

## Trustees' Annual Report for the period

<b>From</b>		Period start date			<b>To</b>			Period end date			
	Day	Month	Year		Day	Month	Year		Day	Month	Year
	25	July	2018		31	December	2019				

### Section A Reference and administration details

**Charity name**

FreeBar

**Other names charity is known by**

**Registered charity number (if any)**

**Charity's principal address**

<b>Postcode</b>	

#### Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Nicholas Allen QC			Freebar Committee
2	Dr S Chelvan			Freebar Committee
3	Paul Ozin QC			Freebar Committee
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#### Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year


**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address

**Name of chief executive or names of senior staff members (Optional information)**

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**Section B Structure, governance and management**

**Description of the charity’s trusts**

Type of governing document (eg. trust deed, constitution)	The governing document of FreeBar, adopted on 5/12/16 and amended on 27/2/17 is published on the FreeBar website at: <a href="https://freebar.co.uk/wp-content/uploads/2019/02/FreeBar-governing-document-as-amended-on-27-February-2017.pdf">https://freebar.co.uk/wp-content/uploads/2019/02/FreeBar-governing-document-as-amended-on-27-February-2017.pdf</a>
How the charity is constituted (eg. trust, association, company)	FreeBar is a charitable organisation governed in accordance with the terms of its governing document, with persons appointed as trustees and treasurers.
Trustee selection methods (eg. appointed by, elected by)	Appointed by those attending the meetings of FreeBar

**Additional governance issues (Optional information)**

<p>You <b>may choose</b> to include additional information, where relevant, about:</p> <ul style="list-style-type: none"> <li>• policies and procedures adopted for the induction and training of trustees;</li> <li>• the charity’s organisational structure and any wider network with which the charity works;</li> <li>• relationship with any related parties;</li> <li>• trustees’ consideration of major risks and the system and procedures to manage them.</li> </ul>	<p>The Treasurers reported on the 12 month period ended on 30 June 2019 in a report dated 6/2/20.</p> <p>As set out in that report, the annual income of FreeBar is under £5,000. As such, we are not required to register with the Charity Commission.</p> <p>We have prepared a Trustees’ Annual Report, using this pro forma in accordance with the guidance accompanying this form, which describes the position of excepted charities in these terms: <i>“The trustees of charities that are excepted (ie under the Charity Commission’s jurisdiction but not required to register) are not required to prepare a Trustees’ Annual Report unless they choose to register or are specifically requested to prepare an annual report by us. It is nevertheless good practice for such charities to prepare a Trustees’ Annual Report, and the pro forma may be used provided they meet the criteria set out above.”</i></p>
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**Section C Objectives and activities**

**Summary of the objects of the charity set out in its governing document**

FreeBar is a charitable organisation that aims to foster inclusion and support for LGBT+ people who work at and for the Bar.

FreeBar's charitable purposes are the promotion of equality and diversity for the public benefit by:

- (1) the elimination of discrimination on grounds of sexual orientation or gender identity;
- (2) advancing education and raising awareness of equality and diversity;
- (3) promoting activities to foster understanding between people of different sexual orientations and gender identities; and
- (4) cultivating a sentiment in favour of equality and diversity;

among current and prospective barristers and people who work alongside them.

**Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)**

FreeBar aims to achieve these purposes through (among other means):

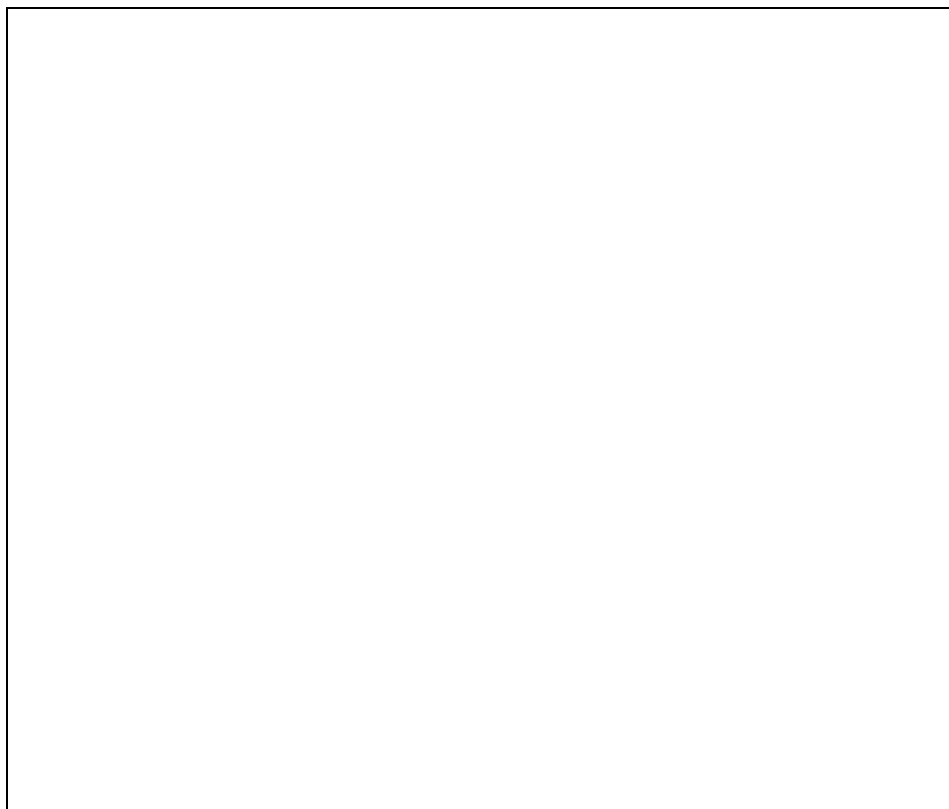
- (1) Connecting LGBT+ people and allies and providing a forum of mutual support.
- (2) Raising awareness of LGBT+ equality and diversity issues specific to the Bar.
- (3) Sharing best practices on workplace inclusion.

The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

**Additional details of objectives and activities (Optional information)**

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.



## Section D

## Achievements and performance

**Summary of the main achievements of the charity during the year**

- In July 2018 FreeBar provided a response on the BSB's consultation on diversity data. From October 2019, the diversity data rules have been changed to treat sexual orientation data like other data.
- In February 2019, FreeBar launched its website in time for LGBT History month
- In March 2019, FreeBar held its second 'best practice' event, which was well attended and featured speakers from the Judicial Appointments Commission, two barristers and two chambers staff. At this event a student said he was unable to tell which chambers were 'LGBT friendly' and it would help to be able to see what was on offer. This is where the idea of the charter came about.
- In October 2019, FreeBar was represented for the first time at the LBGTLeaders conference for students.
- Members spoke on behalf of FreeBar at various Bar related events: the Judicial Diversity Forum (about attracting LGBT people to apply for judicial appointments); the annual Institute of Barristers' Clerks Conference; the LBGTLeaders conference for students.
- Various social events were held, including a joint ComBar (Commercial Bar Association) TecBar (Technology and Construction Bar Association) and FreeBar event at 39 Essex Chambers in May
- The FreeBar Charter was conceived, drafted and a consultation launched.

**Section E****Financial review****Brief statement of the charity's policy on reserves**

As set out in the Treasurers report on the 12 month period ended on 30 June 2019 dated 6/2/20, the annual expenditure of FreeBar is very low and its reserves are minimal.

**Details of any funds materially in deficit****Further financial review details (Optional information)**

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

As set out in the previous Trustees' report and the previous Treasurers' reports, FreeBar has been fortunate in being the recipient of donations from chambers and bar professional associations. Funds are raised to meet particular expenses relating to particular projects as and when the need arises.

**Section F****Other optional information**

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**Section G****Declaration**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Paul Ozin QC

Position (eg Secretary, Chair, etc)

Trustee

Date

29/04/20