



KALAYAAN

Justice for migrant domestic workers

FINANCIAL STATEMENTS

For the Year Ended 31 MARCH 2025

Registered Charity in England and Wales

1146596

Registered company in England and Wales

07968872

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

ORGANISATION INFORMATION

LEGAL STATUS

Charity and private company limited by guarantee.

Hannah Billington (Company Secretary)

MANAGEMENT COMMITTEE MEMBERS

Virginia Mantouvalou (Chair)

Pauline Uwins (resigned 24.11.24, reappointed 30.11.25)

Silvia Hill (Co-Treasurer resigned 22.10.25)

Gabriel Ephraim (Deputy Treasurer)

Alison Harvey (Trustee)

Hugh Graham Collins (Trustee)

Julieta Gadayan (Trustee)

Myriam Cherti (Trustee)

Narmada Thiranagama (resigned 22.05.24)

Natalie Margit Sedacca (Trustee)

Michael Muirhead (Treasurer, appointed 24.11.24)

Lauren Exell (Trustee, appointed 22.04.25)

Emalyn (Zemzem) Pescadero (Appointed 24.11.24; resigned 11.11.25)

Neetu Tiwari (Trustee, appointed 22.04.25)

STAFF

Hannah Billington CEO (started 17.03.25)

Rita Gava (left 26.06.25)

Alexandra Millbrook (Immigration Lawyer)

Andrea Kyselakova (Operations Manager, Bookkeeper and Tech Support Officer)

Avril Sharp (Immigration Lawyer and Policy Officer until secondment in Feb 2025)

Dipa Haria (Immigration Lawyer)

Marta Bratek (Immigration Lawyer left 25.11.25)

Rebecca Hirst (Community Engagement Lead, left 15.12.24)

Arundhati Chaudhuri (Community Engagement Lead, started 05.02.25)

Sophie Levack (Immigration Lawyer and Policy Officer – also MEL Manager from Aug 2025)

Dominic Clarke (freelance English Teacher)

REGISTERED OFFICE

St. Francis Centre

13 Hippodrome Place

London

W11 4SF

INDEPENDENT EXAMINER

Richard Lane

Affinia (Stratford)

Chartered Accountants & Registered Auditors

19th Floor

1 Westfield Avenue

London

E20 1H2

BANK

CAF Bank

25 Kings Hill Avenue

Kings Hill

West Malling

Kent

ME194JQ

Contents

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025	2
ORGANISATION INFORMATION.....	2
LEGAL STATUS	2
MANAGEMENT COMMITTEE MEMBERS	2
STAFF	2
REGISTERED OFFICE	3
INDEPENDENT EXAMINER	3
BANK.....	3
Contents	4
CHAIR'S REPORT	6
Staff team	6
Trustees	7
Coalitions and collaborations	7
Funders.....	7
REPORT OF THE MANAGEMENT COMMITTEE MEMBERS.....	8
STRUCTURE, GOVERNANCE AND MANAGEMENT	8
OBJECTIVES AND ACTIVITIES	9
Legal Advice	9
Policy and Advocacy	9
Community Engagement Programme	11
Reserves	12
Asset cover for funds	12
Statement of the Management Committee's Responsibilities:	12
Public Benefit Statement.....	13
Risk Management	13
Financial Review	13
INDEPENDENT EXAMINER'S REPORT	15
STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2025	17
BALANCE SHEET AS AT 31 MARCH 2025	21
NOTES TO THE ACCOUNTS.....	23
1. Accounting Policies:	23

2. Statement of Financial Activities for the previous financial year	25
STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024	25
3. Interest Receivable and similar income.....	28
4. Independent Examination.....	28
5. Tangible Fixed Assets	29
6. Debtors	29
7. Creditors: amounts falling due within one year	29
8. Restricted funds – breakdown:.....	29
9. Trustees.....	30
10. Employees	31
11. Analysis of net assets between funds.....	31
12. Operating Lease	32
13. Related party transactions	32

CHAIR'S REPORT

This has been another successful year for Kalayaan. We have continued to provide crucial protections and advice to migrant domestic workers in the UK who still do not enjoy the rights outlined in the ILO Convention 189 on Domestic Workers (2011). The ILO Convention contains a range of essential workers' rights, recognising the unique challenges faced by isolated workers in the sector but it remains unratified by the United Kingdom. Migrant domestic workers are also still excluded from the rights that other workers have because of the restrictions of the UK Overseas Domestic Worker visa which ties workers to employers in settings where exploitation goes unseen. Under the restrictive terms of the visa, it is practically impossible for exploited workers to obtain alternative, decent employment. Without legal protection of their rights, many domestic workers will not come forward to the authorities when they experience exploitation and abuse. Only through the legal advice and support Kalayaan offers can domestic workers escape the physical and psychological abuse, withholding of wages, passport, food, privacy and rest that are, unfortunately, still common features of life as a migrant domestic worker in the UK.

Kalayaan continued to offer specialist legal advice to protect domestic workers' rights and to enable exploited workers and victims of slavery and trafficking to find safety and decent work. As well as delivering legal advice and referring survivors of trafficking and slavery into the National Referral Mechanism, we also campaigned and advocated for the changes to legislation that would make it harder for employers to exploit domestic workers. Kalayaan continued to campaign for wider policy change and to organise community events for domestic workers offering information sharing, social support and advocacy training through our Community Engagement Programme. Our work is more important than ever.

Our Treasurers and CEO managed a process of reducing our reserves during the financial year 2024-5 and invested in extending our successful Community Engagement Programme in the knowledge that we had secured significant grant funding starting in the next financial year.

Staff team

The outstanding work delivered by Kalayaan in 2024-5 would not have been possible without our skilled and experienced staff team: Marta Bratek, Rita Gava (who stepped down as CEO in December 2024 and continued providing part-time support on fundraising until June 2025), Dipa Haria, Rebecca Hirst, Andrea Kyselakova, Sophie Leveck, Alex Millbrook and Avril Sharp. We would like to thank Rita Gava for her long, dedicated service. We were fortunate to appoint an excellent new CEO, Hannah Billington, who started her role at Kalayaan in March, as the financial year was ending. The work of our Interim CEO, Bethany Brady, who worked for Kalayaan between December 2024 and February 2025, was also crucial to the health of the organisation during the transition period and we are indebted to her. Moreover, we said goodbye to Rebecca Hirst in December 2024 after her excellent work building our Community Engagement Programme and welcomed Arundhati Chaudhuri who is leading the Community Engagement Programme through its next stage of growth. We are deeply grateful to all the exceptional volunteers who made Kalayaan's work possible during the 2024-5 financial year by supporting our caseworkers, our community engagement events and our English classes, especially Tiffany Bucknall, Ericka Regalado and Devyani Nighoskar. We are also thankful to Dominic Clarke, our freelance English teacher, for continuing to deliver weekend lessons for our service users.

Trustees

Trustees supported Kalayaan through the transition to a new CEO at the end of the financial year. I am very grateful for the commitment, time and support of all Trustees and would especially like to thank Pauline Uwins who stepped down in 2024 as Deputy Chair of Trustees. Pauline was a skilled, thoughtful and wise advisor and will be missed. We appointed three new Trustees after a skills audit, Emalyn (Zemzem) Pescadero who brings lived experience as a migrant domestic worker, Michael Muirhead from Lloyds, a chartered accountant with considerable experience in risk management, and two further staff members from Lloyds with significant professional experience and a particular focus on data, technology and risk management, Lauren Exell and Neetu Tiwari.

Coalitions and collaborations

Kalayaan has worked closely with other anti-trafficking and migrant rights' organisations this year including; Anti-Slavery, Amnesty International, the Anti-Trafficking and Labour Exploitation Unit (ATLEU), Unite the Union, and Liberty. These collaborations created stronger advocacy for the rights of domestic workers and raised awareness of our policy asks with Ministers, MPs and Peers.

As First Responders, Kalayaan continued to support and train other organisations including sector partners (charities) local authorities, The Met Police, The NHS and private employers, as well as law centres and solicitors who refer potential victims of modern slavery for assessment and NRM referrals.

Kalayaan also collaborates closely with migrant domestic workers' organisations including the Voice of Domestic Workers, Unite the Union, Kanlungan, The Filipino Domestic Workers Association and the Indonesian Networking Development United Kingdom. These organizations refer clients to Kalayaan and we collaborate to define, drive and deliver campaign and policy activities.

Funders

We would like to thank the extremely generous funders who made our work possible during this financial year including the AB Charitable Trust, Anti-Trafficking Monitoring Group, the Barrow Cadbury Trust, the Bromley Trust, the Esmée Fairbairn Foundation, Fondation Chanel, the Lloyds Bank Foundation, the National Lottery Community Fund, the Oak Foundation and their partner the Swiss Philanthropy Foundation and Trust for London. In addition, we would like to thank the Lloyds Bank Foundation for non-financial support that they generously offer.

We are also extremely grateful to all the individual donors who gave via our website and via JustGiving as well as through direct donations, with special thanks to Mr Wing.

Professor Virginia Mantouvalou Chair of Kalayaan

REPORT OF THE MANAGEMENT COMMITTEE MEMBERS

The Management Committee presents its directors' report and this year's unaudited accounts for the year ended 31 March 2025.

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 effective January 2019.

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. Executive function is the responsibility of the CEO appointed by the charity trustees and the trustees of the charity exercise governance.

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:
- The provision of legal and other advice.
- 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 the Management Committee aims to appoint and maintain 25% of trustees with lived experience as migrant domestic workers.

OBJECTIVES AND ACTIVITIES

Legal Advice

The legally qualified caseworkers on Kalayaan's legal team gave our clients vital legal advice throughout the financial year, spending many hours taking witness statements, gathering evidence and working with Home Office bodies to ensure access to statutory support and protection of their rights. Our caseworkers enabled clients to regularise their status, giving a degree of financial stability and safety through access to decent alternative employment, safe housing, healthcare and the option to be recognised as a survivor of trafficking and modern slavery via a referral into the Home Office's National Referral Mechanism (NRM). Kalayaan's legal team continued to deliver success in achieving Conclusive Grounds decisions for the clients we referred into the NRM, transforming their level of security and opening a chance of recovery following the trauma of exploitation and servitude.

Kalayaan worked with and signposted some 200 exploited migrant workers during the year and our legal team registered 65 new clients as well as working with a high volume of existing and longstanding clients whose cases were often complex. We advised 63 clients on immigration issues including spousal visa, asylum, discretionary leave, applications for dependants, and made 45 referrals to employment lawyers where representation was needed. Kalayaan's advice and information sharing enabled 43 clients to access healthcare as well as other vital statutory services. We achieved 33 Conclusive Grounds decisions for clients who had been referred into the NRM and 14 of our clients were helped with support for urgent survival needs such as emergency accommodation after escaping from exploitative employers.

High quality legal advice from our lawyers, given with the benefit of longstanding expertise on the Overseas Domestic Worker visa, unlocked security and a path to recovery for scores of Kalayaan's clients this year, allowing them to escape exploitation, abuse and destitution.

Policy and Advocacy

2024-5 was a busy and successful year for Kalayaan's policy and advocacy work. Six significant reports were published, using our insights into the history and current injustices affecting domestic workers, to make the case for systemic reforms. The reports attracted political interest which led ultimately to two amendments being tabled to legislation (later in 2025). We attracted political signatories to our public letters, gained media cut through and presented our arguments directly to a greater number of Ministers, MPs and peers than in previous years. The election of a new Labour government on July 4th created an opportunity to reach newly elected politicians who had advocated for migrant rights and workers' rights while in opposition.

In June 2024, Kalayaan published '12 Years of Modern Slavery: the smokescreen used to deflect state accountability for migrant domestic workers.' The report called for the reinstatement of an Overseas Domestic Worker visa allowing realisable routes out of exploitation. The report debunked arguments against reforming the visa and set out the evidence about why reinstatement of the previous visa structure would reduce exploitation. The report was launched alongside an interview on the Free Movement Podcast, and articles in 'The Lady' and on Freedom United's website.

Kalayaan published a joint statement on the First Responder capacity crisis in August. Signed by six other non-statutory First Responders to the National Referral Mechanism (NRM), the statement highlighted the

urgent requirement for more non-statutory First Responders to meet the growing need among survivors of trafficking and modern slavery for referrals. The statement was a rare moment of unified public outcry, coordinated by Kalayaan. After a response from the Minister for Safeguarding in September the Home Office's Modern Slavery Unit launched a new NRM referral form following Kalayaan's recommendations (in April 2025).

On the 23rd of October, Kalayaan launched a further series of reports calling for the right to work in the NRM; 'Ready, Willing & Able: The cost of not allowing survivors in the NRM to work'. The launch took place at a Parliamentary meeting in Portcullis House, where Kalayaan spoke directly to MPs and Peers about the urgent need to give survivors of trafficking and servitude the dignity of the right to work while in the NRM. Lord Randall of Uxbridge and Chris Murray MP took a particular interest in the campaign.

The launch of the report series was heralded on Refugee Action's 'Experts by Experience' podcast, giving Kalayaan clients and staff members the opportunity to advocate for this urgently needed reform. Reports in the series, published between October 2024 and January 2025, included:

- Report 1: 'Granting the right to work for all in the NRM' set out the current situation and the estimated number of survivors in the NRM without the right to work.
- Report 2: 'The Economic Benefits' showed how the UK could be collecting £36 million per year in income tax and National Insurance contributions by allowing all survivors to work.
- Report 3: 'Enabling Recovery' demonstrated the evidence that being able to work and contribute to society enables recovery from physical and mental health issues.
- Report 4: 'Preventing Re-exploitation' explained that not being allowed to work doesn't mean that survivors do not work. Instead, it showed that this ban increases the risk of survivors being re-exploited.
- Report 5: 'The Solution' set out how the Government can easily change policy to allow survivors in the NRM to work while they wait for a decision.

In December 2024, Kalayaan also prepared a submission to inform the Government's Labour Market Enforcement Strategy 2025 to 2026. Our submissions to the Low Pay Commission had been instrumental in winning the right to the minimum wage for domestic workers in March 2024.

In February 2025, Kalayaan secured the signatures of 11 members of the House of Lords in a letter addressed to the Home Secretary asking for the right to work to be granted to all survivors in the NRM. And in March, the Minister for Safeguarding replied on behalf of the Home Office. Kalayaan's response to the reply gained further support from Peers for Kalayaan's arguments. Subsequently, and after the period of this financial year, our reports and our arguments and briefings led to two amendments being tabled. These two amendments, if passed in the autumn of 2026, will have a significant impact on the protection of migrant domestic workers' rights.

Kalayaan secured media coverage of our campaigns and the issues faced by migrant domestic workers during the financial year, including an article in The Big Issue in June 2024, covering the effect of the hostile environment on migrant domestic workers. In November 2024, The Independent reported on the increased number of reports of modern slavery and the effect on the capacity of non-statutory First Responder Organisations, and in February 2025 Reuters interviewed a client of Kalayaan about the effect of the Nationality and Borders Act 2023 on survivors of trafficking and slavery in the NRM.

Kalayaan also campaigned alongside several high-impact coalition groups including the Anti-Trafficking Monitoring Group (ATMG), a coalition of leading UK-based anti-trafficking organizations, who monitor the British Government's implementation of conventions and makes recommendations. We collaborated with ATMG to highlight the number of survivors of trafficking and modern slavery who would meet the criteria for referral into the National Referral Mechanism but lack access to a First Responder to make the referral. Kalayaan and ATMG published a briefing on the non-statutory First Responder capacity crisis, which contained primary survey data from Kalayaan, and was published in parallel with the joint statement by non-statutory First Responders to lend evidence to the statement.

Kalayaan also contributed to five joint submissions. In May we submitted evidence to the House of Lords Committee on the Modern Slavery Act 2015 in collaboration with the Voice of Domestic Workers. In January we made a joint civil society submission to the ICESCR with Hope for Justice and After Exploitation. In March we participated in a joint submission to the UN's Special Rapporteur on trafficking in persons, especially women and children, on migrant domestic workers and trafficking in person, in collaboration with Anti-Slavery International, VODW, FLEX and ATMG. This submission led Kalayaan to speak at the launch of the Special Rapporteur's report in June 2025.

We continued to raise awareness of the abuses faced by migrant domestic workers and the changes that are needed to policy and practice by working alongside our clients to convene events, peaceful gatherings outside parliament and social media to raise awareness.

Community Engagement Programme

Following a review of strategy in 2023, Kalayaan significantly increased delivery of community engagement in 2024-5. This programme has been invaluable in engaging more migrant domestic workers in advocating for and campaigning for their rights and has enabled our strategy, services and campaigns to be driven by and delivered with workers with first-hand experience of exploitation. The community group have brought their strength, resilience and positivity to Kalayaan's campaign and policy work during the financial year. The first year of the Community Engagement Project was funded by a generous grant from Chanel and has created a solid foundation for further development. A Campaigning Group was formed which met twice-monthly from March-July and August-October to work on campaigns for change. The campaign group produced and published 'We, Domestic Workers', a Zine which was published online and in a print run, powerfully outlining their testimony and experiences and the current wishes and hopes of migrant domestic workers for change. The second project focused on engaging MPs through letter writing and ultimately led to 3 members of the group appearing as panellists in a takeover episode of Refugee Action's Experts by Experience podcast. The two projects culminated in a showcase event at the Abbey Centre which celebrated the work of the Group throughout the year with an interactive exhibition and presentations from members of the Campaign Group. In addition, 9 members of the Campaigning Group had the opportunity to receive broadcast media training from NEON, with 7 of the cohort going on to experience public speaking and media opportunities later in the year, including via podcasting, presenting at the showcase and teaching professionals at a tri-borough Anti-Slavery Day event attended by professionals. Three members of the Campaign Group also had the opportunity to speak directly with MPs about their work and Kalayaan's campaigns, including at a meeting with local MP for Kensington & Chelsea and a drop-in event in Parliament.

Five members of the Campaign Group directly contributed to Kalayaan's latest policy report series, 'Ready, Willing and Able'. As well as this, 4 members of the Group went to Birmingham to represent Kalayaan at Unite's Equalities Conference. The Community Engagement Project delivered 6 information workshops to Kalayaan service users throughout the year, 5 of which were simultaneously interpreted in Tagalog, Bahasa Indonesia and Hindi. They included an 'Access to Healthcare' workshop with Doctors of the World; a 'Self-Advocacy' workshop in collaboration with Refugee Action; a 'Maternity Rights' webinar with Maternity Action and Saltworks Law; webinars with Immigration Lawyers on how to apply for an e-Visa with our in-house lawyers and an 'Introduction to Trade Unions' with Unite. For two of these workshops translated resources were commissioned by Kalayaan.

The Community Engagement Programme also delivered several community building events including a coffee morning exhibition to mark 12 years since the current Overseas Domestic Worker visa regime was instated and to raise awareness of Kalayaan's campaign for a better visa; a banner-making workshop and picnic with the Voice of Domestic Workers on International Domestic Workers' Day; the Campaigning Group Showcase Event; and a Christmas Party. As a result of the Community Engagement Programme, a team of volunteers was built with 11 new volunteers being recruited and inducted in 2024 to increase the organisation's capacity. Further work was done to support service users including e-Visa support clinics, foodbank and databank support and information sharing on the Rwanda Bill and keeping safe from anti-migrant threats. Three service user newsletters were also published throughout the year.

Kalayaan delivered an average of 3 sessions per month for our community of migrant workers, massively increasing the provision of Kalayaan's services and engaging 127 service users. Our annual feedback survey found that 94.4% of attendees 'agreed' or 'strongly agreed' that attending the Community Engagement and Campaign Group events helped them to make new friends or social connections and 100% 'agreed' or 'strongly agreed' that being part of the programmes helped participants feel they were part of a community of migrant domestic workers. We are proud of this new programme which successfully reduced the sense of isolation that prevents many migrant domestic workers realising their rights and escaping exploitation.

Reserves

Levels of reserves were towards the upper limit of our target for reserves at the end of the financial year at three months of operating costs. With significant grants agreed from new funders, the Management Committee and CEO utilised a portion of these reserves, in the year to March 31st 2025, to invest in the growth of the Community Engagement Programme to meet the growing demand for services.

Asset cover for funds

Note 11 sets out the assets attributable to the various funds.

Statement of the Management Committee's Responsibilities:

Company and charity law require the trustees to prepare financial statements for each financial year, which give a true and fair view of the situation 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
- Observe the methods and principles of chartered SORP 2019 (FRS102)
- 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 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 2025 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.

Risk Management

The Management Committee has considered the main risks to the future of the organisation and identifies these as follows:

- Cyber security risks following attacks on sector partners.
- Reputational and safety risks from campaigning and giving advice in sensitive and complex areas of immigration, including of undocumented workers in an increasingly hostile environment.
- 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, there is increasing evidence that funding for charities has become harder to win and that funders look for areas where systemic change is faster to achieve than in the contentious and complex areas of migrant worker's rights.
- Rising costs of overheads and Employers National Insurance contributions.

Kalayaan is a fully accredited advice centre, with each advisor regulated by either the IAA, SRA or the Bar Standards Board.

Financial Review

Income for the year of £298,895 was lower than the previous year due to our two largest grant payments arriving shortly before and after the financial year (Fondation Chanel and National Lottery Community Fund). Restricted income of £136,137 was 45.55% of income compared with

2023/24 when restricted income was 69.3% of income. Total expenditure of £536,569 for the year was higher than the previous year due to increased expenditure on our Community Engagement Programme and increased staff costs.

Kalayaan's accounts for the financial year 2024/25 showed expenditure of £536,569, made up of a net position of (£237,674). At the year end the organisation's free (unrestricted) reserves were £37,585. Looking forward to 2025-6, Kalayaan has long-term grants in place which form a strong basis from which to continuing to deliver our services.

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.

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



Management Committee Member Date: December 9th, 2025

INDEPENDENT EXAMINER'S REPORT

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2025 which are set out on pages 16 to 32.

Responsibilities and basis of report

As the charity's trustees of the company (who are also the directors of the company for the purpose of the 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 company'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

Since the company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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;

- 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 methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Richard Lane

Affinia (Stratford)

Registered Charity 1146596. Registered company 07968872

Chartered Accountants & Registered Auditors

19th Floor

1 Westfield Avenue

London

E20 1H2

Registered Charity 1146596. Registered company 07968872

STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2025

Notes	2024/2025 (£)	2024/2025 (£)	2024/2025 (£)	2023/2024 (£)
	Unrestricted	Restricted	Total	Total
INCOME:				
<i>Charitable activities</i>				
AB Charitable Trust	25,000		25,000	20,000
Anti-Slavery ATMG	2,000		2,000	2,000
Barrow Cadbury Trust		24,500	24,500	43,000
Bromley Trust	15,000		15,000	15,000
Chanel Foundation			-	120,000
City Bridge Trust			-	61,750
Esmee Fairbairn Foundation	60,000		60,000	50,000
Fidelis Foundation			-	25,000
Lloyds Foundation	27,500		27,500	25,000
National Lottery Fund		27,044	27,044	53,347
OAK Foundation		66,717	66,717	65,461
Royal Borough of Kensington & Chelsea			-	2,904

Registered Charity 1146596. Registered company 07968872

Trust for London			17,876	17,876	
		129,500	136,137	265,637	483,462
Donations:					
Fundraising/ Donations etc		25,674		25,674	11,210
Sales		750		750	
Investment Income	3	6,834		6,834	5,444
Total income		162,758	136,137	298,895	500,116
EXPENDITURE on charitable activities:					
Salaries / ENIC / Pension	10	254,519	151,640	406,159	338,233
Admin Support/ bookkeeper		11,699	675	12,374	8,391
Payroll Costs		1,669	340	2,009	1,477
Staff Travel		934	1,663	2,597	221
Staff Development/Train ing/Recruit		7,528	2,201	9,729	4,597
English Classes		1,041	1,913	2,954	3,595
Other Client Support		2,142	8,347	10,489	12,278
Emergency Fund / Accommodation		94	27	121	33
Volunteers' Expenses		31	306	337	24

Premises Costs including hospitality		33,145	10,045	43,190	34,497
Equipment Repairs & Build Maintenance		3,938	1,536	5,474	9,930
Stationery / Postage / Photocopying		2,790	2,711	5,501	3,879
Subscriptions / Memberships etc		1,966	321	2,287	1,544
Telephone / Fax / Internet/ Website/ mobile phones/ PR / Marketing		2,783	2,302	5,085	5,084
Campaigning/Advocacy		-	2,817	2,817	
Insurance		2,646	124	2,770	5,092
Non-depreciable computer costs (added to stationary costs)		1,886	1,605	3,491	4,851
Governance Costs		408	-	408	16
Independent Examination	4	2,544	1,336	3,880	3,932
Professional Fees		1,800	200	2,000	2,059
Bank Charges		714	37	751	60
Accountancy/Legal fees/ Governance costs		216	-	216	
Chanel Foundation expenses		(685)	12,615	11,930	
Total expenditure		333,808	202,761	536,569	439,793

Net (expenditure) / income for the year	(171,050)	(66,624)	(237,674)	60,323
Net movement in funds	(171,050)	(66,624)	(237,674)	60,323
Funds at beginning of year	208,636	118,288	326,924	266,601
Funds at end of year	37,586	51,664	89,250	326,924

BALANCE SHEET AS AT 31 MARCH 2025

	Notes	2024/2025 (£)	2023/2024 (£)
Fixed assets			
Tangible fixed assets	5	-	-
Current assets			
Accounts receivable	6	13,821	2,904
Cash at bank and in hand		101,084	348,679
Liabilities			
Creditors: amounts due within 1 year	7	25,655	24,659
Net current assets			
		89,250	326,924
Net assets			
		89,250	326,924
Funds			
Unrestricted funds		37,585	208,636
Restricted funds	8	51,665	118,288
Total funds			
	11	89,250	326,924

Registered Charity 1146596. Registered company 07968872

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025. The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Approved by the management committee on 9th December, 2025 and signed on its behalf by:

Michael Muirhead..... *MJ Muirhead*
Management Committee Member Date *9/12/25*

NOTES TO THE ACCOUNTS

1. Accounting Policies:

- a) Accounting convention
 - i) Basis of preparation. The accounts have been prepared under the historical cost convention.
 - ii) 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 2019 and the Companies Act 2006.
 - iii) 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.
 - iv) The registered office is at St Francis 13 Hippodrome Place, London W11 4SF
 - v) The Charity has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.
- 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.
- i) Fixed assets have been included in the accounts at their historical cost level if over £300 and are written off through the statement of financial activities:
 - (1) Computers – 25% straight line per annum
 - (2) Fixtures and fittings – 25% straight line per annumAnything below that level will be charged directly to statement of financial activities.
- 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 Charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.
- Financial instruments are recognised in the Charity's balance sheet when the Charity becomes party to the contractual provisions of the instrument.
- Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.
- Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price. There are no financial assets classified as receivable more than one year, which need to be amortised.
- Basic financial liabilities, including creditors are initially recognised at transaction price. There are no financial liabilities classified as payable more than one year, which need to be amortised.
- l) The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.
- m) Termination benefits are recognised immediately as an expense when the Charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.
- n) Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.
- o) Rentals payable under operating leases are charged as an expense on a straight line basis over the term of the relevant least.
- p) The charity is an exempt charity within the meaning of schedule 3 of the Charities Act 2011 and is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes

2. Statement of Financial Activities for the previous financial year

STATEMENT OF FINANCIAL ACTIVITIES (& Income and Expenditure Account) FOR THE YEAR ENDED 31 MARCH 2024

Notes	2023/2024	2023/2024	2023/2024
	(£)	(£)	(£)
	Unrestricted	Restricted	Total
INCOME from:			
<i>Charitable activities</i>			
AB Charitable Trust	20,000		20,000
Anti-slavery ATMG	2,000		2,000
Barrow Cadbury Trust		43,000	43,000
Bromley Trust	15,000		15,000
Chanel Foundation		120,000	120,000
City Bridge Trust		61,750	61,750
Esmee Fairbairn Foundation	50,000		50,000
Fidelis Foundation	25,000		25,000
Lloyds Foundation	25,000		25,000
National Lottery Fund		53,347	53,347
OAK Foundation	-	65,461	65,461
Royal Borough of Kensington & Chelsea		2,904	2,904
Trust for London			
Tudor Trust			-

Registered Charity 1146596. Registered company 07968872

		137,000	346,462	483,462
Donations:				
Fundraising/ Donations etc		11,210		11,210
Client Emergency Fund				-
Sales		-		-
Bank Interest	3	5,444	-	5,444
Total income		153,654	346,462	500,116

EXPENDITURE on:

Salaries / ENIC / Pension	10	139,572	198,661	338,233
Admin Support/ bookkeeper		7,686	705	8,391
Payroll Costs		364	1,113	1,477
Staff Travel		221		221
Staff Development/Training/Recruit		1,955	2,642	4,597
English Classes		2,146	1,449	3,595
Other Client Support		4,904	7,374	12,278
Emergency Fund / Accommodation		33		33
Volunteers' Expenses		24		24
Premises Costs including hospitality		21,380	13,117	34,497
Equipment Repairs & Build Maintenance		4,229	5,701	9,930

Stationery / Postage / Photocopying		2,210	1,669	3,879
Subscriptions / Memberships etc		1,509	35	1,544
Telephone / Fax / Internet/ Website/ mobile phones/ PR / Marketing		2,644	2,440	5,084
Sundry Expenses				-
Campaigning/Advocacy				-
Insurance		3,450	1,642	5,092
Cost of Generating Funds Non-depreciable computer costs (added to stationary costs)		3,966	885	4,851
Governance Costs		16		16
Independent Examination	4			
Professional Fees		337	1,572	1,909
Bank Charges		60		60
Accountancy/Legal fees/ Governance costs		4,457	(525)	3,932
Uncategorised expenses			150	150
Chanel Foundation expenses				
Total expenditure		201,163	238,630	439,793

Net (expenditure) / income for the year	(47,509)	107,832	60,323
Net movement in funds	(47,509)	107,832	60,323
Funds at beginning of year	256,147	10,454	266,601
Funds at end of year	208,638	118,286	326,924

3. Interest Receivable and similar income

	2025 (£)	2024 (£)
Bank interest - unrestricted	6,834	5,444

4. Independent Examination

	2025 (£)	2024 (£)
Independent Examination	3,880	3,720

5. Tangible Fixed Assets

	2025 (£)	2024 (£)
Cost	11,764	11,764
Depreciation	(11,764)	(11,764)
Net Book Value	0	0

6. Debtors

	2025 (£)	2024 (£)
Debtors	13,821	2,904

7. Creditors: amounts falling due within one year

	2025 (£)	2024 (£)
Payables	11,943	3,677
Independent Examination accrual	3,720	3,720
Pensions	2,266	3,705
Payroll	7,126	9,432
Other accruals	600	600
Bookkeeping		3,525
Total accruals	13,712	20,982
Total amounts within one year	25,655	24,659

8. Restricted funds – breakdown:

Funders/Projects	Balance B/F (£)	Income (£)	Less Expenses (£)	Balance C/F (£)
Barrow Cadbury Trust	1,783	24,500	19,023	7,260
Chanel Foundation	107,798		80,484	27,314
MOPAC	5,000	-	-	5,000
National Lottery Fund	34	27,044	27,044	34
OAK Foundation	1,515	66,717	66,717	1,514
Trust for London	-	17,876	9,492	8,384
ATMG	894			894
Clients' Emergency Fund	1205			1205
Samworth Foundation	59			59
	118,288	136,137	202,760	51,665

Grant Purpose 2024-5:

A B Charitable Trust (ABCT)	For the ongoing work of the charity
(ATMG)/Anti-Slavery International (ASI)	Grant for Kalayaan's attendance at ATMG meetings
Barrow Cadbury Trust (BCT)	For campaign and policy work
Bromley Trust	For the ongoing work on policy, campaigns, legal advice and sharing knowledge of rights with MDWs.
Esmee Fairbairn Foundation	For advising clients, referring into the NRM and policy work
Fondation Chanel	Grant made before the start of the financial year but spent during the financial year on our Community Engagement Programme.
Lloyds Bank Foundation	For the ongoing work of the charity
National Lottery Community Fund	For the ongoing work of our immigration lawyers
Oak Foundation	For the ongoing work of the charity
Trust for London	For the secondment of one of our Policy Officers

9. Trustees

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

10. Employees

	2024/2025	2023/2024
Average number of staff	9	9

Employment costs:	2024/2025 (£)	2023/2024 (£)
Salaries	355,540	296,404
ENIC	33,208	25,254
Pension	17,411	16,574
	406,159	338,233

There was one employee whose annual emoluments were £60,000 or more.

11. Analysis of net assets between funds

	Unrestricted Funds (£)	Restricted funds (£)	Total (£)
Fund balances at 31 March 2025			
Tangible fixed assets	0	0	0
Current assets	61,787	53,118	114,905

Creditors falling due within one year	-24,202	-1,453	-25,655
Net Assets	37,585	51,665	89,250

12. Operating Lease

The charitable company has an operating lease for their office premise. At the reporting date the outstanding commitments for future minimum lease payments under non- cancellable operating lease totalled £8,623.

13. Related party transactions

There are no related party transactions during the period (2024: £ nil).