: £ nil).

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KALAYAAN

England & Wales - Charity number 1146596

Accounts



KALAYAAN

justice for migrant domestic workers

KALAYAAN (limited by guarantee)

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2022

Registered Charity in England and Wales – 1146596
Registered company in England and Wales 07968872

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

ORGANISATION INFORMATION

LEGAL STATUS	Charity and private company limited by guarantee.
MANAGEMENT COMMITTEE MEMBERS	Myriam Cherti Alison Harvey (Chair) Silvia Hill (Treasurer) Virginia Mantouvalou Pauline Uwins Hugh Graham Collins Natalie Margit Sedacca Sheila E. Tilan (resigned 07.07.2022)
STAFF	Rita Gava (Company Secretary) Marta Bratek Andrea Kyselakova Alexandra Millbrook Avril Sharp Ayesha Mohsin Rebecca Hirst Dominic Clarke (freelance)
REGISTERED OFFICE	St. Francis Centre 13 Hippodrome Place London W11 4SF
INDEPENDENT EXAMINER	Annie Lee PK Audit LLP Chartered Accountants & Registered Auditors 1 Parkshot Richmond Surrey TW9 2RD
BANKER	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

CHAIR'S REPORT

June 2021 saw the tenth anniversary of International Labour Organisation Convention 189, the Domestic Workers Convention, which the UK still has not ratified. Many domestic workers in the UK still do not enjoy the rights afforded them by the Convention: as human beings, as individual workers, and as workers taking collective action. Kalayaan continued to deliver services and to campaign to protect those rights, including rights to work for those recognised as trafficked and those seeking international protection. Without those rights, many domestic workers will not come forward to the authorities to seek help.

Many migrant domestic workers have continued to face increased isolation or increased workloads as a result of the pandemic, or risked losing their jobs when they succumbed to Covid. The recruitment of our caseworker Rebecca Hirst has increased our capacity to offer services beyond legal casework, such as assisting clients to register with general practitioners. Online services continue to be a first choice for some workers, to fit around work and avoid the time and costs of travel. Others need to see us face to face. We are grateful to Dominic Clarke and our volunteer English teachers for their work online during the year. Perhaps because of the important social side of the classes, numbers have been lower online, and we looked forward to being able to reintroduce face to face classes.

The trustees are grateful to the staff team who have worked to deliver all these services and to campaign in coalition with other organisations such as the Anti-Trafficking Monitoring Group, Human Trafficking Foundation, the Voice of Domestic Workers, Freedom United and many others. During the year their work has attracted the support of UN Special Rapporteurs, and of parliamentarians debating the Nationality and Borders Bill, especially in the House of Lords as they worked not only to exist proposed erosions of rights but to make headway on better protection for domestic workers as workers, as migrants, and, variously, as trafficked persons or refugees.

We are grateful to our funders, the Barrow Cadbury Trust, the City Bridge Trust, Fidelis, Lloyds' Bank Foundation, the Mayor's Office for Policing and Crime, the National Lottery, the Oak Foundation, Porticus, the Royal Borough of Kennington and Chelsea, the Samworth Foundation and individual donors for their unstinting and invaluable support.

This year Kalayaan received permission to intervene in the Supreme Court case *Wong v Basfar*, pursuing the arguments we had raised in that court in *Reyes v Al Malki*. Kalayaan drew on evidence from our case files, to demonstrate the exploitation of domestic workers in diplomatic households. We are grateful to our legal team, Zubier Yazdani and Ralitsa Peykova of Deighton Peirce Glynn, Tom Hickman QC (now KC) and Flora Robertson for their work on the case, pro bono and funded by a grant from the Strategic Legal Fund.

The trustees are grateful to Sheila Tilan, who stood down during the year, for the perspective she as a former domestic worker brought to the board. The year saw the trustees heavily involved in recruitment, in overhauling policies, and work in their specialist areas and I am very grateful for their commitment. Trustees met virtually during the year and attendance levels continued high. We look forward in the year to come to taking stock of a challenging few years on all fronts and to reviewing with Rita Gava, Kalayaan's director, our strategic direction to ensure that we are best placed to meet the challenges ahead

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE MEMBERS

The Management Committee present its directors' report and this year accounts for the year ended 31 March 2022.

The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland published in October 2019.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Kalayaan is a registered charity and company limited by guarantee and has no share capital. Its main business is carried out from its offices in London. Day to day management is the duty of the Director appointed by the charity trustees and the trustees of the charity exercise overall control.

Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.

The organisation's structure, governance and management are set out in the Constitution. The objects are:

- To advance education and relieve poverty, particularly by:
 - a. The provision of legal and other advice.
 - b. The relief of unemployment for the public benefit amongst people who are unemployed.
- To advance education for the public benefit.
- To promote health for the benefit of the public.
- To improve the conditions of life by the provision of recreational facilities in the interests of social welfare to those current and former migrant domestic workers who have the need of such facilities by reason of their social and economic circumstances.

Members of the Management Committee act as trustees for the purpose of charity law and directors for the purpose of company law and are appointed by the AGM. Membership is open to all those interested in supporting the work of the organisation and up to 25% of the Committee is reserved for current or former migrant domestic workers.

REPORT OF THE MANAGEMENT COMMITTEE (continued)

OBJECTIVES AND ACTIVITIES

During the reporting period, we continued to adapt our services because of the Covid-19 pandemic.

The demand for our services continued to remain high, and we provided a combination of remote and face-to-face advice services. Safety of staff and service users remained our priority, and most of the service users chose to have remote advice sessions. Many were concerned because getting Covid may have put them at risk of losing their jobs, others simply found it easier to talk to us without having to navigate London public transport. When a service user specifically requested a face-to-face meeting, the request would be discussed among the team and measures would be taken to meet the request in safety. For instance, members of staff use the office in different days to maintain social distances, and PPE is provided for both adviser and service user.

There were also circumstances that required a physical meeting, such as when a victim of trafficking had to report her experience of abuse to the police, and Kalayaan facilitated the initial meeting in our offices with the presence of the Kalayaan adviser, to make the service user more comfortable. All safety measures were discussed and planned at the team meeting prior to the event.

Direct Services

Our direct services included:

-20 advice sessions per week

- 59 new clients were registered. The registration includes information on immigration and employment rights in the UK, advice on how to exercise them, and an assessment of the worker's status and working conditions. For both remote and face-to-face meetings, telephone interpreters were provided whenever needed.

34 migrant domestic workers were helped maintain a regular immigration status in the UK by renewing their visa, or applying for settlement, applying for a spouse visa or making other types of application.

23 service users were identified as victims of modern slavery and referred into the NRM so that they could receive statutory support such as access to healthcare and counselling, safe housing and legal aid representation.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

16 victims of domestic slavery were assisted to report on their experience to the police so that their trafficker could be investigated. (Not all people referred into the NRM report their employer/trafficker, because in a few cases the employer has already left the UK. Some are also simply too scared or fear possible retaliation),

98 service users received other immigration advice. This included advice on asylum claims, applying for family reunification, applying for dependant visas for children and on spouse visas.

48 service users received advice on employment issues. The demand for advice on employment rights included advice on employment contracts, claims of unfair dismissal, working hours, maternity rights, etc.

14 service users were helped with housing issues

12 were helped obtain welfare benefits

Support accessing healthcare services continued to be an important part of our mission to help migrant domestic workers have a better quality of life. In particular, we helped our beneficiaries register with a GP and provided advice on how to book an appointment for anti-Covid vaccination. We worked closely with Doctors of the World and distributed information material on the vaccine in relevant languages.

46 beneficiaries were helped to register with a GP

Over 90 received advice and information material on the vaccine and how to book an appointment

8 beneficiaries were helped to apply for HC2 certificates (the NHS low income scheme for help with health costs).

We also continued to provide English classes remotely, attended by some 40 students. In addition to the educational value, these classes provided a social moment much valued by many of our service users during the pandemic.

Policy work

In terms of policy work, during the reporting period Kalayaan's work covered the following areas:

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Reinstating the original Overseas Domestic Worker visa

Kalayaan submitted evidence to the Special Rapporteur on contemporary forms of slavery; the Special Rapporteur on the human rights of migrants; and the Special Rapporteur on trafficking in persons, especially women and children, to highlight the plight of migrant domestic workers under the current visa regime.

a. Their communication to the UK government was made public. They call for 'migrant workers to be granted the right to change their employer at any point in time and for any reason while being able to apply for an extension of their visa/residency status'. This would, in their view, 'contribute directly and significantly to the prevention and protection from exploitation and abuse of migrant workers'. <http://www.kalayaan.org.uk/wp-content/uploads/2021/07/SR-letter-to-UK-govt-27-05-2021.pdf>

The government's response was disappointing and said they had 'received no evidence that links the introduction of the 'tied visa' in 2012 to reports of abuse'.

They repeat the announcement that they are looking to improve their understanding of the nature of exploitation, with officials looking to develop proposals to reform the route from next year:

http://www.kalayaan.org.uk/wp-content/uploads/2021/08/Reply-UK-to-AL-on-ODW-visa_280721.pdf

Kalayaan worked with colleagues at Anti-Slavery International to follow up with the Special Rapporteurs. A joint briefing was compiled and submitted to the office of the Special Rapporteurs in January 2022.

b. Kalayaan worked with allies on an open letter to Kevin Foster, Under Secretary of State, to call for the restoration of the pre-2012 ODW visa rights.

Following an unsatisfactory response (<http://www.kalayaan.org.uk/wp-content/uploads/2021/09/Kevin-Foster-reply-10-06-2021.pdf>), a new letter was sent to Kevin Foster on 10 December 2021 for Human Rights Day: <http://www.kalayaan.org.uk/wp-content/uploads/2021/12/Response-to-Kevin-Foster-10-12-2021.pdf>

-Right to work in the National Referral Mechanism

Kalayaan is promoting the work by the Lift The Ban Coalition on asylum seekers having the right to work. There have been some recent developments on this following cabinet disagreements and some judgements ruling the ban on working

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

is unlawful. The Labour party tabled amendments to the Nationality and Borders Bill on this.

<https://www.independent.co.uk/news/uk/home-news/dominic-raab-asylum-seekers-work-b1929755.html>

<https://www.theguardian.com/uk-news/2021/sep/30/home-office-resisting-calls-to-allow-asylum-seekers-work-in-the-uk>

Legal Challenge to diplomatic immunity: Kalayaan intervention

Basfar v Wong

Supreme Court in October 2021:

Kalayaan intervened in a case involving a diplomat and a domestic worker. The worker alleged that she was grossly underpaid, that there were long gaps between pay dates and that she was badly treated by her employer. She sued her employer in the Employment Tribunal for unpaid wages and other items and the employer argued that he was exempt from legal action because he was a diplomat. The case went to the Supreme Court, following another Kalayaan case (Reyes v Al-Malki), where similar arguments were advanced. By the time the case reached the Supreme Court, the diplomat and his wife had left the UK and the court found that immunity did not apply to the employment of their domestic staff once the diplomat had stopped being a diplomat. This meant that Ms Reyes could sue her former employer but only because he was no longer a diplomat.

So the question of whether a diplomat, who exploits and abuses his workers while working as a diplomat, should be immune from legal action, is still undecided. Kalayaan believes that diplomats should not be able to hide behind a defence of immunity.

Ms Wong's case centred on the meaning of 'commercial activity'. This is because diplomats are NOT immune from legal action in respect of commercial activity undertaken during their time as diplomats. If trafficking is a commercial activity, this would mean that Ms Wong could sue the diplomat for the wages she was owed and other breaches of the employment contract and the diplomat could not argue that he was immune from her claim because of his diplomatic position.

Ms Wong, Kalayaan and the Special Rapporteur for the UN Commissioner for Refugees all argued that trafficking should be regarded as a commercial activity. They argued that human trafficking is an extremely profitable field of criminal activity in the world, behind the drugs' and the arms' trades. Trafficking has to be seen as a chain of events in which there are many participants, from the recruiters, the agents to the employers. Trafficking in drugs and sex trafficking are recognised as commercial activities. There is no reason why trafficking for forced labour and

REPORT OF THE MANAGEMENT COMMITTEE (continued)

domestic servitude should not be seen as commercial activities as well. The diplomat was involved in the recruitment and hiring of Ms Wong, he also was enriched and benefited from underpaying Ms Wong (or not paying her at all). He was therefore involved in a commercial activity.

On the other hand, the diplomat argued that commercial activity could not and should not include the employment of domestic worker. He argued that the treaty governing diplomatic relations between different countries specifically never intended the employment of staff to be considered as a commercial activity outside a diplomat's official functions. There was much argument about how international treaties should be interpreted and whether it was right to apply modern ideas and standards to an international treaty that was signed many decades ago in 1961, as well as the meaning of commercial activity and what sort of activities were meant by commercial activity. There was also some argument as to whether it was appropriate for judges to seek to change an international treaty and whether such matters should be left to the governments of interested countries to decide.

As mentioned in the Chair's report, there was a successful outcome in the Wong case in the Summer of 2022. Ms Wong's win means that diplomats who abuse their workers or are in breach of contract by not paying them properly or failing to provide rest days can be sued in the UK courts. We will report on the case more fully in the next annual report.

Workers' rights - Low Pay Commission:

Kalayaan was invited to give evidence to the Low Pay Commission (LPC) This year the commission are analysing an exemption in the National Minimum Wage Regulations 2015 that means that an employer does not have to pay a member of his family or someone who is treated as if they were a member of his employer's family the national minimum wage. Their interest has come from a recent case called Puthenveetil v Alexander which found that the exemption was unlawful and potentially discriminatory against women.

Kalayaan argued to the LPC that this exemption, known as the 'family member' exemption should be deleted or scrapped for the following reasons:

- It allows unscrupulous employers to argue that they do not have to pay the NMW because the worker is or is treated as a family member rather than a worker;
- The exemption was introduced when the au pair visa route was scrapped;
- Au pairs do a very different form of work and domestic workers should not be treated as if they were au pairs;

REPORT OF THE MANAGEMENT COMMITTEE (continued)

- Domestic workers are often vulnerable, have generally migrated abroad for work to support their families back in their native countries, are often socially excluded and may find it difficult to understand how British society works. They therefore find it difficult to access services (like healthcare) and may be fearful of seeking advice about their employment rights.
- There is no public oversight or regulation of domestic work because it is done in private households. This makes workers especially vulnerable to labour exploitation
- This affects more women than men and so is potentially discriminatory against women.
- In cases where an employer relies on the family member exemption, the employee often finds herself at a disadvantage because of the imbalance of power and the lack of evidence to support her claims. The reasons why there is little evidence is often because the employer refuses to provide contracts and payslips and workers find it difficult to challenge their employers about this.

The Low Pay Commission report was published in full. This recommends scrapping the exemption as it relates to ODWs:

<https://www.gov.uk/government/publications/low-pay-commission-report-2021>

Risk Management

The Management Committee has considered the main risks to the future of the organisation and identifies these as follows:

- Reputational risks from campaigning and giving advice in sensitive and complex areas of immigration, including of undocumented workers.
- Effect of short-term visa on opportunities for, and willingness of, migrant domestic workers to engage with organisations such as Kalayaan, with resultant risks for research and campaigning work with them;
- Capacity of small charity to develop and grow in a demanding and fast changing environment.
- Funding: although Kalayaan has been well funded during its history, the management committee understands that funding for charities has become more difficult overall.
- Kalayaan has built up adequate reserves to fund the organisation during any time of shortfall.

Kalayaan is a fully accredited advice centre, with each advisor regulated by either the OISC, SRA or the Bar Standards Board

We have added one administrative team member to increase support for the Director. Kalayaan strives to maintain its diverse funding base.

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Reserves

Throughout its life Kalayaan has operated with minimum financial resources. Some years ago the Management Committee decided that it would be prudent to build up sufficient general reserves to cover at least three to four months of core operating expenditure. This is thought to be necessary to cover any short term reduction in restricted fund income, which makes up the bulk of Kalayaan's funds. The Committee is pleased to report that the general reserve had reached a level of more than 12 months expenditure at the end of March 2022.

Asset cover for funds

Note 11 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

Statement of the Management Committee's Responsibilities:

Company and charity law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its results for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Charities SORP and with applicable accounting standards, subject to any material departures
- Observe the methods and principles of chartered SORP 2019 (FRS102)
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Public Benefit Statement

The sections of this report above entitled "Principal Activities" set out Kalayaan's objectives and reports on the activity and successes in the year to 31st March 2022 as well as explaining the plans for the current financial year. The Trustees consider that Kalayaan's work continues to benefit a wide range of individuals in the local community and throughout the UK.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Covid-19 update – up until October 2022

During the outbreak the Kalayaan team together with the Board of Trustees have taken the following steps to ensure a safe environment for the employees as well as the service users. Funders were informed of every step and have been very supportive of every decision taken.

- Employees still have the flexibility to work from home but can come into the office if needed
- And the service users still have the flexibility to use Kalayaan's services either in person or over the phone. At all times safety precautions are adhered to when clients do come into the office.

Financial Review

Income for the year of **£402,943** was 19% higher than the previous year. This was mainly due to several new restricted grants starting in the financial year. Unrestricted fund grants of £172,432 were higher than 2020/2021. Total expenditure of **£257,335** for the year was nearly 4% lower the previous year.

Kalayaan's accounts for the financial year 2021/22 showed a net income **of £145,607**, made up of a net £18,419 on restricted funds and a net income of **£127,188** on unrestricted funds. At the year end the organisation's free (unrestricted) reserves were £315,958 total, above the Board's target (more than 12 months of cost coverage). Overall, the financial situation remains healthy as the recently secured funders will support Kalayaan over the next 4 years.

Details of income and expenditure may be found in the figures and notes to the accounts set out below, along with the balance sheet. The fluctuations in debtors and creditors year on year are purely the result of the timing of receipts and payments around the year-end.

Approved by the Management Committee on 29/11/2022 and signed on its behalf by



.....
Silvia Hill
Management Committee Member

Date ...29/11/2022.....

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on page 15 to 29.

Responsibilities and basis of report

As the charity's trustees of the company (who are also the directors of the company for the purpose of the company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the accounts of the company are not required to be audited for this year under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination, I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

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

- accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- the accounts do not accord with such records; or
- the accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

Annie Lee FCA
The Institute of Chartered Accountants in England and Wales
PK Audit LLP
1 Parkshot
Richmond
Surrey
TW9 2RD

Date: 29/11/2022

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2022**

		Unrestricted	Restricted		
	Notes	Funds	Funds	2022 Total	2021 Total
		£	£	£	£
Income:					
<i>Charitable activities</i>					
Oak Foundation		-	62,594	62,594	74,331
Royal Borough of Kensington & Chelsea		-	4,994	4,994	9,988
Barrow Cadbury Trust		-	50,000	50,000	15,000
Esmee Fairbairn Foundation	50,000	-	-	50,000	50,000
City Bridge Trust			58,150	58,150	68,600
National Lottery Fund		-	48,972	48,972	46,550
Tudor Trust	30,000			30,000	32,000
Bromley Trust	15,000			15,000	15,000
Anti-Slavery ATMG			800	800	2,026
Refugee Action – Respond and Adapt					10,000
MOPAC			5,000	5,000	
<i>Porticus</i>	40,894			40,894	
Fidelis Foundation	25,000			25,000	
<i>Donations</i>					
Fundraising / Donations etc	11,480	-		11,480	14,755
Clients Emergency Fund					
Activities			-		200
Membership		-	-	-	-
<i>Investment Income</i>					
Bank Interest	3	58	-	58	91
		-----	-----	-----	-----
Total Income		172,432	230,511	402,943	338,541
		-----	-----	-----	-----

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)**

		Unrestricted	Restricted	2022	2021
	2022 Notes	Funds £	Fund £	Total Funds £	Total Funds £
Expenditure					
<i>Charitable Activities</i>					
Salaries / ENIC / Pension	10	34,005	168,631	202,637	212,776
Child Care Vouchers (salary sacrifice)		-	-	-	-
Admin Support					
Payroll Costs		165	833	998	1,356
Staff Travel		-			589
Staff Development/Training/Recruit		854	2,480	3,334	530
English Classes		350	875	1,225	1,876
Other Client Support		174	2,331	2,505	3,877
Emergency Fund / Accommodation			30	30	
Volunteers' Expenses		-	-	-	
Premises Costs		3,981	24,122	28,103	28,868
Equipment Repairs & Build Maintenance		(101)	3,131	3,030	2,627
Stationery / Postage / Photocopying		277	1,020	1,297	1,318
Subscriptions / Memberships etc		150	230	380	1,048
Telephone / Fax / Internet/ Website		1,304	2,984	4,288	3,474
Insurance		-	2,424	2,424	2,363
Cost of Generating Funds		-	-	-	216
Computer and mobile phones		1,804	-	1,804	94
<i>Governance Costs</i>		13	-	13	13
Bank Charges		46	46	92	103
Accountancy/Legal fees		198	18	216	
Independent Examination	4	2,024	2,936	4,960	
Auditor's fee					6,600
Total Expenditure		45,244	212,092	257,336	267,728
Net income					
For the year		127,188	18,419	145,607	70,814
Transfer					

KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)

	2022	Unrestricted	Restricted	2022	2021
	Notes	Funds	Fund	Total Funds	Total Funds
		£	£	£	£
Total Funds					
1 April 2021		188,770	11,116	199,886	129,072
		-----	-----	-----	-----
Total Funds					
31 March 2022		315,958	29,534	345,493	199,886
		=====	=====	=====	=====

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**BALANCE SHEET
AS AT 31 MARCH 2022**

	Notes	2022 £	2021 £
Tangible Fixed Assets	5	-	-
Current Assets			
Pre-Payment	6	2,657	2,142
Cash at bank and in hand		351,516	210,084
		-----	-----
		354,173	212,226
Liabilities:	7	(8,680)	(12,340)
(Creditors: amounts falling due within one year)		-----	-----
Net Current Assets		345,493	199,886
		=====	=====
NET ASSETS		345,493	199,886
		=====	=====
Funds:			
Unrestricted funds			
General		315,959	188,770
Restricted funds:	8	29,534	11,116
		-----	-----
	11	345,493	199,886
		=====	=====

Approved by the management committee on 29 November 2022 and signed on its behalf by:

Silvia Hill

.....
Silvia Hill
Management Committee Member

Date 29/11/2022.....

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022**

	2022	2021	
	£	£	
Cash Flows from Operating Activities	141,374	75,519	12
Purchase of Fixed Assets			
Interest Received	58	91	
	<u>141,432</u>	<u>75,610</u>	
Change in cash in 2021/22			
Cash at 1 April 2021	210,084	134,474	
Cash at 31 March 2022	351,516	210,084	
	<u>141,432</u>	<u>75,610</u>	

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED ON 31 MARCH 2022**

1. Accounting Policies:

- a)** Accounting convention
- Basis of preparation. The accounts have been prepared under the historical cost convention.
 - The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, applicable to charities in the UK and Republic of Ireland (FRS 102) effective 1 January 2019 and the Companies Act 2006.
 - Note 2 Legal status of the charity
The charity is a company limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.
 - The registered office is at St Francis 13 Hippodrome Place, London W11 4SF
- b)** At the time of approving the accounts, the Trustees have a reasonable expectation that the company 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 future.
- c)** Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.
- d)** Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time is not valued in the accounts but the support is noted in the Trustees' annual report.
- e)** Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.
- f)** Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.
- g)** Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.
- h)** Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.

KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS

NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2022

- i) Fixed assets have been included in the accounts at their historical cost level if over £3,000 and are written off through the statement of financial activities:
- Computers – 25% straight line per annum
 - Fixtures and fittings – 25% straight line per annum
- Anything below that level will be charged directly to statement of financial activities.
- j) Administration expenditure comprises costs incurred in running the charity. Where applicable, some of these costs have been treated as direct charitable expenditure.
- k) 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.
- Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. There are no financial assets classified as receivable more than one year, which need to be amortised.
- Basic financial liabilities, including creditors are initially recognised at transaction price. There are no financial liabilities classified as payable more than one year, which need to be amortised.
- l) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
- m) 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.
- n) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.
- o) Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the relevant lease
- p) The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)**

2. 2021 Comparable figures

	Notes	Unrestricted Funds	Restricted Funds	2021 Total
		£	£	£
Income:				
<i>Charitable activities</i>				
Oak Foundation		5,000	69,331	74,331
Royal Borough of Kensington & Chelsea		-	9,988	9,988
Barrow Cadbury Trust		-	15,000	15,000
Lloyds Bank Foundation		-		
Esmée Fairbairn Foundation		50,000	-	50,000
City Bridge Trust		13,200	55,400	68,600
National Lottery Fund		-	46,550	46,550
Tudor Trust		32,000		32,000
Bromley Trust		15,000		15,000
Anti-Slavery ATMG			2,026	2,026
Refugee Action – Respond and Adapt		10,000		10,000
<i>Donations</i>				
Fundraising / Donations etc		14,755	-	14,755
Clients Emergency Fund				
Activities		200	-	200
Membership		-	-	-
<i>Investment Income</i>				
Bank Interest	3	91	-	91
		-----	-----	-----
Total Income		140,246	198,295	338,541
		-----	-----	-----

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)**

		Unrestricted	Restricted	2021
	2021 Notes	Funds £	Fund £	Total Funds £
Expenditure				
<i>Charitable Activities</i>				
Salaries / ENIC / Pension	10	46,915	165,860	212,775
Child Care Vouchers (salary sacrifice)		-	-	-
Admin Support				
Payroll Costs		307	1,049	1,356
Staff Travel		-	589	589
Staff Development/Training/Recruit		-	530	530
English Classes		206	1,670	1,876
Other Client Support		120	3,757	3,877
Emergency Fund / Accommodation		-	-	-
Volunteers' Expenses		-	-	-
Premises Costs		2,086	26,782	28,868
Equipment Repairs & Build Maintenance		-	2,627	2,627
Stationery / Postage / Photocopying		41	1,277	1,318
Subscriptions / Memberships etc		17	1,031	1,048
Telephone / Fax / Internet/ Website		16	3,458	3,473
Sundry Expenses		-	-	-
Campaigning/Advocacy		-	-	-
Insurance		850	1,512	2,363
Cost of Generating Funds		180	36	216
Computer and mobile phones		94	-	94
Depreciation		-	-	-
<i>Governance Costs</i>		-	13	13
Management Committee Expenses		-	-	-
Bank Charges		49	54	103
Accountancy/Legal fees			-	-
Independent Examination	4			
Auditor's fee	4	1,800	4,800	6,600
Total Expenditure		52,681	215,045	267,728
Net income (expenditure) For the year		87,564	(16,750)	70,814
Transfer		1,628	(1,628)	-

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2022 (CONTINUED)**

	2021 Notes	Unrestricted Funds £	Restricted Fund £	2021 Total Funds £
Total Funds 1 April 2020		99,578 -----	29,494 -----	129,072 -----
Total Funds 31 March 2021		188,770 =====	11,116 =====	199,886 =====

3. Interest receivable and similar income

	2022 £	2021 £
Bank interest - unrestricted	58 ===	91 ===

	2022 £	2021 £
4. Auditor's Fee / independent examination	3,300 =====	6,600 =====

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF FINANCIAL ACTIVITIES
NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2022**

5. Tangible Fixed Assets

	Computer Equipment	Fixtures, fittings & equipment	Total
Cost			
at 1 April 2021	7,716	4,200	11,916
Additions		-	
Disposals			
At 31 March 2022	7,716	4,200	11,916
Depreciation			
at 1 April 2021	7,716	4,200	11,916
Disposal			
Charge for the year			
At 31 March 2022	7,716	4,200	11,916
Net book value			
at 31 March 2021	-	-	-
at 31 March 2022	-	-	-

KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS

NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2022

6. Debtors

	2022	2021
	£	£
Pre-payment of insurance	2,657	2,142
	=====	=====

7. Creditors: amounts falling due within one year

	2022	2021
	£	£
Accruals		
Audit & Independent Examination	3,300	6,600
Pensions	1,281	1,126
Payroll Liabilities	3,900	3,763
Other accruals	199	851
	-----	-----
	<u>8,680</u>	<u>12,340</u>

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2022**

8. Restricted funds - breakdown:

Funders/ Projects	Balance B/fwd	Income	Expenditure	Balance C/fwd
Clients' Emergency fund	1,205	-	-	1,205
Oak Foundation	-	62,594	(62,594)	-
ATMG	894	-	-	894
RB Kensington & Chelsea	-	4,994	(4,994)	-
Barrow Cadbury Trust	945	50,000	(32,533)	- 18,412
City Bridge Trust	570	58,150	(58,720)	-
National Lottery	4,278	48,973	(53,251)	-
Anti-Slavery	3,165	800		3,965
Lloyds Bank				-
Samworth Foundation	59	-	-	59
MOPAC		5,000		5,000
	-----	-----	-----	-----
	11,116	230,511	(212,092)	29,535

Grant Purpose:

Oak Foundation - for advice and campaigns work, including management.
 Royal Borough of Kensington & Chelsea - for advice and support work.
 Barrow Cadbury Trust - for advice and campaigns work.
 Lloyds Bank Foundation – for English classes and advice work.
 Samworth Foundation - for the ongoing work of the charity.
 City Bridge trust – for advice work
 National Lottery Fund – for advice work

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2022**

9. Trustees

None of the trustees (or any persons connected with them) received any remuneration. Only legitimate expenses were reimbursed during the year.

10. Employees

The average number of employees during the year was:	2022	2021
	6	6
Employment costs:	2022	2021
Gross wages and salaries	178,515	188,429
Employer's NI	13,926	14,730
Other pension costs	10,196	9,617
	<u>202,637</u>	<u>212,776</u>
	=====	=====

There were no employees whose annual emoluments were £60,000 or more.

11. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 31 March 2022 are represented by:			
Tangible fixed assets	-	-	-
Current assets	318,826	35,347	354,173
Creditors: amounts falling Due within one year	(2,867)	(5,813)	(8,680)
	<u>315,959</u>	<u>29,534</u>	<u>345,493</u>

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2022**

12. Reconciliation of Net Income/(Expenditure) to Operating Activity Net Cash Flow

	2021/22	2020/21
	(£)	(£)
Net Income as per the SOFA	145,607	70,814
Adjustments for:		
Interest Received	(58)	(91)
Depreciation		
(Increase)/Decrease in Debtors	(515)	(17)
Increase/(Decrease) in Creditors	(3,660)	4,813
Net Cash Used in Operating Activities	141,374	75,519

13. Operating Lease

The charitable company has an operating lease for their office premise. At the reporting date the outstanding commitments for future minimum lease payments under non-cancellable operating lease totalled £7,187.50

14. Related party transactions

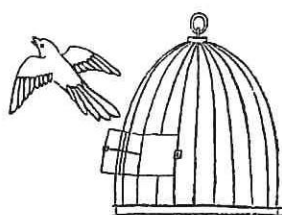
There are no related party transactions during the period (2021: £ nil).

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KALAYAAN

England & Wales - Charity number 1146596

Accounts



KALAYAAN

justice for migrant domestic workers

KALAYAAN (limited by guarantee)

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2021

Registered Charity in England and Wales – 1146596
Registered company in England and Wales 07968872

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

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KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

ORGANISATION INFORMATION

LEGAL STATUS	Charity and private company limited by guarantee.
MANAGEMENT COMMITTEE MEMBERS	Nuldia Abdurahim (resigned 13.12.2020) Myriam Cherti Alison Harvey (Chair) Silvia Hill (Treasurer) Virginia Mantouvalou Pauline Uwins Hugh Graham Collins (appointed 5 th of May 2020) Natalie Margit Sedacca (appointed 5 th of May 2020) Sheila E. Tilan (appointed 2 nd December 2020)
STAFF	Rita Gava (Company Secretary) Marta Bratek Andrea Kyselakova Alexandra Millbrook Avril Sharp Ayesha Mohsin Dominic Clarke (freelance)
REGISTERED OFFICE	St. Francis Centre 13 Hippodrome Place London W11 4SF
INDEPENDENT AUDITOR	Annie Lee PK Audit LLP Chartered Accountants & Registered Auditors 1 Parkshot Richmond Surrey TW9 2RD
BANKER	CAF 25 Kings Hill Avenue Kings Hill West Malling Kent ME19 4JQ

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

CHAIR'S REPORT

The pandemic brought multiple challenges for domestic workers: where they were considered superfluous to requirements or where employers faced financial constraints some were unceremoniously sacked, while the isolation and workload of others increased. The Kalayaan offices were closed for most of the financial year 2020 -2021 and we are keenly aware of the increased isolation of migrant domestic workers over the reporting period. We look forward to a time when we can welcome them back to Kalayaan and classes and events can once more provide a social hub.

Although remote meeting cannot replicate the conviviality of face-to-face contact, we have been pleased to learn that it can be used effectively to deliver all levels of advice and support. Indeed, there are some advantages for our clients in not having to travel to the office: it was easier to fit meetings into their working day and scope for arranging meetings at times convenient to them increased. A lengthy interview over video is exhausting, but the flexibility of remote working opens up the possibility of multiple interviews where service users could not have made multiple journeys.

Kalayaan moved rapidly to remote working and the management committee is grateful to Rita Gava for her leadership, to Andrea Kyselakova for her mastery of logistics and to the staff team for the positive, can-do attitude with which they have supported each other. Their determination that services to our clients would be maintained shone through all that they did and services have been maintained.

We are grateful to our funders who supported us with grants to cope with the effects of the pandemic. This allowed us to meet challenges such as ensuring that all staff had work mobile phones and laptops and that the server and internet connections could cope with all staff logging on remotely. Special thanks to the Oak Foundation, the City Bridge Trust and the Tudor Trust.

We were delighted to welcome to the Board Professor Hugh Colins and Dr Natalie Sedacca, academic lawyers, experts in law relevant to Kalayaan's work, and Sheila Tilan, domestic worker. Remote board meetings have proven effective for ensuring high levels of attendance and our expectation is that we shall aim for a mixture of remote and face to face meeting in the future.

Kalayaan will emerge from lockdown in a strong financial position and is keen to learn the lessons of delivering services remotely and to rise to new challenges. The post-Brexit immigration landscape for workers has yet fully to emerge and the implications of the loss of EU law protections for those who have been trafficked and victims of crime have yet fully to be worked out. And what does it mean for domestic workers when homes become offices? Strategic planning and the setting of clear objectives will be necessary to steer a course as the structures and policies within which we work change rapidly.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

REPORT OF THE MANAGEMENT COMMITTEE MEMBERS

The Management Committee present its directors' report and this year audited accounts for the year ended 31 March 2021.

The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006 and the 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 2015.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Kalayaan is a registered charity and company limited by guarantee and has no share capital. Its main business is carried out from its offices in London. Day to day management is the duty of the Director appointed by the charity trustees and the trustees of the charity exercise overall control.

Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.

The organisation's structure, governance and management are set out in the Constitution. The objects are:

- To advance education and relieve poverty, particularly by:
 - a. The provision of legal and other advice.
 - b. The relief of unemployment for the public benefit amongst people who are unemployed.
- To advance education for the public benefit.
- To promote health for the benefit of the public.
- To improve the conditions of life by the provision of recreational facilities in the interests of social welfare to those current and former migrant domestic workers who have the need of such facilities by reason of their social and economic circumstances.

Members of the Management Committee act as trustees for the purpose of charity law and directors for the purpose of company law and are appointed by the AGM. Membership is open to all those interested in supporting the work of the organisation and up to 25% of the Committee is reserved for current or former migrant domestic workers.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

OBJECTIVES AND ACTIVITIES

During the reporting period, our services had to adapt due to the Covid-19 pandemic. In order to safeguard service users, volunteers and staff, Kalayaan closed its offices on 16th March 2020 and switched to remote working. Service users were informed and phones continued to be manned, so migrant domestic workers could still reach us whenever they needed us.

Staff adapted quickly to the change and continued to be able to provide support services through phone or video calls. All Home Office immigration applications and forms for referrals of victims of modern slavery are now online. This allowed the caseworkers to continue to assist service users with visa renewal and settlement applications, and to refer victims of modern slavery to the competent authorities.

Direct support services delivered during the reporting period included:

- 69 new clients were registered, with full assessment of their status and needs, and information on their rights and advice on how to exercise them.
- 39 migrant domestic workers were helped maintain a regular immigration status in the UK by renewing their visa, or applying for settlement, or applying for a spouse visa
- 26 of our beneficiaries were identified as victims of domestic slavery and referred into the National Referral Mechanism, to receive the statutory support to which they are entitled.
- 16 victims of domestic slavery were accompanied to the police to report on their experience. (This was done following all precautions against risk of contagion)

Due to the pandemic, other support became increasingly vital to other beneficiaries, and it included:

- Supporting over 40 beneficiaries registering with GP
- providing advice and distributing information material on the vaccine to at least 45 service users
- helping 10 beneficiaries obtaining welfare benefits
- assisting 5 service users with housing issues.
- helping 14 beneficiaries apply for HC2 certificates (the NHS low income scheme for help with health costs).

A particularly successful result was achieved for a client who approached Kalayaan when she was 7-months pregnant. She had no partner or support system in the UK. Her employer dismissed her because of her pregnancy. Her case was outside the scope of Legal Aid. Kalayaan secured her a pro bono employment solicitor to make a claim for unfair dismissal against her employer. Since she had lost her job, she could not apply to renew her domestic worker visa and was at risk of becoming undocumented. Kalayaan prepared an application under Art. 8 of the ECHR (right to private and family life). The application was successful, and she was granted 2.5 years discretionary leave to remain. Her employment tribunal case was also successful, and she was awarded £20,000 in compensation, which helped her give a good start to her baby's life.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Kalayaan supported its beneficiaries during the pandemic by sharing information on how to stay safe on its website. We also kept in regular contact with the Voice of Domestic Workers and the Filipino Domestic Workers Association about issues their members were experiencing, such as loss of jobs.

In terms of policy work, Kalayaan wrote to ministers Kevin Foster and Victoria Atkins with recommendations for visa holders and victims of trafficking / modern slavery in mid-April 20. Following unsatisfactory reply, Kalayaan wrote again:

<http://www.kalayaan.org.uk/news/migrant-domestic-workers-must-not-be-forgotten-in-the-fight-to-battle-coronavirus/>

Kalayaan also continued to press the government on its previous commitment to set up information meetings for newly-arrived domestic workers, with the purpose of informing them of their rights and check their welfare. We worked with Jess Phillips MP, who tabled a Parliamentary Question on steps taken to safeguard workers during pandemic whilst information meetings are still not in operation:

<https://www.parliament.uk/business/publications/written-questions-answers-statements/written-question/Commons/2020-05-13/46683/>

Kalayaan also worked on this issue with the Independent Anti-Slavery Commissioner (IASC), who wrote to Immigration Minister regarding delays with information meetings.

We will continue to press the government on this issue, and we also continue to monitor what, if any, information on their rights is provided to migrant domestic workers when they apply for their visas to the UK. Our evidence shows that information and checks abroad are insufficient, and with no information currently provided in the UK the government is failing to give these migrants the tools to protect themselves from abuse and exploitation.

We also continued the joint campaign with the Voice of Domestic Workers, for the restoration of the pre-2012 Overseas Domestic Worker visa, to enable migrant domestic workers to renew their visas (which are currently capped at 6 months) and to ensure there is a route to settlement. We submitted a petition which reached over 12,000 signatures. The petition got coverage from The Independent, the Guardian, SW Londoner, and blog with Anti-Slavery International.

Kalayaan also continues to challenge diplomatic immunity when it comes to the employment of a domestic worker. The issue is that Article 31(1) (c) of the Vienna Convention on Diplomatic Relations, contains an exception to the immunity of a diplomat from civil jurisdiction where the proceedings relate to "any professional or commercial activity exercised by the diplomatic agent in the receiving state outside his official functions". We have been asked by a law firm to act as intervener in the case *Basfar v.*

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Wong, and to provide updated material on trafficking and domestic servitude in diplomatic households) and to help the lawyers develop the argument that the conduct of the diplomat is a commercial activity. The hearing is scheduled in Oct 21.

Risk Management

The Management Committee has considered the main risks to the future of the organisation and identifies these as follows:

- Reputational risks from campaigning and giving advice in sensitive and complex areas of immigration, including of undocumented workers.
- Effect of short-term visa on opportunities for, and willingness of, migrant domestic workers to engage with organisations such as Kalayaan, with resultant risks for research and campaigning work with them;
- Capacity of small charity to develop and grow in a demanding and fast changing environment.
- Funding: although Kalayaan has been well funded during its history, the management committee understands that funding for charities has become more difficult overall.
- Kalayaan has built up adequate reserves to fund the organisation during any time of shortfall.

Kalayaan is a fully accredited advice centre, with each advisor regulated by either the OISC, SRA or the Bar Standards Board

We have added one administrative team member to increase support for the Director. Kalayaan strives to maintain its diverse funding base

Reserves

Throughout its life Kalayaan has operated with minimum financial resources. Some years ago the Management Committee decided that it would be prudent to build up sufficient general reserves to cover at least three to four months of core operating expenditure. This is thought to be necessary to cover any short term reduction in restricted fund income, which makes up the bulk of Kalayaan's funds. The Committee is pleased to report that the general reserve had reached a level of 8.5 months expenditure at the end of March 2021.

Asset cover for funds

Note 11 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Statement of the Management Committee's Responsibilities:

Company and charity law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its results for that period. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Make judgements and estimates that are reasonable and prudent;
- State whether the policies adopted are in accordance with the Charities SORP and with applicable accounting standards, subject to any material departures
- disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the charity and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Public Benefit Statement

The sections of this report above entitled "Principal Activities" set out Kalayaan's objectives and reports on the activity and successes in the year to 31st March 2021 as well as explaining the plans for the current financial year. The Trustees consider that Kalayaan's work continues to benefit a wide range of individuals in the local community and throughout the UK.

Covid-19 update – up until November 2021

During the outbreak the Kalayaan team together with the Board of Trustees have taken the following steps to ensure a safe environment for the employees as well as the service users. Funders were informed of every step and have been very supportive of every decision taken.

- In line with government guidelines Kalayaan closed the office on the 17th of March 2020.
- It was ensured that all employees were able to work from home. With the pledge of support of additional unrestricted funding from the Oak Foundation and City Bridge Trust new laptops and mobile phone were purchased in order to secure service levels in the new financial year.
- All funders are updated regularly and have been very supportive of every move
- Service users have been informed also of all the steps taken and have still been able to use the service.
- At this point in time, the office is open, but the majority of our clients still prefer consultation over the phone. There is now an option though for our clients to come to the office and get a face to face consultation.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

- Employees still have the flexibility to work from home but can come into the office if needed.

Financial Review

Income for the year of **£338,541** was 12% higher than the previous year. This was mainly due to several new big long term restricted grants starting in the financial year. Unrestricted fund grants of £140,246 were also higher than 2020/2021. Total expenditure of **£267,728** for the year was 2.6% higher on the previous year.

Kalayaan's accounts for the financial year 2020/21 showed a net income of **£70,814**, made up of a net loss of **(£16,750)** on restricted funds and a net income of **£87,564** on unrestricted funds. At the year end the organisation's free (unrestricted) reserves were £188,770 total, above the Board's target (7.5 months of cost coverage). Overall, the financial situation remains healthy as the recently secured funders will support Kalayaan over the next 5 years.

Details of income and expenditure may be found in the figures and notes to the accounts set out below, along with the balance sheet. The fluctuations in debtors and creditors year on year are purely the result of the timing of receipts and payments around the year-end.

In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of the independent auditor will be put to the first Management Committee following the Annual General Meeting.

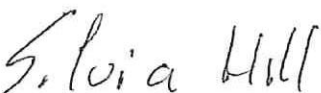
KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

Statement of disclosure to auditor

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information of which the company's auditor is unaware. Additionally, the directors individually have taken all the necessary steps that they ought to have taken as directors in order to make themselves aware of all relevant audit information and to establish that the company's auditor is aware of that information.

Approved by the Management Committee on and signed on its behalf by


.....

.....
Silvia Hill
Management Committee Member

Date 16/12/2021

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF KALAYAAN

Opinion

We have audited the financial statements of Kalayaan (the 'charity') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and the notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF KALAYAAN (continued)

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees is responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees was not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees report and from the requirement to prepare a strategic report.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF KALAYAAN (continued)

Responsibilities of trustees

As explained more fully in the statement of trustees responsibilities, the trustees, who are also the directors of the charity for the purpose of company law, is responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees is responsible for assessing the charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

Extent to which the audit was considered capable of detecting irregularities, including fraud

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- The engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- We identified the laws and regulations applicable to the company through discussions with the directors and from our commercial knowledge and experience of the sector; we focused on those laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the company, including the Companies Act 2006, taxation legislation, data protection, anti-bribery and employment;
- We assessed the extent of compliance with the laws and regulations identified above through enquiries of management;
- Identified laws and regulations were communicated to the members of the audit team who remained alert to instances of non-compliance throughout the audit;

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF KALAYAAN (continued)

- We assessed the susceptibility of the company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by making enquiries of management as to where they considered there was susceptibility to fraud and their knowledge of actual, suspected and alleged fraud; and
- We considered the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

Based on our understanding of the charitable company and the industry and through discussion with the directors and other management (as required by auditing standards), we identified that the principal risks are:

- Non-compliance with the provisions of laws and regulations generally recognised (related to health and safety, anti-bribery, money laundering legislation and tax law) to have a direct effect on the determination of material amounts and disclosures in the financial statements;
- The risk of management override of internal controls for any evidence of bias by the directors that represented a risk of material misstatement due to fraud; and
- The risk of not identifying related party transactions.

Audit procedures performed by the engagement team

- Discussions with management and assessment of known or suspected instances of non-compliance with laws and regulations (including health and safety, anti-bribery, money laundering legislation and tax law) and fraud;
- Performing low level analytical procedures to any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- Reviews of minutes of meetings of those charged with governance;
- Identifying and assessing the design effectiveness of controls that management has in place to prevent and detect fraud; and
- Identifying and testing journal entries, in particular any manual entries made at the year end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF KALAYAAN (continued)

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Annie Lee (Senior Statutory Auditor)
for and on behalf of PK Audit LLP
Chartered Accountants
Statutory Auditor
1 Parkshot
Richmond
Surrey
TW9 2RD

16 December 2021

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2021**

	Notes	Unrestricted Funds	Restricted Funds	2021 Total	2020 Total
		£	£	£	£
Income:					
<i>Charitable activities</i>					
Oak Foundation		5,000	69,331	74,331	50,000
Royal Borough of Kensington & Chelsea		-	9,988	9,988	9,792
Barrow Cadbury Trust		-	15,000	15,000	40,000
Lloyds Bank Foundation		-			20,000
Esmée Fairbairn Foundation		50,000	-	50,000	37,500
City Bridge Trust		13,200	55,400	68,600	52,800
National Lottery Fund		-	46,550	46,550	22,695
Tudor Trust		32,000		32,000	30,000
Bromley Trust		15,000		15,000	20,000
Anti-Slavery ATMG			2,026	2,026	2,000
Refugee Action – Respond and Adapt		10,000		10,000	
<i>Donations</i>					
Fundraising / Donations etc		14,755	-	14,755	17,566
Clients Emergency Fund					
Activities		200	-	200	160
Membership		-	-	-	-
<i>Investment Income</i>					
Bank Interest	3	91	-	91	382
Total Income					
		140,246	198,295	338,541	302,894

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)**

		Unrestricted	Restricted	2021	2020
	2021 Notes	Funds £	Fund £	Total Funds £	Total Funds £
Expenditure					
<i>Charitable Activities</i>					
Salaries / ENIC / Pension	10	46,915	165,860	212,776	186,134
Child Care Vouchers (salary sacrifice)		-	-	-	-
Admin Support					
Payroll Costs		307	1,049	1,356	1,092
Staff Travel		-	589	589	568
Staff Development/Training/Recruit		-	530	530	3,586
English Classes		206	1,670	1,876	6,054
Other Client Support		120	3,757	3,877	4,255
Emergency Fund / Accommodation		-	-	-	266
Volunteers' Expenses		-	-	-	72
Premises Costs		2,086	26,782	28,868	28,925
Equipment Repairs & Build Maintenance		-	2,627	2,627	5,425
Stationery / Postage / Photocopying		41	1,277	1,318	2,564
Subscriptions / Memberships etc		17	1,031	1,048	370
Telephone / Fax / Internet/ Website		16	3,458	3,474	3,862
Sundry Expenses		-	-	-	37
Campaigning/Advocacy		-	-	-	674
Insurance		850	1,512	2,363	2,358
Cost of Generating Funds		180	36	216	216
Computer and mobile phones		94	-	94	2,717
Depreciation		-	-	-	3,372
<i>Governance Costs</i>		-	13	13	13
Management Committee Expenses		-	-	-	696
Bank Charges		49	54	103	66
Accountancy/Legal fees		-	-	-	432
Independent Examination	4	-	-	-	4,740
Auditor's fee	4	1,800	4,800	6,600	2,400
Total Expenditure		52,681	215,045	267,728	260,895
Net income (expenditure)					
For the year		87,564	(16,750)	70,814	41,999
Transfer		1,628	(1,628)	-	-

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2021 (CONTINUED)**

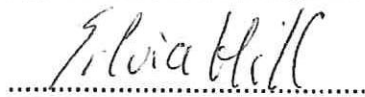
	2021 Notes	Unrestricted Funds £	Restricted Fund £	2021 Total Funds £	2020 Total Funds £
Total Funds 1 April 2020		99,578 -----	29,494 -----	129,072 -----	87,073 -----
Total Funds 31 March 2021		188,770 =====	11,116 =====	199,886 =====	129,072 =====

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**BALANCE SHEET
AS AT 31 MARCH 2021**

	Notes	2021 £	2020 £
Tangible Fixed Assets	5	-	-
Current Assets			
Pre-Payment	6	2,142	2,125
Cash at bank and in hand		210,084	134,474
		212,226	136,599
Liabilities:	7	(12,340)	(7,527)
(Creditors: amounts falling due within one year)		-----	-----
Net Current Assets		199,886	129,072
		=====	=====
NET ASSETS		199,886	129,072
		=====	=====
Funds:			
Unrestricted funds:			
General		188,770	99,578
Restricted funds:	8	11,116	29,494
		-----	-----
	11	199,886	129,072
		=====	=====

Approved by the management committee on and signed on its behalf by:



Silvia Hill
Management Committee Member

Date 16/12/2021

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2021**

	Total Funds	Prior Year Funds	Note
	2021 £	2020 £	
Cash Flows from Operating Activities	75,519	(9,912)	Table 12
Purchase of Fixed Assets			
Interest Received	91	382	
	<u>75,610</u>	<u>(9,531)</u>	
Change in cash in 2020/21			
Cash at 1 April 2020	134,474	144,004	
Cash at 31 March 2021	210,084	134,473	
	<u>75,610</u>	<u>(9,531)</u>	

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED ON 31 MARCH 2021**

1. Accounting Policies:

- a) Accounting convention
- Basis of preparation. The accounts have been prepared under the historical cost convention.
 - The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, applicable to charities in the UK and Republic of Ireland (FRS 102) effective 1 January 2019 and the Companies Act 2006.
 - Note 2 Legal status of the charity
The charity is a company limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.
 - The registered offices is at St Francis 13 Hippodrome Place, London W11 4SF
- b) At the time of approving the accounts, the Trustees have a reasonable expectation that the company 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 future.
- c) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.
- d) Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time is not valued in the accounts but the support is noted in the Trustees' annual report.
- e) Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.
- f) Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.
- g) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.
- h) Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2021**

- i) Fixed assets have been included in the accounts at their historical cost level if over £3,000 and are written off through the statement of financial activities:
- Computers – 25% straight line per annum
 - Fixtures and fittings – 25% straight line per annum
- Anything below that level will be charged directly to statement of financial activities.
- j) Administration expenditure comprises costs incurred in running the charity. Where applicable, some of these costs have been treated as direct charitable expenditure.
- k) 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.
- Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. There are no financial assets classified as receivable more than one year, which need to be amortised.
- Basic financial liabilities, including creditors are initially recognised at transaction price. There are no financial liabilities classified as payable more than one year, which need to be amortised.
- l) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
- m) 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.
- n) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.
- o) Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the relevant lease

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020 (CONTINUED)**

2. 2020 Comparable figures

	2020 Notes	Unrestricted Funds	Restricted Funds	2020 Total Funds
		£	£	£
Income:				
<i>Charitable activities</i>				
Oak Foundation		-	50,000	50,000
Royal Borough of Kensington & Chelsea		-	9,792	9,792
Barrow Cadbury Trust		-	40,000	40,000
Lloyds Bank Foundation		-	20,000	20,000
Esmee Fairbairn Foundation		-	37,500	37,500
City Bridge Trust		-	52,800	52,800
National Lottery Fund		-	22,695	22,695
Tudor Trust	30,000			30,000
Bromley Trust	20,000		-	20,000
Anti-Slavery ATMG			2,000	2,000
<i>Donations</i>				
Fundraising / Donations etc	17,566		-	17,566
Clients Emergency Fund				
Activities	160		-	160
Membership	-		-	-
<i>Investment Income</i>				
Bank Interest	3	382	-	382
		-----	-----	-----
Total Income		68,108	234,787	302,895
		-----	-----	-----

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2020 (CONTINUED)**

	2020	Unrestricted Funds	Restricted Fund	2020 Total Funds
	Notes	£	£	£
Expenditure				
<i>Charitable Activities</i>				
Salaries / ENIC / Pension	10	23,671	162,463	186,134
Child Care Vouchers (salary sacrifice)		-	-	-
Admin Support				
Payroll Costs		73	1,019	1,092
Staff Travel		247	321	568
Staff Development/Training/Recruit		660	2,926	3,586
English Classes		2,715	3,339	6,054
Other Client Support		211	4,044	4,255
Emergency Fund / Accommodation		-	266	266
Volunteers' Expenses		66	6	72
Premises Costs		4,887	24,038	28,925
Equipment Repairs & Build Maintenance		1,876	3,548	5,425
Stationery / Postage / Photocopying		380	2,184	2,564
Subscriptions / Memberships etc		150	220	370
Telephone / Fax / Internet/ Website		821	3,041	3,862
Sundry Expenses		-	37	37
Campaigning/Advocacy		-	674	674
Insurance		1,000	1,359	2,358
Cost of Generating Funds		162	54	216
Computer and mobile phones		1,149	1,568	2,717
Depreciation		3,372		3,372
<i>Governance Costs</i>		13		13
Management Committee Expenses		696		696
Bank Charges		35	31	66
Accountancy/Legal fees			432	432
Independent Examination	4	2,209	2,531	4,740
Auditor's fee	4	2,400		2,400
Total Expenditure		46,793	214,101	260,894

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2021**

3. Interest receivable and similar income

	2021 £	2020 £
Bank interest - unrestricted	91 ===	382 ===

	2021 £	2020 £
4. Auditor's Fee	6,600 =====	6,000 =====

5. Tangible Fixed Assets

	Computer Equipment	Fixtures, fittings & equipment	Total
Cost			
at 1 April 2020	7,716	4,200	11,916
Additions		-	
Disposals			
At 31 March 2021	7,716	4,200	11,916
Depreciation			
at 1 April 2020	7,716	4,200	11,916
Disposal			
Charge for the year			
At 31 March 2021	7,716	4,200	11,916
Net book value			
at 31 March 2020	-	-	-
at 31 March 2021	-	-	-

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2021**

6. Debtors

	2021	2020
	£	£
Pre-payment of insurance	2,142	2,125
	=====	=====

7. Creditors: amounts falling due within one year

	2021	2020
	£	£
Accruals		
Audit & Independent Examination	6,600	6,000
Pensions	1,126	1,048
Payroll Liabilities	3,763	
Other accruals	851	479
	-----	-----
	<u>12,340</u>	<u>7,527</u>

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2021**

8. Restricted funds - breakdown:

Funders/ Projects	Balance B/fwd	Income	Expenditure	Transfers	Balance C/fwd
Clients' Emergency fund	1,205	-	-		1,205
Oak Foundation	1	69,331	(67,704)	(1,628)	-
ATMG	894	-	-		894
RB Kensington & Chelsea	(44)	9,988	(9,944)	-	
Barrow Cadbury Trust	14,357	15,000	(28,412)	-	945
City Bridge Trust	198	55,400	(55,028)		570
National Lottery	3,840	46,550	(46,112)		4,278
Anti-Slavery	1,139	2,026			3,165
Lloyds Bank	7,845		(7,845)	-	
Samworth Foundation	59	-	-		59
	-----	-----	-----	-----	-----
	29,494	198,295	(215,045)	(1,628)	11,116

Grant Purpose:

Oak Foundation -	for advice and campaigns work, including management.
Royal Borough of Kensington & Chelsea -	for advice and support work.
Barrow Cadbury Trust -	for advice and campaigns work.
Lloyds Bank Foundation -	for English classes and advice work.
Samworth Foundation -	for the ongoing work of the charity.
City Bridge trust -	for advice work
National Lottery Fund -	for advice work

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2021**

9. Trustees

None of the trustees (or any persons connected with them) received any remuneration. Only legitimate expenses were reimbursed during the year.

10. Employees

The average number of employees during the year was:	2021	2020
	6	5
Employment costs:	2021	2020
Gross wages and salaries	188,429	164,972
Employer's NI	14,730	15,019
Other pension costs	9,617	6,143
	<u>212,776</u>	<u>186,134</u>
	=====	=====

There were no employees whose annual emoluments were £60,000 or more.

11. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 31 March 2021 are represented by:			
Tangible fixed assets	-	-	-
Current assets	195,190	17,036	212,226
Creditors: amounts falling Due within one year	(6,420)	(5,920)	(12,340)
	<u>188,770</u>	<u>11,116</u>	<u>199,886</u>

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2021**

12. Reconciliation of Net Income/(Expenditure) to Operating Activity Net Cash Flow

	2020/21	2019/20
	(£)	(£)
Net Income/(Expenditure) as per the SOFA	70,814	41,999
Adjustments for:		
Interest Received	(91)	(382)
Depreciation		3,373
(Increase)/Decrease in Debtors	(17)	(2,125)
Increase/(Decrease) in Creditors	4,813	(52,777)
Net Cash Used in Operating Activities	75,519	(9,912)

13. Operating Lease

The charitable company has an operating lease for their office premise. At the reporting date the outstanding commitments for future minimum lease payments under non-cancellable operating lease totalled £6,250.