

# KALAYAAN

justice for migrant domestic workers

**KALAYAAN (limited by guarantee) - JUSTICE FOR MIGRANT  
DOMESTIC WORKERS**

**FINANCIAL STATEMENTS**

**For the Year Ended 31 MARCH 2016**

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

**KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2016**

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**KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**FINANCIAL STATEMENTS FOR THE FOR THE YEAR ENDED 31 MARCH 2016**

**ORGANISATION INFORMATION**

**Legal Status**

Charity and private company limited by guarantee.

**MANAGEMENT COMMITTEE MEMBERS**

Francesca Cooney (Chair)  
Myriam Cherti  
Rob Fink (Vice Chair)  
Alison Harvey  
Mumtaz Lalani  
Virginia Mantouvalou  
Khadija Najlaoui  
David Ould (Treasurer)

**STAFF**

Rita Gava (Company Secretary)  
Dominic Clarke  
Josie Collins  
Catherine Kenny  
Kate Roberts

**REGISTERED OFFICE**

St. Francis Centre  
13 Hippodrome Place  
London W11 4SF

**INDEPENDENT EXAMINER**

Anne Harraghy  
PK Audit LLP  
Chartered Accountants  
454-458 Chiswick High Road  
London  
W4 5TT

**BANKER**

CAF  
25 Kings Hill Avenue  
Kings Hill  
West Malling  
Kent  
ME19 4JQ

## **KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

### **REPORT OF THE MANAGEMENT COMMITTEE MEMBERS**

The Management Committee present its directors' report and independently examined accounts for the year ended 31 March 2016.

The accounts have been prepared in accordance with the accounting policies set out in Note 1 to the accounts and comply with the company's Memorandum and Articles of Association, the Companies Act 2006 and the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) effective 1 January 2015.

### **STRUCTURE, GOVERNANCE AND MANAGEMENT**

Kalayaan is a registered charity and company limited by guarantee. Its main business is carried out from its offices in London. Day to day management is the duty of the Co-ordinator appointed by the charity trustees and the trustees of the charity exercise overall control.

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

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

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

### **Principal Activities**

During the last financial year Kalayaan provided the following services for migrant domestic workers:

- Six day a week Drop in Centre.
- Immigration advice from qualified staff.
- Employment advice, with particular reference to rights at work.
- Access to job opportunities.
- Emergency support for those running away from abusive employers.
- ESOL and literacy classes for some 150 students.

## **KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

### **REPORT OF THE MANAGEMENT COMMITTEE (continued)**

- Advice and assistance on health issues.
- Research on issues currently facing migrant domestic workers (MDWs) in the UK and the policies in place to protect them.
- Raising public awareness about the issues facing migrant domestic workers in the UK.
- Informing the Home Office and related agencies about the real problems facing migrant domestic workers and the likely impact of new policies, particularly changes to the immigration rules affecting MDWs.
- Registered with the government as a first responder to begin the process of formally identifying people as victims of trafficking.

During the reporting period Kalayaan registered 152 new service users from 12 countries and at least 20 advice sessions per week were given. New support was given to the Sisters of the Franciscan Servants of Mary order, to enable them to provide emergency accommodation and support for MDWs who had escaped from abusive employers. This was funded by support from a number of churches. Long hours, wages below the national minimum wage, illegal retention of passports and verbal and physical abuse continue to be regularly reported by those accessing Kalayaan's services. Staff and volunteers supported MDWs in contacts with the police and embassies in order to regularise their status in this country; to regain their passports and to take action against abusive employers. General information materials were made available to clients in 12 community languages and contacts made with various country specific immigrant support groups in the UK in order to ensure that knowledge of the services offered by Kalayaan was widely disseminated.

Following pressure during the passage of the Modern Slavery Bill through Parliament, and the recommendations made in the independent review on the ODW visa by James Ewins QC, the government accepted that migrant domestic workers should be provided an immediate escape route from abuse and permitted to change employer, but only for the duration of their six-month visa, still with no possibility to extend. While this is an important acknowledgment of the wrongfulness of the tied visa, Kalayaan believes it is problematic for a worker who has only a few months or weeks left to secure alternative employment and it will monitor how the process works in practice for migrant domestic workers.

Kalayaan is thankful for the work and support of many volunteers without whom it could not operate so widely. In particular volunteer work has been invaluable in supporting staff by teaching English classes, interpreting for clients, administrative work in the office, supporting clients with CV writing, reading letters, etc., and providing accommodation for homeless MDWs.

Kalayaan's priorities in the current year are:

- To continue to demonstrate to the government the negative impact of the 2012 revision to the immigration and work permit rules on migrant domestic workers and subsequent changes, to ensure that new laws do not increase the potential for abuse of such workers.

## **KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

### **REPORT OF THE MANAGEMENT COMMITTEE (continued)**

- To monitor the impact of the new law against modern slavery and the immigration and work permit rules and to use the information gathered to call for changes that will improve conditions for MDWs. In particular, Kalayaan will continue to press the government to implement the full recommendations of the Ewins review of the work permit rules for MDWs introduced in April 2012 and to provide more protection for MDWs employed by embassy staff in the UK.
- Continue to provide advice and facilities for migrant domestic workers and to extend our ability to contact and support those who enter the UK under the new visa and those from countries currently under represented among clients.
- Improve our ability to provide advice to MDWs by employing a qualified solicitor and an OISC Level 3 caseworker and gradually improving staff qualifications from OISC Level 1 to OISC Level 2.
- Despite the limitations to legal aid to continue supporting clients to take their cases for compensation to employment tribunals in the UK and to ensure that the results of such tribunals are widely publicised.
- Ensure that the facilities provided by the UK Government as part of its implementation of the Council of Europe Trafficking Convention from April 2009 are made fully available to those Kalayaan clients who meet the criteria.
- Continue to run ESOL classes for migrant domestic workers.
- To challenge the family worker exemption, which sometimes prevents MDWs from accessing their workers' rights.
- Improving the monitoring, evaluation and understanding of progress being made by Kalayaan in pursuit of its strategy and objectives
- Support and work with Justice 4 Domestic Workers an organisation established by migrant domestic workers within Unite the Union.

The Management Committee recognises the hard work of the staff over the last year and would like to thank them for their support.

#### **Risk Management**

The Management Committee has considered the main risks to the future of the organisation and considers that they mainly fall under four headings:

- Possible problems that may arise from dealing with such sensitive issues as migration and employment opportunities.
- Reliance on four dedicated staff members, willing and able to work unsocial hours and to offer a wide range of practical and emotional support.
- The changes in the laws on migrant domestic work in the UK and the impact on the numbers of MDWs seeking help and the problems they may face.
- Difficulties of finding continuing funding in the light of the reduced capacity of many funders.

In the last fifteen years, Kalayaan has been a fully accredited advice centre and this has meant more control of procedures and regular audits of the staff providing advice. The possible problems that could arise for the organisation from the loss of experienced staff are clear but the Committee does not see how systems can be put into place to avoid

## **KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

### **REPORT OF THE MANAGEMENT COMMITTEE (continued)**

this risk, apart from good record keeping and sensible handover arrangements when staff members do change.

#### **Reserves**

Throughout its life Kalayaan has operated with minimum financial resources. Some years ago the Management Committee decided that it would be prudent to build up sufficient general reserves to cover at least three months of core operating expenditure. The Committee is pleased to report that the general reserve had reached a level of four months normal expenditure at the end of March 2016.

#### **Asset cover for funds**

Note 10 sets out an analysis of the assets attributable to the various funds. These assets are sufficient to meet the charity's obligations on a fund by fund basis.

#### **Statement of the Management Committee's Responsibilities:**

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

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

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

#### **Public Benefit Statement**

The sections of this report above entitled "Principal Activities" set out Kalayaan's objectives and reports on the activity and successes in the year to 31<sup>st</sup> March 2016 as well as explaining the plans for the current financial year. The Trustees consider that Kalayaan's work continues to benefit a wide range of individuals in the local community and throughout the UK.

**KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**REPORT OF THE MANAGEMENT COMMITTEE (continued)**

**Financial Review**

Income for the year of **£224,284** was 3.5% lower than the previous year. This was mainly due to the timing of longer term restricted fund grants. Unrestricted fund grants were at a similar level to 2014/15. Total expenditure of **£219,930** for the year was 10.3% up on the previous year, mainly as a result of an increase in expenditure on direct client support.

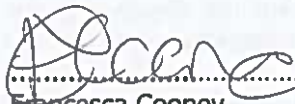
Kalayaan's accounts for the financial year 2015/16 showed a surplus of **£4,354**, made up of a surplus of **£6,069** on unrestricted funds and a deficit of **£1,715** on restricted funds. At the year end the organisation's free (unrestricted) reserves were **£82,657** in line with the Board's target. Overall the financial situation remains healthy.

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

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

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

27/9/16

  
.....  
Francesca Cooney  
Management Committee Member

  
.....  
David Ould  
Management Committee Member



## **INDEPENDENT EXAMINER'S REPORT**

### **TO THE MANAGEMENT COMMITTEE MEMBERS OF KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS**

I report on the financial statements of the company for the year ended 31 March 2016, which comprise the Statement of Financial Activities, the Balance Sheet, and the related notes.

#### **Respective responsibilities of trustees and examiner**

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

#### **Basis of independent examiner's report**

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

#### **Independent examiner's statement**

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements:
  - a) to keep accounting records in accordance with section 386 of the Companies Act 2006; and
  - b) to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities (FRS 102).

Have not been met; or

- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

**INDEPENDENT EXAMINER'S REPORT**

**TO THE MANAGEMENT COMMITTEE MEMBERS OF  
KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS (continued)**

*A. E. Harraghy*

Anne Harraghy  
PK Audit LLP  
Chartered Accountants  
The Gatehouse,  
2 Devonhurst Place,  
Heathfield Terrace,  
London, W4 4JD

Date.....*7 October 2016*.....

**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account)  
FOR THE FOR THE YEAR ENDED ON 31 MARCH 2016**

	Notes	Unrestricted Funds	Restricted Funds	2016 Total Funds	2015 Total Funds
		£	£	£	£
<b>Incoming Resources:</b>					
<i>Charitable activities</i>					
Trust for London		-	36,000	<b>36,000</b>	36,000
Oak Foundation		-	47,916	<b>47,916</b>	47,916
Tudor Trust		-	-	-	35,000
Royal Borough of Kensington & Chelsea		-	7,200	<b>7,200</b>	12,000
Barrow Cadbury Trust		-	21,750	<b>21,750</b>	38,250
Church Fund for the Sisters		-	11,500	<b>11,500</b>	-
ATMG		-	1,500	<b>1,500</b>	1,500
The Henry Smith Charity		-	25,000	<b>25,000</b>	25,000
Lloyds Bank Foundation		-	20,000	<b>20,000</b>	20,000
Samworth Foundation		-	35,000	<b>35,000</b>	-
Bromley Trust		10,000	-	<b>10,000</b>	10,000
<i>Voluntary Income</i>					
Fundraising / Donations etc	11	8,017	-	<b>8,017</b>	6,906
Clients Money		-	50	<b>50</b>	-
Membership		25	-	<b>25</b>	-
<i>Investment Income</i>					
Bank Interest	2	326	-	<b>326</b>	225
<b>Total Incoming Resources</b>		<b>18,368</b>	<b>205,916</b>	<b>224,284</b>	<b>232,797</b>

**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS  
STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED ON 31 MARCH 2016 (CONTINUED)**

	Notes	Unrestricted Funds £	Restricted Funds £	2016 Total Funds £	2015 Total Funds £
<b>Resources Expended</b>					
<i>Charitable Activities</i>					
Salaries / ENIC / Pension		7,148	135,299	142,447	138,731
Child Care Vouchers (salary sacrifice)		-	3,201	3,201	3,841
Payroll Costs		63	590	653	
Staff Travel		-	535	535	422
Staff Development/Training/Recruit		659	4,292	4,951	3,307
English Classes		-	8,776	8,776	7,204
Other Client Support		20	1,776	1,796	844
Emergency Fund / Accommodation		-	668	668	780
Sisters Support Services		-	6,000	6,000	-
Volunteers' Expenses		158	517	675	532
Premises Costs		1,561	26,617	28,178	29,239
Equipment Repairs & Build Maintenance		395	4,180	4,575	1,876
Stationery / Postage / Photocopying		246	3,447	3,693	4,031
Subscriptions / Memberships etc		218	547	765	186
Telephone / Fax / Internet		404	4,069	4,473	3,042
Sundry Expenses		-	26	26	23
Campaigning/Advocacy		-	21	21	-
Insurance		-	862	862	212
Cost of Generating Funds		144	72	216	216
Depreciation		-	2,353	2,353	1,528
<i>Governance Costs</i>					
Management Committee Expenses		153	236	389	200
Bank Charges		-	10	10	8
Accountancy/Legal fees		1,130	1,197	2,327	868
Independent Examination		-	2,340	2,340	2,340
<b>Total Resources Expended</b>		<b>12,2999</b>	<b>207,631</b>	<b>219,930</b>	<b>199,430</b>
<b>Net incoming (outgoing) resources</b>					
<b>For the year</b>		<b>6,069</b>	<b>(1,715)</b>	<b>4,354</b>	<b>33,367</b>
Other income		-	-	-	-
Transfers between Funds		-	-	-	-
Balance Brought Forward at 1 April 2015		76,588	43,850	120,438	87,071
<b>Balance carried forward at 31 March 2016</b>		<b>82,657</b>	<b>42,135</b>	<b>124,792</b>	<b>120,438</b>

**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

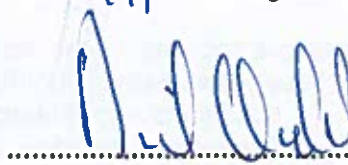
**BALANCE SHEET  
AS AT 31 MARCH 2016**

	Notes	2016 £	2015 £
<b>Net Fixed Assets</b>	4	<b>4,046</b>	<b>5,675</b>
<b>Current Assets:</b>			
Debtors	5	-	9,000
Cash at bank and in hand		126,883	108,877
		-----	-----
		126,883	117,877
<b>Liabilities:</b>	6	<b>(6,137)</b>	<b>(3,114)</b>
(Amounts falling due within one year)		-----	-----
<b>Net Current Assets</b>		<b>120,746</b>	<b>114,763</b>
		=====	=====
<b>NET ASSETS:</b>		<b>124,792</b>	<b>120,438</b>
		=====	=====
<b>Funds:</b>			
Unrestricted funds:			
General		82,657	76,588
Restricted funds:	7	42,135	43,850
		-----	-----
	10	<b>124,792</b>	<b>120,438</b>
		=====	=====

For the year ended 31 March 2016, the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The members have not required the company to have an audit in accordance with section 476 of the Companies Act 2006. The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts. These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

Approved by the management committee on 27/9/16 and signed on its behalf by:

  
.....  
Francesca Cooney  
Management Committee Member

  
.....  
David Ould  
Management Committee Member

**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS  
FOR THE YEAR ENDED ON 31 MARCH 2016**

**1. Accounting Policies:**

- a) Accounting policies
- Basis of preparation. The accounts have been prepared under the historical cost convention.
  - The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, applicable to charities in the UK and Republic of Ireland (FRS 102) effective 1 January 2015, and with the financial accounting standard for smaller entities and the Companies Act 2006.
  - In preparing the accounts the trustees considered that in applying the accounting policies required by FRS 102 and the charities SORP FRS 102 no restatement of comparative items was required.
- b) Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.
- c) Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time are not valued in the accounts but the support is noted in the Trustees' annual report.
- d) Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.
- e) Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.
- f) Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.
- g) Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.
- h) Fixed assets are included in the accounts at their historical cost and are written off through the statement of financial activities:
- Computers – 25% straight line
  - Fixtures and fittings – 25% straight line
- i) Administration expenditure comprises costs incurred in running the charity. Where applicable, some of these costs have been treated as direct charitable expenditure.

**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)  
FOR THE YEAR ENDED ON 31 MARCH 2016**

- j) The company is limited by guarantee. Members must contribute £1 on the winding up of the company. Members who have ceased to be members within the last year must also contribute.

**2. Interest receivable and similar income**

	2016 £	2015 £
Bank interest	326 ===	225 ===

	2016 £	2015 £
<b>3. Independent Examiner's Remuneration</b>	2,340 =====	2,340 =====

**4. Tangible Fixed Assets**

	Computer Equipment	Fixtures, fittings & equipment	Total
Cost			
at 1 April 2015	7,575	1,538	9,113
Additions	723	-	723
Disposals	-	-	-
At 31 March 2016	<b>8,298</b>	<b>1,538</b>	<b>9,836</b>
Depreciation			
at 1 April 2015	2,512	926	3,438
Charge for the year	1,984	368	2,352
At 31 March 2016	<b>4,496</b>	<b>1,294</b>	<b>5,790</b>
Net book value			
at 31 March 2015	<b>5,063</b>	<b>612</b>	<b>5,675</b>
at 31 March 2016	<b>3,802</b>	<b>244</b>	<b>4,046</b>

**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)  
FOR THE YEAR ENDED ON 31 MARCH 2016**

**5. Debtors / Prepayments**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Trust for London	-	9,000
	=====	=====
	-	<u>9,000</u>

**6. Liabilities: amounts falling due within one year**

	<b>2016</b>	<b>2015</b>
	<b>£</b>	<b>£</b>
Accruals		
Independent Examination 2015/16	2,340	2,340
Financial Support from Accountants	-	-
Pensions	1,007	774
Payroll Liabilities	2,790	-
	=====	=====
	<b><u>6,137</u></b>	<b><u>3,114</u></b>

**7. Restricted funds - breakdown:**

<b>Funders/ Projects</b>	<b>Balance B/fwd</b>	<b>Incoming resources</b>	<b>Resources Expended</b>	<b>Transfers</b>	<b>Balance C/fwd</b>
Trust for London	10,139	36,000	(37,641)	-	<b>8,498</b>
Clients' Fund	1,568	50	-	-	<b>1,618</b>
Esmee Fairbairn CT	173	-	(173)	-	-
Oak Foundation	878	47,916	(48,310)	-	<b>484</b>
ATMG	5	1,500	(1,500)	-	<b>5</b>
RB Kensington & Chelsea	408	7,200	(7,561)	-	<b>47</b>
Barrow Cadbury Trust	7,921	21,750	(28,973)	-	<b>698</b>
Tudor Trust	2,794	-	(2,794)	-	-
Lloyds Bank Foundation	7,779	20,000	(19,771)	-	<b>8,008</b>
Henry Smith Charity	12,185	25,000	(24,580)	-	<b>12,605</b>
Samworth Foundn.	-	35,000	(30,328)	-	<b>4,672</b>
Church Fund (Sisters)	-	11,500	(6,000)	-	<b>5,500</b>
	-----	-----	-----	-----	-----
	<b>43,850</b>	<b>205,916</b>	<b>(207,631)</b>	-	<b>42,135</b>



**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)  
FOR THE YEAR ENDED ON 31 MARCH 2016**

Grant Purpose:

Trust for London - for advice and campaigns work.  
Oak Foundation - for advice and campaigns work, including management.  
Royal Borough of Kensington & Chelsea - for advice and support work.  
Barrow Cadbury Trust - for advice and campaigns work.  
Lloyds Bank Foundation - for English classes and advice work.  
Henry Smith Charity - for English classes and advice work.  
Samworth Foundation - for the ongoing work of the charity.

**8. Trustees**

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

**9. Employees**

The average number of employees during the year was:	<b>2016</b>	<b>2015 (restated)</b>
	<b>4</b>	<b>4</b>
Employment costs:	<b>2016</b>	<b>2015</b>
Gross wages and salaries	123,461	120,496
Employer's NI	12,494	12,212
Other pension costs	<u>6,492</u>	<u>6,023</u>
	142,447	138,731
	=====	=====

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

**10. Analysis of net assets between funds**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total</b>
	<b>£</b>	<b>£</b>	<b>£</b>
Fund balances at 31 March are represented by:			
Tangible fixed assets	4,046	-	4,046
Current assets	84,748	42,135	126,883
Creditors: amounts falling due within one year	<u>(6,137)</u>	-	<u>(6,137)</u>
	<b><u>82,657</u></b>	<b><u>42,135</u></b>	<b><u>124,792</u></b>

**KALAYAAN  
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)  
FOR THE YEAR ENDED ON 31 MARCH 2016**

**11. Statement of Cash Flows**

	Total Funds £	Prior Year Funds £	Note
Cash Flows from Operating Activities	18,403	32,359	Table 12
Purchase of Fixed Assets	(723)	(4,000)	
Interest Received	326	225	
<b>Change in cash in 2015/16</b>			
Cash at 1 April 2015	108,877	80,293	
Cash at 31 March 2016	126,883	108,877	

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

	2015/16 (£)	2014/15 (£)
Net Income/(Expenditure) as per the SOFA	4,354	33,367
Adjustments for:		
Interest Received	(326)	(225)
Depreciation	2,352	1,528
(Increase)/Decrease in Debtors	9,000	-
Increase/(Decrease) in Creditors	3,023	(2,311)
Net Cash Used in Operating Activities	18,403	32,359