

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 Cenzone
- 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').

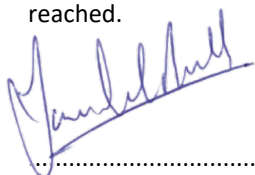
I report in respect of my examination of the The Voice of Domestic Workers's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

#### **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 £
<b>Income and Endowments from:</b>					
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>
<b>Expenditure on:</b>					
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		<u>(437)</u>	<u>437</u>	<u>-</u>	<u>-</u>
Net movement in funds		(27,660)	3,174	(24,486)	60,721
<b>Reconciliation of funds</b>					
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>91,458</u>	<u>5,000</u>	<u>96,458</u>	<u>120,944</u>


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

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

**The Voice of Domestic Workers**  
**(Registration number: 1175266)**  
**Balance Sheet as at 31 March 2025**

	Note	Unrestricted	Restricted	2025 £	2024 £
<b>Fixed assets</b>					
Tangible assets	13	-	-	-	167
<b>Current assets</b>					
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
<b>Creditors: Amounts falling due within one year</b>	16	<u>(5,740)</u>	<u>-</u>	<u>(5,740)</u>	<u>(5,921)</u>
<b>Net current assets</b>		<u>91,458</u>	<u>5,000</u>	<u>96,458</u>	<u>120,777</u>
<b>Total assets less current liabilities</b>		<u>91,458</u>	<u>5,000</u>	<u>96,458</u>	<u>120,944</u>
<b>Net assets</b>		<u>91,458</u>	<u>5,000</u>	<u>96,458</u>	<u>120,944</u>
<b>Funds of the charity:</b>					
<b>Restricted income funds</b>					
Restricted funds				5,000	1,826
<b>Unrestricted income funds</b>					
Unrestricted funds				<u>91,458</u>	<u>119,118</u>
<b>Total funds</b>	17			<u>96,458</u>	<u>120,944</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 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

	<b>Total 2025 £</b>	<b>Total 2024 £</b>
Donations and legacies;		
Donations from individuals	<u>7,703</u>	<u>11,334</u>
	<u>7,703</u>	<u>11,334</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
	<u>117,663</u>	<u>216,977</u>

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
	<u>113,019</u>	<u>214,947</u>

#### 5 Expenditure on charitable activities

	Note	Total 2025 £	Total 2024 £
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
		<u>149,852</u>	<u>167,590</u>



## 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 £
<b>Staff costs during the year were:</b>		
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 £
<b>Income and Endowments from:</b>				
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>
<b>Expenditure on:</b>				
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
<b>Reconciliation of funds</b>				
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 £
<b>Cost</b>		
At 1 April 2024	<u>2,002</u>	<u>2,002</u>
At 31 March 2025	<u>2,002</u>	<u>2,002</u>
<b>Depreciation</b>		
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>
<b>Net book value</b>		
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 £
<b>Unrestricted funds</b>					
<i><b>General</b></i>					
General Funds	119,118	100,347	(127,570)	(437)	91,458
<b>Restricted funds</b>					
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>
<b>Total funds</b>	<u>120,944</u>	<u>125,366</u>	<u>(149,852)</u>	<u>-</u>	<u>96,458</u>
	<b>Balance at 1 April 2023 £</b>	<b>Incoming resources £</b>	<b>Resources expended £</b>		<b>Balance at 31 March 2024 £</b>
<b>Unrestricted funds</b>					
<i><b>General</b></i>					
General Funds	58,998	174,505	(114,385)		119,118
<b>Restricted funds</b>					
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>
<b>Total funds</b>	<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.