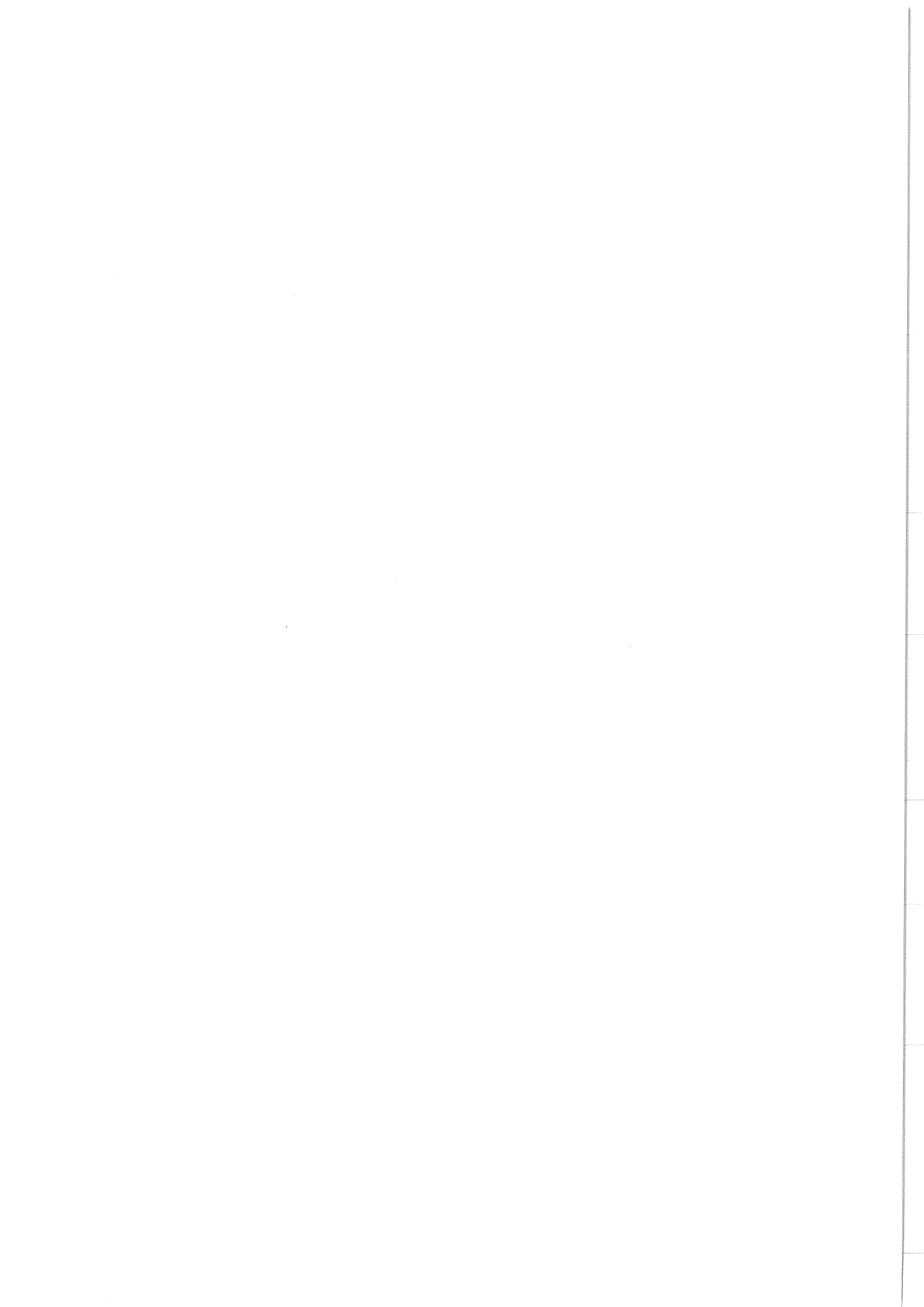


KALAYAAN
justice for migrant domestic workers

**ANNUAL REPORT
and
FINANCIAL STATEMENTS

APRIL 2018-MARCH 2019**

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Company n. 7968872
OISC n. N201200050



MISSION AND BENEFICIARIES

Kalayaan has been operating since 1987 and is the only UK advice organisation that works specifically with migrant domestic workers. These are migrants who have come to the UK on an Overseas Domestic Worker visa, to accompany their existing employer who is travelling or returning to the UK. They work as nannies, housekeepers, carers, cooks, etc. Over 90% our service users are women. Usually they have migrated to support children and extended families facing poverty in their country of origin. They all come from BME groups. The isolated nature of their work within the private household makes them vulnerable to abuses of their human and labour rights.

Kalayaan's overall aim is to improve the quality of life of migrant domestic workers. Our goals are:

- to increase migrant domestic workers' knowledge of their rights and ability to exercise them
- to identify victims of modern slavery and ensure they get adequate support
- to increase access to justice
- to raise awareness among policy makers on issues affecting migrant domestic workers
- to reduce their isolation

DIRECT SERVICES

During the financial year 18-19, we registered 77 new service users of 12 different nationalities, with a vast majority of Filipino nationals.

Breakdown of new registrations by nationality:

Nationality	Number
Philippines	57
Indonesia	4
Pakistan	3
Bangladesh	2
Egypt	2
Ghana	2
Nigeria	2
Burma	1
India	1
Kenya	1
Nepal	1
Sri Lanka	1
TOT	77

Over **92%** of new service users were **women**.

During the registration, the advisers asks questions about treatment and working conditions, in order to assess needs and identify possible indicators of modern slavery. The abuse reported include the very common experience of being deprived of documents as a means of control, being abused physically, sexually and psychologically, having no private space within the household, and sleeping on the floor on just a sheet or a blanket. The vast majority worked extremely long hours, and many

were expected to be on call at night time, especially those that slept in the baby's room, and were responsible for the baby while the employers slept.

The following tables show the breakdown of the abuse reported:

Abuse reported	
Physical assault	18%
Psychological abuse	65%
Sexual Abuse	12%
No or insufficient food	57%
No private bedroom	72%
No bed	40%
Working Mon-Sun with no day off	77%
Passport withheld by employer	50%

Working hours	
In excess of 16 hours/day	41%
In excess of 12 hours/day	23%
On call 24hours/day	36%

Advice

During the reporting period, we continued to offer 20 advice sessions per week, including Sundays, the only day off for many domestic workers. The sessions included:

- registrations: **75 new clients** received information about their rights and an assessment of their situation, and were presented with the available options. Clients were always provided with a written record of the advice received, and were given the opportunity to ask for clarifications before they signed to confirm that they understood the advice and agreed to the course of action discussed. A new advice record sheet was provided if follow up sessions were required.

When clients could not communicate well enough in English, telephone interpreting was provided, and occasionally face-to-face if necessary.

-form checking: **58 migrant domestic workers received help with their applications to renew their visa, and 29 with their applications for settlement.** We are now over 6 years into the new regime which only allows overseas domestic workers to enter on a 6-months non-renewable visa, so many who enter before 2012, under the previous rules, will have settled by now.

There is still, however, significant demand to continue to provide this service, and for those who still fall under the old rules it is a very valuable service because these applications grow increasingly complex, and so does the request for supporting documents. There already was a requirement to pay the Immigration Health Surcharge online, which many of our clients

found quite difficult due to unfamiliarity with computers, but since November 18 the government has made both application for visa renewal and for settlement only available online, and this has caused increased concern to many migrant domestic workers who don't feel comfortable enough using a computer to apply online by themselves. Unfortunately for many domestic workers this new online system will increase their dependency on their employers, so it is important that we continue to assist people and make sure they are more in control of their immigration status.

Identification of victims of trafficking

During the reporting period we identified 36 victims of trafficking for domestic slavery and referred them into the NRM.

The decision is taken by the Competent Authorities in two steps: there is an initial assessment, due to be completed within 5 working days, and if there are enough indicators the person will be given a positive Reasonable Grounds decision. At this stage the victim is entitled to safe accommodation, counselling and medical care if needed, and legal representation under Legal Aid. The person also gains the right to remain in the UK while the case is assessed. If their visa was still valid when the Reasonable Grounds decision was made, then the victim also retains the right to work while the assessment for the Conclusive decision is being made. The process before the final decision is made, (the Conclusive Grounds decision) can be very long.

Being recognised as victims of trafficking does not automatically grant leave to remain in the UK, but as victims are entitled to free representation from immigration solicitors, they can receive advice on possible applications, such as asylum, Discretionary Leave, or MDWs to apply for a 2-year Overseas Domestic Worker visa once they have received the final (conclusive grounds) decisions. Most are able to obtain some form of leave to remain in the UK.

-Other immigration and employment advice: 116 existing clients received advice sessions on other immigration or employment matters

One particularly complex case required a significant investment of time, but was successfully referred to multiple agencies for immigration, debt, housing, pension advice and mental health support, and went from a situation of being destitute and undocumented to regularising her status and being safely housed, with access to medical support too.

In one case of exploitation that was referred to a pro bono employment solicitor, the Court awarded the migrant domestic worker in excess of £60,000 in compensation.

In another case referred to North Kensington Law Centre, the solicitor supported the migrant domestic worker to communicate directly with the employer in settling her financial dispute, after Kalayaan had written a letter to the employer to raise the grievance. Fortunately, the employer paid the outstanding salary, and the case resolved very swiftly without legal proceedings being issued.

ENGLISH CLASSES

Overall, over **90 students benefitted from English classes** during the reporting period. Kalayaan offered two types of classes: informal classes, addressing the needs of service users with none or little English, and preparation classes for the English exams required for settlement applications. **Over 40 people attended the volunteer-led classes, and 53 the preparation classes.** Kalayaan paid a teacher, Dominic Clarke, to run the preparation classes and co-ordinate the volunteer classes. This is his report:

Volunteer-led Sunday English classes

The volunteer-led classes at Kalayaan continued during this reporting period. The English class coordinator is extremely grateful for the continuing commitment of volunteers who willingly gave up time on Sunday to teach classes and to travel to Kalayaan (often a time consuming activity in itself) on a customary day of rest. Without their efforts there would be no English classes and clients would lose an invaluable opportunity to improve their communication skills and socialise with other domestic workers. The kindness and care towards clients shown by volunteers is greatly appreciated and it is pleasure for the coordinator to work with them. The following volunteered during this reporting period :

Adrianna Frankie, Amy Smith, Cindy Ma, Denise Brown-Branch, Denise Tansley, Giada Baldi, Hannah Vinter, Hibo Aynaan, Jamie Alexis Mills, Mary Kuper, Natasha Savovic, Patricia Duffaud, Sinead Davoren, Tamara Roper, Tendayi Williams, Zahid Zaman, Zainab Baig, Zeina Najjar

A former volunteer had this to say:

I can vouch for Kalayaan, having volunteered as a teacher there. It really is a very worthwhile organisation and the domestic workers are all very dedicated to coming to class on Sundays. I taught classes every other Sunday and have to say, it was a real delight to work with this client group. It was a very informal environment and a lot of fun for the domestic workers (and me!) I remember one lady who attended a Sunday class and then later had to go to work when Sunday should have been her day off from work. Sundays are an opportunity for domestic workers to socialise as well since they are working 6 days a week so sometimes the odd cake arrives in the classroom, and food too. The DWs really appreciate the teachers being there, there is no other time for them to learn English.

It is noted that since the start of this recruiting period it has become significantly more difficult to source volunteers, the reasons for this sudden decline in applications are not clear. Formerly there was a steady flow of suitable volunteers. During this reporting period the English class coordinator started to provide volunteer teachers with lesson plans if they wished to use these, in order to reduce their workload and benefit from the coordinator's

knowledge of lesson planning. In addition a standard format for detailing lesson aims for the Pre-Literacy class was devised by the coordinator in order to ease learning for the very weakest students. An experienced volunteer teacher commented favourably on this approach.

In addition to the classroom activities the Coordinator organised outings for the students. In August, 25 students visited Hampstead Hill Gardens and the Pergola. This was a chance for them to explore an area near where many of them work but have not visited. It was also an opportunity to bid farewell to Sister Shalini, who managed the door on Sunday for many years – she will be missed by the Sunday regulars. Also, at Spring half term 20 plus students attended a picnic in Hyde Park and enjoyed themselves despite the somewhat inclement weather conditions.

Preparation classes for the language components of Indefinite Leave to Remain (ILR) applications

Kalayaan continued to offer free of charge preparation classes for the Life in The UK (LIUK) test and the Trinity B1 Speaking and Listening Secure English Language test (SELT) as a recognition of the transformational quality that gaining ILR has for Kalayaan's clients. During this reporting period, **22 students attended LIUK classes** and 9 students passed the LIUK test. **31 students attended B1 S&L** classes and 6 students passed the S&L exam. Some students attended both classes. These numbers reflect the declining number of DWs who are eligible to apply for ILR since the April 2012 visa changes. Notwithstanding these declining numbers it was important for clients to have access to a free of charge reliable source of support for these tests. At the same time the teacher signposted them to Kalayaan advisers for support in making ILR applications.

Previous annual reports contain background information about the two tests – in short the LIUK test mostly concerns arcane and irrelevant content whereas preparing for the SELT exam gives students an important opportunity to discuss their lives and experiences with each other. For this reason some students attended the SELT class who were not applying for ILR, including some with limited literacy, who were able to enjoy the focus on spoken English. It is worth noting in relation to the LIUK test that there are some clients who will never be able to pass it because they have not learned to read in their first language . This highlights the importance of everybody being able to access a decent basic standard of education.

POLICY WORK

Kalayaan has continued to evidence the ineffectiveness of the 2016 changes made to the domestic worker visa regime, which gave back the right to change employer but without granting any possibility to extend the 6-month visa, which effectively makes it very hard for someone who has escaped and only has a few months left on a non-renewable visa to find alternative and better employment. We made submissions to the independent review on Employment Practices in the Modern Economy, to the UN Special Rapporteur on Contemporary Forms of Slavery, the Committee on the Elimination of all forms of Discrimination against Women and the UN Committee against Torture. The Global Slavery Index recommended the timeframe workers are given to find new employment be extended beyond 6 months. Articles have been published in The Guardian, Evening Standard and Wikitribune about the issues still faced by migrant domestic workers. The Wikitribune article won the 2018 Anti-Slavery Day Award for best written news piece dealing with modern slavery.

Unfortunately, several policy developments expected during this period seemed to be put on hold. The sense is that many policy decisions have been suspended while the government debates Brexit, and this lack of interest and availability from the governments frustrated most policy and campaign work.

In January 2018, the Home Office announced their proposed timeline for the implementation of information meetings for ODWs newly arrived in the UK. These were originally conceived to assist abused and exploited workers to make informed decisions about their situation in the UK, including taking practical self-help steps to leave abusive employers and support to do so. Kalayaan formed an advisory group of experts including James Ewins QC, author of the 2015 independent review to produce some minimum standards to inform the scope and delivery of the meetings which we published in spring 2018. The group also included self-help groups of migrant domestic workers, such as The Voice, Kanlungan and the Filipino Domestic Workers Association. The group raised concerns about the draft requirements for the tender and the impact on workers, notably that attendance would not be made mandatory. A tender for the service closed in summer 2018, but no supplier was selected and no further announcements have been made as to the future of this project.

Kalayaan continues to put pressure on the Home Office to provide information about its plans, and will continue to recommend that more information and support is made available to newly arrived migrant domestic workers in the UK.

Kalayaan also played a leading role in mobilising support for the Modern Slavery (Victim Support) Bill, which would put victim care on a statutory basis. Currently victims have 45 days to exit support services and find alternative accommodation and means to survive. The lack of a guaranteed pathway to further support and only 45 days for victims to access mainstream services places them at real risk of homelessness, destitution and re-trafficking. Kalayaan campaigned alongside partners in the Free For Good coalition and drafted briefings to MPs on the issue, provided submissions to Frank Field's inquiry into long term

support and the Home Affairs Select Committee. We have given interviews to The Sun newspaper, The Guardian and LBC radio and handed in a petition of signatures to the Home Office and 10 Downing Street calling on the government to support the bill. Unfortunately, this Bill also appears to have been put on hold while the government was absorbed by the Brexit negotiations.

Kalayaan is a member of the Modern Slavery Strategy and Implementation Group on victim care. We assisted in producing some principles as part of the Home Office review of who should be a designated first responder to the NRM. We also raised concerns around digitising the NRM and the decision of multi-agency panels to only scrutinize negative conclusive grounds decisions, not reasonable grounds decisions which are the gateway to accessing support for victims.

Kalayaan is drafting a report looking at the impact of immigration policy on victims in the NRM who are denied permission to work and whether this is making them more vulnerable to further exploitation and harm.

Kalayaan will continue to support migrant domestic workers through both direct services and policy work aimed at improving the legislative environment affecting them. We will monitor how any Brexit outcome might affect relevant immigration law and we will review our services accordingly.

THANKS

Kalayaan wishes to thank all those that made our work possible

Trustees

Thanks to our Trustees for their constant support:

Alison Harvey – Co-Chair

Rob Fink – Co-Chair

Silvia Hill –Treasurer

Dr Virginia Mantouvalou

Dr Myriam Cherti

Nuldia Abdurahim

Staff

Thanks to our dedicated staff:

Rita Gava – Director

Avril Sharp – Policy and Casework Officer

Marta Bratek – Immigration Solicitor

Alex Millbrook – Immigration Lawyer

Josie Collins – Casework Officer

Andrea Kyselakova - Administrator

Dominic Clarke – English Teacher and Class Coordinator (freelance)

Volunteers

Thanks to **Sr. Shalini Saleth, Sr. Leela Philip**, and all the Sisters of the order of the Franciscan Servants of Mary for their invaluable practical and emotional support to the our service users, especially with emergency accommodation.

Thanks to our dedicated Office Volunteer **Michelle Lazkani** and our Research Volunteer **Natalie Sedacca**

Our popular English classes could not run without the following **volunteer teachers**, who give their time on Sundays:

Adrianna Frankie, Amy Smith, Cindy Ma, Denise Brown-Branch, Denise Tansley, Giada Baldi, Hannah Vinter, Hibo Aynaan, Jamie Alexis Mills, Mary Kuper, Natasha Savovic, Patricia Duffaud, Sinead Davoren, Tamara Roper, Tendayi Williams, Zahid Zaman, Zainab Baig, Zeina Najjar

Friends and Supporters

Kalayaan wishes to thank the following law firms for giving us their time and expertise and supporting our clients: **ATLEU, Bindmans, Birnberg Peirce & Partners, Deighton Pierce Glynn, Duncan Lewis, Elder Rahimi, Hogan Lovells, Freshfields, JCWI, Keasar and Co, Liberty, Matrix Chambers, Polpitya and Co, Sriharans, Slater and Gordon Solicitors employment department, Wilsons and Wright Hassall.** We are also grateful to all the London Law Centres that have supported our clients.

We also wish to thank the following people and organisations for their collaboration and support:

Focus on Labour Exploitation (FLEX)

Anti-Slavery International

The Human Trafficking Foundation

The Co-ordinators of the Free For Good campaign

The **Co-op** for their supports to victims of trafficking through their Bright Futures scheme

HSBC for helping victims of domestic servitude open Basic Bank Accounts

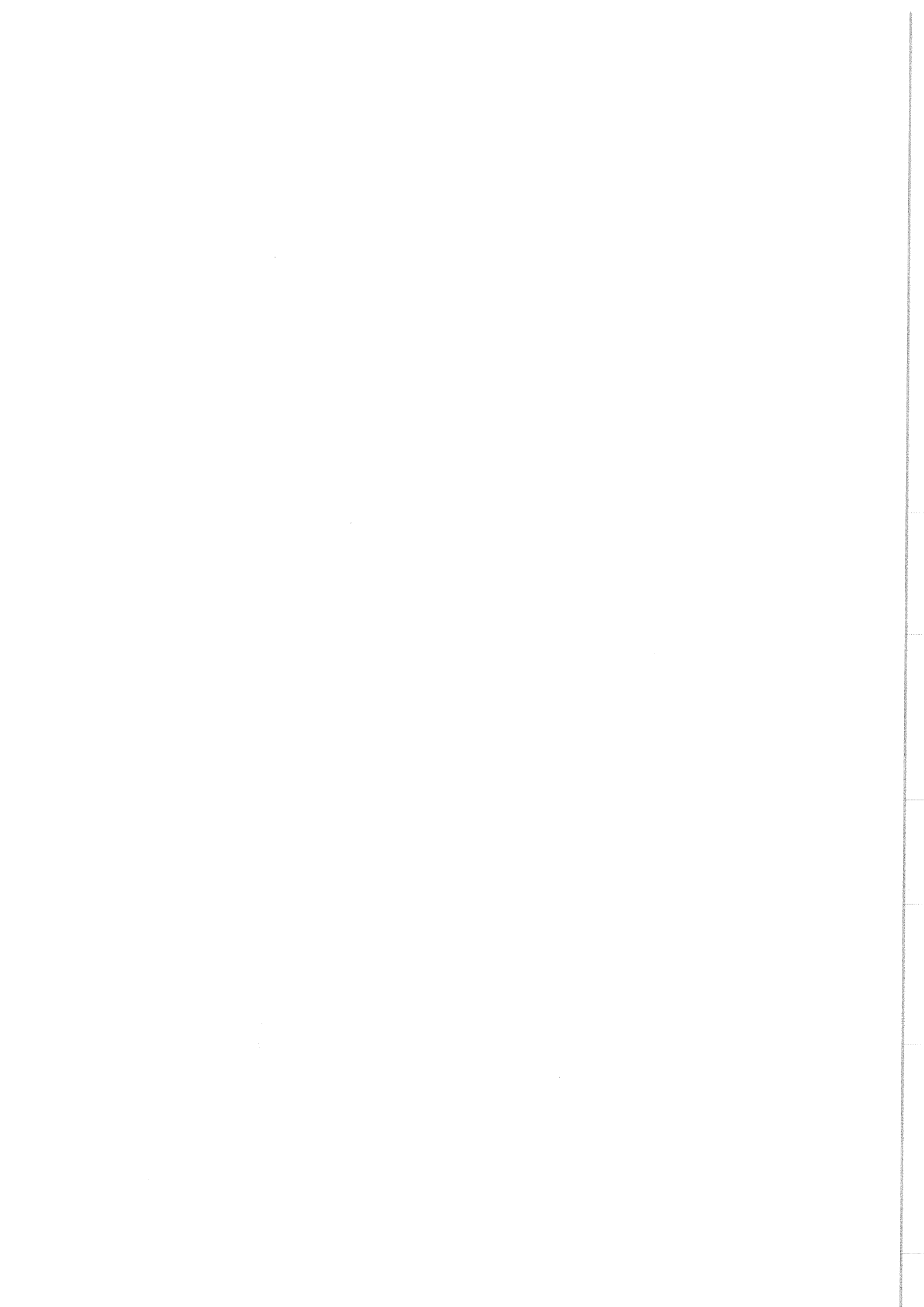
Unite the Union

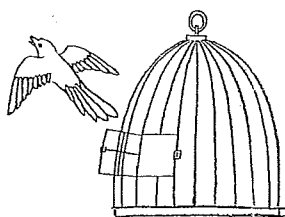
Marissa Begonia and **everyone at The Voice of Domestic Workers**

Phoebe Dimacla and **Sheila Esperanza** and the other members of **FDWA**

Thanks to our generous **Funders and Donors**, who make our work possible:

the **Barrow Cadbury Trust**, the **Bromley Trust**, the **Esmee Fairbairn Foundation**, the **Lloyds Bank Foundation**, the **Oak Foundation**, the **Royal Borough of Kensington and Chelsea**, the **Samworth Foundation**, and all the individuals who support us with their kind donations.





KALAYAAN

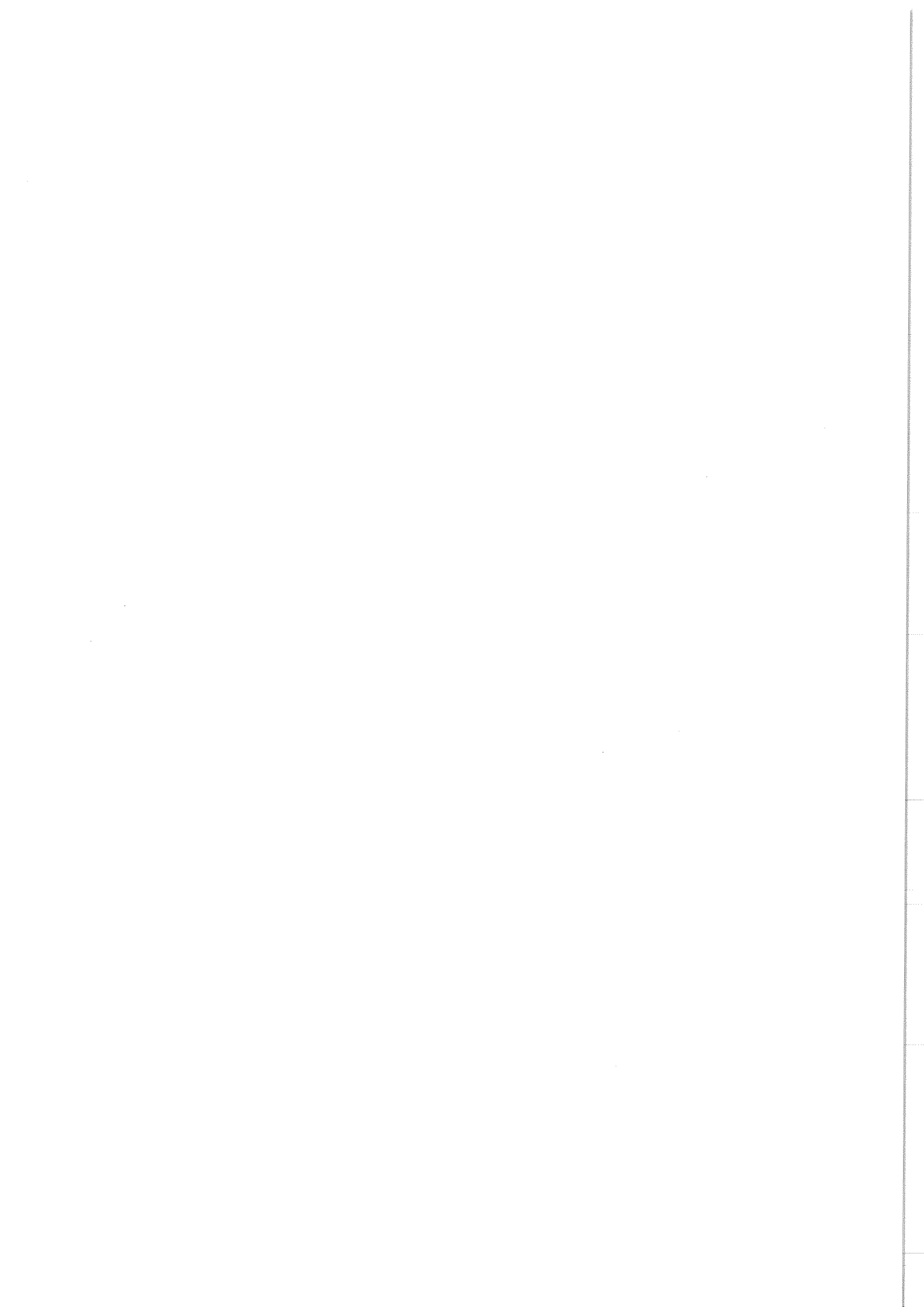
justice for migrant domestic workers

KALAYAAN (limited by guarantee)

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2019

**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 2019

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KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

FINANCIAL STATEMENTS FOR THE FOR THE YEAR ENDED 31 MARCH 2019

ORGANISATION INFORMATION

Legal Status

Charity and private company limited by guarantee.

MANAGEMENT COMMITTEE MEMBERS

Nuldia Abdurahim (former migrant domestic worker, appointed 29 May 2018)
Myriam Cherti
Rob Fink (Co-Chair)
Alison Harvey (Co-Chair)
Silvia Hill (treasurer)
Virginia Mantouvalou
David Ould (Treasurer, resigned in April 2018)
Pauline Uwins (appointed 4th of April 2019)

STAFF

Rita Gava (Company Secretary)
Marta Bratek
Dominic Clarke (Freelance)
Josie Collins
Andrea Kyselakova
Alexandra Millbrook
Avril Sharp

REGISTERED OFFICE

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Chartered Accountants
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TW9 2RD

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 2019.

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

STRUCTURE, GOVERNANCE AND MANAGEMENT

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

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

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

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

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

OBJECTIVES AND 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.
- Emergency support for those running away from abusive employers.
- ESOL and literacy classes for some 110 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 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 and existing policies, particularly immigration rules affecting migrant domestic workers.
- Registered with the government as a first responder to begin the process of formally identifying people as victims of trafficking.

ACHIEVEMENTS AND PERFORMANCE

During the reporting period Kalayaan provided at least 20 advice sessions per week. Over 278 service users benefitted from these sessions: beneficiaries were a combination of previous and newly registered service users, all of whom presented a diverse range of needs. Nearly 75 were new service users, 58 were assisted with their application for visa renewal, 29 with settlement applications and around 116 needed advice on other immigration or employment issues. Following the decision to widen the scope of advice available to migrant domestic workers, Kalayaan appointed an OISC level 3 adviser in 2017 and continues to upgrade other staff skills from OISC 1 to 2 or above. 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.

Kalayaan runs volunteer led English classes at three levels for migrant domestic workers, offering language support ranging from basic to intermediate literacy and English training classes for those taking the knowledge of language and life in the UK test. More than 110 students attended the classes in 2018/2019.

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 migrant domestic workers.

Kalayaan's priorities in the current year are:

- To demonstrate to the government, parliamentarians and the public the extent to which the changes made to the immigration rules for migrant domestic workers have failed to mitigate the negative impact of the 2012 revision to those rules for migrant domestic workers. To work for repeal of the 2012 rules and, pending that, for the government to implement the full recommendations of the Ewins' review of the immigration rules for migrant domestic workers, including full implementation of the safeguards promised in the government response to the review; to provide more protection for MDWs employed by embassy staff in the UK.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

- To continue to provide high quality advice and representation to migrant domestic workers and to increase the range of matters on which Kalayaan is able to provide such advice and representation by gradually improving staff qualifications from OISC Level 1 to OISC Level 2.
- To extend Kalayaan's ability to reach and to support those who enter the UK under the new visa and those from countries currently underrepresented among clients, including through outreach and campaigning/research.
- Despite the limitations to legal aid, to continue to support 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.
- To monitor the impact of modern slavery laws and to ensure that of the protections in the Council of Europe Convention on Action Against Trafficking in Human Beings are made fully available to those Kalayaan clients who meet the criteria.
- To continue to run ESOL classes for migrant domestic workers.
- To improve monitoring and evaluation of progress against strategy and objectives.

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 identifies these as follows:

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

For the last seventeen years, Kalayaan has been a fully accredited advice centre and advice work and staff providing advice are audited, and staff supervised. Adding an OISC level added further professionalism and support this complex work being undertaken safely. Priority is placed on staff training. Having an OISC level 3 adviser on the team means that a more diverse range of work can be undertaken for clients, including those on the restrictive short visa who have very limited options. Kalayaan is also working to develop its outreach services and to offer migrant domestic workers diverse opportunities to be involved in research and campaigning. The organisation has conducted a strategic review 3 adviser to the staff team and preparing staff for accreditation at higher levels have and has created a detailed business plan against which to review, monitor and allocate work.

KALAYAAN - JUSTICE FOR MIGRANT DOMESTIC WORKERS

REPORT OF THE MANAGEMENT COMMITTEE (continued)

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

Reserves

Throughout its life Kalayaan has operated with minimum financial resources. Some years ago the Management Committee decided that it would be prudent to build up sufficient general reserves to cover at least three to four months of core operating expenditure. This is thought to be necessary to cover any short term reduction in restricted fund income, which makes up the bulk of Kalayaan's funds. The Committee is pleased to report that the general reserve had reached a level of 4 months expenditure at the end of March 2019.

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 31st March 2019 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

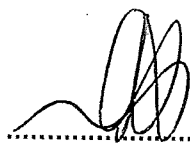
Income for the year of **£160,457** was 31% lower than the previous year. This was mainly due to long term restricted grants coming to an end. Unrestricted fund grants of £31,175 were lower than 2017/2018. Total expenditure of **£ 240,078** for the year was 7 % higher on the previous year.

Kalayaan's accounts for the financial year 2017/18 showed a deficit of **£(79,610)**, made up of a deficit of **£ (53,516)** on restricted funds and a deficit of **£ (26,094)** on unrestricted funds. At the year end the organisation's free (unrestricted) reserves were £78,265 in line with the Board's target. Overall the financial situation remains healthy as several new funders have been secured in the last couple of months.

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.

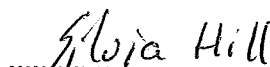
In accordance with Section 485 of the Companies Act 2006, a resolution proposing the reappointment of the independent examiner will be put to the first Management Committee following the Annual General Meeting.

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


.....

Rob Fink
Management Committee Member

Date 30/10/19.....


.....

Silvia Hill
Management Committee Member

Date 11/11/2019.....

INDEPENDENT EXAMINER'S REPORT

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

I report to the Management Committee on my examination of the accounts of the Company for the year ended 31 March 2019 which comprise the Statement of Financial Activities, Balance Sheet, Cashflow and the related notes.

Responsibilities and basis of report

As the members of the Management Committee of the Company (who are also the directors of the company for the purposes of company law), you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

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

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention which give me cause to believe that:

- Accounting records were not kept in accordance with section 386 of the Companies Act 2006; or
- The accounts do not accord with such records; or
- The accounts do not comply with relevant accounting requirements under section 396 of the Companies Act 2006 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
- The accounts have not been prepared in accordance with the Charities SORP (FRS102).

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.

A. E. Harraghy

13.11.2019

Anne Harraghy (BA, FCA)
PK Audit LLP
Chartered Accountants
1 Parkshot
Richmond
Surrey
TW9 2RD

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account)
FOR THE FOR THE YEAR ENDED ON 31 MARCH 2019**

Funds	2019	Unrestricted	Restricted	2019	2018
	Notes	Funds	Funds	Total Funds	Total
		£	£	£	£
Incoming Resources:					
<i>Charitable activities</i>					
Oak Foundation		-	50,000	50,000	50,000
Royal Borough of Kensington & Chelsea		-	9,792	9,792	9,792
Barrow Cadbury Trust		-	35,000	35,000	37,000
ATMG		-	-	-	715
Lloyds Bank Foundation		-	20,000	20,000	20,000
Samworth Foundation		-	-	-	35,000
Esmee Fairbairn Foundation		-	12,500	12,500	50,000
Bromley Trust		15,000	-	15,000	22,500
<i>Voluntary Income</i>					
Fundraising / Donations etc		15,442	-	15,442	8,967
Clients Emergency Fund		-	2,000	2,000	-
Activities		460	-	460	-
Membership		-	-	-	-
<i>Investment Income</i>					
Bank Interest	2	273	-	273	138
		-----	-----	-----	-----
Total Incoming Resources		31,175	129,292	160,467	234,112
		-----	-----	-----	-----

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED ON 31 MARCH 2019 (CONTINUED)**

	Unrestricted	Restricted	2019	2018
2019 Notes	Funds £	Fund £	Total Funds £	Total Funds £
Resources Expended				
<i>Charitable Activities</i>				
Salaries / ENIC / Pension	41,969	130,960	172,929	151,834
Child Care Vouchers (salary sacrifice)	-	-	-	-
Admin Support	1,169	2,552	3,721	4,122
Payroll Costs	579	638	1,217	653
Staff Travel	77	169	246	194
Staff Development/Training/Recruit	-	3,483	3,483	1,172
English Classes	-	6,258	6,258	7,950
Other Client Support	343	3,185	3,528	4,009
Emergency Fund / Accommodation	-	695	695	694
Sisters Support Services	-	-	-	-
Volunteers' Expenses	57	155	212	540
Premises Costs	7,969	16,307	24,276	27,719
Equipment Repairs & Build Maintenance	1,018	4,319	5,337	4,993
Stationery / Postage / Photocopying	645	3,625	4,270	5,739
Subscriptions / Memberships etc	60	568	628	665
Telephone / Fax / Internet/ Website	488	4,073	4,561	5,514
Sundry Expenses	-	-	-	-
Campaigning/Advocacy	-	-	-	1,807
Insurance	154	2,195	2,349	-
Cost of Generating Funds	72	132	204	216
Depreciation	1,549	649	2,198	2,305
<i>Governance Costs</i>				
Management Committee Expenses	192	111	303	149
Bank Charges	15	35	50	60
Accountancy/Legal fees	13	-	13	-
Independent Examination	900	2,700	3,600	3,204
Total Resources Expended	57,270	182,809	240,078	223,539
Net incoming (outgoing) resources				
For the year	(26,094)	(53,516)	(79,610)	10,573
Debtor write off	(2,000)	-	(2,000)	-
Cancellation of cheques	-	-	-	-
Transfers between Funds	-	20	20	-
Balance Brought Forward at 1 April 2018	106,359	62,304	168,663	158,090
Balance carried forward at 31 March 2019	78,265	8,808	87,073	168,663

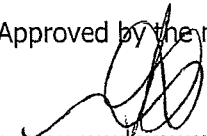
**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

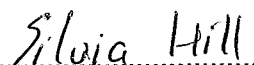
**BALANCE SHEET
AS AT 31 MARCH 2019**

	Notes	2019 £	2018 £
Net Fixed Assets	4	3,372	4,163
Current Assets:			
Debtors	5	-	37,000
Cash at bank and in hand		144,004	154,583
		-----	-----
		144,004	191,583
Liabilities:	6	(60,304)	(27,083)
(Amounts falling due within one year)		-----	-----
Net Current Assets		83,700	164,500
		=====	=====
NET ASSETS:		87,073	168,663
		=====	=====
Funds:			
Unrestricted funds:			
General		78,265	106,359
Restricted funds:	7	8,808	62,304
		-----	-----
	10	87,073	168,663
		=====	=====

For the year ended 31 March 2019, 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 _____ and signed on its behalf by:


.....
Rob Fink
Management Committee Member


.....
Silvia Hill
Management Committee Member

Date 30/10/19

Date 11/11/2019

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

Statement of Cash Flows at 31st March 2019

	Total Funds	Prior Year Funds	Note
	2019 £	2018 £	
Cash Flows from Operating Activities	(9,444)	(4,289)	Table 11
Purchase of Fixed Assets	(1,407)	(321)	
Interest Received	273	138	
	<u>(10,579)</u>	<u>(4,472)</u>	
Change in cash in 2018/19			
Cash at 1 April 2018	154,583	159,055	
Cash at 31 March 2019	144,004	154,583	
	<u>(10,579)</u>	<u>(4,472)</u>	

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED ON 31 MARCH 2019**

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.
- Note 2 Legal status of the charity
The charity is a company limited by guarantee and has no share capital. Every member of the company undertakes to contribute to the assets of the company, in the event of it being wound up whilst being a member, or within one year after ceasing to be a member. The liability will not exceed £1.

- b)** At the time of approving the accounts, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for the foreseeable future. Thus the Trustees continue to adopt the going concern basis of accounting in future.
- c)** Voluntary income is received by way of donations and gifts and is included in full in the Statement of Financial Activities when received. Gifts in kind are valued at their estimated value to the charity and included under the appropriate headings.
- d)** Intangible income is valued and included in income to the extent that it represented goods or services. Volunteer time is not valued in the accounts but the support is noted in the Trustees' annual report.
- e)** Grants including grants for the purchase of fixed assets are recognised in full in the Statement of Financial Activities in the year in which they are received.
- f)** Fund-raising expenditure comprises all cost incurred, including people or organisations, to contribute financially to the charity's work.
- g)** Restricted funds are to be used for specified purposes as laid down by the donor. Expenditure, which meets these criteria, is identified to the fund.
- h)** Unrestricted funds are donations and other income received or generated for the objects of the charity without further specified purpose and is available as general funds.

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2019**

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

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2019**

2. Interest receivable and similar income

	2019	2018
	£	£
Bank interest	273	138
	===	===

	2019	2018
	£	£
3. Independent Examiner's Remuneration	3,600	3,204
	====	====

4. Tangible Fixed Assets

	Computer Equipment	Fixtures, fittings & equipment	Total
Cost			
at 1 April 2018	8,619	5,738	14,357
Additions	1,407	-	1,407
Disposals	-	-	-
At 31 March 2019	10,026	5,738	15,764
Depreciation			
at 1 April 2018	7,345	2,849	10,194
Charge for the year	1,148	1,050	2,198
At 31 March 2019	8,493	3,899	12,392
Net book value			
at 31 March 2018	1,274	2,889	4,163
at 31 March 2019	1,533	1,839	3,372

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2019**

5. Debtors / Prepayments

	2019	2018
	£	£
Samworth Foundation	-	35,000
	=====	=====

6. Liabilities: amounts falling due within one year

	2019	2018
	£	£
Accruals		
Independent Examination	2,500	2,500
Pensions	2,619	2,619
Payroll Liabilities	4,286	4,286
Restricted income received in advance	50,700	17,500
Other accruals	199	178
	=====	=====
	<u>60,304</u>	<u>27,083</u>

7. Restricted funds - breakdown:

Funders/ Projects	Balance B/fwd	Incoming resources	Resources Expended	Transfers	Balance C/fwd
Clients' Emergency fund	5	2,000	(640)	-	1,365
Oak Foundation	1,214	50,000	(51,208)	-	6
ATMG	894	-	-	-	894
RB Kensington & Chelsea	14	9,792	(9,792)	-	14
Barrow Cadbury Trust	-	35,000	(35,000)	-	-
Lloyds Bank Foundation	7,336	20,000	(19,980)	-	7,356
Samworth Foundation	17,186	-	(17,127)	-	59
Esmee Fairbairn Foundation	35,655	12,500	(49,041)	-	(886)
	-----	-----	-----	-----	-----
	62,304	129,292	(182,788)		8.808

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2019**

Grant Purpose:

Oak Foundation - for advice and campaigns work, including management.

Royal Borough of Kensington & Chelsea - for advice and support work.

Barrow Cadbury Trust - for advice and campaigns work.

Lloyds Bank Foundation - for English classes and advice work.

Henry Smith Charity - for English classes and advice work.

Samworth Foundation - for the ongoing work of the charity.

Esmee Fairbairn 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:	2019	2018
	5	4
Employment costs:	2019	2018
Gross wages and salaries	150,595	128,487
Employer's NI	15,425	14,004
Other pension costs	6,909	9,343
	172,929	151,834
	=====	=====

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

10. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 31 March 2019 are represented by:			
Tangible fixed assets	3,372		3,372
Current assets	84,496	59,508	144,004
Creditors: amounts falling Due within one year	(9,604)	(50,700)	(60,304)
	78,264	8,808	87,073

**KALAYAAN
JUSTICE FOR MIGRANT DOMESTIC WORKERS**

**NOTES TO THE ACCOUNTS (continued)
FOR THE YEAR ENDED ON 31 MARCH 2019**

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

	2018/19 (£)	2017/18 (£)
Net Income/(Expenditure) as per the SOFA	(81,590)	8,573
Adjustments for:		
Interest Received	(273)	(138)
Depreciation	2,198	2,305
(Increase)/Decrease in Debtors	37,000	(33,000)
Increase/(Decrease) in Creditors	33,221	17,971
Net Cash Used in Operating Activities	(9,444)	(4,289)

