

**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

**Contents of the Financial Statements
for the Year Ended 31 March 2021**

	Page
Report of the Trustees	1 to 4
Independent Examiner's Report	5
Statement of Financial Activities	6
Balance Sheet	7
Notes to the Financial Statements	8 to 14

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 Britain's 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

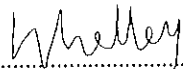
Trustees

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>

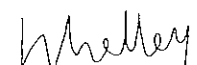
The notes form part of these financial statements

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)
NET CURRENT ASSETS		<u>26,649</u>	<u>32,976</u>	<u>59,625</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				
Unrestricted funds				27,648	12,407
Restricted funds				<u>32,976</u>	<u>13,000</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

	Finance	Information technology	Other	Totals
	£	£	£	£
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
	2	-
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
	<hr/>	<hr/>	<hr/>
Total	17,855	39,531	57,386
 EXPENDITURE ON			
Charitable activities			
Domestic workers support	5,448	26,531	31,979
	<hr/>	<hr/>	<hr/>
NET INCOME	12,407	13,000	25,407
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS CARRIED FORWARD	<u>12,407</u>	<u>13,000</u>	<u>25,407</u>

9. TANGIBLE FIXED ASSETS

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

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

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

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 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.

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.