CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/10/2023 **Period start date** **To** 30/09/2024 **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, FreeBar has held a number of events which have allowed networking between LGBTQ+ members of the Bar and has held a panel event in conjunction with ARDL which focussed on the regulation of LGBTQ+ inclusion within the profession.
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	• Social drinks events for members to network and to meet other LGBTQ+ barristers and staff. • Joint panel event with ARDL which focussed on the issue of regulating LGBTQ+ inclusion within the legal profession. The event was attended by barristers and solicitors and the panel included legal regulators. • Members of FreeBar participated in the London Pride Parade as part of the Law Society & Bar Council group. • Attended a round-table meeting with the Bar Council to discuss integration of LGBTQ+ organisations and events within the profession. Agreed to form a working group to create a unified pride event in 2025. • Engaged in stakeholder meetings with the legal regulators, Bar

		Council and LSB in order to discuss best practice on LGBTQ+ inclusion within the legal profession. • Attended the LSB conference and maintained a stall to meet with delegates and promote the work of FreeBar. • Regular newsletters to the mailing list to promote events around the legal profession relating to LGBTQ+ diversity and inclusion as well as appropriate vacancies and calls for evidence. • Continued promotion of the FreeBar Charter for new and existing signatories. • Attendance at other LGBTQ+ organisation events as invited guests to promote the work of FreeBar.

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	There were no costs to the organisation in this period (social events are kindly funded by organisations who volunteer to host/support these events). More detail will be set out in the Treasurers' Report.
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	The annual expenditure of FreeBar is very low and its reserves are minimal. Details are set out in the Treasurers' Report.
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.
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 Brighouse	Trustee	8 September 2022 to date	FreeBar Organising Committee
2	Cameron Stocks	Trustee	8 September 2022 to date	FreeBar Organising Committee
3	Caroline Harrison KC	Trustee	8 September 2022 to date	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

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

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

Declarations

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Cameron Stocks	
Position (eg Secretary, Chair, etc)	Trustee	

Date	03 January 2025