



Trustees' Annual Report for the period

From 01/01/2020 Period start date To 30/09/2022 Period end date

Charity name: FreeBar

Charity registration number: n/a

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	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 in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	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. In the period covered by this report, this has included putting on a number of social and Pride events, producing the FreeBar Charter, launching the FreeBar Visibility Project, and showcasing FreeBar at student and industry events.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	n/a
Policy on social investment including program related investment	Para 1.38	n/a
Contribution made by volunteers	Para 1.38	FreeBar is run by volunteers, most of whom form the organising committee. The committee meets approximately every two to three months. Between meetings, volunteers contribute their time to delivering FreeBar projects, services, and social events and representing FreeBar at events such as Inns' student open days and industry conferences.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<ul style="list-style-type: none">• FreeBar held a virtual Pride event in July 2020, including a panel discussion and quiz.• FreeBar West Midlands was launched at an online event in October 2020.• Information about the Bar Council Leadership Programme and Judicial Appointment opportunities were circulated to the FreeBar mailing list.• A FreeBar representative did a talk for an LGBT+ student group.• The FreeBar Charter was finalised and launched in November 2020, and the Charter Mark has since been awarded to nine signatories. Members of the committee are also in conversation with a number of other organisations who are considering signing up to the Charter.• The government's call for evidence regarding toilet provision for men and women (January 2021) and the government consultation on

		<p>conversion therapy (December 2021) were brought to the attention of those on the FreeBar mailing list.</p> <ul style="list-style-type: none"> • FreeBar West Midlands held an in-person drinks and networking evening in Birmingham in September 2021 to coincide with the start of Birmingham Pride 2021. • FreeBar submitted a response to the government consultation on conversion therapy in December 2021. • Three FreeBar representatives co-wrote an article for Counsel magazine (April 2022) about how the FreeBar Charter can help Bar organisations improve LGBT+ inclusion. • A FreeBar social was held in London in May 2022. • Information about the Inns' LGBT+ Dinners in summer 2022 was circulated to the FreeBar mailing list. • FreeBar participated in London Pride 2022 alongside Bar Council, Law Society and CILEX. • Submissions for the FreeBar Visibility Project were collected, the publication was printed, and it was launched at an event in July 2022. Work is now being done to ensure the books are distributed and displayed in the appropriate places.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	n/a
Performance of fundraising activities against objectives set	Para 1.41	n/a
Investment performance against objectives	Para 1.41	n/a
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	As set out in the Treasurers' Report, FreeBar's balance is sufficient to pay the costs relating to the Visibility Project.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	FreeBar's reserves are minimal as funds are generally raised as required to carry out specific projects.
Amount of reserves held	Para 1.22	As set out in the Treasurers report on the 12-month period ended on XXX, the annual expenditure of FreeBar is very low and its reserves are minimal.
Reasons for holding zero reserves	Para 1.22	n/a
Details of fund materially in deficit	Para 1.24	n/a
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	n/a

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	FreeBar's principal sources of funds are one-off donations from Specialist Bar Associations, Inns and chambers. Funds are usually provided as sponsorship for specific events and projects such as drinks receptions or the visibility project.
Investment policy and objectives including any social investment policy adopted	Para 1.46	n/a
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	The governing document of FreeBar, adopted on 5/12/16 and amended on 27/2/17 is published on the FreeBar website at: https://freebar.co.uk/wp-content/uploads/2019/02/FreeBar-governingdocument-as-amended-on-27-February-2017.pdf
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	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 including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	FreeBar's governing document provides that, subject to any legal requirements, the identity of the trustees and treasurers shall be determined from time to time at meetings.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	FreeBar's governing document provides that decisions are made at meetings by those who attend and, subject to any legal responsibilities of the Trustees and Treasurers, no attendee has a greater voice on decisions than any other attendee.
Relationship with any related parties	Para 1.51	
Other		FreeBar has an income under £5000 and is therefore not required to be registered with the Charity Commission.

Reference and Administrative details

Charity name	FreeBar
Other name the charity uses	
Registered charity number	
Charity's principal address	

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	Alice Brighthouse	Trustee	8 September 2022 - date	FreeBar Organising Committee
2	Cameron Stocks	Trustee	8 September 2022 - date	FreeBar Organising Committee
3	Caroline Harrison KC	Trustee	8 September 2022 - date	FreeBar Organising Committee
4	DS Chelvan	Trustee	6 February 2017 – 8 September 2022	FreeBar Organising Committee
5	Paul Ozin KC	Trustee	6 February 2017 – 8 September 2022	FreeBar Organising Committee
6	Nicholas Allen KC	Trustee	6 February 2017 – 8 September 2022	FreeBar Organising Committee
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Corporate trustees – names of the directors at the date the report was approved

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	n/a
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address
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Name of chief executive or names of senior staff members (Optional information)

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Exemptions from disclosure

Reason for non-disclosure of key personnel details

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Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Signature(s)	<i>A Brighthouse</i>	
Full name(s)	Alice Brighthouse	
Position (eg Secretary, Chair, etc)	Trustee	
Date	26/10/2022	