

Company Registration No. 03313975

Registered Charity:-

England and Wales No. 1061685

Scotland No. SCO39335

LawCare Limited

- a company limited by guarantee

Report and Financial Statements

Year Ended

31st December 2023

LAWCARE LIMITED

Annual report and financial statements for the year ended 31 December 2023

Contents

Page:

1	Statutory information
2	Report of the Trustees
7	Statement of Trustees' responsibilities
8	Independent Examiner's Report
9	Statement of financial activities
11	Balance sheet
12-18	Notes forming part of the financial statements

LAWCARE LIMITED

Statutory information for the year ended 31 December 2023

Trustees

Andrew Caplen, Chair
John Guerin
Clare Joseph
Kayleigh Leonie
Alexandra Marks
Ryan McCuaig
Heather McKendrick
Paul Nevin
Rachael O'Connor (appointed 24 January 2023)
Lucinda Soon
Helen Whiteman, Treasurer (resigned January 16 2024)
Emma Williams (appointed 24 January 2023)
Karl Cerski, Treasurer (appointed 16 April 2024)

Chief Executive

Elizabeth Rimmer

Registered office

One Bartholomew Close, Barts Square, London, EC1A 7BL

Company number

03313975

Charity number

England and Wales: 1061685 Scotland: SCO39335

Bankers

Barclays Bank Plc, London Corporate Banking, 54 Lombard Street, EC3V 9EX

Independent Examiner

Adam Fullerton FCA, Moore Kingston Smith LLP, Chartered Accountants, 6th Floor, 9 Appold Street, London, EC2A 2AP

LAWCARE LIMITED

Report of the Trustees for the year ended 31 December 2023

The Trustees present their report and unaudited financial statements for the year ended 31st December 2023 which were approved by the Board.

Governing document

The main documents governing the conduct of the charity's activities are its Memorandum and Articles of Association. The charity was incorporated as a company in England and Wales on 6 February 1997, and is limited by guarantee. The Articles of Association were revised in 2018; new Articles of Association were filed with the Charity Commission and Companies House on 30 July 2018.

Recruitment and Training of Trustees

The Trustees are empowered to appoint new Trustees to keep their number to no less than ten. No outside person or body has Trustee nomination rights. Once appointed, Trustees are given an induction manual by the Chief Executive which contains training in aspects of the governance, operation and management of the charity. This manual is updated as required with new and relevant materials. As the need is identified, Trustees receive training, either as a Board or individually.

Management Structures

The strategy and overall policy for the charity is laid down by the Board of Trustees. In November 2022 the Board approved the plan and budget for the Charity for 2023. Responsibility for the day-to-day operation of the charity lies with the Chief Executive, Elizabeth Rimmer. She is assisted in this by a small team.

Risk Management

The major risks, to which the charity is exposed, as identified by the Trustees, are reviewed quarterly at Board meetings and systems or procedures have been established to manage those risks. The charity maintains a risk register which is reviewed by the Trustees quarterly. The financial performance and the resulting financial situation of the charity are reviewed at every quarterly meeting of the Board of Trustees as well as being examined in greater detail, where appropriate, by the Chief Executive and Treasurer. Helen Whiteman a Trustee was appointed as Treasurer on April 20 2021 to provide support to the Chief Executive and increased oversight of LawCare's finances. As required, independent examinations are also conducted. All staff receive training in risk assessment and the charity's procedures reflect best practice tailored to local circumstances. Health and Safety and risk management policies are reviewed by the Board when necessary and at least once every year. The Trustees are satisfied that the systems in place manage the exposure to major risk.

Objectives and activities

The objectives of the charity, as set out in the Memorandum and Articles of Association, are:

- a) the relief of mental and physical illness resulting from alcohol or drug addiction, or other forms of dependence associated with addictive or compulsive behaviour or stress or depression amongst members of the legal profession;
- b) to educate the public and in particular members of the legal profession and those connected with it in the causes and consequences of alcohol and drug addiction and other forms of dependence; and
- c) to educate members of the legal profession and their staff as to the recognition and management of stress.

LAWCARE LIMITED

Report of the Trustees for the year ended 31 December 2023 (*Continued*)

Achievements & Performance

The charity provides a public benefit by assisting persons engaged in legal work, their families and their staff by the following means:-

- (i) A free and confidential helpline, confidential email and webchat service which operates Monday to Friday 0900-1700, where LawCare staff and trained volunteers (45) will talk through issues with contacts and assist them in reaching solutions for their problems. There were 915 support contacts in 2023 (849 contacts in 2022).
- (ii) Where appropriate, the contact may be put in touch with a LawCare peer supporter, a legal professional who has experience (either personal or through family, friends or colleagues) of the types of issues that LawCare deals with i.e. stress, depression, anxiety, workplace bullying, disciplinary issues or career concerns. That supporter will befriend the caller and offer on-going support. LawCare had 120 peer supporters and assigned 70 contacts for support in 2023.
- (iii) LawCare provided financial support for 15 people to access counselling.
- (iv) LawCare provides talks and training about mental wellbeing and why this matters to special interest groups such as firms, chambers, local law societies, professional bodies, law schools, and regularly attends legal conferences to promote the work of the charity. In 2023 LawCare spoke at 105 such events and provided training to 48 organisations.
- (v) LawCare provides information resources on a range of relevant issues such as sleep, depression, anxiety, stress and bullying available in digital formats and resources for legal workplaces on how to support mental wellbeing and create a positive working culture.
- (vi) The Charity has a website www.lawcare.org.uk providing information, topical blogs, news and events and details of the support available from LawCare.
- (vii) LawCare uses social media, Twitter, Facebook and LinkedIn to raise its profile and engage with the legal community. It gained over 2800 new linked in followers in 2023 and launched a LinkedIn Newsletter in August 2023, which by the year end had over 3200 subscribers.
- (viii) LawCare produces a podcast 'The Legal Mind' which had 3274 downloads in the year.

Full details of LawCare's impact can be seen at <https://www.lawcare.org.uk/about-us/our-impact/impact-report/>

The Trustees have considered the Charity Commission's guidance on public benefit, including the guidance "public benefit: running a charity (PB2)" and the items listed above shows how the charity benefits members of the public.

Review of developments, activities and achievements

LawCare works to raise awareness and engagement about mental wellbeing in the legal community in England, Wales, Scotland, the Isle of Man, Northern Ireland, Jersey and Guernsey, with a range of partners across legal education, training and practice.

The charity commenced in 1997, dealing solely with Solicitors in England and Wales. Its work was extended to members of the Law Society of Scotland in 1998; to Barristers in England and Wales in February 2001; to the Chartered Institute of Legal Executives (CILEX) and the Judiciary in England and Wales in January 2003; and to the Law Society of Northern Ireland in May 2005. In 2008 the Faculty of Advocates in Scotland, and the Law Society of the Isle of Man also extended LawCare's services to their members. In 2009, the Bar Council in Northern Ireland, and the Institute of Paralegals (IOP) in England and Wales, made the LawCare services available to their members. In 2011, Judges in Scotland also came on board. In January 2013, the Costs Lawyers Standard Board made LawCare's support available to its members. In 2015 the Institute of Trade Mark Attorneys, Chartered Institute of Patent Agents and The Law Society of Jersey, extended LawCare's support to its members. In 2019 the Notaries Society, Council of Licensed Conveyancers and the Law Officers of the Crown Guernsey came on board. It was mutually agreed that LawCare would withdraw its support from the Law Society of Ireland as of December 31 2020.

LAWCARE LIMITED

Report of the Trustees for the year ended 31 December 2023 (*Continued*)

A significant development in 2023 was the launch of LawCare's 'Let's talk about webinar series', 730 people joined these webinars about anxiety, imposter syndrome and neurodiversity.

The closer working partnership with The Solicitors' Charity has continued and their generous support enabled us to host this conference.

The most common issue contacts reported to our support services were workplace stress, at 22%, workplace bullying and harassment at 14%. followed by anxiety and career concerns both at 13%.

72% of contacts were female and 25% of contacts were aged 21-30, with 12% of contacts identified as having a disability.

The professional breakdown was as follows:

- Solicitors 58%
- Trainee Solicitors or Pupil Barristers 11%
- Barristers 7%
- Staff (non-legal) 5%
- Paralegals 5%
- Chartered Legal Executive 3%
- Law students 3%
- Other legal professionals 8%

Results for the year and review of financial position

The results for the year are set out in the statement of financial activities on pages 9 and 10.

The financial statements comply with the requirements of the FRS 102 Charities SORP and with the requirements of the Memorandum and Articles of Association of the charity.

The charity's funding during 2023 was provided by the Law Society of England and Wales; the Solicitors Charity the Bar Council of England and Wales; the Department of Justice; the Costs Lawyers Standards Board; the Law Society of Northern Ireland; the Bar Council of Northern Ireland; the Law Society of Scotland; the Faculty of Advocates; the Scottish Court Services; the Isle of Man Law Society, the Institute of Trade Mark Attorneys, the Chartered Institute of Patent Agents, the Law Society of Jersey, the Notaries Society, and The Officers of the Crown Guernsey. In total, £375,536 was received as donations by these bodies and from individuals and groups. £4,090 of investment income was received. Total resources expended in 2023 were £428,086.

Though some of the Directors / Trustees have relationships with some of our funders (for more information, see note 10), none of the funding bodies exercises any control over the way that the charity is run. The charity is grateful to all of its funders for enabling it to carry on its valuable work.

LAWCARE LIMITED

Report of the Trustees for the year ended 31 December 2023 (*Continued*)

Investment powers

The Memorandum and Articles of Association of the charity permit wide powers of investment of monies of the charity not immediately required for its purposes. However, the charity is prohibited from undertaking any permanent trading activities in raising funds to meet the objects of the charity.

Reserves Policy

The reserves policy is, as far as is prudently possible, to commit all the funds that are raised by the charity in the year in which they are received, having regard to the need for funds to cover a normal level of working capital. The Trustees have agreed that LawCare should carry between four and six month's running costs in reserve to cover outstanding debts and commitments, and wind-up costs, were the charity to wind up. At the year end, unrestricted reserves stand at £155,272 which is 4 months essential running costs based on 2023 expenditure.

Review of future developments

The charity will continue to provide its existing services. Efforts will be concentrated on increasing the range and efficacy of the services offered, and extending the knowledge of, and services provided to, the groups which are presently served. A strategic review took place in October 2020 which has identified two key areas for development for the period 2022-24:

- Developing accessible support services
- Improving the working culture in law

Support and assistance

The charity could not do its work without the commitment of its volunteers, who give of their time and energy to help others going through a difficult time. Their dedication is admirable, and thanks are offered to them all for everything that they do, and for always being prepared to go that extra mile for those they help. The Trustees are also grateful to Moore Kingston Smith for their assistance in acting as LawCare's Independent Examiners and to BDB Pitmans for their assistance in acting as LawCare's solicitors. The Trustees are also grateful to Macfarlanes who generously provide rooms at their premises for LawCare meetings.

LAWCARE LIMITED

Report of the Trustees for the year ended 31 December 2023 (*Continued*)

Trustees (directors)

The following acted as Directors of the company, and thereby as Trustees of the charity throughout the year and up to the date of the signing of the Independent Examiner's report:

Andrew Caplen, Chair
John Guerin
Clare Joseph
Kayleigh Leonie
Alexandra Marks
Ryan McCuaig
Heather McKendrick
Rachael O'Connor (appointed 24 January 2023)
Paul Nevin
Lucinda Soon
Helen Whiteman, Treasurer (resigned 16 January 2024)
Emma Williams (appointed 24 January 2023)
Karl Cerski, Treasurer (appointed 16 April 2024)

No Trustee has any interests or had any interests during the year in the assets of the charity. No Trustee received any emoluments during the year.

Method of election of Trustees

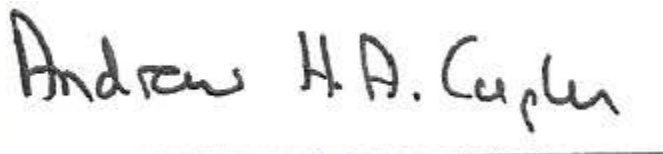
New Trustees are appointed by the current Trustees at Board meetings of the charity and become directors of the company. A majority of three quarters of the Trustees present at board meetings is needed to appoint a new Trustee.

Rotation of Trustees

Two Trustees must stand down each year and be replaced. In the absence of other candidates, resigning Trustees may be re-elected.

This Trustees' report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

By order of the Board



Andrew Caplen
Director / Chair of the Board of Trustees
Date: July 16 2024

LAWCARE LIMITED

Statement of Trustees' responsibilities

The Trustees (who are also directors of LawCare Ltd for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice.)

Company law requires Trustees to prepare financial statements for each financial year that give a true and fair view of the state of the affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

LAWCARE LIMITED

Independent Examiner's report to the Trustees of LawCare Limited

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 December 2023.

Responsibilities and basis of report

As the trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ('the 2005 Act'), the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006 ('the 2006 Act'). You are satisfied that the accounts of the Company are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the Company's accounts carried out under section 44 (1) (c) of the 2005 Act and section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the requirements of Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company is required by company law to prepare its accounts on an accruals basis and is registered as a charity in Scotland, your examiner must be a member of a body listed in Regulation 11(2) of the Charities Accounts (Scotland) Regulations 2006 (as amended). I can confirm that I am qualified to undertake the examination because I am a registered 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 matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept as required by section 386 of the 2006 Act and Regulation 4 of the 2006 Accounts Regulations; or
2. the accounts do not accord with those records with the accounting requirements of Regulation 8 of the Charities Accounts (Scotland) Regulations 2006; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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
4. 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.

Moore Kingston Smith LLP

Adam Fullerton FCA
Independent Examiner
For and on behalf of Moore Kingston Smith LLP

6th Floor
9 Appold Street
London EC2A 2AP

Date: 08/08/2024

LAWCARE LIMITED**Statement of financial activities (incorporating the income and expenditure account) for the year ended 31 December 2023**

		2023	2022
	Notes	Total £	Total £
Income			
Incoming resources from generated funds:			
<i>Voluntary income:</i>			
Donation from the Law Society (E&W)		130,000	195,000
Donation from the Bar Council (E&W)		7,500	7,500
Donation from the Ministry of Justice		3,822	3,822
Donation from CILEX		-	13,000
Donation from the Law Society of Scotland		14,625	8,775
Donation from the Faculty of Advocates		862	862
Donation from the Law Society of N Ireland		5,000	5,000
Donation from the Isle of Man Law Society		500	500
Donation from the Scottish Court Service		2,400	2,400
Donation from CLSB		700	700
Donation from The Solicitor's Charity (formerly SBA)		110,000	110,000
Donation from Law Society of Jersey		700	700
Donation from CIPA		4,000	4,000
Donation from Institute of Paralegals		-	-
Donation from CITMA		2,514	2,514
Donation from The Notaries Society		1,448	1,388
Donation from Law Officers of the Crown Guernsey		1,000	500
Donation from CLC		5,700	-
Donation from the Bar of Northern Ireland		1,200	1,200
Other donations		83,565	107,564
<i>Activities for generating funds</i>			
Investment income		4,090	670
Sponsorship		-	5000
Total incoming resources		379,626	471,095
Expenditure			
Charitable activities		428,085	458,881
Total resources expended	3	428,085	458,881

LAWCARE LIMITED**Statement of financial activities (incorporating the income and expenditure account) for the year ended 31 December 2023 (Continued)**

		2023	2022
	Notes	Total £	Total £
Net movement in funds	2	(48,459)	12,213
Reconciliation of funds			
Total funds brought forward		203,731	191,518
Total funds carried forward		155,272	203,731

All incoming resources and resources expended derive from continuing activities. There are no recognised gains or losses other than as stated above. Accordingly, no statement of total recognised gains and losses is presented.

All funds are unrestricted.

LAWCARE LIMITED

Balance sheet at 31 December 2023

	Note	2023 £	2022 £
Fixed assets			
Intangible assets	5	21,671	17,989
Tangible assets	6	5,261	6,456
		<u>26,932</u>	<u>24,445</u>
Current assets			
Cash at bank and in hand		142,180	191,980
		<u>142,180</u>	<u>191,980</u>
Creditors: amounts falling due within one year	7	(13,840)	(12,694)
Net current assets		<u>128,340</u>	<u>179,286</u>
Total assets less current liabilities		<u>155,272</u>	<u>203,731</u>
Funds			
Unrestricted fund		155,272	203,731
		<u>155,272</u>	<u>203,731</u>

Company registration number: 03313975

The notes on pages 12 to 18 form part of these financial statements.

The Directors state:

- (a) For the year ended 31 December 2023, the charitable company was entitled to exemption under Section 477 of the Companies Act 2006.
- (b) No notice from Trustees requiring an audit has been deposited under Section 476 of the Companies Act 2006.
- (c) The directors acknowledge their responsibilities for:-
 - (i) ensuring that the charitable company keeps accounting records which comply with Section 386 of the Companies Act 2006, and
 - (ii) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of the financial year, and of its income and expenditure for the financial year, in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to accounts, so far as applicable to the charitable company.

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

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

Approved and authorised for issue by the Board of Directors on July 16 2024
Signed on behalf of the Board of Directors.



Andrew Caplen
Director / Chair of the Board of Trustees

1 Accounting policies

The accounting policies adopted, which have been applied consistently throughout the current and preceding period, are described below.

Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: 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) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. LawCare Limited meets the definition of a public benefit entity under FRS 102 and is incorporated in England and Wales. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular, the Trustees have considered the charity's forecasts and projections and have taken account of pressures on donation and investment income. After making enquiries the Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

The financial statements are prepared in sterling, which is the functional currency of the company. Monetary amounts are rounded to the nearest pound.

Fund accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Incoming resources

All income is included when the charity has entitlement to the income, there is a probability of receipt, and the amount can be measured. All incoming resources in the year are recognised in the statement of financial activities. Donations are credited to the charity on a cash received basis. Interest income is included on a receivable basis.

Expenditure

Expenditure is recognised on an accruals basis as a liability is incurred. It is originally allocated between charitable activities and governance costs.

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its beneficiaries. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include the independent examiner's fees and costs linked to the strategic management of the charity. In 2023, these amounted to: Salaries £41,971 (2022 £40,570) Independent Examination Fee £3,660 (2022 £3,240) and other costs £15,006 (2022 £45,772).

All income and expenditure accounts are allocated between the expenditure categories of the SOFA (Statements of Financial Activities) on a basis designed to reflect the use of the resource.

Financial instruments

The company 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 company's balance sheet when the company 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.

With the exceptions of prepayments, all other debtor and creditor balances are considered to be basic financial instruments under FRS 102. See the face of the balance sheet and note 7 for debtor and creditor balances.

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less and bank overdrafts.

Judgements and key sources of estimation uncertainty

In the application of the company's accounting policies, the directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

The most significant estimates and assumptions which affect the carrying amount of assets and liabilities in the accounts relate to:

Useful Economic Lives: The annual depreciation charge for fixtures, fittings and equipment is sensitive to change in the estimated useful economic lives and residual value of assets. These are reassessed annually and amended where necessary to reflect current circumstances. The same is also true for intangible assets and amortisation.

Depreciation of fixed assets

Costs of repairs and maintenance are charged in the statement of financial activities in the year in which they are incurred.

Fixed assets are stated at cost, net of depreciation and any provision for impairment.

Depreciation is charged on fixtures, fittings and equipment at an annual rate of 25% of written down value.

Intangible assets

Intangible fixed assets comprise the website costs. Intangible fixed assets are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses. Amortisation is recognised so as to write off the cost or valuation of the assets less their residual values over their useful lives. The website is amortised at an annual rate of 25% of written down value.

LAWCARE LIMITEDNotes forming part of the financial statements for the year ended 31 December 2023 (*Continued*)**2 Net movement in funds**

	2023	2022
	£	£
Operating surplus is stated after charging:		
Depreciation	1,754	2,152
Amortisation	7,223	5,996
	<u> </u>	<u> </u>

3 Total Resources Expended

2023	Governance Costs £	Charitable Activities £	Total £
General office and finance	14,775	60,007	74,782
Communications	231	51,920	52,151
Staff costs and Consultancy	41,971	246,530	288,501
Depreciation and amortisation	-	8,977	8,977
Bank charges	-	14	14
Independent Examination fee	3,660	-	3,660
Total	<u>60,637</u>	<u>367,448</u>	<u>428,085</u>
Re-apportionment of Governance costs	(60,637)	60,637	-
Total Resources Expended	<u>-</u>	<u>428,085</u>	<u>428,085</u>

LAWCARE LIMITED**Notes forming part of the financial statements for the year ended 31 December 2023 (Continued)**

2022	Governance Costs £	Charitable Activities £	Total £
General office and finance	44,798	58,444	103,242
Communications	924	68,169	69,093
Staff costs and Consultancy	40,570	234,579	275,149
Depreciation and amortisation	-	8,148	8,148
Bank charges	-	9	9
Independent Examination	3,240	-	3,240
Total	89,532	369,349	458,881
Re-apportionment of Governance Costs	(89,532)	89,532	-
Total Resources Expended	-	458,881	458,881

4 Trustees and employees**Average number of persons employed:**

Administration

**2023
No.****2022
No.**

9

9

£**£****Employee costs during the year:**

Wages and salaries

282,902

275,582

Social security costs

23,913

24,596

Pension contributions

9,814

9,503

316,629

309,681

Employees

The Charity considers its key management personnel comprise the Trustees and the Chief Executive Officer. The total employment benefits including employer pension contributions of the key management personnel were £79,553 in 2023 (2022: £76,123).

1 employee was paid between £60,000 - £70,000 during 2023 (2022 – 1).

Trustees' emoluments

Five Trustees received reimbursement of expenses to the amount of £2,847 (2022 – four Trustees received £2,266).

No Trustee received any emoluments during the year (2022 - £nil).

LAWCARE LIMITED**Notes forming part of the financial statements for the year ended 31 December 2023 (Continued)****5 Intangible fixed assets**

Cost	Website & Database £
As at 1 January 2023	55,608
Additions in the year	10,905
As at 31 December 2023	<u>66,513</u>
Accumulated amortisation	
At 1 January 2023	37,619
Charge for the year	7,223
At 31 December 2023	<u>44,842</u>
Net book value	
At 31 December 2023	<u>21,671</u>
At 31 December 2022	<u>17,989</u>

6 Tangible fixed assets

	Fixtures, Fittings and Equipment £
Cost	
At 1 January 2023	33,185
Additions in the year	559
At 31 December 2023	<u>33,744</u>
Accumulated depreciation	
At 1 January 2023	26,729
Charge for the year	1,754
At 31 December 2023	<u>28,483</u>
Net book value	
At 31 December 2023	<u>5,261</u>
At 31 December 2022	<u>6,456</u>

LAWCARE LIMITED

Notes forming part of the financial statements for the year ended 31 December 2023 (Continued)

7 Creditors: amounts falling due within one year

	2023	2022
	£	£
Tax and social security	7,886	6,499
Accrued expenses	2,990	2,990
Other creditors	2,964	3,205
	<u>13,840</u>	<u>12,694</u>

Included within other creditors above is an amount of £2,842 relating to a pension creditor (2022: £2,371).

8 Capital commitments

The charity has no capital commitments at the end of the year (2022 - nil).

9 Restricted funds

No restricted income or expenditure was incurred in 2023 (2022 - nil).

10 Related party transactions

The charity is not controlled by any of its funders. For details of the amounts donated, see SOFA (Statement of Financial Activities) on page 9.

Andrew Caplen is a past president of the Law Society of England and Wales. John Guerin is a past president of the Law Society of Northern Ireland. Kayleigh Leonie was a Council member of the Law Society of England and Wales until July 2019 and is currently a member of the employment law committee. Helen Whiteman is the former CEO of CILEx regulation; she resigned from this role in September 2019. Heather McKendrick is a former employee of the Law Society of Scotland.

11 Taxation

LawCare Limited, as a registered charity, is exempt from taxation on its income and gains falling within Section 505 of the Taxes Act 1988 or Section 256 of the Taxation of Chargeable Gains Act 1992 to the extent that they are applied to its charitable objectives. No tax charge has arisen in the year.