

THE VOICE OF DOMESTIC WORKERS

England & Wales · Charity number 1175266

Details

Other names	JUSTICE 4 DOMESTIC WORKERS, J4DW
Status	Registered
Legal form	CIO
Registered	2017-10-20
Register	View on the Charity Commission register

Contact

Address	Voice of Domestic Workers PO Box 70642 London E10 9FJ
Phone	07528705442
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Website	thevoiceofdomesticworkers.com

Activities

Objects: THE OBJECTS OF THE CHARITY ARE: The prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the U.K. by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice AND TO PRESERVE AND PROTECT THE PHYSICAL AND MENTAL HEALTH OF MIGRANT DOMESTIC WORKERS AND THEIR DEPENDANTS LIVING (TEMPORARILY OR PERMANENTLY) IN THE UK.

Activities: The prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the UK by providing or assisting in the provision of education, training, healthcare and legal advice; and To preserve and protect the physical and mental health of migrant domestic workers and their dependants living (temporarily or permanently) in the UK.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** General Charitable Purposes, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty
- **Who:** Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£125,366	£149,852	-	-
2024-03-31	£228,311	£167,590	-	-
2023-03-31	£130,332	£144,013	-	-
2022-03-31	£112,660	£99,380	-	-
2021-03-31	£139,456	£104,239	-	-

Trustees

Name	Role	Appointed
Donald Walter Flynn		2017-10-21
Florence wanga shivoga		2025-02-09
GEORGINA VELASCO		2017-10-21
Grace Brown		2020-04-23
Grace J Nine		2025-02-09
Marigold Balquen		2025-02-09
Matthew Reynolds		2023-12-20
SALHATOL HUALLAM		2025-02-09
Tassia Kobylinska		2023-04-21
ZAIDA TEMPLANZA CENZON		2017-10-21
Zhe Jiang		2018-03-07

THE VOICE OF DOMESTIC WORKERS

England & Wales - Charity number 1175266

Accounts

Charity registration number: 1175266

The Voice of Domestic Workers

Annual Report and Financial Statements

for the Year Ended 31 March 2025

TC Group
10 Bridge Street
Christchurch
Dorset
BH23 1EF

The Voice of Domestic Workers

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The Voice of Domestic Workers

Trustees' Report

The trustees present the annual report together with the financial statements of the charity for the year ended 31 March 2025.

Objectives and activities

Objects and aims

The objects of the Charity are:

1. The prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the UK by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice.
2. To preserve and protect the physical and mental health of migrant domestic workers and their dependants living (temporarily or permanently) in the UK.

Objectives, strategies and activities

The Charity carries out its purposes through a variety of activities:

Educational Programmes and Wellbeing Support

We offer weekly classes and training workshops for migrant domestic workers in IT, English language, and financial wellbeing, alongside creative projects and specialist support.

Class Attendance:

- English classes (delivered by English for Action): approximately 50 members weekly
- IT classes (covering word processing, email, and internet skills): approximately 30 members weekly
- Body, Mind and Wellness classes, Financial Wellbeing sessions, and MediaCom training (online): approximately 25 members weekly

Our IT classes help members develop digital skills and build confidence in using computers. Financial Wellbeing classes, run in partnership with TAYO, support members with budgeting, pension advice, and personal financial guidance.

We also work with a qualified counsellor who specialises in supporting people with complex needs, including victims of abuse.

The Voice of Domestic Workers

Trustees' Report (continued)

The Future Voices Programme

Future Voices 3:

Future Voices 3 held particular significance as it marked the culmination of our three-year collaboration with Sounddelivery Media, who successfully transitioned the project to Voice of Domestic Workers. The programme has now been redesigned to be co-led by Future Voices alumni, ensuring sustainability and peer leadership. The programme launched in June 2024 and concluded in March 2025 with a heartfelt celebration for the twelve participants, who presented their stories at the Wellcome Collection in London.

Key Skills Developed

Participants developed a comprehensive range of advocacy and communications skills:

Leadership and Public Speaking

- Increased confidence and experience as visible leaders and spokespersons
- Enhanced presentation skills for public speaking engagements
- Improved ability to navigate and engage effectively in interviews

Digital and Social Media

- Greater confidence using platforms such as X (formerly Twitter) and LinkedIn to join and influence conversations about migrant domestic workers
- Skills in recording vlogs and audio content to share personal stories and perspectives
- Ability to write blogs and essays expressing their experiences and opinions

Media Engagement

- Advanced messaging and media training across print, radio, and television
- Understanding of how to deliver clear, impactful messages across different media formats

Advocacy and sharing our experiences

We provide a space and support structure to allow Migrant Domestic Workers to speak out about the value of their work and their entitlement to rights through our classes in English and presentation skills. This enables us to provide speakers for events held by other organisations that can communicate the experience of migrant domestic workers in the UK to raise public awareness of the plight of domestic workers in the UK.

Overseas Domestic Worker (ODW) Visa Campaign:

Campaigning to Restore Migrant Domestic Worker Rights:

Following Prime Minister Rishi Sunak's decision in May 2024 to call an early election for 4 July, we used our ESOL classes as a space to discuss the election and brainstorm strategies for advocating for Domestic Workers' rights. Members collaboratively developed a manifesto and pledge, which we sent to MP candidates seeking their support. The pledge reached both Labour and Liberal Democrat candidates. We successfully secured the backing of Bell Ribeiro-Addy, MP for Clapham and Brixton Hill, where many of our members are employed.

Ministerial Meeting - Home Office:

On 8 January 2025, VODW met with Home Office Ministers Jess Phillips (Safeguarding and Violence Against Women and Girls) and Seema Malhotra (Migration and Citizenship), alongside the Modern Slavery Unit. We were joined by Kalayaan, FLEX, and Diana Holland (retired Assistant General Secretary of Unite the Union). The meeting focused on urgent reforms to the Overseas Domestic Worker (ODW) visa. We submitted evidence on issues raised during the meeting and agreed to follow up with further recommendations.

The Voice of Domestic Workers

Trustees' Report (continued)

ILO C189 Domestic Workers Campaign:

While we didn't advance in this campaign, the education and employment rights training provided to our members marks a promising development for domestic workers. It paves the way for them to exercise their collective bargaining powers, allowing Migrant Domestic Workers to assert their rights with greater effectiveness. Labour supported the ILO C189 in 2010, and with a Labour government currently in power, there might be opportunities to revive the discussion.

Recognition for Our Advocacy Work

The Voice of Domestic Workers was shortlisted for three UK Anti-Slavery Day Awards during the 2024/2025 year end:

- Reducing Vulnerabilities (Advocacy): Our Director, Marissa Begonia, was recognised for her work in reducing vulnerabilities faced by migrant domestic workers
- Empowering Survivors' Voices: VODW Future Voices, in collaboration with Sound Delivery Media, was shortlisted for amplifying the voices of survivors
- Best Written Broadcast Piece: Channel 4 News' feature 'The domestic slaves rescued from London's richest street', which highlighted our work and the experiences of migrant domestic workers

Project Collaborations:

ATLEU Partnership: Building Pathways to Employment

ATLEU, in partnership with Voice of Domestic Workers, secured an Explore grant from Propel to address the lack of representation of trafficking survivors within the advice sector. Propel's approach focuses on systemic change by engaging with entire systems, tackling root causes rather than symptoms, and building shared understanding of how systems can transform. During 2024/2025, we completed the report on our exploration phase, which identified key enablers, barriers, and recommendations for successful recruitment and employability programmes for trafficking survivors. Building on these findings, we have begun planning the implementation phase and designed a pilot programme that responds directly to the research insights, addressing the barriers identified and leveraging the enablers uncovered during our exploration.

Hard Graft Exhibition - Wellcome Collection

In 2024/2025, we collaborated with the Wellcome Collection on a large-scale contemporary art piece for their exhibition 'Hard Graft', which explores experiences of physical work and its impacts on health and the body.

Our contribution forms part of the Domestic Space section, which focuses on labour within the home, including the work of domestic workers, mothers, carers, child carers, and hotel room cleaners. This section examines gendered work practices, unrecognised affective labour, and exploitative dynamics that take place behind closed doors.

This ambitious project required significant commitment from our member participants. Through their dedication and heartfelt effort, we secured visibility for our cause on a prestigious platform, reaching new audiences. The collaboration also provided valuable organisational experience for managing future partnerships.

Public benefit

The Trustees consider that all of the activities summarised above, provide benefit to both our members and the wider community of (migrant) workers and those that live in the areas that our members reside.

The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

The Voice of Domestic Workers

Trustees' Report (continued)

Financial review

The charity had a deficit on unrestricted funds of £27,660 (2024 - surplus of £60,120) for the year. Together with the accumulated surplus brought forward from previous years, the company now has an accumulated surplus on unrestricted funds of £91,458 (2024 - £119,118). Restricted funds carried forward at 31 March 2025 amounted to £5,000 (2024 - £1,826).

Policy on reserves

The charity holds free reserves of £91,458 (2024 - £118,951) at the year end. These are the unrestricted funds less the designated funds and the unrestricted fixed assets. The trustees have established a reserves policy based on the need to hold funds as identified in the charity's risk reviews. The reviews identified that it would be prudent to hold the equivalent of two months expenditure in reserves. This amounts to approximately £25,000. The charity reviews the reserves policy on a yearly basis.

Plans for future periods

Activities planned to achieve aims

Rise and Lead Fellowship Programme:

This two-year project is delivered through a partnership between the Anti Trafficking and Labour Exploitation Unit (ATLEU), Voice of Domestic Workers (VODW), and the Southeast and East Asian Centre (SEEAC). The project pilots a 12-month fellowship programme creating an inclusive pathway into employment within the advice sector for individuals with lived experience of trafficking, modern slavery, and migration. Fellows undertake a combination of on-the-job training at ATLEU and frontline advice experience through work placements at SEEAC and VODW. The project builds on findings from joint research undertaken by ATLEU and VODW, published in the report 'Untapping a Power: Why Employing Survivors Matters' (July 2025), funded by City Bridge Foundation.

Organisational Resilience

We are focused on strengthening VODW's internal capacity to ensure long-term sustainability. Our priority is securing funding for core staff and key freelance professionals, enabling us to expand our services and better support our members. This will allow us to play a stronger role in the migrant justice movement. We will also develop our internal strategy to improve our ways of working and organisational effectiveness.

Empowerment through Future Voices

Our Future Voices Revolution leadership programme will now be delivered entirely by VODW, with graduates of the original programme leading the initiative alongside partner organisations. These alumni will continue to develop skills to speak publicly, influence policy, and mobilise their communities, drawing on learnings from past programmes. Up to 12 participants will receive training over six months, deepening their knowledge of employment rights, immigration issues, and organising strategies that align with VODW's advocacy objectives.

Strengthening Partnerships

We are committed to building partnerships to dismantle harmful laws and policies affecting migrants. By fostering solidarity and addressing root causes of injustice, we aim to build collective power within migrant communities and connect with broader social justice issues. Through annual campaigns, we will raise awareness, promote migrant rights, and drive systemic change, contributing to a just and inclusive future for all.

The Voice of Domestic Workers

Trustees' Report (continued)

Reference and Administrative Details

Charity Registration Number:	1175266
Principal Office:	PO Box 70642 London E10 9FJ
Independent Examiner:	TC Group 10 Bridge Street Christchurch Dorset BH23 1EF

Structure, governance and management

Nature of governing document

The Voice of Domestic Workers is a Charitable Incorporated Organisation (CIO), with voting members. It is governed by a Constitution.

Recruitment and appointment of trustees

Trustees are selected under two categories: migrant domestic workers, and non-migrant domestic workers. The constitution states that there must be at least three trustees. Trustees are nominated and voted in by members at the Annual General Meeting. For non-migrant domestic workers, we have previously relied on referrals from partner organisations of people with the knowledge and understanding of our members, along with the skills needed to manage the organisation.

Induction and training of trustees

We have an induction document that is given to all new trustees once voted in by members. This document includes an introduction to the charity, a description of their duties and responsibilities, a trustee person specification as well as person specifications for chair, vice-chair, and secretary/treasurer.

Organisational structure

The trustees are responsible for setting the Charity's strategic direction. The Board engages a Director who runs the day to day activities and supports the Charity's strategic planning and operational activities.

The Voice of Domestic Workers

Trustees' Report (continued)

Trustees and officers

The trustees and officers serving during the year and since the year end were as follows:

Trustees:

- Mimi Jalmasco (resigned 8 September 2025)
- Georgina Velasco
- Zhe Jiang
- Florence Wanga Shivoga (appointed 9 February 2025)
- Donald Walter Flynn
- Salhatol Huallam (appointed 9 February 2025)
- Grace Brown
- Zaida Templanza Cenzon
- Tassia Kobylinska
- Marigold Balquen (appointed 9 February 2025)
- Louise Shelley (resigned 9 February 2025)
- Grace J Nine (appointed 9 February 2025)
- Matthew Reynolds
- Nerissa Valerio (resigned 9 February 2025)

The annual report was approved by the trustees of the charity on 22/01/2026 and signed on its behalf by:



.....
Matthew Reynolds
Trustee

The Voice of Domestic Workers

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

The law applicable to charities 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 the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, 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 presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008, and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Approved by the trustees of the charity on 22/01/2026 and signed on its behalf by:



.....
Matthew Reynolds
Trustee

The Voice of Domestic Workers

Independent Examiner's Report to the trustees of The Voice of Domestic Workers

I report to the trustees on my examination of the accounts of The Voice of Domestic Workers for the year ended 31 March 2025.

Responsibilities and basis of report

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

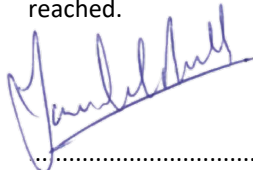
I report in respect of my examination of the The Voice of Domestic Workers's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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:

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

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



.....
I M Rodd BSc FCA FCCA

10 Bridge Street
Christchurch
Dorset
BH23 1EF

Date: 23 January 2026

The Voice of Domestic Workers

Statement of Financial Activities for the Year Ended 31 March 2025

	Note	Unrestricted funds £	Restricted funds £	Total 2025 £	Total 2024 £
Income and Endowments from:					
Donations and legacies	3	7,703	-	7,703	11,334
Charitable activities	4	92,644	25,019	117,663	216,977
Total income		<u>100,347</u>	<u>25,019</u>	<u>125,366</u>	<u>228,311</u>
Expenditure on:					
Charitable activities	5	(127,570)	(22,282)	(149,852)	(167,590)
Total expenditure		<u>(127,570)</u>	<u>(22,282)</u>	<u>(149,852)</u>	<u>(167,590)</u>
Net (expenditure)/income		(27,223)	2,737	(24,486)	60,721
Gross transfers between funds		(437)	437	-	-
Net movement in funds		(27,660)	3,174	(24,486)	60,721
Reconciliation of funds					
Total funds brought forward		<u>119,118</u>	<u>1,826</u>	<u>120,944</u>	<u>60,223</u>
Total funds carried forward	17	<u><u>91,458</u></u>	<u><u>5,000</u></u>	<u><u>96,458</u></u>	<u><u>120,944</u></u>

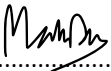
All of the charity's activities derive from continuing operations during the above two periods.

The Voice of Domestic Workers

(Registration number: 1175266)
Balance Sheet as at 31 March 2025

	Note	Unrestricted	Restricted	2025 £	2024 £
Fixed assets					
Tangible assets	13	-	-	-	167
Current assets					
Debtors	14	1,618	-	1,618	16,470
Cash at bank and in hand	15	<u>95,580</u>	<u>5,000</u>	<u>100,580</u>	<u>110,228</u>
		97,198	5,000	102,198	126,698
Creditors: Amounts falling due within one year	16	<u>(5,740)</u>	-	<u>(5,740)</u>	<u>(5,921)</u>
Net current assets		<u>91,458</u>	<u>5,000</u>	<u>96,458</u>	<u>120,777</u>
Total assets less current liabilities		<u>91,458</u>	<u>5,000</u>	<u>96,458</u>	<u>120,944</u>
Net assets		<u><u>91,458</u></u>	<u><u>5,000</u></u>	<u><u>96,458</u></u>	<u><u>120,944</u></u>
Funds of the charity:					
Restricted income funds					
Restricted funds				5,000	1,826
Unrestricted income funds					
Unrestricted funds				<u>91,458</u>	<u>119,118</u>
Total funds	17			<u><u>96,458</u></u>	<u><u>120,944</u></u>

The financial statements on pages 9 to 20 were approved by the trustees, and authorised for issue on 22/01/2026 and signed on their behalf by:



 Matthew Reynolds
 Trustee

The notes on pages 11 to 20 form an integral part of these financial statements.

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025

1 Legal form

The Voice of Domestic Workers is a charitable incorporated organisation (CIO) and registered with the Charity Commission (no 1175266). The registered office is PO Box 70642, London E10 9FJ. The nature of the charity's operations and principal activities are described in the Trustees' report.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity.

2 Accounting policies

Statement of compliance

The financial statements have been prepared in accordance with the second edition of the Charities Statement of Recommended Practice issued in October 2019, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

The Voice of Domestic Workers meets the definition of a public benefit entity under FRS 102. The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Income and endowments

Voluntary income including donations, gifts, legacies and grants that provide core funding or are of a general nature is recognised when the charity has entitlement to the income, it is probable that the income will be received and the amount can be measured with sufficient reliability.

Donations and legacies

Donations and legacies are recognised on a receivable basis when receipt is probable and the amount can be reliably measured.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

2 Accounting policies (continued)

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Support costs

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, for example, allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees meetings and reimbursed expenses.

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - Straight line over 3 years

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

2 Accounting policies (continued)

Cash at bank and cash in hand

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

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

3 Income from donations and legacies

	Total 2025 £	Total 2024 £
Donations and legacies;		
Donations from individuals	<u>7,703</u>	<u>11,334</u>
	<u><u>7,703</u></u>	<u><u>11,334</u></u>

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

4 Income from charitable activities

	Total 2025	Total 2024
	£	£
Talks/workshops	4,644	2,030
Grants receivable	113,019	214,947
	117,663	216,977
	117,663	216,977

Grants received, include in the above, are as follows:

	Total 2025	Total 2024
	£	£
Esmee Fairbairn Foundation	50,000	45,000
Joseph Rowntree Foundation	43,000	41,688
Trust for London	15,625	40,625
Anti Trafficking and Labour Exploitation Unit	4,394	13,181
Paul Hamlyn Foundation	-	33,000
Porticus	-	21,235
OD PARC	-	16,468
King's College London	-	3,000
University of Nottingham	-	750
	113,019	214,947
	113,019	214,947

5 Expenditure on charitable activities

		Total 2025	Total 2024
	Note	£	£
Direct costs		80,295	101,156
Staff costs		64,443	61,846
Allocated support costs	6	1,654	1,628
Governance costs	6	3,460	2,960
		149,852	167,590
		149,852	167,590

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

6 Analysis of governance and support costs

Support costs allocated to charitable activities

	Governance costs £	Other support costs £	Total 2025 £
Domestic workers support	3,460	1,654	5,114

Governance costs

	Total 2025 £	Total 2024 £
Independent examiner fees		
Examination of the financial statements	1,968	1,920
Legal fees	1,492	1,040
	3,460	2,960

7 Net incoming/outgoing resources

Net (outgoing)/incoming resources for the year include:

		2025
		£
Depreciation of fixed assets		167

8 Trustees remuneration and expenses

For the year ending 31 March 2025, no trustees (2024: 2) received expenses (2024: £150).

Trustees are also paid expenses for reimbursement where travel and food is provided for volunteers. These trustees receive travel and food as part of the claims and where this is the case these amounts have been apportioned on a per head basis. There were amounts totalling £nil (2024: £352) for no trustees (2024: 2) in this regard for the financial year to 31 March 2025.

No trustees received any remuneration during the year ended 31 March 2025 (2024: £nil).

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

9 Staff costs

The aggregate payroll costs were as follows:

	2025 £	2024 £
Staff costs during the year were:		
Wages and salaries	61,604	59,380
Social security costs	991	684
Pension costs	1,848	1,782
	<u>64,443</u>	<u>61,846</u>

The monthly average number of employees during the year was as follows:

	2025 No	2024 No
Head count	<u>2</u>	<u>2</u>

No employee received emoluments of more than £60,000 during the year

10 Independent examiner's remuneration

	2025 £	2024 £
Examination of the financial statements	<u>1,968</u>	<u>1,920</u>

11 Taxation

The charity is a registered charity and is therefore exempt from taxation.

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

12 Comparatives for the statement of financial activities

	Note	Unrestricted funds £	Restricted funds £	Total 2024 £
Income and Endowments from:				
Donations and legacies		11,334	-	11,334
Charitable activities		<u>163,171</u>	<u>53,806</u>	<u>216,977</u>
Total income		<u>174,505</u>	<u>53,806</u>	<u>228,311</u>
Expenditure on:				
Charitable activities		<u>(114,385)</u>	<u>(53,205)</u>	<u>(167,590)</u>
Total expenditure		<u>(114,385)</u>	<u>(53,205)</u>	<u>(167,590)</u>
Net income		<u>60,120</u>	<u>601</u>	<u>60,721</u>
Net movement in funds		60,120	601	60,721
Reconciliation of funds				
Total funds brought forward		<u>58,998</u>	<u>1,225</u>	<u>60,223</u>
Total funds carried forward	17	<u><u>119,118</u></u>	<u><u>1,826</u></u>	<u><u>120,944</u></u>

13 Tangible fixed assets

	Computer equipment £	Total £
Cost		
At 1 April 2024	<u>2,002</u>	<u>2,002</u>
At 31 March 2025	<u>2,002</u>	<u>2,002</u>
Depreciation		
At 1 April 2024	1,835	1,835
Charge for the year	<u>167</u>	<u>167</u>
At 31 March 2025	<u>2,002</u>	<u>2,002</u>
Net book value		
At 31 March 2025	<u><u>-</u></u>	<u><u>-</u></u>
At 31 March 2024	<u><u>167</u></u>	<u><u>167</u></u>

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

14 Debtors

	2025	2024
	£	£
Trade debtors	670	-
Prepayments	850	-
Other debtors	98	16,470
	<u>1,618</u>	<u>16,470</u>

15 Cash and cash equivalents

	2025	2024
	£	£
Cash at bank	<u>100,580</u>	<u>110,228</u>

16 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	1,605	1,511
Other creditors	1,497	2,392
Accruals	1,968	2,018
Deferred income	670	-
	<u>5,740</u>	<u>5,921</u>

Income has been deferred for a workshop invoiced before the year end but not due to take place until April 2025.

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

17 Funds

	Balance at 1 April 2024 £	Incoming resources £	Resources expended £	Transfers £	Balance at 31 March 2025 £
Unrestricted funds					
<i>General</i>					
General Funds	119,118	100,347	(127,570)	(437)	91,458
Restricted funds					
Trust for London	-	15,625	(15,625)	-	-
Anti Trafficking and Labour Exploitation Unit	1,826	4,394	(6,657)	437	-
Esmee Fairbairn Foundation	-	5,000	-	-	5,000
	<u>1,826</u>	<u>25,019</u>	<u>(22,282)</u>	<u>437</u>	<u>5,000</u>
Total funds	<u>120,944</u>	<u>125,366</u>	<u>(149,852)</u>	<u>-</u>	<u>96,458</u>
	Balance at 1 April 2023 £	Incoming resources £	Resources expended £		Balance at 31 March 2024 £
Unrestricted funds					
<i>General</i>					
General Funds	58,998	174,505	(114,385)		119,118
Restricted funds					
Global Alliance Against Traffic in Women	1,225	-	(1,225)		-
Trust for London	-	40,625	(40,625)		-
Anti Trafficking and Labour Exploitation Unit	-	13,181	(11,355)		1,826
	<u>1,225</u>	<u>53,806</u>	<u>(53,205)</u>		<u>1,826</u>
Total funds	<u>60,223</u>	<u>228,311</u>	<u>(167,590)</u>		<u>120,944</u>

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2025 (continued)

17 Funds (continued)

Funds have been restricted for the following purposes:

Anti Trafficking and Labour Exploitation Unit - funding received to support a partnership project between ATLEU and VODW to devise pathways to employment in the advice sector for people with lived experience of trafficking and modern slavery.

Trust for London - restricted to fund Director's salary.

Esmee Fairbairn Foundation - Restricted to improving staff, volunteer or trustee wellbeing.

Prior year restricted funds for comparatives only:

Global Alliance Against Traffic in Women - funding received to assist in the completion of a research project to explore the economic and social inclusion of Southeast Asian migrant women.

Reasons for transfers between funds

A transfer has taken place between the unrestricted General fund, and the Anti Trafficking and Labour Exploitation Unit fund, to recognise an overspend within the year.

18 Related party transactions

There were no related party transactions in the year ending 31 March 2025, nor in the year ending 31 March 2024.

THE VOICE OF DOMESTIC WORKERS

England & Wales - Charity number 1175266

Accounts

REGISTERED CHARITY NUMBER: 1175266

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2024
for
The Voice of Domestic Workers**

Ward Goodman Audit Services Ltd
4 Cedar Park
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

The Voice of Domestic Workers

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Balance Sheet	9
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The Voice of Domestic Workers
Report of the Trustees
for the Year Ended 31 March 2024

The trustees present their report with the financial statements of the charity for the year ended 31 March 2024. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Voice of Domestic Workers is a self-help organisation comprising multi-national migrant domestic workers in the UK. It was established as a charity in 2017 from a grassroots organisation that has been running since 2008. We empower migrant domestic workers to stand up and voice their opposition to any discrimination, inequality, slavery and all forms of abuse.

Established by and for Britain's over 22 thousand migrant domestic workers. We provide educational and community activities for domestic workers - including English language lessons, IT and digital skills, Financial management classes and support and advice for our members.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Charity are:

1. The prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the UK by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice.
2. To preserve and protect the physical and mental health of migrant domestic workers and their dependants living (temporarily or permanently) in the UK.

The Voice of Domestic Workers
Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Significant activities

The Charity carries out its purposes through a variety of activities.

Learning and skills development

We organise classes for Migrant Domestic Workers in ICT, English language, and finance wellbeing as well as offering creative projects. Computer classes help migrant domestic workers learn and develop skills such as word processing, email, and the internet, and they generally feel more confident when using a computer. Approximately 50 members regularly attend our weekly English classes, which are delivered by English for Action. Our IT classes are attended by approximately 30 members. Body, Mind and Wellness classes, financial wellbeing and MediaCom continued online and have been attended by around 25 members every week.

VODW also run Financial Wellbeing classes working with TAYO to support members with budgeting, pension advice and personal financial support.

VODW continues to work with Aurelia de Rocha, a qualified counsellor who specialises in counselling people with complex needs, including victims of abuse. There are 40 members with PTSD accessing this service every year.

Advocacy and sharing our experiences

We provide a space and support structure to allow Migrant Domestic Workers to speak out about the value of their work and their entitlement to rights through our classes in English and presentation skills. This enables us to provide speakers for events held by other organisations that can communicate the experience of migrant domestic workers in the UK to raise public awareness of the plight of domestic workers in the UK.

Future Voices 2

We launched our Future Voices 2 programme in July 2023. The group included 12 Future Voices members with lived experience as migrant domestic workers - 3 nationalities/ countries of origin represented.

After an intense 8-month training period understanding and experiencing how to be a visible leader, the members celebrated the completion ceremony. This achievement is a big accomplishment for VODW, as we now have 24 dedicated spokespersons determined to challenge stereotypes and ensure their voices are heard.

The Showcase of Future Voices 2 programme was attended by approximately a hundred people, including family members of the participants joining on Zoom from their home countries. It allowed Future Voices participants to showcase the outcomes of their projects in the form of blogs, vlogs, and audio with the public.

The FV2 members' stories written by themselves can be found on the VODW website.

Some of the FV 2 members featured their powerful stories on the International Domestic Workers Federation campaign, 'The Faces Behind Global Care Chains'.

Overseas Domestic Worker (ODW) Visa Campaign:

We successfully included domestic workers' rights in the 2023 Labour Party manifesto through Yvette Cooper who was then the shadow Home Office Minister. Our meeting with Stephen Kinnock MP, who was the Labour Party National Policy Minister; resulted in a commitment to our cause and challenged the previous government's lack of effort to prevent the exploitation of migrant workers. A letter to the former Minister for Illegal Migration is publicly available here: <https://bit.ly/3Nvm7fM> and was referenced in the Observer article on March 30 2024 <https://bit.ly/48iDn1t>

The Voice of Domestic Workers
Report of the Trustees
for the Year Ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Despite these efforts, the campaign to bring back the original Overseas Domestic Worker Visa-initially part of Labour's manifesto-was ultimately excluded from their final election manifesto. This has left VODW and many advocates disappointed as the revision of the visa is a crucial step towards protecting the rights of migrant domestic workers.

We are determined to keep pushing forward and find ways to turn these challenges into opportunities. We have reached out to newly appointed ministers and have begun establishing new relationships to ensure more effective communication and collaboration going forward.

ILO C189 Domestic Workers Campaign:

While we didn't advance in this campaign, the education and employment rights training provided to our members marks a promising development for domestic workers. It paves the way for them to exercise their collective bargaining powers, allowing Migrant Domestic Workers to assert their rights with greater effectiveness. Labour supported the ILO C189 in 2010, and with a Labour government currently in power, there might be opportunities to revive the discussion.

A Call for Dignity for Domestic Workers in Europe

European Federation of Food, Agriculture, Tourism and Domestic Work (EFFAT) calls for a fairer Europe for Workers including domestic workers. EFFAT strongly demands that the EU takes up its responsibility to protect the almost 10 million domestic workers in Europe. Marissa, our Director as the Vice Chair of EFFAT-Domestic Work sector has worked actively in this campaign including the House of Dignity campaign for domestic workers' rights including health and safety regulations.

VODW members have participated in the largest ever survey 'PHS Monitor' (Personal and Household Services. This survey finds low pay makes Europe's domestic work and home care sectors unsustainable <https://bit.ly/3CAnTKu> Social partners - EFFAT, EFFE, EFSI and UNI Europa call on the new European Commission to take urgent action and emphasise improving work conditions, supporting skills development, promoting legal pathways for third-country nationals and recognising PHS work.

Our Home Our Vote, right to vote campaign with Migrant Democracy Project

This campaign targeted people living, working, studying, and paying taxes in the UK who do not have the right to vote because they were not born in the UK or are from outside the UK. This project is a vital initiative to address this gap and advocate for the rights of those who are often overlooked, including migrant domestic workers. In partnership with the Migrant Democracy Project, we developed relationships with MPs and local councils and gained their support for this cause.

By highlighting the contributions of migrants and migrant workers and the importance of their participation in the democratic process, we have made a compelling case for change. We took part in two Parliamentary tours and lobbied two Labour MPs - Andy Slaughter and Stephen Timms, who both supported the campaign. We organised six awareness campaigns in different communities and assisted people in voter registrations through our QR code leaflets.

Despite the efforts from VODW and the Migrant Democracy Project, the issue has yet to capture the government's attention. We remain committed to our advocacy and value the strong collaboration with MDP, as we are dedicated to the cause and incorporate MDW into our strategy.

Changemakers Big Issue

VODW had been acknowledged as a 'Big Issue Changemaker' in The Big Issue's 2024 List of Changemakers. Recognised for our work advocating for the rights of migrants, refugees, and asylum seekers.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2024

OBJECTIVES AND ACTIVITIES

Public benefit

The Trustees consider that all of the activities summarised above, provide benefit to both our members and the wider community of (migrant) workers and those that live in the areas that our members reside. The Trustees have paid due regard to the Charity Commission's guidance on public benefit and are satisfied that the Charity's activities throughout the year provided public benefit.

FINANCIAL REVIEW

Financial position

The charity had a surplus on unrestricted funds, of £60,120 (2023 - £3,420) for the year. Together with the accumulated surplus brought forward from previous years, the company now has an accumulated surplus on unrestricted funds of £119,118 (2023 - £58,998). Restricted funds carried forward at 31 March 2024 amounted to £1,826 (2023 - £1,225).

Reserves policy

The charity holds free reserves of £118,951 (2023 - £58,663) at the year end. These are the unrestricted funds less the designated funds and the unrestricted fixed assets. The trustees have established a reserves policy based on the need to hold funds as identified in the charity's risk reviews. The reviews identified that it would be prudent to hold the equivalent of two months expenditure in reserves. This amounts to approximately £11,000. The charity reviews the reserves policy on a yearly basis.

PLANS FOR THE FUTURE

Overseas Domestic Worker (ODW) Visa Campaign:

A meeting with Safeguarding Home Office Minister Jess Phillips and Immigration Minister Seema Malhotra is scheduled for January 8, 2025, following an invitation from our Director in September 2024. Jess Phillips has also agreed to consult with The Voice of Domestic Workers before endorsing any proposals.

VODW will play an active role in the amendments to the Employment Rights Bill and will present evidence for the 2025/26 Labour Market Enforcement strategy to the Director of Labour Market Enforcement. Additionally, VODW will participate in roundtable discussions specifically focused on Overseas Domestic Workers.

Organisational Resilience

We are focused on strengthening VODW's internal capacity to ensure sustainability. Our priority is securing funding for core staff and key freelance professionals to expand our services and better support our members. This will enable us to play a stronger role in the migrant justice movement.

Empowerment through Future Voices

In 2025, VODW will begin running the Future Voices programme, a significant step in empowering migrant domestic workers. Past participants will now lead the training, providing leadership opportunities for those with lived experience of migration, labour exploitation and modern slavery. Future Voices equips MDWs with the tools, skills, and confidence to advocate for their rights, influence policy and contribute to media and public discourse. The shift highlights the importance of community-led organising by and for MDWs.

Strengthening Partnerships

We are committed to building partnerships to dismantle harmful laws and policies affecting migrants. By fostering solidarity and addressing root causes of injustice, we aim to build collective power within migrant communities and connect with broader social justice issues. Through annual campaigns, we will raise awareness, promote migrant rights, and drive systemic change, contributing to a just and inclusive future for all.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Voice of Domestic Workers is a Charitable Incorporated Organisation (CIO), with voting members. It is governed by a Constitution.

Recruitment and appointment of new trustees

Trustees are selected under two categories: migrant domestic workers, and non-migrant domestic workers. The constitution states that there must be at least three trustees. Trustees are nominated and voted in by members at the Annual General Meeting. For non-migrant domestic workers, we have previously relied on referrals from partner organisations of people with the knowledge and understanding of our members, along with the skills needed to manage the organisation.

Organisational structure

The trustees are responsible for setting the Charity's strategic direction. The Board engages a Director who runs the day to day activities and supports the Charity's strategic planning and operational activities.

Induction and training of new trustees

We have an induction document that is given to all new trustees once voted in by members. This document includes an introduction to the charity, a description of their duties and responsibilities, a trustee person specification as well as person specifications for chair, vice-chair, and secretary/treasurer.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1175266

Principal address

PO Box 70642
London
E10 9FJ

Trustees

Wendylen Nova (resigned 3.2.24)
Mimi Jalmasco
Grace Brown
Zaida Templanza Cenzon
Georgina Velasco
Donald Walter Flynn
Nerissa Valerio
Saroj Toppo (resigned 7.4.24)
Louise Shelley
Zhe Jiang
Tassia Kobylinska (appointed 21.4.23)
Matthew Reynolds (appointed 20.12.23)

Independent Examiner

Ward Goodman Audit Services Ltd
4 Cedar Park
Femdown Industrial Estate
Wimborne
Dorset
BH21 7SF

The Voice of Domestic Workers

**Report of the Trustees
for the Year Ended 31 March 2024**

Approved by order of the board of trustees on 15 - 01 - 25 and signed on its behalf by:



.....
Louise Shelley - Trustee

**Independent Examiner's Report to the Trustees of
The Voice of Domestic Workers**

Independent examiner's report to the trustees of The Voice of Domestic Workers

I report to the charity trustees on my examination of the accounts of The Voice of Domestic Workers (the Trust) for the year ended 31 March 2024.

Responsibilities and basis of report

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

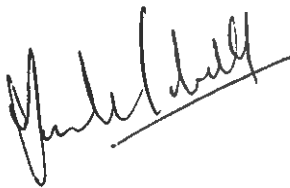
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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:

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

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



I M Rodd BSc FCA FCCA

Ward Goodman Audit Services Ltd
4 Cedar Park
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: ...16 January 2015...

The Voice of Domestic Workers

**Statement of Financial Activities
for the Year Ended 31 March 2024**

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	11,334	-	11,334	11,372
Charitable activities	4				
Domestic workers support		163,171	53,806	216,977	118,960
Total		<u>174,505</u>	<u>53,806</u>	<u>228,311</u>	<u>130,332</u>
EXPENDITURE ON					
Charitable activities					
Domestic workers support		114,385	53,205	167,590	144,013
NET INCOME/(EXPENDITURE)		60,120	601	60,721	(13,681)
RECONCILIATION OF FUNDS					
Total funds brought forward		58,998	1,225	60,223	73,904
TOTAL FUNDS CARRIED FORWARD		<u><u>119,118</u></u>	<u><u>1,826</u></u>	<u><u>120,944</u></u>	<u><u>60,223</u></u>

The notes form part of these financial statements

The Voice of Domestic Workers

Balance Sheet
31 March 2024

	Notes	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
FIXED ASSETS					
Tangible assets	9	167	-	167	335
CURRENT ASSETS					
Debtors	10	16,470	-	16,470	45,064
Cash at bank		108,402	1,826	110,228	18,754
		<u>124,872</u>	<u>1,826</u>	<u>126,698</u>	<u>63,818</u>
CREDITORS					
Amounts falling due within one year	11	(5,921)	-	(5,921)	(3,930)
NET CURRENT ASSETS		<u>118,951</u>	<u>1,826</u>	<u>120,777</u>	<u>59,888</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>119,118</u>	<u>1,826</u>	<u>120,944</u>	<u>60,223</u>
NET ASSETS		<u>119,118</u>	<u>1,826</u>	<u>120,944</u>	<u>60,223</u>
FUNDS	12				
Unrestricted funds				119,118	58,998
Restricted funds				1,826	1,225
TOTAL FUNDS				<u>120,944</u>	<u>60,223</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 15 - 01 - 25
and were signed on its behalf by:



.....
Louise Shelley - Trustee

The notes form part of these financial statements

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2024

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The Voice of Domestic Workers is a charitable incorporated organisation (CIO) and registered with the Charity Commission (no 1175266). The registered office is PO Box 70642, London E10 9FJ. The nature of the charity's operations and principal activities are described in the Trustees' report.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity.

Going Concern

The trustees have assessed the use of going concern and have considered possible events or conditions that might cast doubt on the ability of the charity to continue as a going concern. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

No amount is included in the financial statements for volunteer time in line with the SORP.

Grants (including government grants) shall be recognised in the SOFA on a systematic basis over the period on which the entity recognises as expenses the related costs.

Other income is included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Bank interest is included when received.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Support costs are those that costs incurred directly in support of expenditure on the charitable activities of the company and include office costs, governance costs, administrative costs and project management carried out at Headquarters. Governance costs are included in support costs and are those costs incurred in connection with compliance with constitutional and statutory requirements.

The Voice of Domestic Workers

Notes to the Financial Statements - continued for the Year Ended 31 March 2024

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - Straight line over 3 years

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash at bank and in hand

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

3. DONATIONS AND LEGACIES

	2024	2023
	£	£
Donations	<u>11,334</u>	<u>11,372</u>

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

4. INCOME FROM CHARITABLE ACTIVITIES

		2024	2023
	Activity	£	£
Talks/workshop income	Domestic workers support	2,030	1,367
Grants	Domestic workers support	214,947	117,593
		<u>216,977</u>	<u>118,960</u>

Grants received, included in the above, are as follows:

	2024	2023
	£	£
Trust for London	40,625	25,000
Global Alliance Against Traffic in Women	-	9,483
Paul Hamlyn Foundation	33,000	33,000
The Purpose Foundation	-	6,650
London Community Fund	-	13,000
Joseph Rowntree Foundation	41,688	30,460
Porticus	21,235	-
King's College London	3,000	-
Anti Trafficking and Labour Exploitation Unit	13,181	-
Esmee Fairbairn Foundation	45,000	-
University of Nottingham	750	-
OD PARC	16,468	-
	<u>214,947</u>	<u>117,593</u>

5. SUPPORT COSTS

	Finance	Other	Governance costs	Totals
	£	£	£	£
Domestic workers support	<u>1,920</u>	<u>1,628</u>	<u>1,040</u>	<u>4,588</u>

Included in support costs are Independent Examiner fees of £1,920 (2023 - £1,740) stated inclusive of VAT.

6. TRUSTEES' REMUNERATION AND BENEFITS

In the year ending 31 March 2024, no trustees (2023 - 3) received remuneration for time spent not in respect of their normal duty as trustees totalling £nil (2023 - £1,282).

For the year ending 31 March 2024, two trustees received expenses for food and travel allowances totalling £150 (2023 - £75).

Trustees are also paid expenses for reimbursement where travel and food is provided for volunteers. These trustees received travel and food as part of this claim and where this is the case these amounts have been apportioned on a per head basis. There were amounts totalling £352 for two trustees (2023 - £nil) in this regard for the financial year to 31 March 2024.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2024 nor for the year ended 31 March 2023.

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

7. STAFF COSTS

	2024	2023
	£	£
Wages and salaries	59,380	53,038
Social security costs	684	141
Other pension costs	1,782	1,464
	<u>61,846</u>	<u>54,643</u>

The average monthly number of employees during the year was as follows:

	2024	2023
Head count	<u>2</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	11,372	-	11,372
Charitable activities			
Domestic workers support	<u>64,827</u>	<u>54,133</u>	<u>118,960</u>
Total	<u>76,199</u>	<u>54,133</u>	<u>130,332</u>
EXPENDITURE ON			
Charitable activities			
Domestic workers support	<u>72,779</u>	<u>71,234</u>	<u>144,013</u>
NET INCOME/(EXPENDITURE)	3,420	(17,101)	(13,681)
RECONCILIATION OF FUNDS			
Total funds brought forward	55,578	18,326	73,904
TOTAL FUNDS CARRIED FORWARD	<u><u>58,998</u></u>	<u><u>1,225</u></u>	<u><u>60,223</u></u>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2023 and 31 March 2024	2,002
DEPRECIATION	
At 1 April 2023	1,667
Charge for year	168
At 31 March 2024	1,835
NET BOOK VALUE	
At 31 March 2024	167
At 31 March 2023	335

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Other debtors	16,470	45,064

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024 £	2023 £
Trade creditors	1,511	1,279
Other creditors	2,392	841
Accrued expenses	2,018	1,810
	5,921	3,930

12. MOVEMENT IN FUNDS

	At 1.4.23 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	58,998	60,120	119,118
Restricted funds			
Global Alliance Against Traffic in Women Anti Trafficking and Labour Exploitation Unit	1,225	(1,225)	-
	-	1,826	1,826
	1,225	601	1,826
TOTAL FUNDS	60,223	60,721	120,944

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2024

12. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	174,505	(114,385)	60,120
Restricted funds			
Global Alliance Against Traffic in Women Trust for London	-	(1,225)	(1,225)
Anti Trafficking and Labour Exploitation Unit	40,625	(40,625)	-
	13,181	(11,355)	1,826
	<u>53,806</u>	<u>(53,205)</u>	<u>601</u>
TOTAL FUNDS	<u>228,311</u>	<u>(167,590)</u>	<u>60,721</u>

Comparatives for movement in funds

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	55,578	3,420	58,998
Restricted funds			
Global Alliance Against Traffic in Women Smallwood Trust	-	1,225	1,225
	18,326	(18,326)	-
	18,326	(17,101)	1,225
TOTAL FUNDS	<u>73,904</u>	<u>(13,681)</u>	<u>60,223</u>

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	76,199	(72,779)	3,420
Restricted funds			
Global Alliance Against Traffic in Women	9,483	(8,258)	1,225
Salary and related staff costs	25,000	(25,000)	-
Smallwood Trust	-	(18,326)	(18,326)
Purpose Foundation	6,650	(6,650)	-
London Community Fund	13,000	(13,000)	-
	<u>54,133</u>	<u>(71,234)</u>	<u>(17,101)</u>
TOTAL FUNDS	<u>130,332</u>	<u>(144,013)</u>	<u>(13,681)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.22 £	Net movement in funds £	At 31.3.24 £
Unrestricted funds			
General fund	55,578	63,540	119,118
Restricted funds			
Smallwood Trust	18,326	(18,326)	-
Anti Trafficking and Labour Exploitation Unit	-	1,826	1,826
	<u>18,326</u>	<u>(16,500)</u>	<u>1,826</u>
TOTAL FUNDS	<u>73,904</u>	<u>47,040</u>	<u>120,944</u>

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	250,704	(187,164)	63,540
Restricted funds			
Global Alliance Against Traffic in Women	9,483	(9,483)	-
Salary and related staff costs	25,000	(25,000)	-
Smallwood Trust	-	(18,326)	(18,326)
Purpose Foundation	6,650	(6,650)	-
London Community Fund	13,000	(13,000)	-
Trust for London	40,625	(40,625)	-
Anti Trafficking and Labour Exploitation Unit	13,181	(11,355)	1,826
	<u>107,939</u>	<u>(124,439)</u>	<u>(16,500)</u>
TOTAL FUNDS	<u>358,643</u>	<u>(311,603)</u>	<u>47,040</u>

Restricted funds are held for the following purposes:

Global Alliance Against Traffic in Women - funding received to assist in the completion of a research project to explore the economic and social inclusion of Southeast Asian migrant women.

Trust for London - restricted to fund Director's salary.

Anti Trafficking and Labour Exploitation Unit - funding received to support a partnership project between ATLEU and VODW to devise pathways to employment in the advice sector for people with lived experience of trafficking and modern slavery.

Prior year restricted funds for comparatives only:

Salary and related staff costs - funding received to fund the salaries of the Community organiser and the charity co-ordinator. This fund is a combination of amounts received from the following funders: Trust for London, Prism the Gift Fund, the Tudor Trust and the Purpose Foundation.

Smallwood Trust - staff costs for counselling sessions and Wellbeing group sessions.

Purpose Foundation - restricted to fund the Decade Without Rights event.

London Community Fund - restricted to fund the media and public speaking training workshops for migrant domestic workers project.

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2024**

13. RELATED PARTY DISCLOSURES

In the prior year, trustees received a total of £600 for time spent attending training programmes whereby their time was reimbursed. The trustees receiving this remuneration consisted of M Jalmasco (£300), W Nova (£150) and N Valerio (£150). Payment amounts were the same as amounts provided to other non-trustee participants on the programmes.

In the prior year, N Valerio also received amounts totalling £682 as reimbursement for time in attending conferences in relation to the Global Alliance Against Traffic in Women project. Attendance at the conference was as part of her role as a researcher for the project.

There were no such related party transactions for the year ending 31/03/2024.

THE VOICE OF DOMESTIC WORKERS

England & Wales - Charity number 1175266

Accounts

REGISTERED CHARITY NUMBER: 1175266

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2023
for
The Voice of Domestic Workers**

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

The Voice of Domestic Workers

**Contents of the Financial Statements
for the Year Ended 31 March 2023**

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Statement of Financial Activities	7
Balance Sheet	8
Notes to the Financial Statements	9 to 17

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2023

The trustees present their report with the financial statements of the charity for the year ended 31 March 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Voice of Domestic Workers is a self-help organisation made up of multi-national migrant Domestic Workers in the UK established as a Charity in 2017 out of a grassroots organisation running since 2008. We empower migrant domestic workers to stand up and voice their opposition to any discrimination, inequality, slavery and all forms of abuse.

Established by and for Britain's sixteen thousand migrant domestic workers. We provide educational and community activities for domestic workers - including English language lessons, drama and art classes, support and advice for our members.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Charity are:

1. The prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the UK by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice.
2. To preserve and protect the physical and mental health of migrant domestic workers and their dependants living (temporarily or permanently) in the UK.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

Significant activities

The Charity carries out its purposes through a variety of activities.

Learning and skills development

We organise classes for Migrant Domestic Workers in ICT, English language, finance, wellbeing as well as offering creative projects. Computer classes help migrant domestic workers to have access to their families through Facebook and Skype. Approximately 30 members regularly attend our weekly English classes, which are delivered by English for Action. Our IT classes are attended by approximately 30 members. Body, Mind and Wellness classes continued online and have been attended by around 25 members every week. VODW also run Financial Wellbeing classes working with TAYO to support members with budgeting, pension advice and personal financial support.

VODW continued to work with trauma counsellor Life is Grey Counselling to provide weekly counselling support to members.

In December 2021, VODW launched Future Voices a programme designed with partner Charity Sound Delivery for migrant domestic workers with lived experience of social injustice. The vision was to equip migrant domestic workers with the skills and confidence to share their stories, raise awareness, challenge perceptions, influence policy and advocate for themselves and their community to create positive change. The programme supported twelve members over a seven month programme and is a pilot for continued leadership and personal development for the VODW membership. A second Future Voice programme began in the summer. It was originally planned to start at the end Spring 2023 but was delayed as Sound Delivery was waiting for further funds, it was launched in July 2023 with a new cohort of 12 mdws.

Advocacy and sharing our experiences

We provide a space and support structure to allow Migrant Domestic Workers to speak out about the value of their work and their entitlement to rights through our classes in English and presentation skills. This enables us to provide speakers for events held by other organisations that can communicate the experience of migrant domestic workers in the UK to raise public awareness of the plight of domestic workers in the UK.

Campaigning and policy work

National Minimum Wage campaign:

The UK government had accepted the Low Pay Commission's recommendations, including the recommendation on the live-in worker, and domestic workers' exemption. Under the 'Family Workers Member Exemption', employers did not have to pay the minimum wage for live-in domestic workers and au pairs as they are treated as family members. The withdrawal means that employers can no longer use the 'family member' excuse for not paying a domestic worker proper pay in accordance with the National Minimum Wage. Months after the announcement this has not been implemented and enforced, a new joint statement has been published to remind the Minister of the Department of Business Innovation and Skills Hon. Grant Shapps its commitment to remove domestic workers from family member exemption. The Voice has to lead these alliances to demand together through the publication of a joint statement FWE Grant Shapps letter (nannysolidaritynetwork.co.uk).

Overseas Domestic Worker (ODW) Visa Campaign:

The UK government continues to refuse to reinstate the rights of domestic workers however the home office expressed its commitment to ensuring migrant domestic workers (mdws) are protected, they set up the Overseas Domestic Workers Advisory Group and in the September 2022 meeting, the Home Office offered to seek an avenue whereby mdws could be allowed to switch in the skilled visas category and shortage occupation which will give mdws access to settlement and citizenship. The Voice of Domestic Workers accepted this offer because it is right for the government to provide more options and opportunities to Migrant Domestic Workers but this doesn't give us a reason to give up the campaign on ODW Visa. We are currently waiting for a response.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2023

OBJECTIVES AND ACTIVITIES

ILO C189 Domestic Workers Campaign:

While we didn't advance in this campaign, the education and employment rights training for our members is one positive work in order for domestic workers to be able to exercise their rights through collective bargaining so Migrant Domestic Workers could assert their rights. The EFFAT launched its campaign - House of Dignity for all domestic workers in Europe which include the inclusion of domestic workers in Health and Safety Law and ratification of ILO C189 A House of Dignity for all Domestic Workers in Europe delivered to Commissioner Schmit | EFFAT - European Federation of Food, Agriculture and Tourism Trade Unions.

ILO C190 - Violence and Harassment Convention:

In March 2022 after many years of campaigning the UK became the 11th country in the world, and the 3rd country in Europe, to ratify C190- Violence and Harassment Convention, 2019 (No. 190) with the Director-General of the ILO. It is the first international labour standard to address violence and harassment in the world of work. Together with Recommendation No. 206, it provides a common framework for action and a unique opportunity to shape a future of work based on dignity and respect.

Public benefit

The Trustees consider that all of the activities summarised above, provide benefit to both our members and the wider community of (migrant) workers and those that live in the areas that our members reside. The Trustees have paid due regard to the Charity Commission's guidance on public benefit and are satisfied that the Charity's activities throughout the year provided public benefit.

FINANCIAL REVIEW

Financial position

The charity had a surplus on unrestricted funds, of £3,420 (2022 - £27,930) for the year. Together with the accumulated surplus brought forward from previous years, the company now has an accumulated surplus on unrestricted funds of £58,998 (2022 - £55,578). Restricted funds carried forward at 31 March 2023 amounted to £1,225 (2022 - £18,326).

Reserves policy

The charity holds free reserves of £58,663 (2022 - £55,079) at the year end. These are the unrestricted funds less the designated funds and the unrestricted fixed assets. The trustees have established a reserves policy based on the need to hold funds as identified in the charity's risk reviews. The reviews identified that it would be prudent to hold the equivalent of two months expenditure in reserves. This amounts to approximately £11,000. The charity reviews the reserves policy on a yearly basis.

PLANS FOR THE FUTURE

The VODW will continue to support Migrant Domestic Workers with our programme of educational, wellbeing, support and social classes.

VODW will run a third iteration of Future Voices programme working with Sound Delivery to continue to support members into public speaking and leadership roles within the Charity.

We have secured funding for our core costs throughout 2023-24, which primarily include staffing. This has been done through grants secured from Trust for London and Paul Hamlyn Foundation and a new grant from JRCT and Esmee Fairbairn.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Voice of Domestic Workers is a Charitable Incorporated Organisation (CIO), with voting members. It is governed by a Constitution.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2023

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

Trustees are selected under two categories: migrant domestic workers, and non migrant domestic workers. The constitution states that there must be at least three trustees. Trustees are nominated and voted in by members at the Annual General Meeting. For non- migrant domestic workers, we have previously relied on referrals from partner organisations of people with the knowledge and understanding of our members, along with the skills needed in managing the organisation.

Organisational structure

The trustees are responsible for setting the Charity's strategic direction. The Board engages a Director who runs the day to day activities and supports the Charity's strategic planning and operational activities.

Induction and training of new trustees

We have an induction document that is given to all new trustees once voted in by members. This document includes an introduction to the charity, a description of their duties and responsibilities, a trustee person specification as well as person specifications for chair, vice-chair, and secretary/treasurer.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1175266

Principal address

PO Box 70642
London
E10 9FJ

Trustees

Wendylen Nova
Mimi Jalmasco
Grace Brown
Zaida Templanza Cenzone
Georgina Velasco
Donald Walter Flynn
Nerissa Valerio
Saroj Toppo
Louise Shelley
Zhe Jiang
Ross Jardine (resigned 21.3.23)
Tassia Kobylinska (appointed 21.4.23)

Independent Examiner

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

The Voice of Domestic Workers
Report of the Trustees
for the Year Ended 31 March 2023

Approved by order of the board of trustees on 23rd January 2024 and signed on its behalf by:



.....
Louise Shelley - Trustee

**Independent Examiner's Report to the Trustees of
The Voice of Domestic Workers**

Independent examiner's report to the trustees of The Voice of Domestic Workers

I report to the charity trustees on my examination of the accounts of The Voice of Domestic Workers (the Trust) for the year ended 31 March 2023.

Responsibilities and basis of report

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

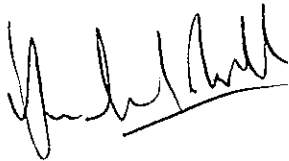
I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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:

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

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



I M Rodd BSc FCA FCCA

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 26 January 2024

The Voice of Domestic Workers

**Statement of Financial Activities
for the Year Ended 31 March 2023**

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	11,372	-	11,372	10,206
Charitable activities	4				
Domestic workers support		64,827	54,133	118,960	102,454
Total		<u>76,199</u>	<u>54,133</u>	<u>130,332</u>	<u>112,660</u>
EXPENDITURE ON					
Charitable activities					
Domestic workers support		72,779	71,234	144,013	99,308
Other		-	-	-	72
Total		<u>72,779</u>	<u>71,234</u>	<u>144,013</u>	<u>99,380</u>
NET INCOME/(EXPENDITURE)		3,420	(17,101)	(13,681)	13,280
RECONCILIATION OF FUNDS					
Total funds brought forward		55,578	18,326	73,904	60,624
TOTAL FUNDS CARRIED FORWARD		<u><u>58,998</u></u>	<u><u>1,225</u></u>	<u><u>60,223</u></u>	<u><u>73,904</u></u>

The notes form part of these financial statements

The Voice of Domestic Workers

Balance Sheet
31 March 2023

	Notes	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
FIXED ASSETS					
Tangible assets	9	335	-	335	499
CURRENT ASSETS					
Debtors	10	43,839	1,225	45,064	-
Cash at bank		18,754	-	18,754	76,342
		62,593	1,225	63,818	76,342
CREDITORS					
Amounts falling due within one year	11	(3,930)	-	(3,930)	(2,937)
NET CURRENT ASSETS					
		58,663	1,225	59,888	73,405
TOTAL ASSETS LESS CURRENT LIABILITIES					
		58,998	1,225	60,223	73,904
NET ASSETS					
		58,998	1,225	60,223	73,904
FUNDS					
Unrestricted funds	12			58,998	55,578
Restricted funds				1,225	18,326
TOTAL FUNDS					
				60,223	73,904

The financial statements were approved by the Board of Trustees and authorised for issue on
and were signed on its behalf by:

23/01/2024



.....
Louise Shelley - Trustee

The notes form part of these financial statements

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2023

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The Voice of Domestic Workers is a charitable incorporated organisation (CIO) and registered with the Charity Commission (no 1175266). The registered office is PO Box 70642, London E10 9FJ. The nature of the charity's operations and principal activities are described in the Trustees' report.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity.

Going Concern

The trustees have assessed the use of going concern and have considered possible events or conditions that might cast doubt on the ability of the charity to continue as a going concern. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

No amount is included in the financial statements for volunteer time in line with the SORP.

Grants (including government grants) shall be recognised in the SOFA on a systematic basis over the period on which the entity recognises as expenses the related costs.

Other income is included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Bank interest is included when received.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Support costs are those that costs incurred directly in support of expenditure on the charitable activities of the company and include office costs, governance costs, administrative costs and project management carried out at Headquarters. Governance costs are included in support costs and are those costs incurred in connection with compliance with constitutional and statutory requirements.

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - Straight line over 3 years

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash at bank and in hand

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

3. DONATIONS AND LEGACIES

	2023	2022
	£	£
Donations	11,372	10,206
	<u> </u>	<u> </u>

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

4. INCOME FROM CHARITABLE ACTIVITIES

		2023	2022
	Activity	£	£
Talks/workshop income	Domestic workers support	1,367	1,343
Grants	Domestic workers support	117,593	101,111
		118,960	102,454

Grants received, included in the above, are as follows:

	2023	2022
	£	£
Tudor Trust	-	7,500
Trust for London	25,000	7,500
Refugee Action	-	600
Global Alliance Against Traffic in Women	9,483	-
The Sisters Trust	-	15,312
The Smallwood Trust	-	18,326
Paul Hamlyn Foundation	33,000	30,000
The Purpose Foundation	6,650	1,707
Stiftung Auxilium	-	20,166
London Community Fund	13,000	-
Joseph Rowntree Foundation	30,460	-
	117,593	101,111

5. SUPPORT COSTS

	Finance	Information technology	Other	Governance costs	Totals
	£	£	£	£	£
Domestic workers support	1,740	4,110	4,719	840	11,409

Included in support costs are Independent Examiner fees of £1,740 (2022 - £1,500) stated inclusive of VAT.

6. TRUSTEES' REMUNERATION AND BENEFITS

In the year ended 31 March 2023, 3 trustees (2022 - nil) received remuneration for time spent not in respect of their normal duty as trustees totalling £1,282 (2022 - £nil).

For detail of these transactions, please refer to note 13.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2023 nor for the year ended 31 March 2022.

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

7. STAFF COSTS

	2023	2022
	£	£
Wages and salaries	53,038	47,460
Social security costs	141	2
Other pension costs	1,464	1,030
	<u>54,643</u>	<u>48,492</u>

The average monthly number of employees during the year was as follows:

	2023	2022
Head count	<u>2</u>	<u>2</u>

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	10,206	-	10,206
Charitable activities			
Domestic workers support	<u>67,421</u>	<u>35,033</u>	<u>102,454</u>
Total	<u>77,627</u>	<u>35,033</u>	<u>112,660</u>
EXPENDITURE ON			
Charitable activities			
Domestic workers support	49,625	49,683	99,308
Other	<u>72</u>	<u>-</u>	<u>72</u>
Total	<u>49,697</u>	<u>49,683</u>	<u>99,380</u>
NET INCOME/(EXPENDITURE)	27,930	(14,650)	13,280
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>27,648</u>	<u>32,976</u>	<u>60,624</u>
TOTAL FUNDS CARRIED FORWARD	<u>55,578</u>	<u>18,326</u>	<u>73,904</u>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

9.	TANGIBLE FIXED ASSETS		Computer equipment £
	COST		
	At 1 April 2022		1,498
	Additions		504
			<hr/>
	At 31 March 2023		2,002
			<hr/>
	DEPRECIATION		
	At 1 April 2022		999
	Charge for year		668
			<hr/>
	At 31 March 2023		1,667
			<hr/>
	NET BOOK VALUE		
	At 31 March 2023		335
			<hr/> <hr/>
	At 31 March 2022		499
			<hr/> <hr/>
10.	DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2023	2022
		£	£
	Other debtors	45,064	-
		<hr/> <hr/>	<hr/> <hr/>
11.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
		2023	2022
		£	£
	Trade creditors	1,279	-
	Social security and other taxes	-	615
	Other creditors	841	822
	Accrued expenses	1,810	1,500
		<hr/>	<hr/>
		3,930	2,937
		<hr/> <hr/>	<hr/> <hr/>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

12. MOVEMENT IN FUNDS

	At 1.4.22 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	55,578	3,420	58,998
Restricted funds			
Global Alliance Against Traffic in Women	-	1,225	1,225
Smallwood Trust	18,326	(18,326)	-
	<u>18,326</u>	<u>(17,101)</u>	<u>1,225</u>
TOTAL FUNDS	<u>73,904</u>	<u>(13,681)</u>	<u>60,223</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	76,199	(72,779)	3,420
Restricted funds			
Global Alliance Against Traffic in Women	9,483	(8,258)	1,225
Salary and related staff costs	25,000	(25,000)	-
Smallwood Trust	-	(18,326)	(18,326)
Purpose Foundation	6,650	(6,650)	-
London Community Fund	13,000	(13,000)	-
	<u>54,133</u>	<u>(71,234)</u>	<u>(17,101)</u>
TOTAL FUNDS	<u>130,332</u>	<u>(144,013)</u>	<u>(13,681)</u>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2023

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	27,648	27,930	55,578
Restricted funds			
Salary and related staff costs	32,976	(32,976)	-
Smallwood Trust	-	18,326	18,326
	<u>32,976</u>	<u>(14,650)</u>	<u>18,326</u>
TOTAL FUNDS	<u>60,624</u>	<u>13,280</u>	<u>73,904</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	77,627	(49,697)	27,930
Restricted funds			
Salary and related staff costs	9,207	(42,183)	(32,976)
Smallwood Trust	18,326	-	18,326
Training	7,500	(7,500)	-
	<u>35,033</u>	<u>(49,683)</u>	<u>(14,650)</u>
TOTAL FUNDS	<u>112,660</u>	<u>(99,380)</u>	<u>13,280</u>

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.21 £	Net movement in funds £	At 31.3.23 £
Unrestricted funds			
General fund	27,648	31,350	58,998
Restricted funds			
Global Alliance Against Traffic in Women	-	1,225	1,225
Salary and related staff costs	32,976	(32,976)	-
	<u>32,976</u>	<u>(31,751)</u>	<u>1,225</u>
TOTAL FUNDS	<u>60,624</u>	<u>(401)</u>	<u>60,223</u>

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	153,826	(122,476)	31,350
Restricted funds			
Global Alliance Against Traffic in Women	9,483	(8,258)	1,225
Salary and related staff costs	34,207	(67,183)	(32,976)
Smallwood Trust	18,326	(18,326)	-
Training	7,500	(7,500)	-
Purpose Foundation	6,650	(6,650)	-
London Community Fund	13,000	(13,000)	-
	<u>89,166</u>	<u>(120,917)</u>	<u>(31,751)</u>
TOTAL FUNDS	<u>242,992</u>	<u>(243,393)</u>	<u>(401)</u>

Restricted funds are held for the following purposes:

Salary and related staff costs - funding received to fund the salaries of the Community organiser and the charity co-ordinator. This fund is a combination of amounts received from the following funders: Trust for London, Prism the Gift Fund, the Tudor Trust and the Purpose Foundation.

Smallwood Trust - staff costs for counselling sessions and Wellbeing group sessions.

Training - Funding provided by the Tudor Trust to complete a training programme for 12 members.

Global Alliance Against Traffic in Women - funding received to assist in the completion of a research project to explore the economic and social inclusion of Southeast Asian migrant women.

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2023**

12. MOVEMENT IN FUNDS - continued

Purpose Foundation - Restricted to fund the Decade Without Rights event.

London Community Fund - To fund the media and public speaking training workshops for migrant domestic workers project.

13. RELATED PARTY DISCLOSURES

Trustees received a total of £600 (2022 - £nil) for time spent attending training programmes whereby their time was reimbursed. The trustees receiving this remuneration consisted of M Jalmasco (£300), W Nova (£150) and N Valerio (£150). Payment amounts were the same as amounts provided to other non-trustee participants on the programmes.

N Valerio received amounts totalling £682 (2022 - £nil) as reimbursement for time in attending conferences in relation to the Global Alliance Against Traffic in Women project. Attendance at the conference was as part of her role as a researcher for the project.

No amounts were outstanding at the year end.

THE VOICE OF DOMESTIC WORKERS

England & Wales - Charity number 1175266

Accounts

REGISTERED CHARITY NUMBER: 1175266

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2022
for
The Voice of Domestic Workers**

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

The Voice of Domestic Workers

**Contents of the Financial Statements
for the Year Ended 31 March 2022**

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Statement of Financial Activities	7
Balance Sheet	8
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The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2022

The trustees present their report with the financial statements of the charity for the year ended 31 March 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Voice of Domestic Workers is a self-help organisation made up of multi-national migrant Domestic Workers in the UK established as a Charity in 2017 out of a grassroots organisation running since 2008. We empower migrant domestic workers to stand up and voice their opposition to any discrimination, inequality, slavery and all forms of abuse.

Established by and for Britain's sixteen thousand migrant domestic workers. We provide educational and community activities for domestic workers - including English language lessons, drama and art classes, support and advice for our members.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Charity are:

1. the prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the UK by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice; and
2. to preserve and protect the physical and mental health of migrant domestic workers and their dependants living (temporarily or permanently) in the UK.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

Significant activities

The Charity carries out its purposes through a variety of activities.

Learning and skills development

We organise classes for Migrant Domestic Workers in ICT, English language, and the Arts. Computer classes help migrant domestic workers to have access to their families through Facebook and Skype. Approximately 30 members regularly attend our weekly English classes, which are delivered by English for Action. Our IT classes are attended by approximately 30 members. Body, Mind and Wellness classes continued online and have been attended by around 25 members every week. VODW also run Financial Wellbeing classes working with TAYO to support members with budgeting, pension advice and personal financial support.

VODW continued to work with trauma counsellor Life is Grey Counselling to provide weekly counselling support to members.

In December 2021, VODW launched Future Voices a programme designed with partner Charity Sound Delivery for migrant domestic workers with lived experience of social injustice. The vision was to equip migrant domestic workers with the skills and confidence to share their stories, raise awareness, challenge perceptions, influence policy and advocate for themselves and their community to create positive change. The programme supported twelve members over a seven month programme and is a pilot for continued leadership and personal development for the VODW membership.

Advocacy and sharing our experiences

We provide a space and support structure to allow Migrant Domestic Workers to speak out about the value of their work and their entitlement to rights through our classes in English and presentation skills. This enables us to provide speakers for events held by other organisations that can communicate the experience of migrant domestic workers in the UK to raise public awareness of the plight of domestic workers in the UK.

Campaigning and policy work

National Minimum Wage campaign - In March 2022 VODW were central to the conversation towards the government accepting the Low Pay Commission's recommendations, including the recommendation on the live-in worker, and domestic workers' exemption. Under the 'Family Workers Member Exemption', employers did not have to pay the minimum wage for live-in domestic workers and au pairs as they were treated as family members. The withdrawal means that employers can no longer use the 'family member' excuse for not paying a domestic worker proper pay in accordance with the National Minimum Wage.

Overseas Domestic Worker (ODW) Visa Campaign - The government continues to refuse to reinstate the rights of domestic workers. However, the Home Office expressed its commitment to ensure migrant domestic workers (mdws) are protected; by setting up the Overseas Domestic Workers Advisory Group which will have a regular quarterly meeting. We continue to raise awareness and build the movement of alliances that can support our work and campaign through panel events, films, and exhibitions. On April 2021, a 'call to action' campaign was launched on Twitter, calling the general public to write to their MPs. Our members hosted a live talk show, 'Spotlight on Domestic workers' for eight nights celebrating International Women's Day on March 8, 2021. In light of COVID-19, VODW hosted online healthcare awareness sessions with Doctors of the World in March 2021. For the 9th Anniversary of ODW visa removal, we've hosted a panel event with Jess Philips, Kalayaan, Freedom United and Unite the Union to call to action: Stand together with migrant domestic workers. On May 2021, we held an exhibition and video installation made by 12 of our members, 'My Home is Not my Home', at the People's History Museum, one of its opening exhibitions after the pandemic.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2022

OBJECTIVES AND ACTIVITIES

VODW continues to be present and involved in conversations around ratifying the ILO C189 Domestic Workers Campaign and launched a campaign with our major allies Unite the Union, Kalayaan TUC, Anti-slavery International and Freedom United: "10 years and Still Waiting: Time to Ratify the ILO C189 Convention on Domestic Workers" in June 2021. During the same month, our Director, Marissa Begonia, was elected as Vice Chair of the EFFAT-Domestic Work sector in Europe. Successful campaign work from VODW led to the UK becoming the 11th country in the world, and the 3rd country in Europe, to ratify C190- Violence and Harassment Convention, 2019 (No. 190) and the ILO C190 – Violence and Harassment Convention in March 2022. The ILO C190 affirms that everyone has the right to a world of work free from violence and harassment. It also provides for the first internationally agreed definition of violence and harassment in the world of work, including gender-based violence, understood as "a range of unacceptable behaviours and practices" that "aim at, result in, or are likely to result in physical, psychological, sexual or economic harm".

The Ethnicity Awards recognised the community work of VODW; in the Ethnicity Awards 2021, the Director of VODW was honoured as one of the top 10 outstanding community contributors.

GAATW - The advocacy funding received from GAATW covered a period of participatory research led by VODW Trustee Joyce Jiang, a professor associate at York University. This work is country-level research and advocacy with migrant and trafficked women on the issue of re/integration and social inclusion of women from Southeast Asia in Europe. The initial phase, which started on the 31st of March 2021, consisted of a collaborative research process, with three of our migrant domestic worker members as co-researchers who conducted and transcribed interviews with migrant and/or trafficked women. Findings from this research will inform advocacy strategies and organisational activities. The next phase of the programme will focus on action for change organised by project partners together with MDW.

Purpose Project Support - A collaborative campaign subgranted by Purpose focused on building community network strength to support and empower migrant domestic workers in the UK. From November 2021, VODW members and staff participated in various workshops and strategic planning meetings alongside Kalayaan, Kanlungan and FDWA in the co-creation of the campaign 'OUR PLACE IS HERE' OPIH which was launched on April 2022 to mark 10 years since the change to the Overseas Domestic Workers visa.

Public benefit

The Trustees consider that all of the activities, summarised above, provide benefit to both our members and the wider community of (migrant) workers and those that live in the areas that our members reside. The Trustees have paid due regard to the Charity Commission's guidance on public benefit and are satisfied that the Charity's activities throughout the year provided public benefit.

FINANCIAL REVIEW

Financial position

The charity had a surplus on unrestricted funds, of £27,930 (2021 - £15,241) for the year. Together with the accumulated surplus brought forward from previous years, the company now has an accumulated surplus on unrestricted funds of £55,578 (2021 - £27,648). Restricted funds carried forward at 31 March 2022 amounted to £18,326 (2021 - £32,976).

Reserves policy

The charity holds free reserves of £55,079 (2021 - £26,649) at the year end. These are the unrestricted funds less the designated funds and the unrestricted fixed assets. The trustees have established a reserves policy based on the need to hold funds as identified in the charity's risk reviews. The reviews identified that it would be prudent to hold the equivalent of two months expenditure in reserves. This amounts to approximately £11,000. The charity reviews the reserves policy on a yearly basis.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2022

PLANS FOR ACTIVITIES IN THE YEAR 2020-2021

The VODW will continue to support Migrant Domestic Workers with our programme of educational, wellbeing, support and social classes.

VODW will run a second Future Voices programme working with Sound Delivery to continue to support members into public speaking and leadership roles within the Charity.

We have secured funding for our core costs throughout 2022-23, which primarily include staffing. This has been done through grants secured from Trust for London and Paul Hamlyn Foundation with an outcome due soon from JRCT and bids being developed for Esmee Fairbairn.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Voice of Domestic Workers is a Charitable Incorporated Organisation (CIO), with voting members. It is governed by a Constitution.

Recruitment and appointment of new trustees

Trustees are selected under two categories: migrant domestic workers, and non migrant domestic workers. The constitution states that there must be at least three trustees. Trustees are nominated and voted in by members at the Annual General Meeting. For non-migrant domestic workers, we have previously relied on referrals from partner organisations of people with the knowledge and understanding of our members, along with the skills needed in managing the organisation.

Organisational structure

The trustees are responsible for setting the Charity's strategic direction. The Board engages a Director who runs the day to day activities and supports the Charity's strategic planning and operational activities.

Induction and training of new trustees

We have an induction document that is given to all new trustees once voted in by members. This document includes an introduction to the charity, a description of their duties and responsibilities, a trustee person specification as well as person specifications for chair, vice-chair, and secretary/treasurer.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1175266

Principal address

PO Box 70642
London
E10 9FJ

Trustees

Wendylen Nova (appointed 28.7.21)
Mimi Jalmasco
Grace Brown
Zaida Templanza Cenzon
Georgina Velasco
Donald Walter Flynn
Nerissa Valerio
Saroj Toppo (appointed 28.7.21)
Louise Shelley
Zhe Jiang
Ross Jardine

The Voice of Domestic Workers

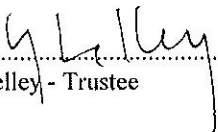
**Report of the Trustees
for the Year Ended 31 March 2022**

REFERENCE AND ADMINISTRATIVE DETAILS

Independent Examiner

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Approved by order of the board of trustees on19.01.23..... and signed on its behalf by:


.....
Louise Shelley - Trustee

**Independent Examiner's Report to the Trustees of
The Voice of Domestic Workers**

Independent examiner's report to the trustees of The Voice of Domestic Workers

I report to the charity trustees on my examination of the accounts of The Voice of Domestic Workers (the Trust) for the year ended 31 March 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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:

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

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



J A Richardson
FCA FCCA DCHA
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 23rd January 2023

The Voice of Domestic Workers

**Statement of Financial Activities
for the Year Ended 31 March 2022**

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	10,206	-	10,206	42,165
Charitable activities					
Domestic workers support		67,421	35,033	102,454	97,291
Total		<u>77,627</u>	<u>35,033</u>	<u>112,660</u>	<u>139,456</u>
EXPENDITURE ON					
Charitable activities					
Domestic workers support		49,625	49,683	99,308	104,239
Other		72	-	72	-
Total		<u>49,697</u>	<u>49,683</u>	<u>99,380</u>	<u>104,239</u>
NET INCOME/(EXPENDITURE)		27,930	(14,650)	13,280	35,217
RECONCILIATION OF FUNDS					
Total funds brought forward		27,648	32,976	60,624	25,407
TOTAL FUNDS CARRIED FORWARD		<u><u>55,578</u></u>	<u><u>18,326</u></u>	<u><u>73,904</u></u>	<u><u>60,624</u></u>

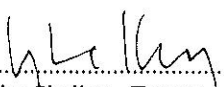
The notes form part of these financial statements

The Voice of Domestic Workers

Balance Sheet
31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	2022 Total funds £	2021 Total funds £
FIXED ASSETS					
Tangible assets	9	499	-	499	999
CURRENT ASSETS					
Debtors	10	-	-	-	11,744
Cash at bank		58,016	18,326	76,342	50,927
		<u>58,016</u>	<u>18,326</u>	<u>76,342</u>	<u>62,671</u>
CREDITORS					
Amounts falling due within one year	11	(2,937)	-	(2,937)	(3,046)
		<u>55,079</u>	<u>18,326</u>	<u>73,405</u>	<u>59,625</u>
NET CURRENT ASSETS					
		<u>55,578</u>	<u>18,326</u>	<u>73,904</u>	<u>60,624</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>55,578</u>	<u>18,326</u>	<u>73,904</u>	<u>60,624</u>
NET ASSETS					
		<u>55,578</u>	<u>18,326</u>	<u>73,904</u>	<u>60,624</u>
FUNDS					
	12				
Unrestricted funds				55,578	27,648
Restricted funds				18,326	32,976
TOTAL FUNDS					
				<u>73,904</u>	<u>60,624</u>

The financial statements were approved by the Board of Trustees and authorised for issue on19-01-23..... and were signed on its behalf by:


.....
Louise Shelley - Trustee

The notes form part of these financial statements

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2022

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The Voice of Domestic Workers is a charitable incorporated organisation (CIO) and registered with the Charity Commission (no 1175266). The registered office is PO Box 70642, London E10 9FJ. The nature of the charity's operations and principal activities are described in the Trustees' report.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity.

Going Concern

The trustees have assessed the use of going concern and have considered possible events or conditions that might cast doubt on the ability of the charity to continue as a going concern. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

No amount is included in the financial statements for volunteer time in line with the SORP.

Grants (including government grants) shall be recognised in the SOFA on a systematic basis over the period on which the entity recognises as expenses the related costs.

Other income is included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Bank interest is included when received.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Support costs are those that costs incurred directly in support of expenditure on the charitable activities of the company and include office costs, governance costs, administrative costs and project management carried out at Headquarters. Governance costs are included in support costs and are those costs incurred in connection with compliance with constitutional and statutory requirements.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - Straight line over 3 years

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

2. ACCOUNTING POLICIES - continued

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash at bank and in hand

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

3. DONATIONS AND LEGACIES

	2022	2021
	£	£
Donations	10,206	42,165

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2022 £	2021 £
Talks/workshop income	Domestic workers support	1,343	381
Grants	Domestic workers support	101,111	96,910
		<u>102,454</u>	<u>97,291</u>

Grants received, included in the above, are as follows:

	2022 £	2021 £
The Freedom	-	5,000
Tudor Trust	7,500	24,000
Trust for London	7,500	19,600
Refugee Action	600	10,000
Blue Moon Trust	-	5,000
Prism the Gift Fund	-	21,725
Global Alliance Against Traffic in Women	-	7,529
National Lottery Community Fund	-	4,056
The Sisters Trust	15,312	-
The Smallwood Trust	18,326	-
Paul Hamlyn Foundation	30,000	-
The Purpose Foundation	1,707	-
Stiftung Auxilium	20,166	-
	<u>101,111</u>	<u>96,910</u>

5. SUPPORT COSTS

	Finance £	Information technology £	Other £	Governance costs £	Totals £
Other resources expended	-	-	72	-	72
Domestic workers support	2,271	853	2,831	105	6,060
	<u>2,271</u>	<u>853</u>	<u>2,903</u>	<u>105</u>	<u>6,132</u>

Included in support costs are Independent Examiner fees of £1,500 (2021 - £1,500) stated inclusive of VAT.

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2022 nor for the year ended 31 March 2021.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2022 nor for the year ended 31 March 2021.

7. STAFF COSTS

	2022	2021
	£	£
Wages and salaries	47,460	36,157
Social security costs	2	-
Other pension costs	1,030	898
	48,492	37,055

The average monthly number of employees during the year was as follows:

	2022	2021
Head count	2	2

No employees received emoluments in excess of £60,000.

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	42,165	-	42,165
Charitable activities			
Domestic workers support	31,037	66,254	97,291
Total	73,202	66,254	139,456
EXPENDITURE ON			
Charitable activities			
Domestic workers support	57,963	46,276	104,239
NET INCOME	15,239	19,978	35,217
Transfers between funds	2	(2)	-
Net movement in funds	15,241	19,976	35,217
RECONCILIATION OF FUNDS			
Total funds brought forward	12,407	13,000	25,407

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted fund £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>27,648</u>	<u>32,976</u>	<u>60,624</u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
At 1 April 2021 and 31 March 2022	<u>1,498</u>
DEPRECIATION	
At 1 April 2021	499
Charge for year	<u>500</u>
At 31 March 2022	<u>999</u>
NET BOOK VALUE	
At 31 March 2022	<u>499</u>
At 31 March 2021	<u>999</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Other debtors	<u>-</u>	<u>11,744</u>

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022 £	2021 £
Social security and other taxes	615	-
Other creditors	822	1,306
Accrued expenses	<u>1,500</u>	<u>1,740</u>
	<u>2,937</u>	<u>3,046</u>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2022

12. MOVEMENT IN FUNDS

	At 1.4.21 £	Net movement in funds £	At 31.3.22 £
Unrestricted funds			
General fund	27,648	27,930	55,578
Restricted funds			
Salary and related staff costs	32,976	(32,976)	-
Smallwood Trust	-	18,326	18,326
	<u>32,976</u>	<u>(14,650)</u>	<u>18,326</u>
TOTAL FUNDS	<u>60,624</u>	<u>13,280</u>	<u>73,904</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	77,627	(49,697)	27,930
Restricted funds			
Salary and related staff costs	9,207	(42,183)	(32,976)
Smallwood Trust	18,326	-	18,326
Training	7,500	(7,500)	-
	<u>35,033</u>	<u>(49,683)</u>	<u>(14,650)</u>
TOTAL FUNDS	<u>112,660</u>	<u>(99,380)</u>	<u>13,280</u>

Comparatives for movement in funds

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	12,407	15,239	2	27,648
Restricted funds				
Domestic worker support	13,000	(13,000)	-	-
Wellbeing	-	2	(2)	-
Salary and related staff costs	-	32,976	-	32,976
	<u>13,000</u>	<u>19,978</u>	<u>(2)</u>	<u>32,976</u>
TOTAL FUNDS	<u>25,407</u>	<u>35,217</u>	<u>-</u>	<u>60,624</u>

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

12. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	73,202	(57,963)	15,239
Restricted funds			
Domestic worker support	-	(13,000)	(13,000)
Wellbeing	2,000	(1,998)	2
Global Alliance Against Traffic in Women	7,529	(7,529)	-
Salary and related staff costs	56,725	(23,749)	32,976
	<u>66,254</u>	<u>(46,276)</u>	<u>19,978</u>
TOTAL FUNDS	<u>139,456</u>	<u>(104,239)</u>	<u>35,217</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.20 £	Net movement in funds £	Transfers between funds £	At 31.3.22 £
Unrestricted funds				
General fund	12,407	43,169	2	55,578
Restricted funds				
Domestic worker support	13,000	(13,000)	-	-
Wellbeing	-	2	(2)	-
Smallwood Trust	-	18,326	-	18,326
	<u>13,000</u>	<u>5,328</u>	<u>(2)</u>	<u>18,326</u>
TOTAL FUNDS	<u>25,407</u>	<u>48,497</u>	<u>-</u>	<u>73,904</u>

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	150,829	(107,660)	43,169
Restricted funds			
Domestic worker support	-	(13,000)	(13,000)
Wellbeing	2,000	(1,998)	2
Global Alliance Against Traffic in Women	7,529	(7,529)	-
Salary and related staff costs	65,932	(65,932)	-
Smallwood Trust	18,326	-	18,326
Training	7,500	(7,500)	-
	<u>101,287</u>	<u>(95,959)</u>	<u>5,328</u>
TOTAL FUNDS	<u><u>252,116</u></u>	<u><u>(203,619)</u></u>	<u><u>48,497</u></u>

Restricted funds are held for the following purposes:

Salary and related staff costs - funding received to fund the salaries of the Community organiser and the charity co-ordinator. This fund is a combination of amounts received from the following funders: Trust for London, Prism the Gift Fund, the Tudor Trust and the Purpose Foundation.

Smallwood Trust - staff costs for counselling sessions and Wellbeing group sessions. Fully carried over per your note.

Training - Funding provided by the Tudor Trust to complete a training programme for 12 members.

Descriptions for comparative purposes

Domestic workers support is for the prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the U.K. by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice and to preserve and protect the physical and mental health of migrant domestic workers and their dependants living (temporarily or permanently) in the UK.

Wellbeing - restricted for staff support and wellbeing.

Global Alliance Against Traffic in Women - funding received to assist in the completion of a research project to explore the economic and social inclusion of Southeast Asian migrant women.

The Voice of Domestic Workers

**Notes to the Financial Statements - continued
for the Year Ended 31 March 2022**

13. RELATED PARTY DISCLOSURES

Funding was received during the prior year for staff, trustee and volunteer wellbeing. This money was distributed to staff and the leaders of the charity's working groups, some of whom are trustees. The following trustees each received payments of £222 in line with the restriction on the funding: M Jalmasco, Z T Cenzone, N Valerio and G Velasco. No such transactions were made to trustees in this year.

M Jalmasco received a total of £nil (2021 - £280) for tutoring and counselling services provided for the charity.

W Nova received amounts totalling £675 (2021 - £nil) for time spent as part of the GAATW research project. Payment of £600 (2021 - £nil) was also made for filmmaking services provided in the year.

No amounts were outstanding at the year end.

THE VOICE OF DOMESTIC WORKERS

England & Wales - Charity number 1175266

Accounts

REGISTERED CHARITY NUMBER: 1175266

**Report of the Trustees and
Unaudited Financial Statements
for the Year Ended 31 March 2021
for
The Voice of Domestic Workers**

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

The Voice of Domestic Workers

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for the Year Ended 31 March 2021**

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The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2021

The trustees present their report with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The Voice of Domestic Workers is a self-help organisation made up of multi-national migrant Domestic Workers in the UK established as a Charity in 2017 out of a grassroots organisation running since 2008. We empower migrant domestic workers to stand up and voice their opposition to any discrimination, inequality, slavery and all forms of abuse.

Established by and for Britain's sixteen thousand migrant domestic workers. We provide educational and community activities for domestic workers - including English language lessons, drama and art classes, support and advice for our members.

OBJECTIVES AND ACTIVITIES

Objectives and aims

The objects of the Charity are:

1. the prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the UK by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice; and
2. to preserve and protect the physical and mental health of migrant domestic workers and their dependants living (temporarily or permanently) in the UK.

The Voice of Domestic Workers
Report of the Trustees
for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

Significant activities

The Charity carries out its purposes through a variety of activities.

Learning and skills development

We organise classes for Migrant Domestic Workers in ICT, English language, and the Arts. Computer classes help migrant domestic workers to have access to their families through Facebook and Skype. In 2020 these classes were moved online due to the COVID-19 pandemic. Approximately 30 members regularly attend our weekly English classes which we started delivering with the support of English for Action. Our IT classes are attended by approximately 30 members, and this year they completed and launched the VODW book, *Our Journey* detailing their experiences as domestic workers. Body, Mind and Wellbeing classes also continued online and have been attended by around 25 members every week. VODW also began Financial Wellbeing classes working with TAYO to support members with budgeting, pension advice and personal finance support.

VODW continued to work with trauma counsellor, Life is Grey Counselling, to provide weekly counselling support to members.

Advocacy and sharing our experiences

We provide a space and support structure to allow Migrant Domestic Workers to speak out about the value of their work and their entitlement to rights through our classes in English and presentation skills. This enables us to provide speakers for events held by other organisations who can communicate the experience of migrant domestic workers in the UK in order to raise public awareness of the plight of domestic workers in the UK.

Campaigning and policy work

In August 2020 VODW started a Petition to reinstate the rights of MDW, it received 12,725 signatures this requiring the UK Government to officially respond after years of public silence on the matter.

At the 5th Congress of EFFAT Domestic Work became officially its fourth sector, VODW Director Marissa Begonia is now the Vice Chair of EFFAT Domestic Work Sector. Members responded by creating videos applying the knowledge and skills they learned from our on-line classes.

In November 2020 VODW successfully launched the VODW Visa campaign after it was postponed three times by various political events such as closure of parliament, election and pandemic Covid-19. VODW adapted and prepared for an online launch in order to prevent further delays with this important call for change and better rights for MDW. This campaign is officially headed by MP Jess Philips and the online event was attended by 160 supporters.

COVID-19 response work

The COVID-19 pandemic has been an incredibly difficult period for migrant domestic workers and for the Charity VODW adapted in-person services successfully to continue to provide support to beneficiaries online, we were able to build online support networks, an online media campaign and as always run by and for our members as empowered voices in a collective struggle.

The work of the whole organisation was crucial when during the pandemic migrant domestic workers were pushed into further precarity and destitution - employers were cancelling their services and 'live in' Migrant Domestic Workers were being asked to leave - losing their jobs and shelter.

VODW staff and volunteers established an urgent appeal for a Hardship Fund for members. Many members exist without savings and are at the mercy of employers who provide income and housing as part of the conditions of their work and visas. Many members have no recourse to public funds. VoDW is their only support. Fundraising efforts and a member led fundraising campaign supported the establishment of a new Hardship Scheme supporting over 50 members to date with emergency cash support. This work was all managed whilst maintaining our commitment to an active campaign and raising the concerns, voice and call for change for Britains 20,000 migrant domestic workers by contributing to national and international forums calling for change.

The Voice of Domestic Workers

Report of the Trustees for the Year Ended 31 March 2021

OBJECTIVES AND ACTIVITIES

Public benefit

The Trustees consider that all of the activities, summarised above, provide benefit to both our members and the wider community of (migrant) workers and those that live in the areas that our members reside. The Trustees have paid due regard to the Charity Commission's guidance on public benefit and are satisfied that the Charity's activities throughout the year provided public benefit.

FINANCIAL REVIEW

Financial position

The charity had a surplus on unrestricted funds, of £15,241 (2020 - £12,407) for the year. Together with the accumulated surplus brought forward from previous years, the company now has an accumulated surplus on unrestricted funds of £27,648 (2020 - £12,407). Restricted funds carried forward at 31 March 2021 amounted to £32,976 (2020 - £13,000) including a debtor of £11,725.

Reserves policy

The charity holds free reserves of £26,649 (2020 - £12,407) at the year end. These are the unrestricted funds less the designated funds and the unrestricted fixed assets. The trustees have established a reserves policy based on the need to hold funds as identified in the charity's risk reviews. The reviews identified that it would be prudent to hold the equivalent of two months expenditure in reserves. This amounts to approximately £11,000. The charity reviews the reserves policy on a yearly basis.

PLANS FOR ACTIVITIES IN THE YEAR 2020-2021

The VODW will continue to support Migrant Domestic Workers with our programme of educational, wellbeing, support and social classes.

VODW will be trailing a new leadership programme titled Future Voice working with Sound Delivery to support members into public speaking and leadership roles within the Charity.

We have secured funding for our core costs throughout 2021-22, which primarily include staffing. This has been done through grants secured from Trust for London, Tudor Trust and The Smallwood Trust with bids being developed for Porticus and Paul Hamlyn Foundation.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The Voice of Domestic Workers is a Charitable Incorporated Organisation (CIO), with voting members. It is governed by a Constitution.

Recruitment and appointment of new trustees

Trustees are selected under two categories: migrant domestic workers, and non migrant domestic workers. The constitution states that there must be at least three trustees. Trustees are nominated and voted in by members at the Annual General Meeting. For non-migrant domestic workers, we have previously relied on referrals from partner organisations of people with the knowledge and understanding of our members, along with the skills needed in managing the organisation.

Organisational structure

The trustees are responsible for setting the Charity's strategic direction. The Board engages a Director who runs the day to day activities and supports the Charity's strategic planning and operational activities.

Induction and training of new trustees

We have an induction document that is given to all new trustees once voted in by members. This document includes an introduction to the charity, a description of their duties and responsibilities, a trustee person specification as well as person specifications for chair, vice-chair, and secretary/treasurer.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1175266

The Voice of Domestic Workers

**Report of the Trustees
for the Year Ended 31 March 2021**

Principal address

PO Box 70642
London
E10 9FJ

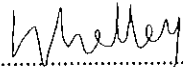
Trustees

Wendylen Nova (appointed 28.7.21)
Mimi Jalmasco (appointed 23.4.20)
Grace Brown (appointed 23.4.20)
Zaida Templanza Cenzone
Georgina Velasco
Donald Walter Flynn
Nerissa Valerio
Saroj Toppo (appointed 28.7.21)
Louise Shelley
Zhe Jiang
Ross Jardine
Analiza Kjaer (resigned 28.3.21)
Jonathon Ellis (resigned 23.4.20)

Independent Examiner

Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Approved by order of the board of trustees on 6 January 2022..... and signed on its behalf by:



.....
Louise Shelley - Trustee

**Independent Examiner's Report to the Trustees of
The Voice of Domestic Workers**

Independent examiner's report to the trustees of The Voice of Domestic Workers

I report to the charity trustees on my examination of the accounts of The Voice of Domestic Workers (the Trust) for the year ended 31 March 2021.

Responsibilities and basis of report

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

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

Independent examiner's statement

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:

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

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



J A Richardson
ACA FCCA DCHA
Ward Goodman
4 Cedar Park
Cobham Road
Ferndown Industrial Estate
Wimborne
Dorset
BH21 7SF

Date: 9th January 2022

The Voice of Domestic Workers

Statement of Financial Activities
for the Year Ended 31 March 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	42,165	-	42,165	3,542
Charitable activities	4				
Domestic workers support		31,037	66,254	97,291	53,844
Total		<u>73,202</u>	<u>66,254</u>	<u>139,456</u>	<u>57,386</u>
EXPENDITURE ON					
Charitable activities					
Domestic workers support		57,963	46,276	104,239	31,979
NET INCOME		<u>15,239</u>	<u>19,978</u>	<u>35,217</u>	<u>25,407</u>
Transfers between funds	12	<u>2</u>	<u>(2)</u>	<u>-</u>	<u>-</u>
Net movement in funds		15,241	19,976	35,217	25,407
RECONCILIATION OF FUNDS					
Total funds brought forward		12,407	13,000	25,407	-
TOTAL FUNDS CARRIED FORWARD		<u><u>27,648</u></u>	<u><u>32,976</u></u>	<u><u>60,624</u></u>	<u><u>25,407</u></u>

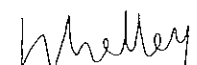
The notes form part of these financial statements

The Voice of Domestic Workers

Balance Sheet
31 March 2021

	Notes	Unrestricted fund £	Restricted funds £	2021 Total funds £	2020 Total funds £
FIXED ASSETS					
Tangible assets	9	999	-	999	-
CURRENT ASSETS					
Debtors	10	19	11,725	11,744	750
Cash at bank		29,676	21,251	50,927	31,437
		<u>29,695</u>	<u>32,976</u>	<u>62,671</u>	<u>32,187</u>
CREDITORS					
Amounts falling due within one year	11	(3,046)	-	(3,046)	(6,780)
		<u>26,649</u>	<u>32,976</u>	<u>59,625</u>	<u>25,407</u>
NET CURRENT ASSETS					
		<u>27,648</u>	<u>32,976</u>	<u>60,624</u>	<u>25,407</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>27,648</u>	<u>32,976</u>	<u>60,624</u>	<u>25,407</u>
NET ASSETS					
		<u>27,648</u>	<u>32,976</u>	<u>60,624</u>	<u>25,407</u>
FUNDS					
	12			27,648	12,407
Unrestricted funds				32,976	13,000
Restricted funds				<u>60,624</u>	<u>25,407</u>
TOTAL FUNDS					
				<u>60,624</u>	<u>25,407</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 6 January 2022..... and were signed on its behalf by:


.....
Louise Shelley - Trustee

The Voice of Domestic Workers

Notes to the Financial Statements for the Year Ended 31 March 2021

1. GENERAL INFORMATION AND BASIS OF PREPARATION

The Voice of Domestic Workers is a charitable incorporated organisation (CIO) and registered with the Charity Commission (no 1175266). The registered office is PO Box 70642, London E10 9FJ. The nature of the charity's operations and principal activities are described in the Trustees' report.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are presented in sterling which is the functional currency of the charity.

Going Concern

The trustees have assessed the use of going concern and have considered possible events or conditions that might cast doubt on the ability of the charity to continue as a going concern, including the impact of Covid-19. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

No amount is included in the financial statements for volunteer time in line with the SORP.

Other income is included in the Statement of Financial Activities when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

Bank interest is included when received.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Support costs are those that costs incurred directly in support of expenditure on the charitable activities of the company and include office costs, governance costs, administrative costs and project management carried out at Headquarters. Governance costs are included in support costs and are those costs incurred in connection with compliance with constitutional and statutory requirements.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - Straight line over 3 years

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

2. ACCOUNTING POLICIES - continued

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

Debtors and creditors receivable / payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

Cash at bank and in hand

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

3. DONATIONS AND LEGACIES

	2021	2020
	£	£
Donations	42,165	3,542

4. INCOME FROM CHARITABLE ACTIVITIES

	Activity	2021	2020
		£	£
Talks/workshop income	Domestic workers support	381	4,313
Grants	Domestic workers support	96,910	49,531
		97,291	53,844

Grants received, included in the above, are as follows:

	2021	2020
	£	£
The Freedom	5,000	10,000
Tudot Trust	24,000	20,000
LUSH Charity Pot	-	3,507
Trust for London	19,600	15,000
ROSA - Women to Women	-	1,024
Carried forward	48,600	49,531

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

4. INCOME FROM CHARITABLE ACTIVITIES - continued	2021	2020
	£	£
Brought forward	48,600	49,531
Refugee Action	10,000	-
Blue Moon Trust	5,000	-
Prism the Gift Fund	21,725	-
Global Alliance Against Traffic in Women	7,529	-
National Lottery Community Fund	4,056	-
	<u>96,910</u>	<u>49,531</u>

5. SUPPORT COSTS		Information technology	Other	Totals
	Finance			
	£	£	£	£
Domestic workers support	<u>1,500</u>	<u>996</u>	<u>4,327</u>	<u>6,823</u>

Included in support costs are Independent Examiner fees of £1,500 (2020 - £945) stated inclusive of VAT.

6. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

No trustees received payments for expenses other than direct reimbursement of charitable expenditure (2020 - £212).

7. STAFF COSTS	2021	2020
	£	£
Wages and salaries	36,157	-
Other pension costs	898	-
	<u>37,055</u>	<u>-</u>

The average monthly number of employees during the year was as follows:

	2021	2020
Head count	<u>2</u>	<u>-</u>

No employees received emoluments in excess of £60,000.

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

8. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	3,542	-	3,542
Charitable activities			
Domestic workers support	14,313	39,531	53,844
Total	<u>17,855</u>	<u>39,531</u>	<u>57,386</u>
EXPENDITURE ON			
Charitable activities			
Domestic workers support	5,448	26,531	31,979
NET INCOME	<u>12,407</u>	<u>13,000</u>	<u>25,407</u>
TOTAL FUNDS CARRIED FORWARD	<u><u>12,407</u></u>	<u><u>13,000</u></u>	<u><u>25,407</u></u>

9. TANGIBLE FIXED ASSETS

	Computer equipment £
COST	
Additions	1,498
DEPRECIATION	
Charge for year	499
NET BOOK VALUE	
At 31 March 2021	<u>999</u>
At 31 March 2020	<u>-</u>

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2021 £	2020 £
Trade debtors	-	750
Other debtors	11,744	-
	<u>11,744</u>	<u>750</u>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2021	2020
	£	£
Other creditors	1,306	730
Accrued expenses	1,740	1,050
Deferred income	-	5,000
	<u>3,046</u>	<u>6,780</u>

12. MOVEMENT IN FUNDS	At 1.4.20	Net movement in funds	Transfers between funds	At 31.3.21
	£	£	£	£
Unrestricted funds				
General fund	12,407	15,239	2	27,648
Restricted funds				
Domestic worker support	13,000	(13,000)	-	-
Wellbeing	-	2	(2)	-
Salary and related staff costs	-	32,976	-	32,976
	<u>13,000</u>	<u>19,978</u>	<u>(2)</u>	<u>32,976</u>
TOTAL FUNDS	<u>25,407</u>	<u>35,217</u>	<u>-</u>	<u>60,624</u>

Net movement in funds, included in the above are as follows:

	Incoming resources	Resources expended	Movement in funds
	£	£	£
Unrestricted funds			
General fund	73,202	(57,963)	15,239
Restricted funds			
Domestic worker support	-	(13,000)	(13,000)
Wellbeing	2,000	(1,998)	2
Global Alliance Against Traffic in Women	7,529	(7,529)	-
Salary and related staff costs	56,725	(23,749)	32,976
	<u>66,254</u>	<u>(46,276)</u>	<u>19,978</u>
TOTAL FUNDS	<u>139,456</u>	<u>(104,239)</u>	<u>35,217</u>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

12. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	Net movement in funds £	At 31.3.20 £
Unrestricted funds		
General fund	12,407	12,407
Restricted funds		
Domestic worker support	13,000	13,000
TOTAL FUNDS	<u>25,407</u>	<u>25,407</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	17,855	(5,448)	12,407
Restricted funds			
Domestic worker support	39,531	(26,531)	13,000
TOTAL FUNDS	<u>57,386</u>	<u>(31,979)</u>	<u>25,407</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	Transfers between funds £	At 31.3.21 £
Unrestricted funds				
General fund	-	27,646	2	27,648
Restricted funds				
Wellbeing	-	2	(2)	-
Salary and related staff costs	-	32,976	-	32,976
	-	32,978	(2)	32,976
TOTAL FUNDS	<u>-</u>	<u>60,624</u>	<u>-</u>	<u>60,624</u>

The Voice of Domestic Workers

Notes to the Financial Statements - continued
for the Year Ended 31 March 2021

12. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	91,057	(63,411)	27,646
Restricted funds			
Domestic worker support	39,531	(39,531)	-
Wellbeing	2,000	(1,998)	2
Global Alliance Against Traffic in Women	7,529	(7,529)	-
Salary and related staff costs	56,725	(23,749)	32,976
	<u>105,785</u>	<u>(72,807)</u>	<u>32,978</u>
TOTAL FUNDS	<u>196,842</u>	<u>(136,218)</u>	<u>60,624</u>

Restricted funds are held for the following purposes:

Domestic workers support is for the prevention and relief of poverty among migrant domestic workers and their dependants living (temporarily or permanently) in the U.K. by means including but not limited to providing or assisting in the provision of education, training, healthcare and legal advice and to preserve and protect the physical and mental health of migrant domestic workers and their dependents living (temporarily or permanently) in the UK.

Wellbeing - restricted for staff support and wellbeing.

Global Alliance Against Traffic in Women - funding received to assist in the completion of a research project to explore the economic and social inclusion of Southeast Asian migrant women.

Salary and related staff costs - funding received to fund the salaries of the Community organiser and the charity co-ordinator. This fund is a combination of amounts received from the following funders: Trust for London, Prism the Gift Fund and the Tudor Trust.

13. RELATED PARTY DISCLOSURES

Funding was received during the year for staff, trustee and volunteer wellbeing. This money was distributed to staff and the leaders of the charity's working groups, some of whom are trustees. During the year ended 31 March 2021, the following trustees each received payments of £222 in line with the restriction on the funding: M Jalmasco, Z T Cenon, N Valerio and G Velasco.

M Jalmasco received a total of £280 (2020 - £nil) for tutoring and counselling services provided for the charity whilst being a trustee.