

SOLICITORS PRO BONO GROUP

England & Wales · Charity number 1064274

Details

Other names LAW WORKS, LawWorks

Status Registered

Legal form Charitable company

Company number [03410932](#)

Registered 1997-09-09

Register [View on the Charity Commission register](#)

Contact

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Activities

Objects: (A)(I) TO PROMOTE THE UPHOLDING AND PROPER ADMINISTRATION OF THE LAW BY: ENCOURAGING, SUPPORTING AND ADVISING SOLICITORS AND FIRMS OF SOLICITORS AND THEIR STAFFS IN THE PROVISION OF PRO BONO LEGAL SERVICES; AND ADVANCING THE EDUCATION AND TRAINING OF SOLICITORS AND FIRMS OF SOLICITORS AND THEIR STAFFS UNDERTAKING OR INTENDING TO UNDERTAKE PRO BONO LEGAL SERVICES; (II) TO ENCOURAGE, SUPPORT AND ADVISE SOLICITORS TO UNDERTAKE CHARITABLE VOLUNTARY WORK IN THE ADMINISTRATION OF THE LAW, EDUCATION, SOCIAL SERVICES, COMMUNITY WORK AND OTHER CHARITABLE ACTIVITIES FOR THE BENEFIT OF THE COMMUNITY; AND (III) TO PROVIDE PRO BONO LEGAL SERVICES. (B) IN CLAUSE 3.A. "PRO BONO LEGAL SERVICES" MEANS: (I) LEGAL ADVICE AND REPRESENTATION AND OTHER LEGAL SERVICES BY INDIVIDUAL SOLICITORS, FIRMS OF SOLICITORS AND THEIR STAFFS AT A SUBSTANTIALLY REDUCED OR NO COST TO INDIVIDUALS AND GROUPS OF INDIVIDUALS AND ORGANISATIONS WHO BY REASON OF THEIR INADEQUATE MEANS CANNOT AFFORD SUCH LEGAL ADVICE, REPRESENTATION OR SERVICES; AND (II) THE PROVISION OF FINANCIAL AND OTHER RESOURCES IN SUPPORT OF SUCH SERVICES.

Activities: To promote the upholding and proper administration of the law.To encourage, support and advise lawyers and their staff to undertake charitable voluntary work in the administration of the law, education, social services, community work and other charitable activities for the benefit of the community.To provide pro bono legal services.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Other Charitable Activities
- **What:** Other Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** NATIONAL
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£1,029,860	£844,706	£918,885	15
2023-12-31	£1,008,910	£1,076,368	£733,731	19
2022-12-31	£1,180,414	£1,129,465	£801,189	22
2021-12-31	£1,110,425	£1,033,336	£750,240	19
2020-12-31	£1,045,956	£984,211	£673,151	23

Trustees

Name	Role	Appointed
Deborah Smith		2022-10-25
Emma Rehal-Wilde		2019-04-23
Emma Tunstall		2025-04-01
GEMMA WATTS		2018-02-07
Ian Jeffery		2022-10-25
James Goldsmith KC		2018-10-19
Lord Peter Goldsmith KC PC		2025-09-01

SOLICITORS PRO BONO GROUP

England & Wales - Charity number 1064274

Accounts



LawWorks
Annual Report
and Accounts 2024

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SOLICITORS PRO BONO GROUP

(Known as "LawWorks")

Company limited by guarantee no. 03410932

Registered charity no. 1064274

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2024

Cover photography: [Rina Mayer](#)

"Mother and child walking on the sidewalk" from Pexels.com

INTRODUCTION

It is with great pleasure the Trustees present their report and the audited financial statements for the year ended 31 December 2024. The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).



CHAIR'S FOREWORD

It's with a mixture of feelings that I write this, my last of nine forewords to our annual Report and Financial Statements. Foremost among those are affection for the two CEOs, Martin Barnes and Rebecca Wilkinson, and the many staff and Trustees with whom I have had the pleasure to work since 2016, pride in the efforts of our volunteers who have helped to change so many lives for the better, and gratitude for the financial and other support of the institutions, law firms, in house legal departments, universities and law schools and the pro bono co-ordinators who work with energy and dedication to organise and champion access to justice in so many of these organisations.

Over the last nine years, we have seen the number of free legal advice clinics in our network rise from 200 to over 300, annual enquiries for legal help at the clinics rise from 50,000 to 70,000 each year and in 2024 we directly brokered over 800 pieces of pro bono work, including supporting 270 small charities and other Not for Profits organizations which, in turn, multiplied significantly our impact in the communities they serve. Most satisfying is the remarkable growth in the number of volunteers who give pro bono advice each year, from around 4,500 in 2016 to more than 10,000 in 2024.

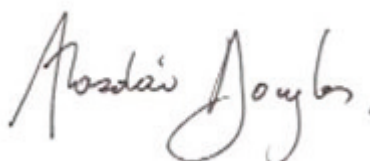
As Chair of the Board of Trustees, mine has been a joyful but humbling experience to have had the privilege of meeting so many volunteers doing great things, particularly the hundreds of law students I have talked to over the years at our annual Attorney General and LawWorks Student Awards who combine their studies with volunteering in the clinics which we support, often holding down jobs at the same time. I shall miss their selfless enthusiasm for making the world a better place by advising those who, without their help, cannot access justice.

I also feel regret that we could have achieved so much more had we had access to greater financial resources. You will see in our Financial Statements that we are in a good financial position - which we have always

managed to maintain - but this is in part through limiting what we are able to provide. The need for our services has expanded markedly over the years as the State has stepped back from providing legal aid for most civil disputes, leaving individuals to go without access to justice, try their luck as litigants in person in a complex legal world or find volunteers able and willing to help. We work hard at fund raising and are extremely grateful to the donors and grant making institutions mentioned by name in our accounts, including The Law Society of England and Wales, and others but like all charities we compete to raise funds in a very crowded marketplace. We were unable to complete the proposed merger that I mentioned in last year's foreword but go forward with renewed purpose and an even stronger sense of the importance of our work.

Finally, I am delighted that Lord Peter Goldsmith PC KC succeeds me as Chair with effect from 1 September 2025 and wish him well in his new role.

Alasdair Douglas



Chair, Board of Trustees, LawWorks

REBECCA WILKINSON, CEO OF LAWWORKS

The 2024 LawWorks Audit Report presents a comprehensive overview of the activities, achievements, and impact of LawWorks over the past year. LawWorks, a charity committed to promoting and supporting pro bono legal work across England and Wales, has continued to play a pivotal role in extending access to justice for individuals and communities who might otherwise be unable to afford legal services.

This year's report highlights the significant strides made in various areas of pro bono work, reflecting the dedication and commitment of solicitors, law firms, in-house legal teams, and volunteers who have generously contributed their time and expertise. The audit underscores the importance of pro bono initiatives in bridging the justice gap and enhancing the legal support available to vulnerable populations.

The report celebrates the contributions of individual solicitors and law firms that have gone above and beyond in their pro bono efforts. The annual LawWorks Pro Bono Awards, held in December, recognised outstanding achievements in various categories, including Best Contribution by a Small or Medium Firm, Best Contribution by a Large Firm, and Best Individual Contribution. These awards not only honour the exceptional work done but also inspire others within the legal community to engage in pro bono activities.

While the report acknowledges the remarkable progress made, it also addresses the challenges faced in the realm of pro bono work. Limited resources, increasing demand for legal assistance, and the complexities of certain legal issues are among the obstacles that LawWorks and its partners continue to navigate. The audit provides insights into how these challenges are being met with innovative solutions and collaborative efforts.

Moreover, the report identifies opportunities for further growth and development in pro bono services. It emphasises the need for

continued support from the legal sector, government, and other stakeholders to sustain and expand these crucial initiatives. By fostering a culture of pro bono work and encouraging more legal professionals to participate, LawWorks aims to build a more equitable and accessible legal system.

The 2024 LawWorks Audit Report is a testament to the power of pro bono work in transforming lives and communities. It showcases the collective efforts of the legal community in making justice accessible to all, regardless of financial means. As LawWorks looks to the future, it remains steadfast in its mission to support and promote pro bono legal services, ensuring that the principles of justice and equality are upheld for everyone.

I would like to take this opportunity to extend my thanks to Alasdair Douglas for all his commitment and hard work as Chair of LawWorks these past nine years. I know I speak on behalf of everyone here, and all those who have benefited from your passion and vision, when I extend our deepest gratitude for everything you've done.

Thank you, Alasdair, for your service, your commitment, and for being a true advocate for justice. We wish you all the very best in the next chapter of your journey.

Rebecca Wilkinson



Chief Executive Officer, LawWorks

OBJECTIVES

About LawWorks

Founded in 1997, LawWorks is a charity committed to enabling access to justice through the provision of free legal advice. We promote, support, and facilitate pro bono legal services that extend access to the law for individuals and communities in need, as well as the organisations that support them.

LawWorks operates as a membership organisation, with around 150 member law firms and in-house legal teams across England and Wales. Our members play a vital role in delivering pro bono services that make a tangible difference in people's lives. We work in partnership with legal professionals, law schools, charities, community groups, and professional bodies to deliver a wide range of programmes and support.

Our Charitable Objectives

LawWorks' charitable objects are to promote the proper administration of the law by:

- Encouraging, supporting, and advising solicitors and their staff in the provision of pro bono legal services, and advancing their education and training in this area;
- Supporting solicitors to undertake voluntary work in the administration of the law, education, social services, and other charitable activities for the benefit of the community;
- Providing pro bono legal services directly.

Legal Pro Bono and Access to Justice

Access to justice is a cornerstone of the rule of law, and LawWorks is committed to ensuring that individuals and organisations - particularly those who are vulnerable or marginalised - can access the legal advice and support they need.

Pro bono legal work plays a vital role in

addressing legal exclusion, including for smaller charities and social enterprises that may lack the resources to obtain legal assistance. While pro bono cannot and should not replace a properly funded legal aid system or the essential work of advice agencies and law centres, it remains a powerful tool for extending access to justice.

LawWorks continues to develop and deliver innovative programmes, increasingly incorporating technology, to reach people and organisations across England and Wales. These efforts are designed to ensure that legal support is available where it is most needed, regardless of geography or circumstance.

We actively promote the Joint Pro Bono Protocol, developed by The Law Society and others, which sets out principles for high-quality pro bono work. We also support the Law Society's Pro Bono Charter, encouraging law firms, in-house teams, and alternative business structures to publicly commit to pro bono service. The Protocol, and a list of signatories, is available on the LawWorks website www.lawworks.org.uk/pro-bono-protocol.

The ongoing impact of legal aid reforms and the rising cost of living have further strained access to legal advice. In this context, LawWorks' role in supporting and facilitating pro bono legal services is more important than ever.

Public Benefit

In planning and reviewing our activities throughout 2024, the Trustees have had due regard to the Charity Commission's guidance on public benefit.

LawWorks' charitable activities are focused on enabling individuals, charities, and not-for-profit organisations to access free legal advice, information, and support. Our ultimate beneficiaries are those who

would otherwise be unable to afford legal representation or navigate the legal system.

The feedback we receive from individuals accessing services through the LawWorks Clinics Network reinforces the broader evidence base: timely access to legal advice can have a significant positive impact on people's lives, including improvements in mental and physical wellbeing. Conversely, the inability to access legal support can lead to problems escalating, with wider social and economic consequences.

By supporting pro bono legal work, LawWorks contributes to a more just and equitable society. Our work not only addresses immediate legal needs but also strengthens the capacity of community organisations to serve their beneficiaries more effectively.

LawWorks Membership

LawWorks' members are central to our mission and impact. Our network includes approximately 150 organisations across England and Wales, comprising private

practice law firms, in-house legal teams, universities, and not-for-profit organisations working in the access to justice sector.

Membership offers a meaningful opportunity to contribute to a wide range of pro bono initiatives, including our Secondary Specialisation projects and the Not-for-Profits Programme. LawWorks can also provide professional indemnity insurance for eligible pro bono projects where it is not otherwise available.

Members benefit from access to training, events, and networking opportunities, including conferences, roundtables, and regional hub meetings. Their contributions are recognised through our annual Pro Bono Awards, which celebrate excellence and innovation in pro bono practice.

The Trustees would like to extend their sincere thanks to all our members and volunteers. Their commitment and generosity are instrumental in enabling LawWorks to support individuals and organisations who would otherwise be unable to access legal advice or representation.



ACHIEVEMENTS AND PERFORMANCE

2024 at a glance

2

InfoExchange sessions which were attended by

68

clinic coordinators or administrators.

27%

More non-profit cases were allocated legal pro bono support in 2024 than in 2023

The Unpaid Wages project assisted clients in reclaiming

£48,701

of unpaid wages at tribunal.

7

training sessions were held for small charities and not-profit organisations attended by

226 individuals

22

new legal pro bono advice clinics were launched in 2024.

100%

of non-profits felt the legal advice they received had increased their understanding of legal issues.

Volunteers from

24

law firms participated in our Secondary Specialisation projects.

14

agencies referred individuals to LawWorks in 2024, ensuring legal

support for **105** low-income individuals.

75 matches

made through the Pro Bono Connect Scheme in 2024.

Our Not-for-Profits Programme found pro bono support for

272

legal matters.

340

pieces of one-off pro bono legal advice were given to individuals via Free Legal Answers.

66,000+

people helped by clinics on the LawWorks Clinics Network in 2024.

100%

of Voices for Families clients reported feeling significantly less stressed and isolated.

In 2024,

69

new lawyers registered to volunteer through the Free Legal Answers platform.

10

new law firms joined Pro Bono Connect, expanding its reach to more than 60.

LawWorks Clinics Network

The **LawWorks Clinics Programme** supports a network of approximately 300 free legal advice clinics across England and Wales. These clinics are powered by the dedication of volunteer lawyers and provide vital initial legal advice, primarily in areas of social welfare law, to individuals who are often among the most vulnerable in society. Many clinics go beyond initial advice, offering support with form filling, casework, and representation.

LawWorks plays a key role in fostering sustainable partnerships between legal professionals, law schools, charities, and community organisations. Our Clinics team provides practical guidance, training, and resources to ensure high standards of service and client care.

While each clinic operates independently, being part of the LawWorks network offers significant benefits. Coordinators and volunteers gain access to training, regional hub meetings, and a shared platform for best practice and collaboration.

Achievements and Impact

- **22 new clinics** developed and launched across England and Wales.
- **Hub meetings** re-established in the North & East and newly launched in the Southwest & Southeast.
- **InfoExchange sessions** delivered on:
 - » The role of community and statutory advocacy in clinics.
 - » Making legal advice clinics more accessible.
- **New resources** developed, including updated induction materials for law student volunteers and training on legal aid and housing disrepair issues.

Feedback from Clinics

“LawWorks is the only umbrella organisation that has the best interest of law clinics at its heart. The services that LawWorks provides are unique and support our service delivery.”

“The support from the outset in terms of advice, guidance, and facilitating contacts has been invaluable.”

“LawWorks is a great organisation with a great ethos and have been really helpful in assisting us setting up the clinic.”

“LawWorks has been pivotal in launching the Legal Advice Bureau. The support from the outset in terms of advice, guidance, facilitating contacts as well as the continued assistance has been invaluable.”

Challenges and future plans

The Clinics Team experienced reduced capacity and staff turnover in early 2024, coinciding with a **28% increase in enquiries** (from 70,432 in 2023 to 90,386 in 2024). Despite these pressures, the team maintained strong support for clinics and continued to grow the network. In 2025 we will be issuing a new LawWorks Clinics Handbook and welcoming a new Clinics Development & Support Officer based in the South West of England.

Not for Profit Programme

The **Not-for-Profits Programme** connects small and medium-sized charities and social enterprises with pro bono legal support from LawWorks’ network of member law firms and in-house legal teams. The programme helps organisations navigate legal issues that might otherwise hinder their operations or growth.

Services Offered

- **Casework Service:** One-off legal advice on discrete issues.
- **Honorary Counsel:** Ongoing legal support for broader needs.
- **Training and Resources:** Free webinars, downloadable memos, FAQs, and “Free Talks” on common legal topics.

Achievements and Impact

The non-profits LawWorks members helped in 2024 support some of the most vulnerable and disadvantaged in our society. Although the breadth of their work is wide, they

CASE STUDY: Unpaid Wages

In 2023, LawWorks began supporting M, a father caring for a terminally ill child. M was employed in a shift-based role, but due to his caregiving responsibilities, he had to decline certain shifts to attend essential medical appointments. As a result, his employer unlawfully dismissed him.

With the support of LawWorks and volunteer solicitors, M brought a claim for unfair dismissal and discrimination by association. The legal team guided M through the process, helping him understand his rights and build a strong case.

In 2024, the matter was successfully resolved, with M receiving a £15,000 settlement from his former employer. The outcome not only provided financial relief but also affirmed M's right to fair treatment in the workplace.

commonly deal with poverty, disability, abuse, social exclusion, and special educational needs. These organisations operate all over England and Wales at all levels - from small, local or new organisations to country-wide organisations – and would otherwise struggle to pay for legal advice. By helping them access legal assistance for free, the LawWorks Not-for-Profit Programme is supporting them to help their wider beneficiaries.

- **494 applications** received (12% increase from 2023).
- **272 legal matters** supported (27% increase from 2023), exceeding the annual target by 52 cases.
- **7 training sessions** delivered to **226 attendees**.
- **100%** of supported organisations reported improved understanding of legal issues.
- **75%** reported increased confidence in dealing with legal matters.
- **100%** said they would seek LawWorks' support again.

Feedback from not-for-profit organisations in 2024 included:

"We really felt in a safe pair of hands and with people who knew exactly what they were doing, when we didn't! We are hugely grateful! Our important project work has got off to a great start thanks to your support".

"The support we received was fantastic. When we met our volunteer, it was clear that he had taken the time to review everything we had sent in great detail. He was very supportive and offered as much advice as candidly as he could. Thank you!"

"Your expertise and dedication have provided us with invaluable guidance, allowing us to focus more fully on our objectives and saved money in the process. Your kindness has made a lasting impact, and we are deeply grateful for the time and effort you have invested in helping us continue our work in the community. Thank you for being such a vital part of our journey!"

Feedback from volunteers in 2024 included:

"It was fulfilling, especially to know that our legal advice is making a tangible impact."

"It has been a very formative experience, LawWorks provided all the details necessary so we were able to quickly start working on this matter. Through LawWorks Pro Bono opportunities I have now developed a new found interest in Employment Law."

"Excellent source of referrals for pro bono opportunities which provide a chance to give back to society in a valuable way."

Challenges and Future Plans

In 2025 we will welcome our new Programme Officer into the team and implement two new initiatives including: (1) a formalised training programme aimed at our non-profits; and (2) developing a newsletter for our non-profits to spread the word about the Not-for-Profits Programme and to provide information on upcoming training events and topical legal issues.

Secondary Specialisation

LawWorks' Secondary Specialisation Programme supports the development of in-depth pro bono work in areas of social welfare law. The programme enables legal professionals to build expertise and confidence in complex legal areas through structured training, supervision, and ongoing support.

Current projects include:

- **Voices for Families** – supporting parents and carers of children with life-limiting conditions.
- **Unpaid Wages Project** – assisting individuals to recover wages owed by employers.

Our in-house team, who are specialists in their fields, provide tailored training and supervision to volunteers. This ensures high-quality legal support for clients and a positive experience for participating lawyers.

In 2024 LawWorks continued to act as the administrator for the Domestic Abuse Response Alliance (DARA), now in its third year, providing the tech platform and the administrative support for this multi-firm advocacy alliance which provides end-to-end representation and advocacy support for domestic abuse survivors seeking protective orders against their abusers. The DARA firms are Travers Smith, Reed Smith, Hogan Lovells, Latham & Watkins, Slaughter and May, Gibson, Dunn & Crutcher, Debevoise & Plimpton, DLA Piper, Eversheds Sutherland and Akin Gump Strauss Hauer & Feld.

Achievements and Impact

- **105 individuals supported** through Secondary Specialisation projects.
- **£48,701 recovered** in unpaid wages through tribunal claims.
- **14 referral agencies engaged**, alongside self-referrals and returning clients.
- **24 law firms** participated in delivering legal support.
- **100%** of Voices for Families clients reported feeling significantly less stressed and isolated.
- **100%** of Unpaid Wages clients said they better understood their legal rights and were highly satisfied with the support received.

One client said:

"It is such a relief to be at the end of the project after all this time. We can't thank you enough for your help in getting us here. Having you on board reduced our stress levels and certainly gave us a voice when communicating with the insurers."

Challenges and future plans

In late 2023, the project expanded its remit to include more complex employment cases, in response to a decline in referrals focused solely on unpaid wages. This decision was driven by our commitment to supporting as many individuals as possible. It became clear, however, that these more complex cases were not well suited to the project's structure.

They placed significant demands on volunteer time and capacity, and resulted in additional workload for the project coordinator. As a result, we have made the strategic decision to refocus the project on its core aim - addressing unpaid wage claims - and will be increasing outreach to referral agencies to encourage a higher volume of suitable referrals.

CASE STUDY: Voices for Families

In 2022, a team of volunteer lawyers from **Orrick**, supported by LawWorks, began assisting N and H, the parents of E, a 12-year-old child with profound disabilities caused by 1P36 deletion syndrome. E is non-verbal, incontinent, and has global developmental delay, with needs comparable to those of an 18-month-old.

Several years earlier, the family had received a disability grant from their local council to build a ground-floor extension to their home, including a bedroom and bathroom tailored to E's needs. By 2022, the extension had subsided, causing structural damage to the property and significantly worsening E's living conditions.

After years of unsuccessful correspondence with the council and its insurers, the Orrick team - working closely with a supervising solicitor at LawWorks - secured an admission of liability. They then advised the family on the necessary remedial work, which, based on expert assessments, required a complete rebuild of the extension.

Following several months of negotiation with the council, insurers, and loss adjusters, the insurers agreed to fund the full cost of the rebuild. The work was successfully completed in September 2024, restoring safe and appropriate living conditions for E and his family.

Pro Bono Connect

Pro Bono Connect (PBC) is a unique scheme that facilitates collaboration between solicitors and barristers working pro bono on civil matters. It enables individuals, charities, and community groups, who would otherwise be unable to afford legal representation, to benefit from a complete legal team.

Achievements and Impact

- **75 cases placed** across a range of legal areas.
- **Over 400 requests** received by year-end, with **250 matches** completed by mid-year.
- **10 new firms** joined the scheme, expanding its reach to nearly **70 member firms**.
- Several cases resulted in **pro bono costs** orders, contributing to funding in the access to justice space.
- Some cases attracted **media attention** due to their potential to influence legal precedent.

PBC also played a key role in regional pro bono committees, particularly in the North and Yorkshire & Humber, helping to broaden

participation beyond London-based firms.

Administrative improvements included the successful migration of case management to the **UK Pro Bono Portal**, streamlining operations and improving efficiency.

Challenges and future plans

Despite growth, capacity and conflict of interest remain key challenges for placing cases with pro bono lawyers. Many cases still go unplaced due to limited availability of suitable volunteers. To address this, LawWorks has recruited a Support Officer who will start work in Summer 2025, and is actively working to engage more specialist and regional firms.

A sister scheme, Pro Bono Expert Support, launched in late 2023, has also begun to provide expert witness and litigation support in complex pro bono cases.

Free Legal Answers

Free Legal Answers (FLA) is an online platform that enables individuals to ask legal questions and receive written advice from qualified solicitors. Based on a model developed by the American Bar Association, FLA provides a flexible and accessible way for lawyers to volunteer their time and for users to access legal help.

Achievements and Impact

- **1,103 valid questions** submitted, up from 469 in the previous year.
- **340 questions answered** by volunteer solicitors.
- **69 new lawyers** joined the platform.

LawWorks undertook several initiatives to improve solicitor engagement:

- Hosted an online demonstration event featuring an experienced FLA volunteer.
- Increased social media outreach and presented at Regional Pro Bono Committee meetings.
- Published a Volunteer Handbook and 'Top Tips' guide, with templates and factsheets for common legal issues - thanks to support from Baker McKenzie.

FLA was also embedded into academic programmes:

- University of Surrey integrated FLA into its LLM SQE module.
- University of Southampton Law Clinic enabled students to answer questions under solicitor supervision.

We received the following positive client feedback during 2024:

"Thank you so much for all your help over the last few months, and for putting up with my rants and raves, I really do appreciate it, I don't think I'd have been able to go this far without you."

"Thank you so much for all your help, I never would've gotten this far without you, you've been a real blessing."

"Easy to use, quick response times and

easy access to answers it would normally take weeks to hear back from a normal solicitor. Thank you for your advice and expertise in my matter".

"Absolutely brilliant! Super service and very very quick response. Delighted thanks so much!"

"Ace. Thanks. Really really appreciate this free service. Amazing. Recently I have been not happy with state of the world. You restore some hope. Thanks again. VERY VERY MUCH APPRECIATED!"

"Rapid response. Quick solution. All done within 24 hours."

"We are very grateful for the quite detailed advice. We are in a little financial difficulty at present and appreciate the free response."

Challenges and future plans:

Volunteer engagement remains the primary challenge for Free Legal Answers. Between July and December 2024, only 23 solicitors answered questions, with most responses coming from a small core group.

Platform sustainability is also a concern, with no dedicated funding since July 2023. Updating the technology to remain functional and secure is a key priority for 2025.

Collaborative Projects

Major Incidents Response Plan

LawWorks continues to play a key role in supporting the legal profession's preparedness to respond to major incidents. In partnership with the Law Society, we have been working to ensure that the Major Incident Response Plan (MIRP) is robust, coordinated, and ready to be activated when needed.

Originally launched in February 2022 as a centralised online platform for coordinating pro bono legal advice in the event of a major incident, MIRP was fully transitioned onto the UK Pro Bono Portal in 2023. This move has enabled more efficient engagement with

law firms and improved integration with wider pro bono infrastructure.

Activities and Progress

At the start of 2024, our focus was on engaging with law firms on the Portal and with stakeholders across the broader emergency response and legal advice community. Our aim was to ensure that MIRP is underpinned by a clear, practical plan that can be activated swiftly and effectively in the event of a qualifying incident.

In summer 2024, we worked with the Law Society to conduct an internal test of the MIRP Panel's decision-making process—specifically, how the panel would determine whether to activate the plan and what steps would follow.

In autumn 2024, we hosted a roundtable chaired by the President of the Law Society, bringing together representatives from ten law firms, the Law Centres Network, and London Citizens Advice. The session focused on lessons learned from previous incidents and how these insights can inform the future development of MIRP.

Case Study Development

In early 2024, the Law Society provided LawWorks with its formal definition of a “major incident” and authorised the development of retrospective case studies. Four historical incidents were selected for analysis:

- The Manchester Arena bombing (2017)
- The 2011 London Riots
- The 7/7 London bombings (2005)
- Flooding in Cumbria and Lancashire (Storm Desmond, 2015)

LawWorks invited Panel firms to contribute to the development of these case studies, analysing how MIRP could have supported legal needs in the aftermath of each event. Engagement has been strong, with each incident assigned to at least one participating firm. The resulting reports were presented at a roundtable on 27 February 2025, and the insights gathered will directly inform MIRP's development and operational planning for the year ahead.

IP Pro Bono

IP Pro Bono was a specialist scheme designed to support individuals and small businesses involved in disputes concerning intellectual property rights, including patents, trade marks, protected designs, and copyright. Originally established by the Chartered Institute of Trade Mark Attorneys (CITMA) and the Chartered Institute of Patent Attorneys (CIPA), the scheme had been dormant for several years until 2023, when LawWorks entered into a formal agreement with the founding bodies to relaunch and manage the project.

Under this agreement, LawWorks assumed full operational responsibility for the scheme in October 2023, integrating it into the UK Pro Bono Portal. In 2024, the scheme received a total of 270 requests for assistance, of which 76 were eligible, and 30 cases were placed with volunteer lawyers.

Following a series of consultation meetings with CITMA and CIPA in 2024, it was agreed that the scheme would be formally closed. This decision was made in recognition that the scheme was unable to meet the needs of the clients, and would instead focus on the support already available through existing LawWorks programmes - particularly the Not-for-Profits Programme and the IP-focused clinics within the LawWorks Clinics Network, as well as the pro bono clinics run by CIPA and CITMA.

LawWorks remains committed to supporting access to justice in the field of intellectual property and will continue to do so through these established and integrated channels.

Engagement and Advocacy

LawWorks continues to be a leading voice for pro bono in England and Wales. Our engagement work is central to promoting the value of pro bono legal services and advocating for improved access to justice.

In 2024, we maintained a strong presence across multiple platforms and forums, working collaboratively with partners in the legal, political, and voluntary sectors, this included contributing to national policy discussions through its participation in key forums, including the Attorney General's Pro Bono Committee Steering Group, the Administrative Justice Council, the Civil Justice Council's Annual Forum and the Legal and Advice Sector monthly roundtables.

These engagements ensure that the voice of the pro bono sector is heard in shaping the future of legal services and access to justice.

LawWorks Events in 2024

Pro Bono Awards

Celebrating excellence in pro bono is a key part of LawWorks' mission to inspire and recognise the legal community's contribution to access to justice. In 2024, we hosted two flagship awards events:

The LawWorks and Attorney General Student Pro Bono Awards

Held in the Chomondeley Room at the House of Lords on 9 May 2024, and presented by the Attorney General, the Rt Hon Victoria Prentis KC MP. The event honoured outstanding student contributions to pro bono work across the UK.

The LawWorks Pro Bono Awards

Hosted by political commentator Tamara Cohen and presented by Mark Evans, Vice President of the Law Society of England and Wales. The event received over 60 nominations and was attended by more than 150 guests. It was generously sponsored by LexisNexis and supported by the Law Society.



The winners of the 2024 Student Pro Bono Awards were:

- Best New Pro Bono Activity: [Reach out to Survivors: Domestic Abuse, University of Chester](#)
- Best Contribution by an Individual: [Jekaterina Bodnarchuk, Hertfordshire Law School](#)
- Best Contribution by a Law School: [University of Bristol Law School, University of Bristol](#)
- Best contribution by a Team of Students: Joint winners [Justice Bus Project, University of Hertfordshire](#) and [Rights of Nature Toolkit: Rivers Project, Human Rights and Environmental Law Clinic, King's College London](#)
- Advocate and LawWorks Law School Challenge: [University of Huddersfield](#)

The winners of the 2024 LawWorks Pro Bono Awards were:

- Best Contribution by a Small or Medium Firm: [Ropes & Gray](#)
- Best Contribution by a Large Firm: [Dechert](#)
- Best Contribution by an In-house Team or an In-house Solicitor: [Omar Madhloom, University of Southampton](#)
- Best Contribution by a Junior Lawyer: [Abigail Curry, Baker McKenzie](#)
- The Stephen Denyer Pro Bono Awards for Best Individual Contribution: [Thomas Jennings, Herbert Smith Freehills](#)
- Best Pro Bono Contribution in Wales: [Veterans Legal Link, Aberystwyth University](#)
- Best Contribution by a Pro Bono Clinic: [Dads House Family Law Clinic, Dad's House](#)
- Best International Pro Bono Award: [Face Equality International in partnership with Reed Smith, Bank of America and Amazon](#)
- Best New Pro Bono Activity: [UCL iLAC Form Filling Initiative](#)
- Most Effective Pro Bono Partnership: [City Community Legal Advice Centre](#)
- Best Contribution to LawWorks Not-For-Profits Programme: [Crowell & Moring U.K. LLP](#)

- Best Contribution to LawWorks Secondary Specialisation Programme: [Baker McKenzie](#)
- The Pro Bono Connect Award: [Morrison Foerster and Cloisters Chambers](#)

Both awards events were at capacity and reflected the true spirit of cooperation and civic service that is embodied in pro bono work.

LawWorks Pro Bono Conference

On Friday 12th July 2024, LawWorks held our annual Conference. The conference brought together over 100 pro bono clinic and law firm coordinators, volunteers and stakeholders from the wider advice sector, both in person and online. The conference was an opportunity to explore, discuss and celebrate the positive impact pro bono has on communities. One of the big conference sessions explored the relationship between pro bono services and legal tech, and how we can use this to reach more people. The conference was kindly hosted by Baker McKenzie, and we would like to take this opportunity to thank them, all our speakers, and our attendees for making the event a success.

PLANS FOR THE FUTURE

As we move into the next phase of our development, LawWorks is focused on consolidating our work and strengthening organisational resilience. Our newly finalised 2025–2026 strategy lays the foundation for sustainable growth from 2027 onwards.

Our Strategic Priorities for 2025 include:

- **Impact Measurement:** Enhance tools and frameworks to better capture and communicate the social value of our programmes.
- **New Projects and Partnerships:** Identify and scope initiatives aligned with our mission and strategic goals.
- **Member Engagement:** Launch a comprehensive member questionnaire to gain insights into pro bono activity, interests, and support needs.
- **Operational Review:** Conduct a review of key internal processes, including GDPR compliance, to ensure we remain efficient, secure, and fit for purpose.

As we approach our 30th anniversary in 2027, we will begin shaping a renewed vision for the future - one that builds on our legacy and responds to the evolving needs of the communities we serve.



FINANCIAL REVIEW

LawWorks is currently in a robust financial position and enjoys a strong reputation among its members, funders, and stakeholders within the pro bono and access to justice sectors. In the year to December 2024, LawWorks are reporting a surplus of £185,154.

Reserves Policy

The Board of Trustees, in the interest of providing adequate contingency funds to LawWorks, have continued to keep a reserves policy of six months operating costs. This is equal to £422,353 based on 2024 expenditure.

For the year ending December 2024, LawWorks held reserves of £918,885, £779,169 of which is unrestricted. Unrestricted reserves are equal to 11 months of operating costs.

Risk Management

The Board of Trustees (the Board) has overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. The system of internal controls is designed to provide assurance that the funds are used in line with its charitable objects, for the purposes for which they were granted and for the public benefit. These controls include: a strategic plan and an annual budget approved by the Board, plus regular oversight and consideration by the Board of financial information, variance from budgets and non-financial performance reports.

Throughout 2024, the Board has continued to review the risks presented to LawWorks and are satisfied there are adequate measures in place to mitigate the most significant risks.

LawWorks has a risk register, which is presented to the Board at every board meeting, and at these meetings the CEO

presents an overview of the types of risk the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying ways to mitigate the risks. LawWorks has identified the key risks in the coming three years as: securing sufficient core funds particularly given the ongoing impact of inflation, cost of living crisis and ending of multi-year grants; loss of key personnel; and updating and reviewing our cyber security. The Trustees also consider the potential impact of political instability and a regularly changing policy environment as an additional risk for LawWorks, both from a funding perspective and an operational perspective.

Mitigations are in place for each of these risks; including appointing additional staff to support fundraising and technology efforts, not recruiting into roles for unfunded projects where the projects can be managed with existing staff, creating cautious budgets with rigorous financial oversight from the board, and ongoing staff consultation regarding changes within the organisation.

The internal financial controls used by LawWorks conform to guidelines issued by the Charity Commission.

Fundraising

In 2024, LawWorks' income was derived from four main sources: membership fees, trusts and foundations, The Law Society and additional funding coming from individual donations, legacies and fundraising events.

Funding cuts over the past two years have meant that LawWorks needs to diversify its income as a matter of urgency to ensure we can continue to run our programmes across England and Wales. In order to secure multi-year committed funding, we are working to strengthen unrestricted income streams, including individual donations and corporate giving.

For 2024, grants totalled £478,810 and membership fees reached £277,809. The remainder of LawWorks' income is largely made up of sponsorship and individual donations.

With income just over £1m for 2024 and in accordance with the Charities (Protection and Social Investment) Act 2016, LawWorks confirms:

1. Fundraising was conducted by LawWorks' Chief Executive and Head of Fundraising.
2. LawWorks is a member of the Fundraising Regulator.
3. In 2024, no failures to comply with the guidance of the Fundraising Regulator were recognised.
4. Controls in place with regard to fundraising include – mandatory sign-off from the CEO before bids are submitted, monthly internal fundraising workshops to review progress / practices and a policy of not fundraising from clients i.e. those who cannot afford a solicitor.
5. In 2024, there were zero complaints made with regard to LawWorks' fundraising activity.
6. As above, LawWorks has a policy to not target its clients when fundraising, as we expect many would be considered vulnerable. LawWorks directs the little individual fundraising it currently does at professionals in the legal sector.

STRUCTURE, GOVERNANCE AND MANAGEMENT

LawWorks is a registered charity and a private company limited by guarantee. The organisation was incorporated on 29th July 1997 and its governing document is a memorandum and articles of association.

The Charity has no share capital or debentures, hence there are no Trustees' interests requiring disclosure. In the event of the Charity being wound up each member is required to contribute an amount not exceeding £1.

The Charity is governed by a Board of Trustees, who are all volunteers. No paid employee of the Charity, whether in full or part time employment, can be elected to the Board. The election of members to the Board takes place at the Annual General Meeting. The Trustees may appoint any member to the Board to fill a casual vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next Annual General Meeting. Details of those serving on the Board during the year and those serving currently are shown below.

Trustees

The Board of Trustees meet once every three months and hold an annual away day. All new trustees are routinely updated with the Commission's guidance publications and subsequent training is made available to all trustees as needed.

The trustees, who are the directors for company law purposes, retire by rotation and are eligible for reappointment; they are elected by its company members. The names of the trustees serving in 2024 are as follows:

- Alasdair Douglas (Chair)
- Nick Emmerson (resigned October 2024)
- Jamie Goldsmith KC
- Ian Jeffery
- Robert Lay (Treasurer) (resigned October 2024)

- Emma Rehal-Wilde
- Deborah Smith
- Gemma Watts
- Richard Atkinson (appointed October 2024)
- Emma Tunstall (Treasurer) (appointed April 2025)

The staff team is accountable, through the Chief Executive, to the trustees, and is responsible for the day-to-day operations of the charity in accordance with the strategy, policies, procedures and budgets approved by the Board and any ad hoc committees.

The key management personnel during the year were the Chief Executive together with the five-person management team.

Staff salaries are supervised by the Board, taking into account the needs of the organisation and external economic circumstances.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Policies).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year.

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 operation.

The trustees are responsible for keeping adequate 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 detection and prevention of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

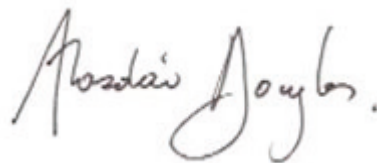
On 18 November 2024 the company's auditor changed its name from Haysmacintyre LLP to HaysMac LLP. HaysMac LLP have indicated their willingness to continue in office and offer themselves for re-appointment as such, under Section 485 of the Companies Act 2006.

Preparation of the report

This report of the Board of Trustees has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

This report was approved and authorised for issue by the trustees on

and signed on their behalf by:



Alasdair Douglas, Chair of Trustees

Date: 22nd August 2025

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF SOLICITORS PRO BONO GROUP ("LAWWORKS")

Opinion

We have audited the financial statements of Solicitors Pro Bono Group for the year ended 31 December 2024 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our

other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements

or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the

Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 24, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless

the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to

compliance with the regulatory requirements of the Charity Commission, employment law and health and safety regulations, and we considered the extent to which non-compliance might have a

material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities

Act 2011, and payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has

been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Lee Stokes (Senior Statutory Auditor)
For and on behalf of HaysMac LLP
Statutory Auditor

10 Queen Street Place
London
EC4R 1AG

Date: **26 August 2025**

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account)

For the year ended 31 December 2024

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	2024	2024	2024	2023
		£	£	£	£
Income					
Income from					
Donations	2	91,477	-	91,477	147,114
Investments		8,038	-	8,038	3,819
Other Trading Activities	3	30,800	-	30,800	64,553
Charitable activities	4	377,809	497,810	875,619	792,749
Other income		23,926	-	23,926	675
Total income		532,050	497,810	1,029,860	1,008,910
Expenditure					
Expenditure on raising funds		104,932	-	104,932	165,742
Expenditure on charitable activities:					
Supporting and promoting pro bono		68,652	13,218	81,870	134,779
Enabling access to justice through pro bono		115,234	293,692	408,926	475,273
Supporting not-for-profit organisations		111,353	53,900	165,253	212,108
DARA Expenditure		-	83,725	83,725	88,466
Total expenditure	5	400,171	444,535	844,706	1,076,368
Net movement in funds		131,879	53,275	185,154	(67,458)
Total funds brought forward		647,290	86,441	733,731	801,189
Total funds carried forward		779,169	139,716	918,885	733,731

The Charity has no recognised gains or losses in the year other than that shown above. All the above results were derived from continuing activities. Details of comparative figures by fund are disclosed in note 1 to the financial statements.

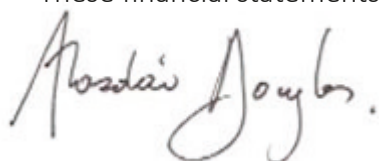
The notes and information on pages 32 to 42 form part of these financial statements

BALANCE SHEET

As at 31 December 2024

	Notes	£	2024 £	£	2023 £
Fixed assets					
Tangible assets	9		2,672		4,437
Current assets					
Debtors	10	46,654		76,036	
Cash at bank and in hand		1,083,331		895,401	
		<u>1,129,985</u>		<u>971,437</u>	
Creditors: amounts due within one year	11	<u>(213,772)</u>		<u>(242,143)</u>	
Net current assets			<u>916,213</u>		<u>729,294</u>
Net assets			<u>918,885</u>		<u>733,731</u>
Funds					
Restricted Funds	12		139,716		86,441
General fund (unrestricted)	12		779,169		647,290
	13		<u>918,885</u>		<u>733,731</u>

These financial statements were approved and signed on behalf of the Trustees on 22nd August 2025.



Alasdair Douglas, Chair of Trustees

STATEMENT OF CASH FLOWS

For the year ended 31 December 2024

	Notes	2024 £	2023 £
Cash flows from operating activities			
Net cash provided by operating activities	A	<u>181,487</u>	<u>(83,991)</u>
Cash flow from investing activities			
Purchase of fixed assets		(1,595)	-
Interest		<u>8,038</u>	<u>3,819</u>
Net cash provided by investing activities		<u>6,443</u>	<u>3,819</u>
Increase/ (Decrease) in cash and cash equivalents in the year		187,930	(80,172)
Cash and cash equivalents at the beginning of the year		895,401	975,573
Total cash and cash equivalents at the end of the year		<u><u>1,083,331</u></u>	<u><u>895,401</u></u>
A) RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES			
Net income/(loss) for the year as per SOFA		185,154	(67,458)
Depreciation charge		3,360	3,779
Interest		(8,038)	(3,819)
Decrease in debtors		29,382	67,967
(Decrease) in creditors		(28,371)	(84,460)
Net cash provided by operating activities		<u><u>181,487</u></u>	<u><u>(83,991)</u></u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2024

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Companies Act 2006, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) and the

Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Solicitors Pro Bono Group (LawWorks) is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Preparation of the accounts on a going concern basis

As a result of the termination of the merger with A4ID, LawWorks continued its charitable activities through 2024 and the financial statements are prepared on the basis of going concern.

Whilst there are potential risks to the charity's income, the substantial cash reserves, ongoing investment in fundraising, effective management and governance, and strategic options to mitigate risks and address any significant income loss ensure that the charity remains a going concern.

Fund accounting

General funds are unrestricted funds which

are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the items have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income received in advance of the relevant specified service provision is deferred until the criteria for income recognition are met. If the funded service is provided continually the grant is considered to accrue evenly over the period of specified support.

Grants and donations

Grants and donations received are recognised in the Statement of Financial Activities when the Charity is entitled to them as specified in the general income policy and in accordance with the terms attached to the grant or donation.

Donated services and facilities

Donated professional services and donated facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in the expenditure in the period of receipt.

In accordance with the Charities SORP FRS

102 the general volunteer time given to the Charity is not recognised.

The volunteers and individual members of the Charity benefit from events organised by the Charity in partnership with legal firms. The cost to these firms of providing these events is not treated as a donation to the Charity.

The extent of volunteering support in the Charity is acknowledged in the Annual Report.

Membership subscriptions

Income from membership subscriptions is recognised on an accruals basis, income received in advance is deferred (see Note 10).

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Allocation of support costs

Support costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office furniture & equipment: 4 years

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions

The Charity makes payments to staff members' personal pension and defined contribution arrangements. Payments made fulfil in total the Charity's obligations for such payments and are recorded as an expense in the period they are payable.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the view of the trustees, there are no areas of critical accounting judgement or estimation uncertainty used in preparing the financial statements.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A

specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

STATEMENT OF FINANCIAL ACTIVITIES COMPARATIVES DETAIL

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Income			
Donations	147,114	-	147,114
Investments	3,819	-	3,819
Other Trading Activities	64,553	-	64,553
Charitable activities	391,137	401,612	792,749
Other Income	675	-	675
Total income	607,298	401,612	1,008,910
Expenditure			
Expenditure on raising funds	165,742	-	165,742
Expenditure on charitable activities:			
Supporting and promoting pro bono	125,340	9,439	134,779
Enabling access to justice through pro	227,190	248,083	475,273
Supporting not-for-profit organisations	173,468	38,640	212,108
Domestic Abuse Response Alliance Expenditure	-	88,466	88,466
			-
Total expenditure	691,740	384,628	1,076,368
Net income/ net movement in funds	(84,442)	16,984	(67,458)
Total funds brought forward	731,732	69,457	801,189
Total funds carried forward	647,290	86,441	733,731

2. DONATIONS AND LEGACIES

DONATIONS AND LEGACIES	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2024	2023
	2024	2024	2024	2023
	£	£	£	£
The London Legal Support Trust – Legal Wall	7,826	-	7,826	4,280
Law School Challenge	2,563	-	2,563	10,871
Christmas Carol Concert	13,395	-	13,395	9,681
Trusts and Legacies	12,256	-	12,256	20,000
Other events and donations	55,437	-	55,437	102,282
	91,477	-	91,477	147,114

Comparative information - all income shown in 2023 above related to unrestricted funds.

Prior Year	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2023	2022
	2023	2023	2023	2022
	£	£	£	£
The London Legal Support Trust – Legal Wall	4,280	-	4,280	5,893
Law School Challenge	10,871	-	10,871	856
Christmas Carol Concert	9,681	-	9,681	10,524
Trusts and Legacies	20,000	-	20,000	-
Other events and donations	102,282	-	102,282	49,906
	147,114	-	147,114	67,179

3. OTHER TRADING ACTIVITIES

OTHER TRADING ACTIVITIES	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2024	2023
	2024	2024	2024	2023
	£	£	£	£
Rental Income	16,800	-	16,800	42,853
Desk Share	14,000	-	14,000	21,700
	30,800	-	30,800	64,553

4a. INCOME FROM CHARITABLE ACTIVITIES - 2024

	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £	Total Funds 2023 £
Membership subscriptions	277,809	-	277,809	251,515
Domestic Abuse Resource Alliance (DARA)				
Membership	-	71,500	71,500	71,500
	277,809	71,500	349,309	323,015
National Lottery Community Fund	-	105,696	105,696	85,557
The Law Society	95,000	-	95,000	134,622
City Bridge Trust	-	53,900	53,900	38,640
Trust for London	-	52,464	52,464	53,900
Masonic Charitable Trust	-	30,000	30,000	-
William A Cadbury	-	20,000	20,000	-
National Pro Bono Centre	-	18,000	18,000	-
Advocate (Pro Bono Connect)	-	13,218	13,218	9,439
Sir James Knott Trust	-	10,000	10,000	10,000
Linklaters	-	10,000	10,000	-
MoJ Help Accessing Legal Support (HALS)	-	7,532	7,532	59,626
HughBonGoFund	5,000	-	5,000	-
Essex Community Foundation	-	5,000	5,000	-
Mills & Reeves Charitable Trust	-	5,000	5,000	-
The February Foundation	-	5,000	5,000	-
Norton Rose Charitable Foundation	-	5,000	5,000	-
CIPA	-	5,000	5,000	-
CITMA	-	5,000	5,000	-
M&G plc	-	4,000	4,000	-
Schroder Charity Trust	-	4,000	4,000	-
Accenture UK Ltd	-	4,000	4,000	-
Baker & McKenzie LLP	-	4,000	4,000	-
Orrick	-	4,000	4,000	-
White & Case LLP	-	4,000	4,000	-
Cambridgeshire Law Society	-	3,000	3,000	-
The City of London Solicitors Company	-	1,000	1,000	-
Together for Short Lives	-	-	-	17,250
Farrer & Co Charitable Trust	-	-	-	5,000
The Rothley Trust	-	-	-	1,500
Edgar E Lawley Foundation Grant	-	-	-	1,500
Domestic Abuse Resource Alliance- (DARA)				
Funding	-	47,500	47,500	52,700
	100,000	426,310	526,310	469,734
TOTAL	377,809	497,810	875,619	792,749

4b. INCOME FROM CHARITABLE ACTIVITIES - 2023

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Membership subscriptions	251,515	-	251,515
Domestic Abuse Resource Alliance (DARA) Membership	-	71,500	71,500
	251,515	71,500	323,015
The Law Society	134,622	-	134,622
National Lottery Community Fund	-	85,557	85,557
MoJ Help Accessing Legal Support (HALS)	-	59,626	59,626
Trust for London	-	53,900	53,900
City Bridge Trust	-	38,640	38,640
Together for Short Lives	-	17,250	17,250
Sir James Knott Trust	-	10,000	10,000
Advocate (Pro Bono Connect)	-	9,439	9,439
Farrer & Co Charitable Trust	5,000	-	5,000
The Rothley Trust	-	1,500	1,500
Edgar E Lawley Foundation Grant	-	1,500	1,500
Domestic Abuse Resource Alliance -	-	52,700	52,700
	139,622	330,112	469,734
TOTAL	391,137	401,612	792,749

5a. ANALYSIS OF EXPENDITURE BY TYPE - 2024

	Staff costs £	Direct costs £	Support costs £	Total 2024 £
Raising funds				
Fundraising costs	77,520	4,470	22,942	104,932
Charitable activities				
Supporting and promoting pro bono	33,894	38,789	9,187	81,870
Enabling access to justice through pro bono	318,068	4,644	86,214	408,926
Supporting not-for-profit organisations	130,013	-	35,240	165,253
DARA Expenditure	-	71,725	12,000	83,725
	<u>559,495</u>	<u>119,628</u>	<u>165,583</u>	<u>844,706</u>

Support costs are apportioned to the various activities of the Charity on the basis of direct staff costs.

5b. ANALYSIS OF EXPENDITURE BY TYPE - 2023

	Staff costs £	Direct costs £	Support costs £	Total 2023 £
Raising funds				
Fundraising costs	88,088	44,361	33,293	165,742
Charitable activities				
Supporting and promoting pro bono	75,846	31,838	27,095	134,779
Enabling access to justice through pro bono	347,090	4,189	123,994	475,273
Supporting not-for-profit organisations	156,279	-	55,829	212,108
DARA Expenditure	-	76,466	12,000	88,466
	<u>667,303</u>	<u>156,854</u>	<u>252,211</u>	<u>1,076,368</u>

6. SUPPORT COSTS

	2024 £	2023 £
Rent	46,756	119,953
Insurance	28,080	24,399
Communications	12,402	12,493
Professional fees	43,646	48,922
Office costs	7,337	10,779
Depreciation	3,360	3,779
Bank charges	260	354
IT costs including website	23,742	31,532
	<u>165,583</u>	<u>252,211</u>

7. NET INCOME / (LOSS) FOR THE YEAR

	2024	2023
	£	£
This is stated after charging:		
Depreciation	3,360	3,779
Fees payable to auditors for audit		
- current year	15,393	13,868

During the year no Trustee received any remuneration (2023- £Nil). No expenses were reimbursed to Trustees in the year in respect of travel expenses.

8. STAFF COSTS AND NUMBERS

	2024	2023
	£	£
Salaries	480,670	572,983
Social security costs	40,757	50,070
Pension	32,026	36,571
Other benefits costs	4,682	7,448
Recruitment costs	1,360	231
	<u>559,495</u>	<u>667,303</u>

STAFF NUMBERS	2024	2023
Chief Executive	1	1
Projects	14	17
Administration & Support	-	1
	<u>15</u>	<u>19</u>

The following number of employees received benefits (excluding employer pension costs and national insurance contributions) during the year between:

	2024	2023
£60,000 - £69,999	-	1
£70,000 - £79,999	1	-

The key management post in the charity is the Chief Executive Officer. The salary and benefits for this role totals £86,088 (2023: £116,645 consisting of the Chief Executive Officer and the Chief Operating Officer).

9. TANGIBLE FIXED ASSETS - OFFICE FURNITURE AND EQUIPMENT

Cost	£
At the start of year	15,631
Additions	1,595
Disposals	(2,968)
At end of year	14,258
Depreciation	
At the start of year	11,194
Charge for the year	3,360
Disposals	(2,968)
At end of year	11,586
Net book value	
At 31 December 2024	2,672
At 31 December 2023	4,437

10. DEBTORS

	2024	2023
	£	£
Due within one year		
Trade debtors	24,935	1,880
Other debtors	12,430	53,483
Prepayments	9,289	20,673
	46,654	76,036

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2024	2023
	£	£
Trade creditors	11,445	8,636
Social security and other taxes	26,098	24,263
Accruals	25,071	51,953
Deferred income grants	33,929	38,139
Deferred income subscriptions	116,476	114,194
Other Creditors	753	4,958
	213,772	242,143

12. STATEMENT OF FUNDS

	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
LawWorks Clinics	-	84,532	(84,532)	-	-
LawWorks Cymru	-	105,696	(105,696)	-	-
Not for Profit Service	-	53,900	(53,900)	-	-
Voices for Families Project	-	69,000	(51,000)	-	18,000
Unpaid Wages Project	-	52,464	(52,464)	-	-
Pro Bono Connect	-	13,218	(13,218)	-	-
Domestic Abuse Resource Alliance (DARA)	86,441	119,000	(83,725)	-	121,716
	86,441	497,810	(444,535)	-	139,716
2023					
LawWorks Clinics	18,750	72,626	(91,376)	-	-
LawWorks Cymru	-	85,557	(85,557)	-	-
Not for Profit Service	-	38,640	(38,640)	-	-
Voices for Families Project	-	17,250	(17,250)	-	-
Unpaid Wages Project	-	53,900	(53,900)	-	-
Pro Bono Connect	-	9,439	(9,439)	-	-
Domestic Abuse Resource Alliance (DARA)	50,707	124,200	(88,466)	-	86,441
	69,457	401,612	(384,628)	-	86,441

Details of restricted income in 2024:

A list of the restricted grants received in the year is shown in note 4 above. All these grants are related to the charitable activities of the Charity.

The Charity received funds from the Masonic Charitable Foundation of £60,000 over two years as restricted annual grant funding with effect from May 2024 towards the costs of the Voices for Families Specialisation project which provides advice services to families with children with life-limiting illnesses. The National Lottery Awards for All and a grant from the February Foundation also contributed towards the costs of this project.

Trust for London continue to fund the Unpaid Wages project with a grant of £107,809 over two years from February 2024. City Bridge Trust awarded a grant of £299,700 over five years for the Not-for-Profit Programme starting in April 2024.

The William A Cadbury Charitable Trust, the Mills and Reeve Charitable Trust, the Essex Community Foundation, the Norton Rose Charitable Trust, M&G plc, The City of London Solicitors Company and The Schroder Charity Trust all provide small grants to support the Clinics network.

	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
SUMMARY OF FUNDS					
General funds	647,290	532,050	(400,171)	-	779,169
Restricted funds	86,441	497,810	(444,535)	-	139,716
	733,731	1,029,860	(844,706)	-	918,885
2023					
General funds	731,732	607,298	(691,740)	-	647,290
Restricted funds	69,457	401,612	(384,628)	-	86,441
	750,240	1,180,414	(1,129,465)	-	801,189

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund	Restricted Funds	Total Funds
2024			
Tangible fixed assets	2,672	-	2,672
Net current assets	776,497	139,716	916,213
	<u>779,169</u>	<u>139,716</u>	<u>918,885</u>
2023			
Tangible fixed assets	4,437	-	4,437
Net current assets	642,853	86,441	729,294
	<u>647,290</u>	<u>86,441</u>	<u>733,731</u>

14. RELATED PARTY TRANSACTIONS/COMMITMENTS

There are no related party transactions to report for the financial year ending 31 December 2024 (2023: none).

Aggregated donations from trustees in the year were £10,000 (2023: £10,000)



LawWorks is a charity working in England and Wales to connect volunteer lawyers with people in need of legal advice, who are not eligible for legal aid and cannot afford to pay and with the not-for-profit organisations that support them.

🌐 LawWorks.org.uk

✉ info@lawworks.org.uk

🌐 [LinkedIn.com/company/LawWorks](https://www.linkedin.com/company/LawWorks)

🦋 [@LawWorks.bsky.social](https://bsky.app/profile/LawWorks.bsky.social)

LawWorks (the Solicitors Pro Bono Group)

DX 115, 89 Chancery Lane

London, WC2A 1EU

Registered charity number 1064274

Supported by



The Law Society

SOLICITORS PRO BONO GROUP

England & Wales - Charity number 1064274

Accounts



LawWorks
Annual Report
and Accounts 2023



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SOLICITORS PRO BONO GROUP

(Known as "LawWorks")

Company limited by guarantee no. 03410932

Registered charity no. 1064274

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2023

Cover photography: [Diva Plavalaguna](#)

"People holding grey puzzle pieces" from pexels.com

INTRODUCTION

It is with great pleasure the Trustees present their report and the audited financial statements for the year ended 31 December 2023.

The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

CHAIR'S FOREWORD

Over the past twelve months, there has been no let-up in the need for our help or increase in State support for our end of the justice system. While this means we are busier than ever and having to stretch our resources to keep up with demand, we are buoyed by the enthusiasm and support given by our wonderful volunteers - solicitors, in-house counsel, law students and academics, and others in the legal community - who so willingly give their time and expertise for the public good.

I would like to thank the law firms, corporates, grant-giving bodies, The Law Society of England and Wales and all our other financial supporters, without whose assistance we would be unable to play our part in delivering some measure of access to justice to those in need but who cannot afford a lawyer. I also wish to thank publicly all our staff for working so hard over the year, with particular thanks to our ever enthusiastic and capable CEO, Rebecca Wilkinson.

I wish to update you on our proposed merger with Advocates for International Development ('A4ID'), the London-based global charity which, like LawWorks, delivers legal volunteering opportunities for law firms, but with a focus on the needs of the world's poorest citizens.

Over the past year, the Board of Trustees of both charities have been conducting due diligence and engaging in discussions with staff and stakeholders regarding the merger. At the end of April, both Boards resolved to merge LawWorks with A4ID and an agreement for merger was signed in August, subject to completing due diligence and other contractual conditions and formalities. The merger will be affected by the transfer of the undertaking of LawWorks to A4ID, the Boards will amalgamate to form a new Board of the successor charity, and I will become the first Chair of the combined organisations.

As both organisations primarily facilitate pro bono opportunities, with A4ID focusing internationally and LawWorks domestically in the UK, there is significant overlap in volunteers and supporters and a shared ethos. The proposed merger aims to create efficiencies and benefits for volunteers which will ultimately have a positive impact on those who need access to justice.

In announcing our intention to merge, Roger Leese, Chair of A4ID, and I said:

"As two of the leading charities in the sector providing vital access to legal services for those who need it most, the merger will create a stronger, more resilient, efficient and effective organisation that is better able to meet the increasing demand we are seeing. The merged entity will, amongst other things, be a combined brokerage for the provision of domestic and international pro bono legal assistance for individuals, NGOs and community-based organisations."

We look forward to your continuing support and growing our work to support pro bono and promote access to justice.



Alasdair Douglas, Chair, Board of Trustees

REBECCA WILKINSON, CEO OF LAWWORKS

At LawWorks, collaboration is one of our core values and has been at the heart of our work in 2023. Throughout the year we have championed collaborations between pro bono volunteers and clients, law firms and not-for-profits, LawWorks and the wider advice sector.



In 2023 we brokered 585 individual pieces of pro bono support to individuals and not-for-profits across our range of programmes. These individual pieces of work represent hundreds of hours of time and expertise given by busy professionals, who are choosing to volunteer their professional skills because they know they are of value to people in society who would not otherwise be able to access the law. Whether a project is helping a client to secure a non-molestation order so they can start to rebuild their life; receive an unpaid wages payment so they can afford their rent at the end of the month; or be provided with a crucial GDPR analysis for a charity so they know they can continue to safely and securely help people in their communities, every pro bono project touches on the lives of people across England and Wales. For that we are so thankful to our solicitor volunteers, and so proud of the impact they make.

As an organisation we are always looking to support existing projects and to get new pro bono offerings off the ground. In 2023 IP Pro Bono came under the auspice of LawWorks, allowing us to streamline and upscale a well-established pro bono project in partnership with CIPA and CITMA. We saw year two of the Domestic Abuse Response Alliance; a collaboration between LawWorks, a domestic abuse charity, a specialist family law firm and eight city law firms. I was delighted to be part of the team who accepted the Public Interest Lawyers Network Local Impact Award for the project, voted for by participants of the PILnet Global Forum 2023. Additionally, we saw 30 new pro bono clinics join the LawWorks Clinics Network, each one offering something unique to the clients that utilise their services and expanding access to justice in their communities. The work of the LawWorks Clinics Network to help support and develop new pro bono projects allows us to work across England and Wales with law firms, in house teams, law schools and advice agencies to develop pro bono clinics which meet the needs of local communities. Despite funding cuts for this work, and a reduction in staff numbers as a consequence, LawWorks remains committed to supporting the wider pro bono sector as a foundation block from which all our other work stems.

The work of the clinics on our network, our members and the sector were once again celebrated and showcased at our three set piece events throughout the year: the Student Awards in April at the House of Commons, our Annual Conference in July (kindly hosted by Herbert Smith Freehills), and our Annual Pro Bono Awards in December at the Law Society. All three events highlighted best practice in pro bono and

brought together the sector to champion both the collaborations and the individual efforts that go into enhancing access to justice via pro bono.

I want to extend sincere thanks to our volunteers but also to our generous supporters during this year. We are particularly grateful to individuals who have continued to financially support LawWorks despite increases in the cost of living in the UK. Special thanks, also, to The Law Society and our member firms and in-house teams, whose ongoing support means we can continue to grow and develop our projects in partnership with the wider sector. In addition, we are very grateful to the many trusts and foundations who have supported specific projects this year.

Although we have had many changes this past year, often driven by circumstances outside our control such as funding decisions, rising costs, and a changing work market, we seek to ensure that as an organisation we have the strength and resilience to weather these storms. As we look ahead to 2024 and beyond, we recognise that as an organisation we may be undergoing change, but we remain committed to our purpose and our mission to promote the upholding and proper administration of the law through encouraging, promoting, supporting and delivering pro bono.

A handwritten signature in blue ink, reading 'R. Wilkinson'. The signature is fluid and cursive, with a large initial 'R' and a trailing flourish.

Rebecca Wilkinson
Chief Executive Officer, LawWorks

OBJECTIVES

About LawWorks

LawWorks was founded on the 29 July 1997. It is a charity committed to enabling access to justice through free legal advice. LawWorks promotes, supports and facilitates pro bono legal services that extend access to the law for individuals and communities in need, and the organisations that support them. We champion pro bono because of the positive contribution and difference it makes for individuals, communities, and society.

LawWorks operates as a membership organisation, supporting volunteers from around 150 law firms and in-house legal teams across England and Wales. The pro bono work of each organisation makes a difference to communities; collectively our members play an invaluable role in extending access to justice to those in need of advice.

Partnership is at the heart of what we do, and our range of programmes and support are delivered in collaboration with legal professionals, access to justice organisations, law schools, The Law Society and other professional bodies.

Since our incorporation, LawWorks' charitable objects have remained to promote the upholding and proper administration of the law by:

1. encouraging, supporting and advising solicitors and firms of solicitors and their staffs in the provision of pro bono legal services; and advancing the education and training of solicitors and firms of solicitors and their staffs undertaking or intending to undertake pro bono legal services;
2. encouraging, supporting and advising solicitors to undertake charitable voluntary work in the administration of the law, education, social services, community work and other charitable activities for the benefit of the community; and
3. providing pro bono legal services.

Legal Pro Bono and Access to Justice

Access to justice is a fundamental principle of the rule of law. LawWorks believes all people should have access to justice and that this is an example of the proper administration of the law as set out in our charitable objects.

Pro bono makes an important contribution towards enabling individuals and organisations (in particular, smaller charities and social enterprises) to access legal support, advice and representation.

We develop innovative programmes, increasingly with the use of technology, to ensure that people and organisations who may be at risk of legal exclusion, are able to access legal advice across England and Wales.

The overall contribution of pro bono may be relatively small as a proportion of legal need, but its impact and importance is significant. Legal pro bono is not, and in LawWorks' view should not be seen as, an alternative to an adequately funded system of legal aid nor an alternative for funding for local advice agencies and law centres.

Changes to legal aid (introduced from April 2013) continue to have a significant impact on many people's ability to access justice. In addition, the increasing cost of living has impacted the provision and availability of free legal advice.

LawWorks encourages everyone providing and facilitating pro bono to incorporate and apply the Joint Pro Bono Protocol, developed by The Law Society and others to promote and support high standards of pro bono work. The Protocol does not replace, but rather seeks to build upon, professional codes of conduct setting out the standards and requirements all lawyers must achieve and observe. The Protocol, and a list of signatories, is available on the LawWorks website www.lawworks.org.uk.

LawWorks also supports the Law Society's Pro Bono Charter, a public statement that law firms, in-house teams and alternative business structures can sign.

Public Benefit

When planning and reviewing LawWorks' activities for the year, the Trustees have considered the Charity Commission's guidance on public benefit. LawWorks' charitable activities focus on enabling individuals, charities and not-for-profit organisations to access pro bono legal advice, information and support.

The charity's ultimate beneficiaries are those who would otherwise be unable to access justice. The experience and feedback of people

accessing clinics in the LawWorks Clinics Network underlines research demonstrating that timely access to advice can have positive benefits, including to physical and mental health and wellbeing. An inability to access legal advice can result in problems worsening and escalating.

LawWorks Membership

LawWorks members are integral to our organisation and vital for our work and impact. We have around 150 members across England and Wales, including private practice law firms, in-house legal teams, universities and colleges educating the lawyers of tomorrow, and not-for-profit organisations in the access to justice sector. Membership of LawWorks provides members with the opportunity to contribute to a variety of pro bono activities, including our secondary specialisation projects, and our



support for charities and community organisations through our Not-for-Profits programme. LawWorks is also able to provide professional indemnity insurance to members for pro bono projects where it is not otherwise available.

Members have access to training and events, including conferences, roundtables and networking opportunities. Our members are also eligible to have their pro bono work recognised and celebrated by participating in our annual Pro Bono Awards.

All of LawWorks' activities for 2023 can be read about in our Activities, Achievements and Performance section.

The Trustees of LawWorks would like to take this opportunity to thank all our volunteers for their time and dedication, as their efforts provide invaluable support to people and organisations who cannot afford representation.

ACTIVITIES, ACHIEVEMENTS AND PERFORMANCE

2023 at a glance

8

training sessions were held for small charities and not-profit organisations attended by **98** different organisations.

28

new legal pro bono advice clinics were launched in 2023.

100%

of eligible non-profit cases were allocated legal pro bono support in 2023.

4

InfoExchange sessions were held for pro bono clinic coordinators

96

low-income individuals were provided with legal assistance through LawWorks' Secondary Specialisation projects

21

Volunteers from law firms participated in our Secondary Specialisation projects.

Our Not-for-Profits Programme found pro bono support for

211

legal matters.

231

pieces of one-off pro bono legal advice were given to individuals via the Free Legal Answers platform.

Over

60,000

people were helped by clinics on the LawWorks Clinics Network in 2023.

The Unpaid Wages project assisted clients in reclaiming

£14,983

of unpaid wages at tribunal.

In 2023, LawWorks

held **53**

training sessions, developing the legal knowledge of hundreds of volunteers.

88%

of non-profits felt the legal advice they received had increased their understanding of legal issues

LawWorks' England & Wales Clinics Programme

LawWorks Clinics Network

The LawWorks Clinics Network provides support and assistance to around 300 free legal advice clinics, supported by volunteer lawyers. Clinics on the LawWorks Clinics Network provide free initial advice, predominantly in social welfare law, to individuals who are often particularly vulnerable members of the community.

The Clinics Team help set up and maintain sustainable clinic partnerships between individual lawyers, solicitor firms, in-house legal teams, law schools, charities, community groups, and advice agencies to help address unmet legal need in local communities. We provide practical guidance and resources to ensure that a high standard of service is provided to our clinics' clients.

Clinics in the network are independent of LawWorks, with day-to-day responsibility remaining with the lawyers, law school and/or agency involved. Being part of the network brings access to training, hub meetings, tools and resources, enabling clinic coordinators, practitioners and contributors to share best practice and discuss trends.

Throughout the last year LawWorks has continued the development of new clinics alongside the continued support existing ones.

Achievements and Impact

Despite a reduction in capacity over the past three years, the team has continued to average the development of 30 new clinics per year. In 2023 the team went above this average, developing 35 total clinics across England and Wales. LawWorks staff provided support with

project planning and the bringing together of relevant stakeholders from across legal, education and community settings. Guidance from the Clinics Team helps these stakeholders take an initial idea through to clinic launch and ongoing development.

In 2023 we held four InfoExchange sessions, attended by clinic coordinators or administrators. Each session was recorded and complemented by a write-up and resources. The team also brought clinics together in each region through hub meetings and regular 1-2-1 support meetings.

Feedback from clinics in the network on the impact that the direct support from LawWorks had in 2023 included:

"It is extremely useful to belong to a network and we have made good connections as a result".

"The umbrella of LawWorks enables the clinics community to stay in touch".

"LawWorks is the voice of pro bono on behalf of solicitors and it is good to know that someone is present at national meetings and with the Ministry of Justice."

By supporting clinics to run as efficiently as possible, this programme also has an indirect impact on the clients that receive free legal advice through these services. We will be publishing our 2023 clinic statistics in the summer of 2024.

Challenges and Lessons Learned

The LawWorks Clinics Network has experienced significant capacity and funding losses over the past three years, reducing clinic development and support. This threatens the network's ability to provide critical services to member clinics.

Since 2020, we've seen a 32% drop in capacity, an 8% increase in clinics on the Network, and a 40% increase in enquiries to clinics (68,000 enquiries in 2022).

In 2023, LawWorks was not awarded funding from the Ministry of Justice, a grant that previously had covered the LawWorks Clinics Network in addition to other programmes. The range of challenges facing the network reflect cross-organisational issues of reliance on limited funding sources and lack of sustainability planning.

Not-for-Profits Programme

Our Not-for-Profits Programme engages with solicitors from our network of member law firms and in-house teams, to support small and medium-sized not-for-profit organisations in England and Wales, to access pro bono legal advice.

We run several services as part of the Not-for-Profits Programme:

- **Casework service** – where legal advice is required for discrete, one-off legal issues;
- **Honorary Counsel service** – where broader legal support is provided on an on-going basis; and
- **Training**; the – provision of free, downloadable memos and FAQs and Free Talks on common legal issues for not-for profits (all available via our website) as well as running legal webinars on common legal issues.

Applications for legal advice are assessed by LawWorks to ensure that they meet our eligibility criteria and to review the type of legal assistance sought. The application is then triaged. We publish eligible cases on the UK Pro Bono Portal for member organisations and individuals

¹ Please note, the figure is higher than the number of eligible applications because this includes a case from 2022 that was brokered in 2023

to review to identify whether their volunteers can provide pro bono support. Where we cannot assist a not-for-profit organisation, for example because the organisation or legal issue is ineligible for support, we signpost to appropriate sources of help or information.

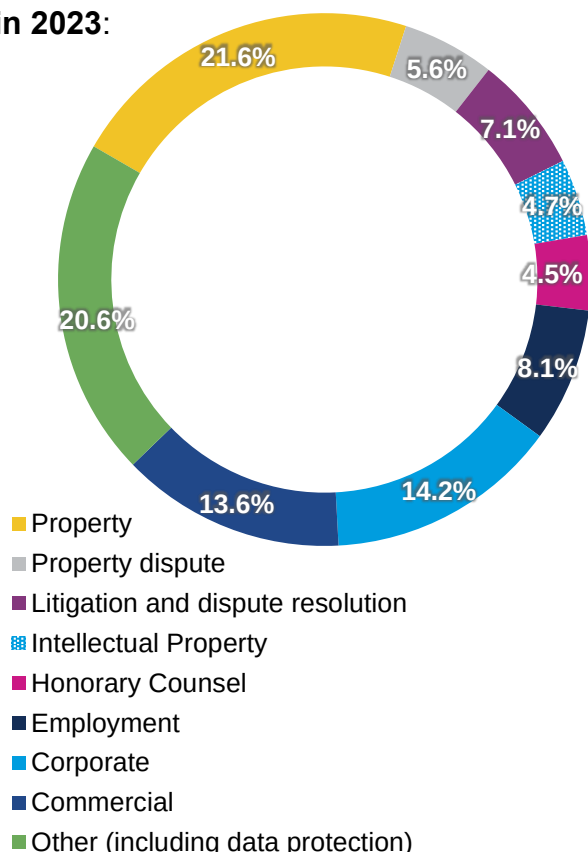
Achievements against objectives

The Not-for-Profits Programme aimed to support 160 not-for-profit organisations in 2023. During 2023, the programme:

- received 443 applications (30% more than in 2022), of which 210 were eligible for support through the programme;
- brokered support for 211 not-for-profit cases (54% more than in 2022)¹; and
- ran 8 training sessions with 98 attendees.

The main areas of law advised on were property, corporate and commercial, employment, litigation and dispute resolution, and data protection.

Areas of law our volunteers advised on in 2023:



The Not-for-Profits Programme has also explored new ways of working:

- The eligibility criteria was widened and the financial threshold for providing support was increased. These changes have simplified our processes and streamlined the programme, resulting in more cases being approved and more not-for-profit organisations being helped.
- We reviewed the Charity Registration Pilot which had provided opportunities for volunteer solicitors to advise organisations who wanted to register as a charity with the Charity Commission, but was paused in mid-2022. Some LawWorks members expressed an interest in relaunching the pilot, and we have started to scope how this might work in practice.

Impact

The non-profits LawWorks members helped in 2023 support some of the most vulnerable and disadvantaged in our society. Although the breadth of their work is wide, they commonly deal with poverty, disability, abuse, social exclusion, and special educational needs. These organisations operate all over England and Wales at all levels - from small, local or new organisations to country-wide organisations – and would otherwise struggle to pay for legal advice. By helping them access legal assistance for free, the LawWorks Not-for-Profit Programme is supporting them to help their wider beneficiaries.

- 88% of non-profits felt the legal advice they received had increased their understanding of legal issues;
- 71% of non-profits felt the legal advice they received had increased their confidence to deal with legal issues;

- 100% of non-profits said they would seek assistance from LawWorks in the future.

Feedback from not-for-profit organisations in 2023 included:

“[the volunteer] kept us well-informed and us up-to-date with progress of the renewal of our lease. We received information from him in a manageable and friendly manner and as a consequence we never felt overwhelmed by the process. Thank you.”

“We are very grateful for the fantastic support we received from our volunteer lawyers, they were responsive, helpful and very quickly understood and advised on a pragmatic approach that we could implement.”

“We want to say a huge thank you to LawWorks and to the team at [the law firm] who they introduced us to. This service is a real lifeline for new non-profits, making sure our legal governance is in a good place give funders confidence in us and allows our team to focus on the work we are set up to do with confidence. I don't know how we would have got this support had it not been for LawWorks partnering us with the right team. And [the law firm] were incredible knowledgeable and worked quickly to help us. Thank you!”

Feedback from volunteers in 2023 included:

“Great to get involved with pro bono relevant to my professional experience.”

“Really enjoyed it and learnt a lot about a new area of law.”

“Great working with LawWorks - it has been nice being able to give something back to the community”

Challenges and Lessons Learned

Our focus on increasing case numbers in 2023 led to a surge in applications and an increase in the number of cases placed. We will monitor this in 2024 to ensure we have adequate resource to manage the demand for our services. We plan to have a renewed focus on improving our training offering for Not-for-Profit organisations, to ensure the training materials available via our website are up-to-date as well as to look at running a series of 'live' training sessions.

Secondary Specialisation

Our Secondary Specialisation programme supports the development of 'in-depth' pro bono in areas of social welfare law. Our projects currently include 'Voices for Families', which supports the parents and carers of children with life-limiting conditions, and an unpaid wages project. Our in-house solicitors, who are experts in their field, provide or facilitate tailored training for participating volunteers, ongoing support and supervision.

Our welfare benefits advocacy project is currently paused due to the projects' funding coming to an end and the disruption to the level of referrals during and post-COVID.

In 2023 LawWorks continued to act as the administrator for the Domestic Abuse Response Alliance (DARA), now in its second year, providing the tech platform and the administrative support for this multi-firm advocacy alliance which provides end-to-end representation and advocacy support for domestic abuse survivors seeking protective orders against their abusers.

DARA comprises a special combination of expertise to deliver social justice: legal prowess and manpower from ten of the world's top law firms, governance from

LawWorks, clients from the NCDV and FLOWS and specialist family law oversight on every case from Beck Fitzgerald.

The DARA firms are Travers Smith, Reed Smith, Hogan Lovells, Latham & Watkins, Slaughter and May, Gibson, Dunn & Crutcher, Debevoise & Plimpton, DLA Piper, Eversheds Sutherland and Akin Gump Strauss Hauer & Feld.

In November 2024, it received The PILnet Local Impact Award, voted for by participants of the PILnet Global Forum, recognising the work DARA has done to help victims of domestic abuse in England and Wales.

Achievements and Impact

In 2023, ninety-six low-income individuals were provided with legal assistance through the LawWorks' Secondary Specialisation programme, with the unpaid wages project assisting clients in reclaiming £14,983 of unpaid wages at tribunal.

Seventeen referral agencies referred individuals to LawWorks throughout 2023, and we had volunteers from 21 law firms involved in the different LawWorks' Secondary Specialisation projects.

100% of Voices for Families clients surveyed said they felt a lot less stressed and isolated. One client said:

"Before LawWorks' help, we felt completely on our own and it was affecting our whole family. Just knowing Jess and her team were there to support us hugely relieved our stress. We were up against experts in the council who had lots of legal knowledge, and we didn't have any, so having the LawWorks team on our side to help understand and explain the law was invaluable. The fact that the LawWorks team could point out

to the council when they were breaking their own rules was amazing.”

100% of lawyers surveyed who volunteered on the Unpaid Wages project said they felt the support and training they received was good. One said:

“It was very useful to have an expert lawyer at LawWorks, on call to help with our questions.”

100% of Unpaid Wages clients surveyed said they understood their legal rights better and were very satisfied with the LawWorks volunteers help. One said:

“My LawWorks solicitor was amazing!”

Challenges and Lessons Learned

Secondary Specialisation projects remain the most ‘expensive’ pro bono projects to run as they involve specialist supervision. We continue to fundraise to support these projects, and we are so thankful to the four law firms and one in house team who made additional donations to LawWorks in 2023 to support the Voices for Families Project following the ending of its long-term grant.

Capacity and conflict remain a challenge, especially with regards to employment law cases; as does the ability to source cases which do not involve additional complex areas of law. As people’s legal issues become more interwoven with other areas of law and more complex, the ability for cases which only pertain to discrete areas of law diminishes. We continue to monitor case flow and case complexity closely.

Unpaid Wages Case Study

‘Maria’, who is originally from Mexico and is in the UK on a visa, was employed as a nanny and domestic worker by a family for 2 months. After 2 months, the family dismissed her as they claimed she was not a good fit for them. The family did not

pay Maria her notice pay or her last two weeks wages. They had also been paying her below national minimum wage for the length of her employment. When Maria sent her ex-employers a letter to formally ask for her owed wages, they threatened to report her to the police and falsely accused her of damaging their property and traumatising their daughter. Maria was also worried about the affect this might have on her visa and about navigating the legal system alone, especially as English is not her first language.

With the help of LawWorks Unpaid Wages volunteers, Maria was able to take her ex-employees to the Employment Tribunal and was awarded £4,679.89 for unpaid wages, notice pay and holiday pay and for compensation for unfair dismissal and failure to provide a written contract and payslips. Due to the complexity of the case, LawWorks solicitor volunteers were also assisted by a volunteer barrister through Pro Bono Connect, who provided advocacy at the Tribunal.

Maria said *“I am absolutely delighted by the result LawWorks got me. Without the volunteers’ legal knowledge, I never would have known everything I was entitled too, and I would not have had the confidence to fight in the way that they have for me. Getting this money has taken so many worries off my mind, and I am so happy justice has been done”.*

Voices for Families Case Study

The parents of a young child with life-limiting neuro degenerative disease and severe scoliosis (Child X) contacted LawWorks for help obtaining suitable social housing for their family. Child X was scheduled to have an operation (one of the first of its kind in the UK) to correct the shape of their spine. Doctors were concerned that they would be unable to

discharge Child X because the family's existing housing could not accommodate the additional supplies and equipment required to care for Child X following the operation.

Over a period of two years (during which the operation was repeatedly delayed due to medical licensing issues and backlogs from COVID), a LawWorks solicitor and volunteers from a participating law firm worked together with the family's doctors and hospice nurses, to demand that the council provide suitable housing to Child X's family. Although the family was moved into the highest priority banding, the council continued to insist that no suitable properties were available.

Child X had the operation in summer of 2023 and was discharged into hospice care. LawWorks contacted the legal aid charity LawStop and together initiated a judicial review of the council's inaction. This prompted the council to explore alternative ways of meeting the family's housing needs, requesting the cooperation of neighbouring councils and, finally, agreeing to provide the family with two adjacent properties. The family moved towards the end of 2023 and are delighted and relieved to be able to live together again.

Pro Bono Connect

Pro Bono Connect (PBC) is a scheme which facilitates collaboration between solicitors and barristers working together pro bono on civil matters for individuals, charities and community groups who cannot afford legal advice or representation. Originally set up in 2015 by Jamie Goldsmith KC of One Essex Court Chambers, the successful scheme came under the governance of LawWorks in 2019 and is supported by a dedicated staff post. A newly formed advisory committee supports the scheme following

a new collaboration with Advocate and the National Pro Bono Centre starting in January 2023.

Achievements and Impact

PBC enables clients to have a complete legal team pursuing their case, which results in matters settling quickly and efficiently and in more successes at trial. The majority of clients report that they are extremely satisfied with the legal help they receive through the scheme.

During 2023, the scheme successfully placed 45 cases across a range of areas of law.

Most matters were requests from barristers, but there were also requests from firms and solicitors at advice agencies. These were all cases which otherwise may have gone unrepresented as the lawyer (whether it be the solicitor or barrister) would not have had the capacity to run the case alone. Several cases resulted in pro bono costs orders, thereby positively impacting funding in the access to justice space.

During 2023, PBC played a key role in pro bono roundtables in the North and Yorkshire and Humber enabling more regional members to become part of the scheme. Membership of PBC overall increased by 20% during the year to over 60 member firms. All chambers who work with Advocate are PBC members as standard.

Administrative improvements continue to be made to the scheme, with a new fair allocation process and case administration moving to the UK Pro Bono Portal in early 2024.

Challenges and Lessons Learned

Capacity and conflict persist as the main challenges to the overall aim of placing more cases. Increasing membership

alone has not resolved this, and there is a need to recruit beyond the larger London/USA based firms, as well as specifically more specialist and niche firms.

Case numbers have fluctuated in recent years and consequently a new liaison role at Advocate has been recruited to regularise and increase case referrals into the scheme. This has resulted in increased opportunities for firms to engage in the scheme.

Free Legal Answers

Throughout 2023, LawWorks continued to grow the reach of Free Legal Answers (FLA), a website which enables low-income individuals to access initial or one-off pro bono legal advice.

FLA is based on a service in the United States supported by the American Bar Association. The project was funded by the Ministry of Justice's (MoJ), HALS grant until July 2023. Since that time, the project has not attracted funding, though efforts are underway to maintain and improve the service.

From February to December, our Clinic Development Officer in the North worked on the FLA team and focused on volunteer engagement. The team began thinking of creative ways to expand the service and after some discussion with university partners, five university clinics (University of Sunderland, University of Law - Nottingham, Newcastle, and Birmingham, and Surrey University) signed on to utilise FLA in their clinic offering, allowing students to answer questions under solicitor supervision. This development was accompanied by updates to our user agreements, allowing students, trainees, and lawyers with less than 2 years PQE to engage with FLA questions when supervised by a qualified

solicitor successfully registered on the platform.

We also received non-casework support from universities. For one of City Law School's modules, three law students created training materials for non-lawyer professionals and volunteers to assist clients in crafting FLA submissions. This was in line with rural development work, which was focused on the North East via a partnership with Community Action Northumberland and the National Innovation Centre for Rural Enterprise.

Lastly, the Open University, undertook to review anonymised employment law and family law questions from FLA. The purpose of this collaboration is to build on previous work done by law students and a secondee in identifying what makes a question interesting, or not, to volunteers and what frequently asked questions feature on the platform.

In September, our team met with a LawWorks member firm to discuss the ongoing development of substantive infosheets for the FLA resource bank. Eighteen infosheets have been developed by this firm's lawyers and they are currently working on template 'scripts' that FLA volunteers can use to draft answers to frequently asked questions. The firm is also interested in hosting an internal "FLA Sprint" in 2024. This will be a collaborative event where volunteer lawyers and trainees come together to answer FLA questions together. Depending on the success/outcome of this event, it could be rolled out to other firms, who could run such events in partnership with their clients' legal teams.

Achievements and Impact

In 2023, 470 total questions were submitted to FLA and 231 of these questions were answered by our volunteers. 52 lawyers joined the

platform, bringing the total number of volunteers to 176. Comparatively, 2022 saw 261 valid questions submitted and 132 of those questions receiving answers from qualified lawyers.

Lawyer engagement was the number one priority for FLA in 2023, and we received 30 new volunteer registrations just between October and December. This increase was largely due to two legal teams, who came to LawWorks with a specific interest in supporting the work of FLA.

The increase in answers throughout the year can be largely attributed to a few high-volume volunteers. Success appears to come mostly from a smaller number of solicitors who regularly and consistently use the platform.

Challenges and Lessons Learned

Lawyer engagement on FLA remains the main struggle for the platform, as well as the recognition between the legal needs of clients and the expertise of many of our volunteers. We are seeking to overcome this with the infosheets and proposed events described above. The next challenge will be the technology which we need to update to keep the FLA platform in line with ongoing technological developments. We will continue to work with our FLA colleagues in America and Australia to understand whether there are collective solutions to these issues.

Collaborative Projects

Major Incidents Response Plan (MIRP)

In February 2022, The Law Society partnered with LawWorks to launch a centralised online platform to help coordinate pro bono advice from the legal profession in the event of a major incident. In 2023, MIRP was fully

transitioned onto the UK Pro Bono Portal. The bulk of our work has focused on engaging with those member firms who have expressed interest in the Plan and encouraging them to join the MIRP Panel. Twelve (12) firms have been onboarded to the MIRP site of the UK Pro Bono Portal in 2023, with ten more firms signed up and whose onboarding is pending.

A roundtable discussion on MIRP was held during Pro Bono Week in November 2023 with representatives from The Law Society, LawWorks, Panel firms, and emergency response organisations during Pro Bono Week.

Following on this, LawWorks have been developing four past incidents as case studies: the Manchester Arena bombing; the 2011 London Riots; the 7/7 bombings; and flooding in Cumbria and Lancashire in 2015 from Storm Desmond. With this, LawWorks will turn to its Panel firms in 2024 to engage their solicitors in the work of analysing the case study incidents and determining how MIRP could have assisted in the aftermath. The creation of these scenarios will guide MIRP development for the year.

IP Pro Bono

IP Pro Bono, an intellectual property pro bono scheme, was designed to help small businesses and individuals who are involved in a dispute about an intellectual property right such as a patent, trade mark, protected design or copyright. It provides free intellectual property advice and legal support for small businesses involved in intellectual property disputes.

Founded by The Chartered Institute of Trade Mark Attorneys (CITMA) and the Chartered Institute of Patent Attorneys (CIPA), the scheme had been dormant for a number of years. In 2023, they entered into a formal agreement with LawWorks, whereby LawWorks would run the project,

funded by the trade bodies. As of October 2023, the project came fully under the auspice of LawWorks, and is now operational on the UK Pro Bono Portal, with several cases matched by the close of 2023.

LawWorks' Training Programme

LawWorks organises training sessions for our members, clinic volunteers and community groups, which cover a broad range of legal issues and topics. Our training is delivered, often pro bono, by solicitors, barristers and others with expertise in those areas of law and practice. Over 50 training sessions were delivered in 2023, the vast majority online, and open to anyone who signed up for the training.

We also provide bespoke training in response to requests from our members, and specific training for pro bono volunteers as part of our Secondary Specialisation programme and our Not-for-Profits Programme.

Achievements and Impact

In 2023, LawWorks delivered a total of 53 training sessions across English and Welsh law, with an average attendance at each of 20 – 50 people. Registrations often exceed 50 people and occasionally rose to over 90 people.

Most training sessions are recorded, with the recording posted via LawWorks' website shortly after the event, thereby extending the life and reach of live training sessions. The sessions have strong viewing figures, demonstrating the demand for the training, and allowing our training suite to exist beyond its live events.

Challenges and Lessons Learned

The majority of our training budget came from our Ministry of Justice grant. Now that that has ended, we are revisiting our training offer, to ensure we are using our reduced resources to maximum effect. Sourcing new trainers, particularly on a pro bono basis, can be a challenge; as can identifying the training needs of such a disparate group of volunteers – i.e. the whole pro bono sector.

Understanding the training needs of member firms and clinics on the LawWorks Clinics Network, as well as the resources needed to run bespoke training, continues to remain a priority when developing new training sessions.

UK Pro Bono Portal

The UK Pro Bono Portal went live in November 2021. Originally developed by Justice Connect in Australia, their award-winning platform has been adapted for use in the UK (initially in England and Wales) and other international jurisdictions. The UK Pro Bono Portal connects lawyers with pro bono opportunities from one place - efficiently, simply and securely.

The UK Pro Bono Portal was initially used to run LawWorks' Not-for-Profits Programme. Two years later and it now facilitates all our secondary specialisation programmes including Domestic Abuse Response Alliance (DARA, IP Pro Bono, Pro Bono Connect, and a pilot for the LawWorks Clinics Referral Network, designed to allow member clinics to refer potential clients to each other.

The UK Pro Bono Portal also houses the Major Incident Response Plan, in partnership with The Law Society; and we are in discussion with a number of other stakeholders to include non 'LawWorks'

projects on the platform, allowing it to support the wider pro bono ecosystem.

Engagement

LawWorks is a leading voice for pro bono in England and Wales. Engagement is key to LawWorks promoting the importance of pro bono and our efforts are made across many fronts.



In 2023, LawWorks as the Secretariat for the APPG on Pro Bono and Public Legal Education, worked with the Secretariat of the Legal Aid APPG (LAPG) to create and launch the new APPG on Access to Justice. In November 2023, we co-hosted and participated in a well-attended event with the Solicitor General introducing the new APPG's Co-Chair's James Daly MP and Karen Buck MP.

2023 also saw the publication of a pro bono led research project called "Mind The Gap". LawWorks worked with Hogan Lovells, Mishcon de Reya, Addleshaw Goddard and Eversheds Sutherland to conduct a survey into unmet legal need in England and Wales, offering to join MPs in their surgeries to see what legal issues arise, and what obstacles are encountered in referring constituents on to legal advisors. This document has subsequently been used in conversations with ministers and the Ministry of Justice to demonstrate another example of unmet legal need in the community.

LawWorks also sits on many steering groups, including the Attorney General's Pro Bono Committee Steering Group.

Pro Bono Awards

An important part of our work is to encourage pro bono across the solicitor profession and to recognise and celebrate pro bono achievement and impact amongst practitioners and students. To this end, we run two annual awards events: The LawWorks Pro bono Awards and the Attorney General & LawWorks Student Awards.

Our annual LawWorks and Attorney General Student Pro Bono Awards was held on the Terrace of the House of Commons on Thursday 27 April. Supported by the Attorney General, the Rt Hon Victoria Prentis KC MP, the awards were presented by Lord Stewart of Dirleton KC, Advocate General for Scotland.

The winners of the **2023 Student Pro Bono Awards** were:

- Best New Pro Bono Activity: **City Community Legal Advice Centre, City University of London**
- Best Contribution by an Individual: **Benjamin O'Connell, University of Essex**

- Best Contribution by a **Law School: University of London Refugee Law Clinic**
- Best contribution by a Team of Students: **The Immigration Project, University of Chester and Eastgate Chambers**
- Advocate and LawWorks Law School Challenge: **Bloomsbury Campus, The University of Law**

Our LawWorks Pro Bono Awards was hosted by the journalist and presenter Samira Ahmed and held at the Law Society on 5th December. LawWorks received over 60 nominations across the ten categories and the event was attended by over 100 guests.

The awards were kindly sponsored by LexisNexis and supported by the Law Society.

The winners of the 2023 LawWorks Pro Bono Awards were:

- Best Contribution by a Small or Medium Firm: **Pallas Partners LLP**
- Best Contribution by a Large Firm: **Reed Smith LLP**
- Best Contribution by an In-house Team or Solicitor: **The Financial Conduct Authority Pro Bono**

Group, Financial Conduct Authority

- Best Contribution by a Junior Lawyer: **Alessandro Angelico, Covington & Burling**
- Best Contribution by an Individual: **Naga Kandiah, MTC Solicitors**
- The LawWorks Cymru Award: **University of South Wales Legal Advice Clinic, University of South Wales**
- Best Contribution by a Pro Bono Clinic: **Kent Law Clinic, University of Kent**
- Best International Pro Bono Award in partnership with A4ID: **Rule 39 Pro Bono Initiative**
- Best New Pro Bono Activity: **Islamophobia Response Unit**
- Most Effective Pro Bono Partnership: **Green Tech Legal Collaborative**

Both awards events were at capacity, and reflected the true spirit of cooperation and civic service that is embodied in pro bono work.

LawWorks Pro Bono Conference

In 2023, we evolved our annual Clinics Conference into the first LawWorks Pro Bono Conference. The conference brought together over 100 pro bono clinic

and law firm coordinators, volunteers and stakeholders from the wider advice sector, both in person and online. The conference was an opportunity to explore, discuss and celebrate the positive impact pro bono has on communities.

With the Covid-19 pandemic in the recent past and the impact of



the cost of living crisis being felt in households across the country, the conference sessions explored the ways and means for pro bono services to continue to show their resilience and agility in the face of rising demand and increasingly complex legal issues.

The conference was kindly hosted by Herbert Smith Freehills, and we would like to take this opportunity to thank them, all our speakers, and our attendees for making the day such a success.

Plans for the Future

On 13th August 2024 Solicitors Pro Bono Group completed a merger deed with Advocates for International Development (A4ID) (Company registration number 05907641 and Charity registration number 1118565) whereby the assets, liabilities and activities of the charity will be transferred to A4ID once final due diligence is completed, with the intention of the merger taking effect before the end of 2024.

Looking to the future, LawWorks' activities will be continued within the new entity. We will continue to prioritise collaboration as the most effective and constructive way to develop and grow pro bono opportunities and practices which best serve its clients and volunteers. Prioritising the experiences, lessons and needs of our community partners will continue to direct our work, ensuring we are directing scarce resources to help maximise impact in our communities.

We are excited about the opportunities the merged charity will bring for our clients, volunteers, stakeholders and our mission to increase access to justice through pro bono legal volunteering.

FINANCIAL REVIEW

In 2021 and 2022, LawWorks saw two of its major historic funders who made up approximately 25% of its income, cut funding by approximately 60%. This decreased further in 2023, with one of its major funders ending its grant.

LawWorks went into 2023 with a budgeted deficit of £150k.

Reserves Policy

The Board of Trustees, in the interest of providing adequate contingency funds to LawWorks, have continued to keep a reserves policy of six months operating costs. This is equal to £493,951 based on 2023 expenditure.

Come year ending 2023, LawWorks held £733,731, £647,290 of which is unrestricted. Unrestricted reserves are equal to 7.9 months of operating costs.

The surplus of more than £200,000 over the reserves policy is an acknowledgement of the substantial £100k structural deficit LawWorks continues to face going into 2024, if it is to continue delivering its current levels of operations.

Risk Management

The Board of Trustees (the Board) has overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. The system of internal controls is designed to provide assurance that the funds are used in line with its charitable objects, for the purposes for which they were granted and for the public benefit. These controls include: a strategic plan and an annual budget approved by the Board, plus regular oversight and consideration by the

Board of financial information, variance from budgets and non-financial performance reports.

Throughout 2023, the Board has continued to review the risks presented to LawWorks and are satisfied there are adequate measures in place to mitigate the most significant risks.

LawWorks has a risk register, which is presented annually to the Board, and the CEO presents an annual overview of the types of risk the charity faces, prioritising them in terms of potential impact and likelihood of occurrence, and identifying ways to mitigate the risks. LawWorks has identified the key risks in the coming three years as: securing sufficient core funds particularly given the ongoing impact of inflation, cost of living crisis and ending of multi-year grants; loss of key personnel; and the uncertainty that stems from a potential merger. The Trustees also consider the potential impact of political instability and a regularly changing policy environment as an additional risk for LawWorks, both from a funding perspective and an operational perspective. Mitigations are in place for each of these risks; including appointing additional staff to support fundraising efforts, not recruiting into roles for unfunded projects where the projects can be managed with existing staff, creating cautious budgets with rigorous financial oversight from the board, and ongoing staff consultation regarding changes within the organisation.

The internal financial controls used by LawWorks conform to guidelines issued by the Charity Commission.

Fundraising

In 2023, LawWorks' income was derived from four main sources: membership fees, trusts and foundations, The Law Society and additional funding coming from individual donations, legacies and fundraising events.

Having closed the year with a £67,458 deficit, 2023 marked the first year without any Ministry of Justice Funding, following the closure in 2022 of the Litigants in Person Support Strategy. This deficit has been managed by utilising the reserves excess.

Funding cuts over the past two years have meant that LawWorks needs to diversify its income as a matter of urgency to ensure we can continue to run our programmes across England and Wales. In order to secure multi-year committed funding, we are working to strengthen unrestricted income streams, including individual donations and corporate giving.

For 2023, grants totalled £469,734 and membership fees reached £251,515. The remainder of LawWorks' income is largely made up of sponsorship and individual donations.

With income just over £1m for 2023 and in accordance with the Charities (Protection and Social Investment) Act 2016, LawWorks confirms:

1. Fundraising was conducted by LawWorks' Chief Executive, Head of Fundraising and a self-employed fundraising consultant.
2. LawWorks is a member of the Fundraising Regulator.
3. In 2023, no failures to comply with the guidance of the Fundraising Regulator were recognised.
4. Controls in place with regard to fundraising include – mandatory

sign-off from the CEO before bids are submitted, monthly internal fundraising workshops to review progress / practices and a policy of not fundraising from clients i.e. those who cannot afford a solicitor.

5. In 2023, there were zero complaints made with regard to LawWorks' fundraising activity.
6. As above, LawWorks has a policy to not target its clients when fundraising, as we expect many would be considered vulnerable. LawWorks directs the little individual fundraising it currently does at professionals in the legal sector.

Structure, Governance and Management

LawWorks is a registered charity and a private company limited by guarantee. The organisation was incorporated on 29th July 1997 and its governing document is a memorandum and articles of association.

The Charity has no share capital or debentures, hence there are no Trustees' interests requiring disclosure. In the event of the Charity being wound up each member is required to contribute an amount not exceeding £1.

The Charity is governed by a Board of Trustees, who are all volunteers. No paid employee of the Charity, whether in full or part time employment, can be elected to the Board. The election of members to the Board takes place at the Annual General Meeting. The Trustees may appoint any member to the Board to fill a casual vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next Annual General Meeting. Details of those serving on the Board during the year and those serving currently are shown below.

Trustees

The Board of Trustees meet once every three months and hold an annual away day. All new trustees are routinely updated with the Commission's guidance publications and subsequent training is made available to all trustees as needed.

The trustees, who are the directors for company law purposes, retire by rotation and are eligible for reappointment; they are elected by its company members. The names of the trustees serving in 2023 are as follows:

- Alasdair Douglas (Chair)
- Nick Emmerson (appointed October 2023)
- Jamie Goldsmith KC
- Ian Jeffery
- Robert Lay (Treasurer)
- Emma Rehal-Wilde
- Lubna Shuja (until October 2023)
- Deborah Smith
- Gemma Watts

The staff team is accountable, through the Chief Executive, to the trustees, and is responsible for the day-to-day operations of the charity in accordance with the strategy, policies, procedures and budgets approved by the board and any ad hoc committees.

The key management personnel during the year were the Chief Executive together with the five-person management team.

Staff salaries are supervised by the Board, taking into account the needs of the organisation and external economic circumstances.

Post Balance Sheet Events

On 13th August 2024 Solicitors Pro Bono Group completed a merger deed with Advocates for International Development (A4ID) (Company registration number

05907641 and Charity registration number **1118565**) whereby the assets, liabilities and activities of the charity will be transferred to A4ID once final due diligence is completed, with the intention of the merger taking effect before the end of 2024.

Statement of Trustees' Responsibilities

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Policies).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year.

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 operation.

The trustees are responsible for keeping adequate 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 detection and prevention of fraud and other irregularities.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Haysmacintyre LLP have indicated their willingness to continue in office and offer themselves for re-appointment as such, under Section 485 of the Companies Act 2006.

Preparation of the report

This report of the Board of Trustees has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

This report was approved and authorised for issue by the trustees on 17 September 2024 and signed on their behalf by:



Alasdair Douglas
Chair of Trustees

Date: 19 September 2024

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS & TRUSTEES OF SOLICITORS PRO BONO GROUP ("LAWWORKS")

Opinion

We have audited the financial statements of Solicitors Pro Bono Group for the year ended 31 December 2023 which comprise the Trustees' Report, Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's

responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of matter – financial statements prepared on a basis other than going concern

We draw attention to the disclosure made in note 1 to the financial statements which explains that the charitable company entered into an agreement on 13 August 2024 to merge with A4ID on completion of due diligence and other contractual conditions and formalities. The merger will take place through a transfer by LawWorks of its assets, liabilities and activities to A4ID on completion of the above matters and the transfer is expected to be completed prior to the end of 2024. The charitable company will cease activities from the date of transfer and will be wound up in due course. Accordingly, the financial statements have been prepared on a basis other than going concern as described in note 1. Our opinion is not modified in respect of this matter.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work

we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and

- the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 23 and 24, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to

influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to compliance with the regulatory requirements of the Charity Commission, employment law and health and safety regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, and payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;

- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at:

www.frc.org.uk/auditorsresponsibilities.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Lee Stokes (Senior Statutory Auditor)

For and on behalf of Haysmacintyre LLP
Statutory Auditor

Date: 23 September 2024

Haysmacintyre LLP
10 Queen Street Place
London,
EC4R 1AG

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account)

For the Year Ended 31 December 2023

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	2023	2023	2023	2022
		£	£	£	£
Income					
Income from					
Donations	2	147,114	-	147,114	67,179
Investments		3,819	-	3,819	1,421
Other Trading Activities	3	64,553	-	64,553	6,255
Charitable activities	4	391,137	401,612	792,749	1,096,933
Other income		675	-	675	8,626
Total income		607,298	401,612	1,008,910	1,180,414
Expenditure					
Expenditure on raising funds					
		165,742	-	165,742	107,464
Expenditure on charitable activities:					
Supporting and promoting pro bono		125,340	9,439	134,779	295,733
Enabling access to justice through pro bono		227,190	248,083	475,273	564,384
Supporting not-for-profit organisations		173,468	38,640	212,108	107,091
DARA Expenditure		-	88,466	88,466	54,793
Total expenditure	5	691,740	384,628	1,076,368	1,129,465
Net income/ net movement in funds		(84,442)	16,984	(67,458)	50,949
Net movement in funds		(84,442)	16,984	(67,458)	50,949
Total funds brought forward		731,732	69,457	801,189	750,240
Total funds carried forward		647,290	86,441	733,731	801,189

The Charity has no recognised gains or losses in the year other than that shown above. All the above results were derived from continuing activities. Details of comparative figures by fund are disclosed in note 1 to the financial statements.

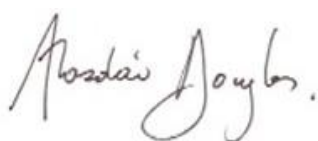
The notes and information on pages 34 to 45 form part of these financial statements.

BALANCE SHEET

As at 31 December 2023

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9		4,437		8,216
Current assets					
Debtors	10	76,036		144,003	
Cash at bank and in hand		895,401		975,573	
		<u>971,437</u>		<u>1,119,576</u>	
Creditors: amounts due within one year	11	<u>(242,143)</u>		<u>(326,603)</u>	
Net current assets			<u>729,294</u>		<u>792,973</u>
Net assets			<u><u>733,731</u></u>		<u><u>801,189</u></u>
Funds					
Restricted Funds	12		86,441		69,457
General fund (unrestricted)	12		647,290		731,732
	13		<u><u>733,731</u></u>		<u><u>801,189</u></u>

These financial statements were approved and signed on behalf of the Trustees on 19 September 2024.



Alasdair Douglas, Chair of Trustees

STATEMENT OF CASHFLOWS

For the Year Ended 31 December 2023

	Notes	2023 £	2022 £
Cash flows from operating activities			
Net cash provided by operating activities	A	<u>(83,991)</u>	<u>74,664</u>
Cash flow from investing activities			
Purchase of fixed assets		-	(3,423)
Interest		<u>3,819</u>	<u>1,421</u>
Net cash (used in) investing activities		<u>3,819</u>	<u>(2,002)</u>
Increase/ Decrease in cash and cash equivalents in the year		(80,172)	72,662
Cash and cash equivalents at the beginning of the year		<u>975,573</u>	<u>902,911</u>
Total cash and cash equivalents at the end of the year		<u><u>895,401</u></u>	<u><u>975,573</u></u>
A) RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES			
Net income for the year as per SOFA		(67,458)	50,949
Depreciation charge		3,779	3,804
Interest		(3,819)	(1,421)
(Increase) in debtors		67,967	(26,773)
Increase in creditors		(84,460)	48,105
Net cash provided by operating activities		<u><u>(83,991)</u></u>	<u><u>74,664</u></u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2023

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Companies Act 2006, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Solicitors Pro Bono Group (LawWorks) is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Preparation of the accounts on a going concern basis

The charitable company entered into an agreement on 13 August 2024 to merge with A4ID on completion of due diligence and other contractual conditions and formalities. The merger will take place through a transfer by LawWorks of its assets, liabilities and activities to A4ID on completion of the above matters and the transfer is expected to be completed prior to the end of 2024. The charitable company will cease activities from the

date of transfer and will be wound up in due course. Therefore, the financial statements are prepared on a basis other than going concern. There have been no adjustments to the carrying values of assets and liabilities resulting from the change in basis.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the items have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income received in advance of the relevant specified service provision is deferred until the criteria for income recognition are met. If the funded service is provided continually the grant is considered to accrue evenly over the period of specified support.

1. ACCOUNTING POLICIES (Continued)

Grants and donations

Grants and donations received are recognised in the Statement of Financial Activities when the Charity is entitled to them as specified in the general income policy and in accordance with the terms attached to the grant or donation.

Donated services and facilities

Donated professional services and donated facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in the expenditure in the period of receipt.

In accordance with the Charities SORP FRS 102 the general volunteer time given to the Charity is not recognised.

The volunteers and individual members of the Charity benefit from events organised by the Charity in partnership with legal firms. The cost to these firms of providing these events is not treated as a donation to the Charity.

The extent of volunteering support in the Charity is acknowledged in the Annual Report.

Membership subscriptions

Income from membership subscriptions is recognised on an accruals basis, income received in advance is deferred (see Note 10).

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Allocation of support costs

Support costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office furniture & equipment: 4 years

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

1. ACCOUNTING POLICIES (Continued)

Pensions

The Charity makes payments to staff members' personal pension and defined contribution arrangements. Payments made fulfil in total the Charity's obligations for such payments and are recorded as an expense in the period they are payable.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the view of the trustees, there are no areas of critical accounting judgement or estimation uncertainty used in preparing the financial statements.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank

and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVES DETAIL

(Incorporating Income and Expenditure Account)

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Income			
Income from			
Donations	67,179	-	67,179
Investments	1,421	-	1,421
Charitable activities	339,385	757,548	1,096,933
Other Income	14,881	-	14,881
Total income	422,866	757,548	1,180,414
Expenditure			
Expenditure on raising funds	107,464	-	107,464
Expenditure on charitable activities:			
Supporting and promoting pro bono	260,581	35,152	295,733
Enabling access to justice through pro bono	3,448	560,936	564,384
Supporting not-for-profit organisations	40,741	66,350	107,091
Domestic Abuse Response Alliance Expenditure	-	54,793	54,793
			-
Total expenditure	412,234	717,231	1,129,465
Net income	10,632	40,317	50,949
Total funds brought forward	715,300	34,940	750,240
Total funds carried forward	725,932	75,257	801,189

2. DONATIONS AND LEGACIES

2. DONATIONS AND LEGACIES	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2023	2022
	2023	2023	2023	2022
	£	£	£	£
The London Legal Support Trust – Legal Walk	4,280	-	4,280	5,893
Law School Challenge	10,871	-	10,871	856
Christmas Carol Concert	9,681	-	9,681	10,524
Trusts and Legacies	20,000	-	20,000	-
Other events and donations	102,282	-	102,282	49,906
	147,114	-	147,114	67,179

Comparative information - all income shown in 2022 above related to unrestricted funds.

DONATIONS - 2022	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2022	2021
	2022	2022	2022	2021
	£	£	£	£
The London Legal Support Trust – Legal Walk	5,893	-	5,893	3,770
Law School Challenge	856	-	856	-
Christmas Carol Concert	10,524	-	10,524	-
Other events and donations	43,651	-	43,651	71,124
Government Grant Income	-	-	-	4,194
	60,924	-	60,924	79,088

3. OTHER TRADING ACTIVITIES

3. OTHER TRADING ACTIVITIES	Unrestricted	Restricted	Total Funds	Total Funds
	Funds	Funds	2023	2022
	2023	2023	2023	2022
	£	£	£	£
Rental Income	42,853	-	42,853	-
Desk Share	21,700	-	21,700	6,255
	64,553	-	64,553	6,255

4a. INCOME FROM CHARITABLE ACTIVITIES 2023

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Total Funds 2022 £
Membership subscriptions	251,515	-	251,515	229,901
Domestic Abuse Resource Alliance (DARA) Membership	-	71,500	71,500	39,300
	251,515	71,500	323,015	269,201
The Law Society	134,622	-	134,622	105,984
National Lottery Community Fund	-	85,557	85,557	83,470
MoJ Help Accessing Legal Support (HALS)	-	59,626	59,626	-
Trust for London	-	53,900	53,900	44,000
City Bridge Trust	-	38,640	38,640	66,350
Together for Short Lives	-	17,250	17,250	28,376
Sir James Knott Trust	-	10,000	10,000	10,000
Advocate (Pro Bono Connect)	-	9,439	9,439	-
Farrer & Co Charitable Trust	5,000	-	5,000	2,000
The Rothley Trust	-	1,500	1,500	1,000
Edgar E Lawley Foundation Grant	-	1,500	1,500	-
Access to Justice Foundation Litigants in- Person Support Strategy	-	-	-	216,312
Access to Justice Foundation Help- Accessing Legal Support Grant	-	-	-	56,250
Therium Access	-	-	-	56,038
Access to Justice Foundation Legal- Support for Litigants in Person Grant	-	-	-	33,452
29 th May 1961 Charity	-	-	-	5,000
Simmons & Simmons Charitable Trust	-	-	-	5,000
The Shears Foundation	-	-	-	5,000
Batchworth Trust	-	-	-	5,000
The Barbour Foundation	-	-	-	5,000
Schroder Charity Trust	-	-	-	4,000
Accenture	-	-	-	4,000
Elizabeth Rathbone Charitable Trust	-	-	-	3,000
Monica Rabagliati Charitable Trust	-	-	-	3,000
Charlotte Bonham-Carter Charitable Trust	-	-	-	3,000
Souter Charitable Trust	-	-	-	3,000
CB & HH Taylor 1984 Trust	-	-	-	2,000
Suffolk Community Foundation	-	-	-	2,000
Hadrian Trust	-	-	-	2,000
BDB Pitmans Charitable Trust	-	-	-	1,500
Domestic Abuse Resource Alliance- (DARA) Funding	-	52,700	52,700	72,000
	139,622	330,112	469,734	827,732
TOTAL	391,137	401,612	792,749	1,096,933

4b. INCOME FROM CHARITABLE ACTIVITIES 2022

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Membership subscriptions	229,901	-	229,901
	-	39,300	39,300
	<u>229,901</u>	<u>39,300</u>	<u>269,201</u>
Access to Justice Foundation Litigants in Person Support Strategy	-	216,312	216,312
The Law Society	105,984	-	105,984
National Lottery Community Fund	-	83,470	83,470
Access to Justice Foundation Legal Support for Litigants in Person Grant	-	33,452	33,452
Trust for London	-	44,000	44,000
Together for Short Lives	-	28,376	28,376
City Bridge Trust	-	66,350	66,350
Therium Access	-	56,038	56,038
Access to Justice Foundation Help- Accessing Legal Support Grant	-	56,250	56,250
29th May 1961 Charity	-	5,000	5,000
Schroder Charity Trust	-	4,000	4,000
Farrer & Co Charitable Trust	2,000	-	2,000
Simmons & Simmons Charitable Trust	-	5,000	5,000
Elizabeth Rathbone Charitable Trust	-	3,000	3,000
Monica Rabagliati Charitable Trust	-	3,000	3,000
The Shears Foundation	-	5,000	5,000
Sir James Knott Trust	-	10,000	10,000
The Rothley Trust	-	1,000	1,000
CB & HH Taylor 1984 Trust	-	2,000	2,000
BDB Pitmans Charitable Trust	1,500	-	1,500
Batchworth Trust	-	5,000	5,000
Accenture	-	4,000	4,000
Suffolk Community Foundation	-	2,000	2,000
Charlotte Bonham-Carter Charitable Trust	-	3,000	3,000
Hadrian Trust	-	2,000	2,000
The Barbour Foundation	-	5,000	5,000
Souter Charitable Trust	-	3,000	3,000
Domestic Abuse Resource Alliance (DARA) Funding	-	72,000	72,000
	<u>109,484</u>	<u>718,248</u>	<u>827,732</u>
TOTAL	<u>339,385</u>	<u>757,548</u>	<u>1,096,933</u>

5. ANALYSIS OF EXPENDITURE BY TYPE – 2023

	Staff costs £	Direct costs £	Support costs £	Total 2023 £
Raising funds				
Fundraising costs	88,088	44,361	33,293	165,742
Charitable activities				
Supporting and promoting pro bono	75,846	31,838	27,095	134,779
Enabling access to justice through pro bono	347,090	4,189	123,994	475,273
Supporting not-for-profit organisations	156,279	-	55,829	212,108
DARA Expenditure	-	76,466	12,000	88,466
	667,303	156,854	252,211	1,076,368

Support costs are apportioned to the various activities of the Charity on the basis of direct staff costs.

Included in the above costs are governance costs of £85,936 (2022: £74,659) which comprise audit fees of £13,868 (2022: £12,900), staff costs of £52,301 (2022: £47,635) and other allocated support costs of £19,767 (2022: £14,124).

2022

	Staff costs £	Direct costs £	Support costs £	Total 2022 £
Raising funds				
Fundraising costs	69,826	16,934	20,704	107,464
Charitable activities				
Supporting and promoting pro bono	187,592	54,665	53,476	295,733
Enabling access to justice through pro bono	428,403	13,860	122,121	564,384
Supporting not-for-profit organisations	83,335	-	23,756	107,091
DARA Expenditure	-	46,793	8,000	54,793
	769,156	132,252	228,057	1,129,465

6. SUPPORT COSTS

	2023 £	2022 £
Premises costs (recharged by NPBC)	-	-
Rent	119,953	42,347
Insurance	24,399	22,187
Communications	12,493	19,754
Professional fees	48,922	42,569
Office costs	10,779	65,793
Depreciation	3,779	3,804
Bank charges	354	347
IT costs including website	31,532	31,256
	252,211	228,057

7. NET INCOME FOR THE YEAR

	2023 £	2022 £
This is stated after charging:		
Depreciation	3,779	3,804
Fees payable to auditors for audit		
- current year	13,868	12,900
- previous year under provision	-	2,300

During the year no Trustee received any remuneration (2022 - £Nil). No expenses were reimbursed to Trustee in the year in respect of travel expenses.

8. STAFF COSTS AND NUMBERS

	2023 £	2022 £
Salaries	572,983	638,602
Social security costs	50,070	58,756
Pension	36,571	59,260
Other benefits costs	7,448	8,781
Recruitment costs	231	3,757
	<u>667,303</u>	<u>769,156</u>

STAFF NUMBERS

	2023	2022
Chief Executive	1	1
Projects	17	20
Administration & Support	1	1
	<u>19</u>	<u>22</u>

One employee was paid £60,000 or over (2022: One employee was paid £60,000 or over).

The key management posts in the charity are the Chief Executive and the Chief Operating Officer. The combined salaries and benefits for these two roles totals £116,645 (2022: £127,352).

9. TANGIBLE FIXED ASSETS – OFFICE FURNITURE AND EQUIPMENT

Cost	£
At the start of year	15,631
At end of year	15,631
Depreciation	
At the start of year	7,415
Charge for the year	3,779
At end of year	11,194
Net book value	
At 31 December 2023	4,437
At 31 December 2022	8,216

10. DEBTORS

	2023	2022
	£	£
Due within one year		
Trade debtors	1,880	96,510
Other debtors	53,483	25,113
Prepayments	20,673	22,380
	76,036	144,003

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	8,636	14,378
Social security and other taxes	24,263	43,090
Accruals	51,953	30,156
Deferred income grants	38,139	61,250
Deferred income subscriptions	114,194	172,566
Other Creditors	4,958	5,163
	242,143	326,603

12. STATEMENT OF FUNDS

	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
LawWorks Clinics	18,750	72,626	(91,376)	-	-
LawWorks Cymru	-	85,557	(85,557)	-	-
Not for Profit Service	-	38,640	(38,640)	-	-
Voices for Families Project	-	17,250	(17,250)	-	-
Unpaid Wages Project	-	53,900	(53,900)	-	-
Pro Bono Connect	-	9,439	(9,439)	-	-
Domestic Abuse Resource Alliance (DARA)	50,707	124,200	(88,466)	-	86,441
	69,457	401,612	(384,628)	-	86,441
2022					
LawWorks Clinics	19,500	324,562	(325,312)	-	18,750
Tribunal representation	-	56,038	(56,038)	-	-
Free Legal Answers	-	33,452	(33,452)	-	-
LawWorks Cymru	13,740	83,470	(97,210)	-	-
Not for Profit Service	-	66,350	(66,350)	-	-
Voices for Families Project	-	38,376	(38,376)	-	-
Unpaid Wages Project	-	44,000	(44,000)	-	-
Pro Bono Connect	1,700	-	(1,700)	-	-
Domestic Abuse Resource Alliance (DARA)	-	111,300	(54,793)	5,800	50,707
	34,940	757,548	(717,231)	5,800	69,457

Details of restricted income in 2023:

A list of the restricted grants received in the year is shown in note 3 above. All these grants related to the charitable activities of the Charity

The Charity received funds from the charity Together For Short Lives as restricted quarterly grant funding, with effect from April 2013, contributing towards the costs of the Voices for Families Secondary Specialisation Programme which provides advice services to families with children with life-limiting illnesses. The Monica Rabagliati Charitable Trust and the Charlotte Bonham-Carter Charitable Trust also awarded small grants to support Voices for Families, and Accenture made a donation towards the project.

Trust for London continued to fund a pilot project and then agreed a two year grant of £84,000 per year from November 2019 to support the unpaid wages clinic project. A new grant of £97,000 over two years from November 2021 has subsequently been agreed for continued support of the project. City Bridge Trust awarded a grant of £132,700 over two years to support the Not-For-Profit programme starting in July 2021. In 2019 Therium Access awarded LawWorks a grant of £164,048 spread over three years to support representation at tribunals by pro bono lawyers and the Access to Justice Foundation provided grant support for the pilot phase of the Free Legal Answers platform. In 2022 the Access to Justice Foundation provided additional support to the LawWorks Clinics Network including Free Legal Answers through the Help Accessing Legal Support scheme.

The Evan Cornish Foundation, the Schroder Charity Trust, Edgar E Lawley Foundation, 29th May 1961 Charity, Souter Charitable Trust, Hadrian Trust, Barbour Foundation, the Elizabeth Rathbone Charitable Trust, The Shears Foundation, the Sir James Knott Charitable Trust, the CB & HH Taylor 1984 Trust, Suffolk Community Foundation, Simmons & Simmons Charitable Trust, Rothley Trust and the Edith Murphy Foundation all provided small grants to support the LawWorks Clinics Network. ☐

12. STATEMENT OF FUNDS (CONTINUED)

	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
SUMMARY OF FUNDS					
General funds	731,732	607,298	(691,740)	-	647,290
Restricted funds	69,457	401,612	(384,628)	-	86,441
	<u>801,189</u>	<u>1,008,910</u>	<u>(1,076,368)</u>	<u>-</u>	<u>733,731</u>
2022					
General funds	715,300	422,866	(412,234)	5,800	731,732
Restricted funds	34,940	757,548	(717,231)	5,800	69,457
	<u>750,240</u>	<u>1,180,414</u>	<u>(1,129,465)</u>	<u>-</u>	<u>801,189</u>

13. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund	Restricted Funds	Total Funds
2023			
Tangible fixed assets	4,437	-	4,437
Net current assets	642,853	86,441	729,294
	<u>647,290</u>	<u>86,441</u>	<u>733,731</u>
2022			
Tangible fixed assets	8,216	-	8,216
Net current assets	723,516	69,457	792,973
	<u>731,732</u>	<u>69,457</u>	<u>801,189</u>

14. RELATED PARTY TRANSACTIONS/COMMITMENTS

There are no related party transactions to report for the financial year ending 31 December 2023 (2022: none).

Aggregated donations from trustees in the year were £10,000 (2022: £Nil)

15. POST BALANCE SHEET EVENTS

On 13th August 2024 Solicitors Pro Bono Group completed a merger deed with A4ID (Company registration number 05907641 and Charity registration number 1118565) whereby the assets, liabilities and activities of the charity will be transferred to A4ID on 13th August 2024. The charity will continue to operate under A4ID, but will be wound up in due course.

LawWorks is a charity working in England and Wales to connect volunteer lawyers with people in need of legal advice, who are not eligible for legal aid and cannot afford to pay and with the not-for-profit organisations that support them.



www.lawworks.org.uk
Registered charity number 1064274



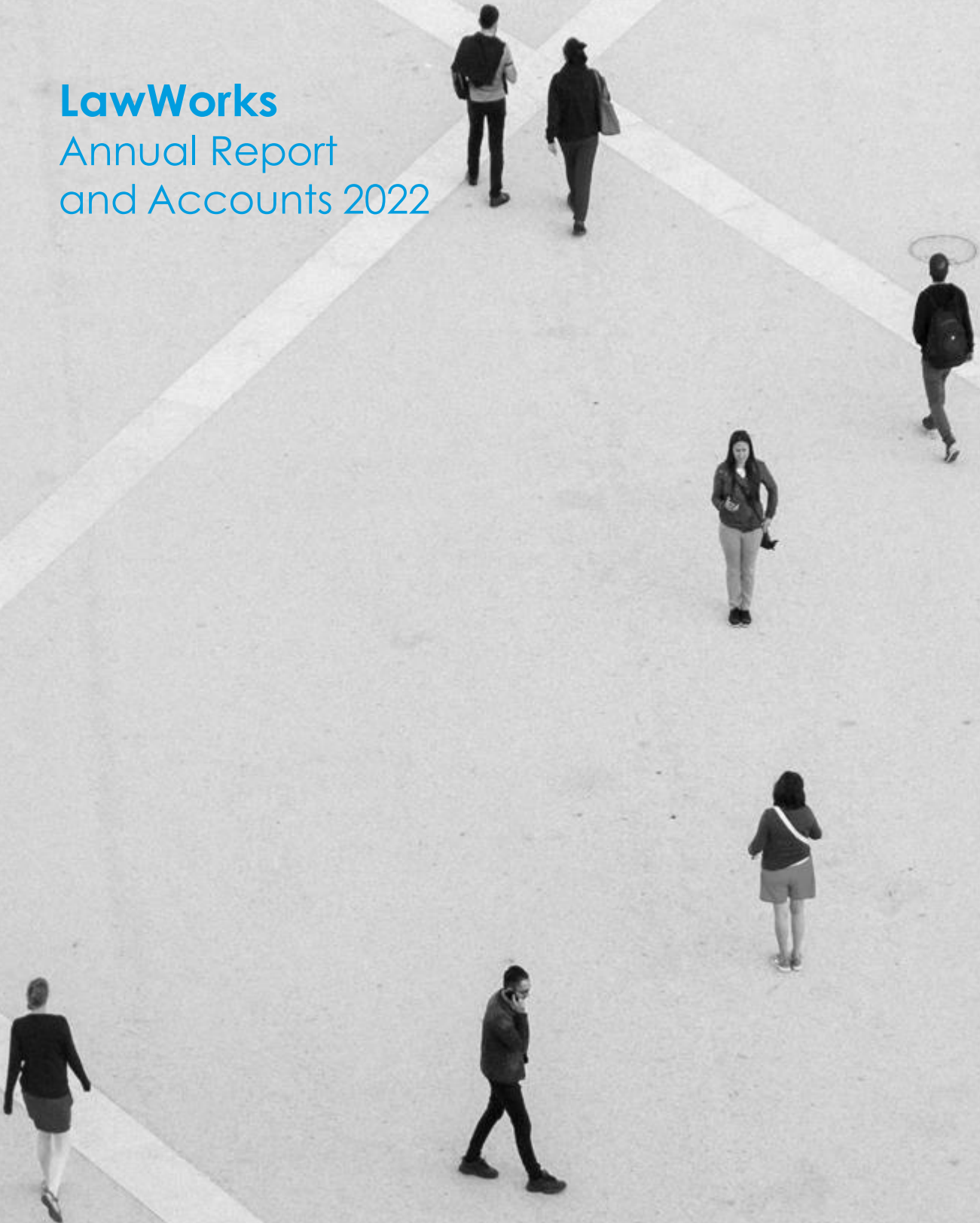
SOLICITORS PRO BONO GROUP

England & Wales - Charity number 1064274

Accounts



LawWorks
Annual Report
and Accounts 2022



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SOLICITORS PRO BONO GROUP

(Known as "LawWorks")

Company limited by guarantee no. 03410932

Registered charity no. 1064274

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2022

Cover photography: [Ryutaro Tsukata](#), a photographer, filmmaker based in Japan

People walking on spacious concrete square from pexels.com

INTRODUCTION

It is with great pleasure the Trustees present their report and the audited financial statements for the year ended 31 December 2022.

The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

CHAIR'S FOREWORD

A chasm lies between the theoretical proposition that access to justice is a fundamental element of the rule of law and the practical position that those without the means to pay are unable to exercise their legal rights. Whilst legal aid has never been a pillar of the UK welfare state, the provision of legal advice by the State for those without means has been a feature of our society since the late 1940s. Such provision remains, but at a much-reduced level, for those whose liberty might be at stake and for a limited range of civil causes but not for welfare, employment, housing, and many other issues which daily beset peoples' lives. We help to bridge that chasm with volunteers from the legal community who are happy to give free advice for the public good.

We have enjoyed a productive year and made positive strides across our many areas of work, as you will see in this Report. We are proud of the contribution that the solicitors' profession and the next generation of solicitors make to society and celebrated their successes at our two annual awards events. Listening to the judges' commendations of the heroic efforts that our award entrants made over the year – in addition to their working or studying – was a humbling experience and underscored the good that so many of our profession do.

We were delighted to appoint Rebecca Wilkinson as our new Chief Executive on the early retirement of her predecessor, Martin Barnes. Those who have benefited from LawWorks' efforts over the past eight years – the volunteer lawyers and law students, the beneficiaries of pro bono advice, our members, staff and Trustees – owe Martin a great debt for his leadership and wise counsel over his time as our Chief Executive.

Finally, we would like to thank all our financial supporters, without whose assistance we would be unable to play our part in delivering some measure of access to justice.

Alasdair Douglas

A handwritten signature in dark ink, reading 'Alasdair Douglas'.

Chair, Board of Trustees

INTRODUCING REBECCA WILKINSON, CEO OF LAWWORKS

It was a little daunting to step into Martin Barnes's shoes as Chief Executive of LawWorks in June 2022. Martin and I joined the pro bono sector around the same time, and it was a pleasure to watch him guide LawWorks with a steady hand over the past eight years. It was an honour to serve as Martin's deputy for the past three years, and through his clear vision and the commitment of our incredible staff team we were able to work through financial changes, global pandemics, and the increasing digitalisation of our world, to ensure every challenge was approached as an opportunity for reflection and development.

Today, we're not only known as an organisation that matches solicitors with high quality pro bono opportunities, but we are also at the heart of the wider pro bono community, developing and supporting independent clinics across England and Wales, pushing forward new models of pro bono collaboration, and embracing tech innovations to develop new ways to help those who may otherwise be legally excluded.

Our purpose has always been to partner with volunteer solicitors to create a fairer and stronger community. We work through our Not-for-Profits programme to support those organisations working with some of the most vulnerable people in our communities, to make sure that social justice is not being hampered through a lack of access to legal advice. We also tackle a number of major social issues including employment, welfare benefits, social care, as well as providing one-off legal advice on our Free Legal Answers Platform. Within this report you can read about these projects and the extraordinary impact they have on the clients, through collaborations with lawyers and advice agencies.

Underpinning all of our work is a deep connection and collaboration with the pro bono community of England & Wales and the wider access to justice eco-system. All of our work is designed to support and facilitate a better understanding of legal needs, rights, and the importance of access to legal advice in our communities.

As we move through 2023 we have more work to do to develop our infrastructure and deepen our impact and evidence. In the meantime, I want to thank everyone who supports LawWorks to make a difference – our Board, funders, donors, members and of course the pro bono lawyers who give of their time and skills to help people, usually unknown to them, to access their rights. We're looking forward to working with you in 2023 and beyond.

Rebecca Wilkinson

OBJECTIVES AND ACTIVITIES

About LawWorks

LawWorks (the Solicitors Pro Bono Group) was founded on the 29th July 1997. It is a charity that promotes, supports and facilitates pro bono legal services that extend access to the law for individuals and communities in need, and the organisations that support them. We champion pro bono because of the positive contribution and difference it makes for individuals, communities, and society.

LawWorks operates as a membership organisation, supporting volunteers from around 150 organisations. The pro bono work of each organisation makes a difference to communities; collectively our members play an invaluable role in extending access to justice.

Partnership is at the heart of what we do, and our range of programmes and support are delivered in collaboration with legal professionals, law schools, The Law Society and other professional bodies.

Since our creation, LawWorks' charitable objects have remained to promote the upholding and proper administration of the law by:

- Encouraging, supporting and advising solicitors and firms of solicitors and their staffs in the provision of pro bono legal services; and advancing the education and training of solicitors and firms of solicitors and their staffs undertaking or intending to undertake pro bono legal services;
- To encourage, support and advise solicitors to undertake charitable voluntary work in the administration of the law, education, social services, community work and other charitable activities for the benefit of the community; and
- To provide pro bono legal services.

Access to justice

Access to justice is a fundamental principle of the rule of law. LawWorks believes all people should have access to justice and that this is an example of the proper administration of the law as set out in our charitable objects.

We develop innovative programmes, increasingly with the use of technology, to ensure that people and organisations who may be at risk of legal exclusion, are able to access legal advice across England and Wales.

Our work is founded on the principle that pro bono is an adjunct to, not a replacement of, legal aid, and everything we do is designed to promote the importance of a fair and just legal infrastructure, which is accessible and open to all.

LawWorks membership

LawWorks members are integral to our organisation and vital for our work and impact. We have around 150 members, including private practice law firms (across England and Wales), in-house legal teams, universities and colleges educating the lawyers of tomorrow, and not-for-profit organisations providing legal advice. Membership of LawWorks provides members with the opportunity to contribute to a variety of pro bono activities, including our 'secondary specialisation' projects and our support for charities and community organisations through our Not-for-Profits programme. LawWorks is also able to provide professional indemnity insurance for pro bono projects where it is not otherwise available.

Members have access to free training and events, including roundtables and networking opportunities. Our members are also eligible to have their pro bono work recognised and celebrated by participating in our annual Pro Bono Awards.

Legal pro bono

Pro bono makes an important contribution towards enabling individuals and organisations (in particular, smaller charities and social enterprises) to access legal support, advice and representation.

The overall contribution of pro bono may be relatively small as a proportion of legal need, but its impact and importance is significant. Legal pro bono is not, and in LawWorks' view should not be seen as, an alternative to an adequately funded system of legal aid nor an alternative for funding for local advice agencies and law centres.

Changes to legal aid (introduced from April 2013) continue to have a significant impact on many people's ability to access justice. In addition, the increasing cost of living has impacted the provision and availability of free legal advice.

LawWorks encourages everyone providing and facilitating pro bono to incorporate and apply the Joint Pro Bono Protocol, developed by The Law Society and others to promote and support high standards of pro bono work. The Protocol does not replace, but seeks to build upon, professional codes of conduct setting out the standards and requirements all lawyers must achieve and observe.

The Protocol, and a list of signatories, is available on the LawWorks website:

www.lawworks.org.uk.

LawWorks also supports the Law Society's Pro Bono Charter, a public statement that law firms, in-house teams and alternative business structures can sign.

Public benefit

When planning and reviewing LawWorks' activities for the year, the Trustees have considered the Charity Commission's guidance on public benefit. LawWorks' charitable activities focus on enabling individuals and charities and not-for-profit organisations to access pro bono legal advice, information and support.

Our ultimate beneficiaries are those who would otherwise be unable to access justice. The experience and feedback of people accessing clinics in the LawWorks clinics network underlines research demonstrating that timely access to advice can have positive benefits, including to physical and mental health and wellbeing. An inability to access legal advice can result in problems worsening and escalating.

All of LawWorks' activities for 2022 can be read about in our Achievements and Performance section.

The Trustees of LawWorks would like to take this opportunity to thank each and every volunteer for their time and dedication, as their efforts provide invaluable support to people and organisations who cannot afford representation.

ACHIEVEMENTS AND PERFORMANCE

2022 at a glance

10

InfoExchange sessions which were attended by **347** clinic coordinators or administrators.

80%

of clinics highly value being part of the LawWorks Clinics Network.

Volunteers from

23

law firms participated in our Secondary Specialisation projects.

7

training sessions were held for small charities and not-profit organisations attended by **86** different organisations.

12

new legal pro bono advice clinics were launched in 2022.

97%

of non-profit cases were allocated legal pro bono support in 2022.

The UK Pro Bono Portal won "Disruptive Technology of the Year" at the 2022 Legal Innovations Awards.

42 agencies referred individuals to LawWorks in 2022, ensuring legal support for **117** low-income individuals.

85% of Welfare Benefits Advocacy Project cases that went to tribunal were successful in their appeal.

Our Not-for-Profits Programme found pro bono support for **138** legal matters.

365 individuals registered for pro bono assistance through Free Legal Answers.

51,000+ people helped by clinics on the LawWorks Clinics Network in 2022.

The Unpaid Wages project assisted clients in reclaiming **£11,836.29** of unpaid wages at tribunal.

In 2022, LawWorks held **53** training sessions, developing the legal knowledge of hundreds of volunteers.

100 new secondary specialisation volunteers trained, enabling their future participation in projects.

LawWorks Clinics Network (England)

The LawWorks Clinics Network provides support and assistance to free legal advice clinics, supported by volunteer lawyers. Clinics on network provide free initial advice, predominantly in the area of social welfare law, to individuals who are often particularly vulnerable members of the community.

The clinics team help set up and maintain sustainable clinic partnerships between individual lawyers, solicitor firms and in-house legal teams, law schools, charities, community groups and advice agencies to help address unmet legal need in our communities. We provide practical guidance and resources to ensure that a high standard of service is provided to our clinics' clients.

Clinics in the network are independent of LawWorks, with day-to-day responsibility remaining with the lawyers, law school and/or agency involved, with the assurance that LawWorks will continue to support them. Being part of the network brings with it other benefits such as access to training, hub meetings, tools and resources. In 2022, we continued to host monthly 'InfoExchange' sessions, bringing together clinic coordinators, practitioners and contributors to share best practice and discuss trends.

Feedback throughout the year (from clinic coordinators, volunteers and other stakeholders) remained positive and encouraging whilst LawWorks continued the development of new clinics alongside the continued support existing ones.

"The support is second to none. The support is invaluable. As a small Centre with little in the way of other staff involved, LawWorks have provided support and also links to other clinic coordinators."

Achievements against objectives

Throughout 2022, 12 new clinics were developed across England and Wales, with LawWorks providing support with project planning and bringing together relevant stakeholders. Guidance from the Clinics Team helps take an initial idea through to clinic launch and ongoing development.

"I have attended some InfoExchange sessions, and I found them very useful. It is great to exchange thoughts and ideas with other legal clinics."

We also held 10 InfoExchange sessions, attended by 347 clinic coordinators or administrators. Each session was recorded and complemented by a write-up and resources. The team also brought clinics together in each region through 16 hub meetings, as well as regular 1-2-1 support meetings.

The Clinics Team organised the fourth (and first hybrid) Clinics Conference 'Connecting with Communities', which took place at the offices of Herbert Smith Freehills in London. The conference was attended by over 100 clinic coordinators, volunteers, pro bono law firm managers and representatives from other advice sector organisations.

In our Annual Coordinator Survey, 80% of clinics indicated they highly value participation in the Clinics Network.

Impact

The Clinics Programme has a direct impact on existing clinics that are provided with support and access to resources, and to new clinics that were set up through the programme to help meet demand.

"Thank you for the exceptional support and training received. It is the best I have ever experienced working in private practice, the public and university sector."

By supporting clinics to run as efficiently as possible, the programme also has an indirect impact on the clients that receive free legal advice through these services. In

2022, clinics reported that they:

- received nearly 75,000 enquiries.
- of which they were able to assist over 50,000 people: in predominately 1) family law 2) employment law 3) civil litigation 4) housing law 5) asylum/immigration

The team always aims to respond to the needs of an ever growing and changing network and it is great to receive feedback such as *“Just please to continue doing what you are doing!”*.

Challenges and lessons learned

One of the biggest challenges when developing a new independent clinic is the lack of ownership and decision-making powers. Often stakeholders are delivering clinics over and above their existing operations which is difficult to sustain.

It has been historically harder to get lawyers based outside of London to engage in pro bono. Voluntary work has often centred around non-professional skills. Engaging with the profession through events such as pro bono roundtables and local law society committees, where the need is highlighted as well as the role of facilitating organisations such as LawWorks, has made progress in spreading the case for pro bono.

“I received considerable support and guidance which allowed me to set up the clinic which without I would not have started the clinic up. The monthly training sessions and learning resources are extremely useful for ongoing guidance and support and helps with the ongoing development of the clinic to be able to provide pro bono services to the public.”

Rural pro bono remains a challenge, as pro bono provision is often centred around urban areas. This has however been somewhat mitigated due to an uptake in technology during the pandemic and LawWorks’ digital platforms.

LawWorks Cymru Clinics

LawWorks Cymru is a five-year project funded by the National Lottery Community Fund to further develop pro bono work in Wales. The team in Wales work with a range of stakeholders, including legal teams, legal aid providers, law schools and other charities to identify and support opportunities for volunteering to help those most in need – and making it as easy as possible for lawyers to volunteer their time in the most effective ways.

Achievements against objectives

During this year, one new clinic was developed in Wales, with a number of potential clinics looking to go live in 2023. Three training sessions were put on to support the launch of the new clinic.

At the end of 2022, LawWorks commissioned an external evaluator to gather information on advice provided to clients through clinics on the network and analyse how the support has changed their understanding of their legal issue and how this may have affected their stress levels.

Impact

In 2022, pro bono clinics in the LawWorks Cymru network received 1,400 enquiries and supported nearly 900 people. LawWorks Cymru was also instrumental in setting up the Wales Pro Bono Committee alongside Advocate and National Pro Bono Week.

Challenges and lessons learned

As with all clinic development across England & Wales, external challenges include difficulties in engaging firms and volunteers in new clinics, often due to time commitment or their areas of specialism versus the legal areas of need for the clients.

The newly established Pro Bono Committee in Wales has had a positive effect on engagement both within and outside the

Committee. We will be looking to the committee to continue to raise awareness about the importance of pro bono to aid the development of more clinics.

LawWorks Training Programme

LawWorks organises training sessions for our members, clinic volunteers and community groups, which cover a broad range of legal issues and topics. Our training is delivered, often pro bono, by solicitors, barristers and others with expertise in areas of law and practice. Over 50 training sessions were delivered in 2022, the vast majority online.

Given the ongoing pressures on charities and the not-for-profit advice sector, our training sessions continued to be available for free to all, including materials and recordings uploaded onto the LawWorks website.

We also provide bespoke training in response to requests from our members, and others, and provide training for pro bono volunteers as part of our 'secondary specialisation' projects and our Not-for-Profits programme.

Achievements against objectives

Against a target of 40 sessions across LawWorks' activities and programmes (excluding Wales), 53 training sessions took place, including interviewing and advocacy skills training. New topics include environmental law for clinics, travel – consumer rights, private family law in practice (a series comprising 6 sessions delivered by barristers at Coram Chambers), religious belief discrimination, the Renters Reform Bill & White Paper and data protection.

"So, basically, if you've got a consumer problem with an EU based retailer it's sometimes going to be difficult to do much about it. Worrying, but important training – thanks LawWorks and Jason."

Impact

Attendance continues at good levels, with sessions usually attended by around 20 – 50 people. Registrations often exceed 50 people and occasionally can be more than 90.

Most training sessions are recorded, with the recording posted via LawWorks' website shortly after the event. Recordings receive views often multiples of the live attendance number, thereby extending the life of live training sessions.

"Thanks to Sam and Shristi I'm definitely going to volunteer more at the clinic..."

Challenges and lessons learned

Sourcing new trainers, particularly those willing to give their time on a pro bono basis, can be a challenge, this can require considerable time spent on relationship building. We continue to work with the trainers and lawyers to understand how LawWorks fits into the wider training infrastructure.

"Thank you, Elizabeth and LawWorks. That's a tricky bit of upcoming legislation that I now understand better when will the recording be available. "

Understanding the training needs of member firms, as well as the resources needed to run bespoke training for members, continues to be explored, with a renewed emphasis on this aspect of LawWorks' training likely to feature in 2023.

Not-for-Profits Programme

Our Not-for-Profits Programme engages with solicitors from our pro bono network of over 150-member law firms and in-house teams to support small and medium-sized not-for-profit organisations in England and Wales, to access pro bono legal advice.

"Our lawyer was excellent, she kept me updated throughout the whole process and provided me with the opportunity to ask as many questions as I needed to be able to understand things."

We run several services as part of the Not-for-Profits Programme:

- Casework service – where legal advice is required for a small, one-off legal issue.
- Honorary Counsel service – where broader legal support is provided on a longer-term basis; and
- Free, downloadable memos and FAQs for not-for-profit organisations, as well as Free Talks on common legal issues, all available via our website.

We also ran, until mid-2022, the Charity Registration Pilot whereby where volunteer solicitors provided expertise to organisations who wanted to register as a charity with the Charity Commission. The Pilot was paused to new applicants mid-2022 whilst an in-depth evaluation was conducted to understand the performance of the Pilot and potential next steps, to be reviewed in 2023.

Applications for legal advice are assessed ('triaged') by LawWorks to ensure that they meet our eligibility criteria and to review the type of legal assistance sought. We publish cases on our Pro Bono Portal that member organisations and individuals review to identify whether pro bono support can be provided.

Where we cannot assist a not-for-profit organisation, for example because the organisation is ineligible for support, we signpost to appropriate sources of help or information.

Achievements against objectives

The Not-for-Profits Programme aimed to support 200 not-for-profit organisations across 2022. During 2022, the programme received 353 applications (of which 142 were eligible for support through the programme), brokered support for 139 not-for-profit cases, and ran 7 training sessions with 86 attendees, helping a total of 225 not-for-profit organisations across the year.

The main areas of law advised on were property; corporate and commercial; employment; litigation and dispute resolution; and data protection.

"Incredibly helpful in terms of communicating the legality of the situation and what the actions were going to be. Very professional approach and also in a friendly manner."

Impact

The 225 charities which LawWorks members helped in 2022, work to support the most vulnerable and disadvantaged in our society. Although the breadth of their work is wide, they commonly deal with poverty, disability, abuse, social exclusion, and special educational needs. These organisations work all over England and Wales at all levels - from small, local or new organisations to country-wide organisations – and would otherwise struggle to pay for legal advice. By helping them access legal assistance for free, the LawWorks Not for Profit Programme is supporting them to help their wider beneficiaries.

"Super rewarding to apply our in-house expertise to a great cause and a different subject matter from our day-to-day work."

Challenges and lessons learned

A significant achievement for 2022 was digitally transforming our internal processes by integrating a new application and case management system within the team. As

CASE STUDY: LawWorks Not-for-Profits Casework Service

Number Champions is an organisation focussed on improving the educational and life chances of every child who struggles with maths. They train volunteers who go into schools and work with young children on a one-to-one basis every week, to help them make sense of numbers and gain skills and confidence.

When Number Champions realised they needed advice on the legal requirements for entering into a contract they approached the LawWorks Not-for-Profits Casework Service, which matched them with a pair of volunteer lawyers. The volunteers worked with Number Champions to understand their query, and quickly identified that they needed additional legal advice which they swiftly provided.

Number Champions said "They asked insightful questions to make us think through what we really required. The process was efficient, effective, and friendly, and at each stage Faegre Drinker showed a good understanding of the issues from our side and expressed the legal advice in language which was accessible."

part of this transformation process, we have focused on making improvements to our processes in order to drive efficiencies in how we operate. We will continue to identify where we can simplify our processes and procedures, to further streamline our processes.

"The case was very interesting, and it was great to help someone who did not know what the legal position was in respect of their issue."

Although our case numbers were strong, they were lower than 2021 which meant that there were fewer opportunities for our members to volunteer within the programme. We will have a renewed focus on increasing our case numbers in 2023, to ensure we can continue to expand the impact of the Not-for-Profits Programme. We will be reviewing our eligibility criteria in 2023 to make sure we are not excluding charities which are in need of our support.

Secondary Specialisation

Our secondary specialisation projects support the development of 'in-depth' pro bono in areas of social welfare law. This currently includes welfare benefits representation (supporting volunteer solicitors to represent individuals at 1st tier social security benefit appeals), an unpaid wages project, and 'Voices for Families', with the charity Together for Short Lives, supporting the parents and carers of children with life-limiting conditions. Our in-house solicitors, who are experts in their field, provide or facilitate tailored training for participating volunteers, and ongoing support and supervision.

During the year, we worked with law firms to establish a new project to provide bespoke pro bono support on domestic violence matters. The project, called the Domestic Abuse Response Alliance (DARA), was launched in February 2022, receiving referrals from the National Centre for Domestic Violence (NCDV) and supervision provided by leading family law firm Beck Fitzgerald. The participating firms make a financial contribution to the project and additional trust funding has also been secured.

Achievements against objectives

117 low-income individuals were provided with legal assistance through LawWorks' Secondary Specialisation projects in 2022.

42 referral agencies referred individuals to LawWorks throughout 2022. The projects also accepted some self-referrals.

Throughout 2022, 23 law firms were involved in LawWorks' Secondary Specialisation projects.

Volunteer training sessions for each project took place and were attended by 50 new volunteer lawyers. There were volunteer training videos for the Voices for Families and Unpaid Wages projects available to new volunteers throughout the year, giving a total of over 100 new volunteers participating in Secondary Specialisation projects in 2022.

"The lawyers who assisted me gave top notch support; I couldn't say enough good about them. Their assistance has made a huge difference in my life, and I am forever grateful."

Impact

Of the cases that went to tribunal on the Welfare Benefits Advocacy Project 85% were successful in their appeal.

The Unpaid Wages Project assisted clients

in reclaiming £11,836.29 of unpaid wages at tribunal.

On the Voices for Families Project, 100% of clients surveyed said they felt less stressed due to help from LawWorks.

Feedback included: In a survey sent to clients who received legal assistance from Secondary Specialisation projects, 100% of clients who responded rate the assistance they received as 'very good' or 'good.'

In a survey sent to volunteers about their involvement in Secondary Specialisation projects, 100% of volunteers who completed the survey said they would take another LawWorks case on. 100% of volunteers who completed the survey would rate the support they received from LawWorks as 'good' or 'very good'. One volunteer gave feedback that the best part of volunteering with LawWorks was "Having someone on hand to give pointers at all points throughout the process. Their support and legal knowledge were invaluable."

Challenges and lessons learned

Referrals for the Welfare Benefits project slowed significantly during Covid-19 and have unfortunately not returned to pre 2020 levels. At Welfare Benefits tribunals, the Tribunals Service has continued to take steps to reduce the appeals backlog that

CASE STUDY: LawWorks Welfare Benefits Project

Keisha suffers from sickle cell anemia causing fatigue, osteonecrosis in her shoulder, menorrhagia, kidney pain, dizziness and recurrent headaches. Having a full-time job Keisha often has to take time off due to chronic pain caused by her health issues. She had previously applied for Personal Independence Payment (PIP) but the application was refused.

Keisha was referred to LawWorks, where two volunteer lawyers assisted her with the appeal, drafting detailed submissions and providing advocacy at the tribunal, where Keisha was granted the Daily Living component of PIP at the enhanced rate. On hearing the ruling, Keisha said "I am overwhelmed by the decision. I am certain without LawWorks' help I would not have received it as I previously went to Tribunal in 2016 and was unsuccessful."

built up during the pandemic, but this has sometimes resulted in there being a small window between clients receiving their tribunal bundle and a hearing date being listed. Due to these shorter turnaround times some member firms have not had the capacity to take on as many cases as they would have hoped.

In 2023, allocation of cases to firms will be run through the Portal. This is an example of LawWorks digitizing its services, providing efficiencies and insights.

Pro Bono Connect

Pro Bono Connect is a scheme which facilitates collaboration between solicitors and barristers working together, pro bono, on civil matters for individuals, charities and community groups who cannot afford legal advice or representation. Founded in 2015 by Jamie Goldsmith KC of One Essex Court Chambers, the successful scheme came under the governance of LawWorks in 2019 and is supported by a dedicated staff post. An executive group supports the scheme and Advocate is a key partner.

Achievements against objectives

The projects key objectives involve promoting the scheme, improving administration and growing the scheme in scope and membership. During 2022, Pro Bono Connect played a key role in pro bono roundtables held in Manchester and the North West, The North East and Wales, which attracted more regional members to join the scheme. Membership overall increased by 10% during the year pushing it to over 100 member firms and chambers.

The areas of law covered by the scheme also increased in 2022, with increased requests about housing law, probate, and digital fraud.

Administrative improvements are being made all the time, with the long-term goal of transitioning this to the UK Pro Bono Portal in 2023, and further growth is

envisaged with the 2023 collaboration with the National Pro Bono Centre.

Impact

Pro Bono Connect enables clients to have a complete legal team pursuing their case. During 2022 the scheme successfully placed 33 cases across a range of areas of law. These were all cases which otherwise may have gone unrepresented as the lawyer (solicitor or barrister) would not have the capacity to run the case alone.

Several cases resulted in pro bono costs orders thereby positively impacting funding in the access to justice space.

Challenges and lessons learned

Capacity and conflict on behalf of the law firms persist as the main challenges to the overall aim of the scheme, which is to see more cases placed. Increasing membership alone has not resolved this issue. There remains a need to recruit more specialist and niche firms, as well as those outside of the larger London/USA based firms.

Digital platforms and projects

In 2022, LawWorks' continued its investment in and management of three national digital platforms—the UK Pro Bono Portal, Free Legal Answers, and The Jeanie Project—as well as the Major Incidents Response Plan.

UK Pro Bono Portal

The UK Pro Bono Portal (or "Portal") went live in November 2021. The Portal was initially used to run LawWorks' Not-for-Profits Programme. Throughout the year, the Portal helped connect hundreds of charities with free legal advice from over 60 leading law firms and in-house legal teams.

Originally developed by Justice Connect in Australia, their award-winning platform has been adapted for use in the UK (initially in England and Wales) and other international jurisdictions. The Portal connects lawyers

with pro bono opportunities from one place - efficiently, simply and securely.

Throughout 2022, LawWorks had been scoping out the processes for running other LawWorks and external projects on the Portal. Discussions with relevant stakeholders led to the Domestic Abuse Response Alliance (DARA) being run through the Portal. A pilot was also run for the LawWorks Clinics Referral Network, designed to allow member clinics to refer potential clients to each other. Plans are underway to transition Pro Bono Connect and LawWorks' secondary specialisation projects onto the Portal as well.

Free Legal Answers - Free Legal Answers UK

During the year LawWorks continued to develop Free Legal Answers (FLA), a website that enables individuals on low incomes to access initial or one-off pro bono legal advice. Free Legal Answers is based on a service in the United States supported by the American Bar Association. LawWorks was granted a licence to launch a similar website in England and Wales. The project was funded by the Ministry of Justice's (MoJ), HALS grant. This funding has been secured until July 2023.

"The lawyer was brilliant, so understanding, I can't thank them enough for taking the time to help."

The Jeanie Project

The Jeanie Project (TJP) was redesigned with user experience design thinking at the fore and relaunched as a digital triage tool in 2022. Our first target users were non-legally trained staff using it as a means of acquiring the most pertinent information to a legal matter to assist any pro bono lawyer in making an assessment on the merits of a case. Our second target users were lawyers using TJP as a means of acquiring the right information from the client so they can make the appropriate referral to another specialist lawyer. The Jeanie Project was originally launched for Employment and Immigration matters. The Housing section

went live in 2022.

Major Incidents Response Plan

During the year, LawWorks continued to work with the Law Society to establish a centralised online platform to help coordinate pro bono advice from the profession in the event of a major incident, including terrorist attacks and civic disasters such as the Grenfell Tower fire. In the event of a qualifying major incident, affected members of the public would be able to request free legal advice using a legal pro bono platform. At the end of 2022, LawWorks began to transition the Major Incidents Response Plan onto the UK Pro Bono Portal.

Going forward, LawWorks will continue to explore how the different digital platforms and tools can be integrated, as well as being committed to sharing learning with others in the sector.

Achievements against objectives

Going into 2022, the Digital Team set objectives to continue the development and improvement of potential and existing digital platforms. The actions taken in 2022 progressed the vision of integration of the digital platforms and projects so as to establish a national 'one-stop shop' for pro bono volunteering.

Additionally, the team set a goal to improve data collection and data utility organisation-wide. The strategies and tools (e.g. AWS QuickSight) for this latter goal were set up throughout the year.

UK Pro Bono Portal

With the ultimate goal being to move all LawWorks projects onto the Portal, the team was successful in transitioning DARA and creating a Standard Operating Procedure for the transition of Pro Bono Connect, expected to be completed in 2023. In collaboration with the Clinics team, the Portal was also used to pilot a system of referrals between members of the LawWorks Clinics Network.

Free Legal Answers

Our aim was to see 400 total questions answered on the platform by the end of the year. From May 2020 to May 2022, when an independent impact report was assessed, FLA users had submitted 287 unique questions. By December 2022, that number had increased to 498 total questions.

The rate of submissions from May 2022 to December 2022 experienced a growth rate of approximately 152% compared to the rate of submissions between May 2020 to May 2022.

2022 saw 365 individuals sign up to FLA, an additional 261 valid questions submitted, and 132 of those questions receiving answers from qualified lawyers (just over 50%).

Major Incidents Response Plan

Pursuant to our objectives, the pilot version of the platform was launched and tested in 2022. The results of this phase led to our decision to redevelop the project onto the UK Pro Bono Portal.

Impact

Throughout 2022, LawWorks continued to grow its digital presence, not just utilising digital tools to improve service delivery, but developing and supporting such tools. In April 2022, the UK Pro Bono Portal won the award for 'Disruptive Technology of the Year' at the Legal Innovation Awards. The Portal continues to be one-stop shop to transform the pro bono ecosystem in the UK, and increase the number of people receiving the legal help they need.

On Free Legal Answers, the service engaged with users from age 16 to over 75 on housing, family, welfare, debt and consumer rights issues; with 132 pieces of pro bono legal advice given. 2022 saw renewed interest from volunteers, with the highest registrations since the platform was launched in 2020.

The pilot run of The Jeanie Project resulted in glowing reviews from testers. The

encrypted output was a great success, users felt this made clients feel their data was safe, overcoming any initial issues or anxieties users may have about the storage of their sensitive information. Users gave feedback in support of the platform, indicating The Jeanie Project is "super intuitive" and its "content is spot on." There exists a great need for a digital triage tool in the pro bono sector, and The Jeanie Project helped further explore and iterate upon that need.

"I was super impressed with your service and cannot thank you enough for your help. Which is why I have taken the time to do this survey as it's not something I would normally do."

Challenges and lessons learned

LawWorks transition to digital was kick-started by the pandemic, like so many charities. Two years later, that transition is still in progress, with the usual iteration required of such a process. That transition also extends beyond the digital services into all facets of the organization, for example, the Not-for-Profits team transferring their data onto a new case management system in 2022, and the Clinics Team opening a referral space on the Portal.

Whilst member engagement with services run through the portal are high, lawyer engagement on Free Legal Answers continues to be a struggle. Even as client submissions and lawyer registrations grow, the number of lawyers answering questions remains low. Lawyer engagement will be the number one priority for FLA in 2023.

The main lesson learned is that the digital team and its projects must fit within the scope of LawWorks' pro bono brokerage model. A user-first, rather than tech-first, approach is needed to ensure the deliverability and success of any ongoing or future digital platform. Growth of our digital services must be matched by growth in volunteer engagement and participation.

ENGAGEMENT

LawWorks is a leading voice for pro bono in England and Wales. Engagement is a key to LawWorks promoting the importance of pro bono and our efforts are made across many fronts.

LawWorks holds the Secretariat for the APPG on Pro Bono and Public Legal Education. We ran two successful APPGs in 2022:

- In September we hosted a panel discussion on assessing unmet legal need and access to justice in England & Wales. The event was chaired by Laura Farris MP, and the panel included Alex Chalk QC MP, Ellie Reeves MP and LawWorks' CEO Rebecca Wilkinson.
- In November, as part of National Pro Bono Week, we hosted an event looking at what pro bono is and how MPs can signpost their constituents to pro bono legal support.

2022 saw the launch of a pro bono led research project called "Mind The Gap". LawWorks worked with Hogan Lovells, Mishcon de Reya, Addelshaw Goddard and Eversheds Sutherland to conduct a survey into unmet legal need in England & Wales, offering to join MPs in their surgeries to see what legal issues arise, and what obstacles are encountered in referring constituents on to legal advisors. It is anticipated that the data will be prepared for a report that will be launched in 2023.

LawWorks published an [article with Crafty Counsel](#) on ways that in-house lawyers can get involved in pro bono.

Pro bono awards

An important part of our work is to encourage pro bono across the solicitors profession and to recognise and celebrate pro bono achievement and impact.

We received a high number of nominations

for our awards in 2022. The awards event (hosted by Sangita Myska, an experienced television and radio presenter and journalist) was held at the Law Society on 6th December.

The winners of the LawWorks Pro Bono Awards in 2022 were:

- Best Contribution by a Law Firm: [Duncan Lewis Solicitors](#)
- Best Contribution by an In-house Team / Solicitor: [Regulatory and Compliance Team, Visa Europe Legal](#)
- Junior Lawyers Division Pro Bono Award: [Georgia Crossman, Reed Smith](#)
- Best Contribution by an Individual: [Eleanor Ruiz, Reed Smith](#)
- The LawWorks Cymru Award: [The LGBTQ+ Law Clinic, Speakeasy Law Centre](#)
- Best Contribution by a Pro Bono Clinic: [Hertfordshire Law Clinic, Hertfordshire Law School](#)
- Best International Pro Bono Award: [AHA Foundation and Reed Smith](#)
- Best New Pro Bono Activity: [Ukraine Advice Project](#)
- Most Effective Pro Bono Partnership: [Afghan Pro Bono Initiative](#)

We are grateful for the time and commitment of our panel of judges that comprised: Chris Minnoch, Director of the Legal Aid Practitioners Group; Lindsey Poole, Director of Advice Services Alliance; Paul Rogerson, Editor of the Law Society Gazette; Rebecca Wilkie, Chief Executive of Advocate; Suzanna Eames, former Chair of the Junior Lawyers Division; and Yasmin Batliwala, Chief Executive of Advocates for International Development.

The awards were kindly sponsored by LexisNexis and supported by the Law Society.

Supporting law schools and student pro bono

Law students and trainees make an important and growing contribution to pro bono. We encourage, develop and recognise the pro bono activity carried out by students at law schools across the UK. With the support and supervision of qualified lawyers, undergraduate and postgraduate students take part in a variety of pro bono projects. These include public legal education projects and programmes raising awareness about the law and legal issues; generalist and subject-specialist advice clinics; placements with voluntary sector agencies; miscarriage of justice initiatives; and court and tribunal representation work.

Students and law schools from across the UK gathered in the House of Lords on 4th May for the annual LawWorks and Attorney General Student Pro Bono Awards. The awards were supported and presented by the Attorney General Suella Braverman MP QC, and kindly sponsored by LexisNexis. The ceremony was hosted by Lord Low of Dalston and attended by 160 guests.

The winners of the 2022 awards were:

- Best New Pro Bono Activity: [Windrush Justice Clinics at London South Bank University, King's College London and University of Westminster](#)
- Best Contribution by an Individual: [Samantha Howlett, University of Essex](#)
- Best Contribution by a Law School: [BPP Pro Bono Centre, BPP University](#)
- Best Contribution by a Team of Students: [Shelter Court Runner Team, Hertfordshire Law School](#)
- Access to Justice Foundation Award: [Amelia Quince, Cambridge University](#)

We are grateful to the panel of judges for the awards: James Harper, Executive Sponsor, Rule of Law and CSR for LexisNexis UK & Ireland; Leanne Targett-Parker, co-Chair, Bar Council Pro Bono and Social Responsibility Committee; Lubna Shuja, Vice President, The Law Society of England and Wales; Olivia Partridge, Content Producer, LawCareers.Net; Peter Farr, Head of Civil Law Policy, Ministry of Justice; and Rohini Jana, Head of Parliamentary Affairs, Legal Aid Practitioners Group.

PLANS FOR THE FUTURE

The appointment of Rebecca Wilkinson, LawWorks' new Chief Executive Officer has coincided with the commencement of a new strategic period as of 2023.

LawWorks will continue to enhance its impact as an organisation, and to grow its understanding of the nuances and interrelations between its direct and indirect beneficiaries.

Understanding the experience of LawWorks' many stakeholders, both internal and external will be a strategic priority.

Investing in our staff, understanding our client's journey and enhancing our membership offer will be core priorities in our new strategy.

Lastly is sustainability. As referenced, LawWorks anticipates a period of financial challenge.

Establishing regular income streams is essential to our longevity. Included in this will be the continued adoption and enhancement of technology and understanding LawWorks impact.

FINANCIAL REVIEW

In 2021 and 2022 LawWorks has seen two of its major historic funders, who made up approximately 25% of its income cut funding by approximately 60%.

Despite this, LawWorks managed to close 2022 with a revenue surplus of £50,949. LawWorks is facing a substantial structural deficit going into 2023 of £245k and the years ahead, which in turn has led to the development of its 2023-2025 Fundraising and Financial Sustainability Strategy.

Key to this strategy will be the development of new sustainable unrestricted income streams. It is anticipated that 2023 will serve as a platform to pilot new approaches to fundraising, the learnings from which will give a basis for more purposeful efforts in 2024 and the refinement of these in 2025.

Reserves policy

The Board of Trustees, in the interest of providing adequate contingency funds to LawWorks, have continued to keep a reserves policy of six months' operating costs. This is equal to £509,919 based on 2022 expenditure.

Come year ending 2022, LawWorks held £801,189, £731,732 of which are unrestricted. This amount of unrestricted reserves is equal to 8.6 months' operating costs.

The surplus of £221,813 over the reserves policy, are designated funds to support the delivery of the Fundraising and Financial Sustainability Strategy, and likewise in acknowledgement of the substantial £245k structural deficit LawWorks faces going into 2023.

Risk management

The Trustees have continued to review the risks presented to LawWorks and are

satisfied there are adequate measures in place to mitigate the most significant risks. The principle risks identified by the Board are as follows:

Financial Sustainability – As stated previously LawWorks has developed a structural deficit. While its reserves are substantial, so too is the deficit. LawWorks' Fundraising and Financial Sustainability Strategy has been approved to address this.

Compliance – LawWorks has scope for and has commenced the implementation of initiatives to improve its compliance which includes Equality, Diversity and Inclusion.

External Risks – Using the PESTLE framework, politics, the UK economy and technology are areas of continued focus and contingency planning. LawWorks will move away from funding sources that are impacted by political volatility, establish new income streams and develop its technological counter measures for each of these areas respectively.

Operational Risks – LawWorks' staffing structure to deliver its strategy, staff retention and LawWorks' change in leadership team have been identified as key considerations. Developing an inclusive culture, investing in staff training and a staff retention initiative have commenced.

Fundraising

In 2022, LawWorks' income was derived from four main sources: membership fees, trusts and foundations, the Ministry of Justice, and The Law Society, with additional funding coming from individual donations, legacies and fundraising events.

In 2022, the Ministry of Justice ceased its long-running Litigants in Person Support Scheme (LIPSS) which provided funding to a group of pro bono charities including

LawWorks. Funded by the Ministry of Justice, the Litigants in Person Support Strategy was a partnership with LawWorks, Law for Life, RCJ Advice, Support Through Court, Advocate and the Access to Justice Foundation. The partnership brought together different elements of support for individuals with a legal problem who may be, or are, going to a tribunal or court without legal representation.

Having closed the year with a £51k surplus, 2022 is considered a successful year for fundraising. The surplus is especially important as LawWorks looks ahead to a period of financial challenge as outlined in the financial review.

Funding cuts over the past two years have meant that LawWorks needs to diversify its income as a matter of urgency to ensure we can continue to run our programmes across England and Wales. In order to secure multi-year committed funding, we have recently introduced a new major giving programme and are working to strengthen other unrestricted income streams including individual donations and corporate giving.

For 2022, grants totalled £755k and membership fees reached £229k. The remainder of LawWorks' income is largely made up of sponsorship and individual donations.

With turnover in excess of £1m for 2022 and in accordance with the Charities (Protection and Social Investment) Act 2016, LawWorks confirms:

1. Fundraising was conducted by LawWorks' Chief Executive, Head of Fundraising and a longstanding self-employed fundraising consultant.
2. LawWorks is a member of the Fundraising Regulator.
3. In 2022, no failures to comply with the guidance of the Fundraising Regulator were recognised.
4. Controls in place with regard to fundraising include – mandatory sign-off from the CEO and COO before bids are submitted, monthly internal fundraising workshops to review progress / practices and a policy of not fundraising from clients i.e. those who cannot afford a solicitor. The external fundraiser's contract is reviewed annually by the Chief Executive.
5. In 2022, there were zero complaints made with regard to LawWorks' fundraising activity.
6. As above, LawWorks has a policy to not target its clients when fundraising, as we expect many would be considered vulnerable. LawWorks directs the little individual fundraising it currently does at professionals in the legal sector.

STRUCTURE, GOVERNANCE AND MANAGEMENT

LawWorks is a registered charity and a private company limited by guarantee. The organisation was incorporated on 29th July 1997 and its governing document is a memorandum and articles of association.

The Charity has no share capital or debentures, hence there are no Trustees' interests requiring disclosure. In the event of the Charity being wound up each member is required to contribute an amount not exceeding £1.

The Charity is governed by a Board of Trustees who are all volunteers. No paid employee of the Charity, whether in full or part time employment, can be elected to the Board. The election of members to the Board takes place at the Annual General Meeting. The Trustees may appoint any member to the Board to fill a casual vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next Annual General Meeting. Details of those serving on the Board during the year and those serving currently are shown below.

Trustees

New Trustees were recruited to the Board during the year and will submit to election at the AGM. When recruiting new Trustees, the Board attempts to attract candidates with skills and experience appropriate to the needs of the organisation by advertising and other publicity. The Board of Trustees meet once every three months and hold an annual away day. All new Trustees receive an induction, are routinely updated with the Commission's guidance publications and subsequent training is made available to all Trustees as needed.

The Trustees, who are the directors for company law purposes, retire by rotation and are eligible for reappointment; they

are elected by its company members. The names of the Trustees serving in 2022 are as follows:

- Alasdair Douglas (Chair)
- Robert Lay (Treasurer)
- Caroline Parks (until October 2022)
- Deborah Smith (appointed October 2022)
- Emma Rehal-Wilde
- Gemma Watts
- Ian Jeffrey (appointed October 2022)
- Jamie Goldsmith KC
- Lubna Shuja (appointed October 2022)

The staff team is accountable, through the Chief Executive, to the Trustees, and is responsible for the day-to-day operations of the Charity in accordance with the strategy, policies, procedures and budgets approved by the Board and any ad hoc committees.

The key management personnel during the year were the Chief Executive together with the Deputy Chief Executive/Director of Programmes (who subsequently became Chief Executive from 1 May 2022) and the Chief Operating Officer (appointed 1 August 2022).

Staff salaries are supervised by the Board taking into account the needs of the organisation and external economic circumstances.

2022 Saw the introduction of a revised Financial Procedures Manual. Through consultation with the Chair and Treasurer, delegations of authority, banking mandates and budgetary controls were revised.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable

law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year.

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 operation.

The Trustees are responsible for keeping adequate 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 detection and prevention of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Haysmacintyre LLP have indicated their willingness to continue in office and offer themselves for re-appointment as such, under Section 485 of the Companies Act 2006.

Preparation of the report

This report of the Board of Trustees has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

This report was approved and authorised for issue by the Trustees on 20 September 2023 and signed on their behalf by:



Alasdair Douglas
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF SOLICITORS PRO BONO GROUP ("LAWWORKS")

Opinion

We have audited the financial statements of Solicitors Pro Bono Group for the year ended 31 December 2022 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial

statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so,

consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material

misstatements in the Trustees' Annual Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 24 and 25, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to compliance with the regulatory requirements of the Charity Commission, employment law and health and safety regulations, and we considered

the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, and payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Lee Stokes

Senior Statutory Auditor

For and on behalf of Haysmacintyre LLP

Statutory Auditor

Haysmacintyre LLP
10 Queen Street Place,
London, EC4R 1AG

Date:

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account)

For the year ended 31 December 2022

		Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	Note	2022	2022	2022	2021
		£	£	£	£
Income					
Income from					
Donations	2	67,179	-	67,179	79,088
Investments		1,421	-	1,421	4,416
Charitable activities	3	339,385	757,548	1,096,933	1,016,921
Other income		14,881	-	14,881	10,000
Total income		<u>422,866</u>	<u>757,548</u>	<u>1,180,414</u>	<u>1,110,425</u>
Expenditure					
Expenditure on raising funds		107,464	-	107,464	62,838
Expenditure on charitable activities:					
Supporting and promoting pro bono		260,581	35,152	295,733	389,199
Enabling access to justice through pro bono		3,448	560,936	564,384	500,887
Supporting not-for-profit organisations		40,741	66,350	107,091	80,412
Domestic Abuse Response Alliance Expenditure		-	54,793	54,793	-
Total expenditure	4	<u>412,234</u>	<u>717,231</u>	<u>1,129,465</u>	<u>1,033,336</u>
Net income		10,632	40,317	50,949	77,089
Transfers between funds		5,800	(5,800)	-	-
Net movement in funds	11	<u>16,432</u>	<u>34,517</u>	<u>50,949</u>	<u>77,089</u>
Total funds brought forward		<u>715,300</u>	<u>34,940</u>	<u>750,240</u>	<u>673,151</u>
Total funds carried forward		<u>731,732</u>	<u>69,457</u>	<u>801,189</u>	<u>750,240</u>

The Charity has no recognised gains or losses in the year other than that shown above. All the above results were derived from continuing activities. Details of comparative figures by fund are disclosed in note 1 to the financial statements.

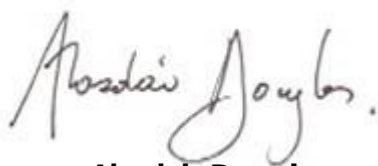
The notes and information on pages 33 to 44 form part of these financial statements.

BALANCE SHEET

As at 31 December 2022

	Notes	£	2022 £	£	2021 £
Fixed assets					
Tangible assets	8		8,216		8,597
Current assets					
Debtors	9	144,003		117,230	
Cash at bank and in hand		<u>975,573</u>		<u>902,911</u>	
		1,119,576		1,020,141	
Creditors: amounts due within one year	10	<u>(326,603)</u>		<u>(278,498)</u>	
Net current assets			<u>792,973</u>		<u>741,643</u>
Net assets			<u>801,189</u>		<u>750,240</u>
Funds					
Restricted Funds	11		69,457		34,940
General fund (unrestricted)	11		731,732		715,300
	12		<u>801,189</u>		<u>750,240</u>

These financial statements were approved and signed on behalf of the Trustees on 20th September 2023.



Alasdair Douglas
Chair of Trustees

STATEMENT OF CASH FLOWS

For the year ended 31 December 2022

	Notes	2022 £	2021 £
Cash flows from operating activities			
Net cash provided by operating activities	A	<u>74,664</u>	<u>82,790</u>
Cash flow from investing activities			
Purchase of fixed assets		(3,423)	(7,571)
Interest		<u>1,421</u>	<u>4,416</u>
Net cash (used in) investing activities		<u>(2,002)</u>	<u>(3,155)</u>
Increase in cash and cash equivalents in the year		72,662	79,635
 Cash and cash equivalents at the beginning of the year		902,911	823,276
Total cash and cash equivalents at the end of the year		<u>975,573</u>	<u>902,911</u>

A) RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net income for the year as per SOFA	50,949	77,089
Depreciation charge	3,804	4,310
Loss on disposal of fixed asset	-	262
Interest	(1,421)	(4,416)
(Increase) in debtors	(26,773)	(34,559)
Increase in creditors	48,105	40,104
Net cash provided by operating activities	<u>74,664</u>	<u>82,790</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2022

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Companies Act 2006, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Solicitors Pro Bono Group (LawWorks) is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Preparation of the accounts on a going concern basis

The income of the Charity improved during the year resulting in a strong surplus and an improved net current asset position equivalent to 8.4 months of expenditure. The increase in quantity and diversity of income reflects a positive policy of the Trustees and is therefore expected to continue. The Trustees therefore believe that the Charity is a going concern based on forecasts of future income and the level of reserves, considering the risks inherent in the current income sources.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the items have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income received in advance of the relevant specified service provision is deferred until the criteria for income recognition are met. If the funded service is provided continually the grant is considered to accrue evenly over the period of specified support.

Grants and donations

Grants and donations received are recognised in the Statement of Financial Activities when the Charity is entitled to them as specified in the general income policy and in accordance with the terms attached to the grant or donation.

Donated services and facilities

Donated professional services and donated facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities

of equivalent economic benefit on the open market. A corresponding amount is then recognised in the expenditure in the period of receipt.

In accordance with the Charities SORP FRS 102 the general volunteer time given to the Charity is not recognised.

The volunteers and individual members of the Charity benefit from events organised by the Charity in partnership with legal firms. The cost to these firms of providing these events is not treated as a donation to the Charity.

The extent of volunteering support in the Charity is acknowledged in the Annual Report.

Membership subscriptions

Income from membership subscriptions is recognised on an accruals basis, income received in advance is deferred (see Note 10).

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Allocation of support costs

Support costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office furniture & equipment: 4 years

Debtors

Trade and other debtors are recognised at

the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions

The Charity makes payments to staff members' personal pension and defined contribution arrangements. Payments made fulfil in total the Charity's obligations for such payments and are recorded as an expense in the period they are payable.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future

periods if the revision affected current and future periods.

In the view of the trustees, there are no areas of critical accounting judgement or estimation uncertainty used in preparing the financial statements.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVES DETAIL

(Incorporating Income and Expenditure Account)

	Unrestricted Funds	Restricted Funds	Total Funds
	2021 £	2021 £	2021 £
Income			
Income from			
Donations	79,088	-	79,088
Investments	4,416	-	4,416
Charitable activities	476,067	540,854	1,016,921
Other Income	10,000	-	10,000
Total income	<u>569,571</u>	<u>540,854</u>	<u>1,110,425</u>
Expenditure			
Expenditure on raising funds	62,838	-	62,838
Expenditure on charitable activities:			
Supporting and promoting pro bono	342,296	46,903	389,199
Enabling access to justice through pro bono	20,707	480,180	500,887
Supporting not-for-profit organisations	47,662	32,750	80,412
			-
Total expenditure	<u>473,503</u>	<u>559,833</u>	<u>1,033,336</u>
Net income	<u>96,068</u>	<u>(18,979)</u>	<u>77,089</u>
Total funds brought forward	<u>619,232</u>	<u>53,919</u>	<u>673,151</u>
Total funds carried forward	<u>715,300</u>	<u>34,940</u>	<u>750,240</u>

2. Donations

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2022	2022	2022	2021
	£	£	£	£
The London Legal Support Trust – Legal Walk	5,893	-	5,893	3,770
Law School Challenge	856	-	856	-
Christmas Carol Concert	10,524	-	10,524	-
Other events and donations	49,906	-	49,906	71,124
Government Grant Income	-	-	-	4,194
	<u>67,179</u>	<u>-</u>	<u>67,179</u>	<u>79,088</u>

Comparative information - all income shown in 2021 above related to unrestricted funds.

DONATIONS - 2021	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2021	2021	2021	2020
	£	£	£	£
The London Legal Support Trust – Legal Walk	3,770	-	3,770	4,223
Law School Challenge	-	-	-	7,022
London Marathon	-	-	-	-
Christmas Carol Concert	-	-	-	6,889
Other events and donations	71,124	-	71,124	18,703
Government Grant Income	4,194	-	4,194	-
	<u>79,088</u>	<u>-</u>	<u>79,088</u>	<u>36,837</u>

3. Income from charitable activities - 2022

	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
	2022	2022	2022	2021
	£	£	£	£
Membership subscriptions	229,901	-	229,901	222,467
Domestic Abuse Resource Alliance (DARA) Membership	-	39,300	39,300	-
	229,901	39,300	269,201	222,467
Access to Justice Foundation Litigants in Person Support S	-	216,312	216,312	236,880
The Law Society	105,984	-	105,984	190,000
National Lottery Community Fund	-	83,470	83,470	94,839
Access to Justice Foundation Legal Support for Litigants in	-	33,452	33,452	44,603
Trust for London	-	44,000	44,000	42,500
Together for Short Lives	-	28,376	28,376	35,000
IBM UK Trust	-	-	-	35,000
City Bridge Trust	-	66,350	66,350	32,750
Therium Access	-	56,038	56,038	22,782
Ministry of Justice / The Access to Justice Foundation	-	-	-	20,000
Access to Justice Foundation Help Accessing Legal Support	-	56,250	56,250	-
Evan Cornish Foundation	-	-	-	10,000
29 th May 1961 Charity	-	5,000	5,000	7,500
A&O Foundation	-	-	-	4,600
Eversheds Sutherland (International) Charitable Trust	-	-	-	4,000
Goldsmiths' Company Charity	-	-	-	3,000
Edith Murphy Foundation	-	-	-	3,000
Holman, Fenwick and Newton	-	-	-	3,000
Schroder Charity Trust	-	4,000	4,000	2,500
Edgar E Lawley Foundation	-	-	-	1,500
Farrer & Co Charitable Trust	2,000	-	2,000	1,000
Simmons & Simmons Charitable Trust	-	5,000	5,000	-
Elizabeth Rathbone Charitable Trust	-	3,000	3,000	-
Monica Rabagliati Charitable Trust	-	3,000	3,000	-
The Shears Foundation	-	5,000	5,000	-
Sir James Knott Trust	-	10,000	10,000	-
The Rothley Trust	-	1,000	1,000	-
CB & HH Taylor 1984 Trust	-	2,000	2,000	-
BDB Pitmans Charitable Trust	1,500	-	1,500	-
Batchworth Trust	-	5,000	5,000	-
Accenture	-	4,000	4,000	-
Suffolk Community Foundation	-	2,000	2,000	-
Charlotte Bonham-Carter Charitable Trust	-	3,000	3,000	-
Hadrian Trust	-	2,000	2,000	-
The Barbour Foundation	-	5,000	5,000	-
Souter Charitable Trust	-	3,000	3,000	-
Domestic Abuse Resource Alliance (DARA) Funding	-	72,000	72,000	-
	109,484	718,248	827,732	794,454
TOTAL	339,385	757,548	1,096,933	1,016,921

3. Income from charitable activities - 2021

	Unrestricted Funds	Restricted Funds	Total Funds
	2021 £	2021 £	2021 £
Membership subscriptions	222,467	-	222,467
	<u>222,467</u>	<u>-</u>	<u>222,467</u>
Ministry of Justice	-	236,880	236,880
Law Society	190,000	-	190,000
National Lottery Community Fund	-	94,839	94,839
Access to Justice - Litigants in Person	-	44,603	44,603
Trust for London	-	42,500	42,500
Together for Short Lives	-	35,000	35,000
IBM UK Trust	35,000	-	35,000
City Bridge Trust	-	32,750	32,750
Therium Access	-	22,782	22,782
Ministry of Justice / The Access to Justice Foundation	20,000	-	20,000
Evan Cornish Foundation	-	10,000	10,000
29 th May 1961 Charity	-	7,500	7,500
A&O Foundation	4,600	-	4,600
Eversheds Sutherland	-	4,000	4,000
Goldsmiths' Company Charity	-	3,000	3,000
Edith Murphy Foundation	-	3,000	3,000
Holman, Fenwick and Newton	3,000	-	3,000
Schroder Charity Trust	-	2,500	2,500
Edgar E Lawley Foundation	-	1,500	1,500
Farrer's Charitable Trust	1,000	-	1,000
	<u>253,600</u>	<u>540,854</u>	<u>794,454</u>
	<u>476,067</u>	<u>540,854</u>	<u>1,016,921</u>

4. Analysis expenditure by type - 2022

	Staff costs	Direct costs	Support costs	Total	2022
	£	£	£	£	£
Raising funds					
Fundraising costs	69,826	16,934	20,704	107,464	
Charitable activities					
Supporting and promoting pro bono	187,592	54,665	53,476	295,733	
Enabling access to justice through pro bono	428,403	13,860	122,121	564,384	
Supporting not-for-profit organisations	83,335	-	23,756	107,091	
DARA Expenditure	-	46,793	8,000	54,793	
	<u>769,156</u>	<u>132,252</u>	<u>228,057</u>	<u>1,129,465</u>	

Support costs are apportioned to the various activities of the Charity on the basis of direct staff costs.

Included in the above costs are governance costs of £74,659 (2021: £44,098) which comprise audit fees of £12,900 (2021: £8,000), staff costs of £47,635 (2021: £30,759) and other allocated support costs of £14,124 (2021: £5,339).

2021

	Staff costs	Direct costs	Support costs	Total	2021
	£	£	£	£	£
Raising funds					
Fundraising costs	40,105	15,916	6,817	62,838	
Charitable activities					
Supporting and promoting pro bono	289,791	50,149	49,259	389,199	
Enabling access to justice through pro bono	420,229	9,226	71,432	500,887	
Supporting not-for-profit organisations	68,729	-	11,683	80,412	
	<u>818,854</u>	<u>75,291</u>	<u>139,191</u>	<u>1,033,336</u>	

5. Support costs

	2022	2021
	£	£
Rent	42,347	13,630
Insurance	22,187	16,705
Communications	19,754	10,368
Professional fees	42,569	44,687
Office costs	65,793	9,691
Depreciation	3,804	4,310
Profit or loss on disposals	-	262
Bank charges	347	643
IT costs including website	31,256	38,895
	<u>228,057</u>	<u>139,191</u>

6. Net income for the year

	2022 £	2021 £
This is stated after charging:		
Depreciation	3,804	4,310
Fees payable to auditors for audit:		
current year	12,900	9,350
previous year under provision	2,300	-

During the year no Trustee received any remuneration (2021 - £Nil). No expenses were reimbursed to Trustees in the year in respect of travel expenses.

7. Staff costs and numbers

	2022 £	2021 £
Salaries	638,602	690,155
Social security costs	58,756	59,249
Pension	59,260	55,777
Other benefits costs	8,781	2,107
Recruitment costs	3,757	11,566
	<u>769,156</u>	<u>818,854</u>

STAFF NUMBERS

	2022	2021
Chief Executive	1	1
Projects	20	21
Administration & Support	1	2
	<u>22</u>	<u>24</u>

One employee was paid between £60,000 to £69,999 (2021: one employee was paid between £80,000 and £89,999).

The key management posts in the charity are the Chief Executive and the Chief Operating Officer. The combined salaries and benefits for these two roles totals £127,352 (2021: £181,397).

8. Tangible fixed assets - office furniture and equipment

Cost	£
At the start of year	12,208
Additions	<u>3,423</u>
At end of year	<u>15,631</u>
Depreciation	
At the start of year	3,611
Charge for the year	<u>3,804</u>
At end of year	<u>7,415</u>
Net book value	
At 31 December 2022	<u>8,216</u>
At 31 December 2021	<u>8,597</u>

9. Debtors

	2022	2021
	£	£
Due within one year		
Trade debtors	96,510	26,360
Grants receivable	-	51,500
Other debtors	25,113	23,041
Prepayments	<u>22,380</u>	<u>16,329</u>
	<u>144,003</u>	<u>117,230</u>

10. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	14,378	2,696
Social security and other taxes	43,090	39,934
Accruals	30,156	36,743
Deferred income grants	61,250	55,426
Deferred income subscriptions	172,566	138,072
Other Creditors	<u>5,163</u>	<u>5,627</u>
	<u>326,603</u>	<u>278,498</u>

11. Statement of funds

	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
LawWorks Clinics	19,500	324,562	(325,312)	-	18,750
Tribunal representation	-	56,038	(56,038)	-	-
Free Legal Answers	-	33,452	(33,452)	-	-
LawWorks Cymru	13,740	83,470	(97,210)	-	-
Not for Profit Service	-	66,350	(66,350)	-	-
Medical expenses	-	-	-	-	-
Voices for Families Project	-	38,376	(38,376)	-	-
Unpaid Wages Project	-	44,000	(44,000)	-	-
The Jeanie Project	-	-	-	-	-
Pro Bono Connect	1,700	-	(1,700)	-	-
Domestic Abuse Response Alliance (DARA)	-	111,300	(54,793)	(5,800)	50,707
	<u>34,940</u>	<u>757,548</u>	<u>(717,231)</u>	<u>(5,800)</u>	<u>69,457</u>
2021					
LawWorks Clinics	15,000	264,380	(259,880)	-	19,500
Tribunal representation	-	22,782	(22,782)	-	-
Free Legal Answers	-	44,603	(44,603)	-	-
LawWorks Cymru	-	94,839	(81,099)	-	13,740
Not for Profit Service	-	32,750	(32,750)	-	-
Medical expenses	-	-	-	-	-
Voices for Families Project	4,082	35,000	(39,082)	-	-
Unpaid Wages Project	-	42,500	(42,500)	-	-
The Jeanie Project	34,837	-	(34,837)	-	-
Pro Bono Connect	-	4,000	(2,300)	-	1,700
	<u>53,919</u>	<u>540,854</u>	<u>(559,833)</u>	<u>-</u>	<u>34,940</u>

Details of restricted income in 2022:

A list of the restricted grants received in the year is shown in note 3 above. All these grants related to the charitable activities of the Charity.

The Charity received funds from the charity Together For Short Lives as restricted quarterly grant funding, with effect from April 2013, contributing towards the costs of the Voices for Families Secondary Specialisation Programme which provides advice services to families with children with life-limiting illnesses. The Monica Rabagliati Charitable Trust and the Charlotte Bonham-Carter Charitable Trust also awarded small grants to support Voices for Families, and Accenture made a donation towards the project.

Trust for London continued to fund a pilot project and then agreed a two year grant of £84,000 per year from November 2019 to support the unpaid wages clinic project. A new grant of £97,000 over two years from November 2021 has subsequently been agreed for continued support of the project. City Bridge Trust award a grant of £132,700 over two years to support the Not-for-Profits Programme starting in July 2021. In 2019 Therium Access awarded LawWorks a grant of £164,048 spread over three years to support representation at tribunals by pro bono lawyers and the Access to Justice Foundation provided grant support for the pilot phase of the Free Legal Answers platform. In 2022 the Access to Justice Foundation provided additional support to the LawWorks Clinics Network including Free Legal Answers through the Help Accessing Legal Support scheme.

11. Statement of funds (continued)

The Evan Cornish Foundation, the Schroder Charity Trust, Edgar E Lawley Foundation, 29th May 1961 Charity, Souter Charitable Trust, Hadrian Trust, Barbour Foundation, the Elizabeth Rathbone Charitable Trust, The Shears Foundation, the Sir James Knott Charitable Trust, the CB & HH Taylor 1984 Trust, Suffolk Community Foundation, Simmons & Simmons Charitable Trust, Rothley Trust and the Edith Murphy Foundation all provided small grants to support the LawWorks Clinics Network.

SUMMARY OF FUNDS	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
General funds	715,300	422,866	(412,234)	5,800	731,732
Restricted funds	34,940	757,548	(717,231)	(5,800)	69,457
	<u>750,240</u>	<u>1,180,414</u>	<u>(1,129,465)</u>	<u>-</u>	<u>801,189</u>
2021					
General funds	619,232	569,571	(473,503)	-	715,300
Restricted funds	53,919	540,854	(559,833)	-	34,940
	<u>673,151</u>	<u>1,110,425</u>	<u>(1,033,336)</u>	<u>-</u>	<u>750,240</u>

Funds totalling £5,800 were transferred from Restricted to General Funds. This relates to restricted DARA expenditure incurred in 2021, which was recognised against General Funds.

12. Analysis of net assets between funds

	General Fund	Restricted Funds	Total Funds
2022			
Tangible fixed assets	8,216	-	8,216
Net current assets	<u>723,516</u>	<u>69,457</u>	<u>792,973</u>
	<u>731,732</u>	<u>69,457</u>	<u>801,189</u>
2021			
Tangible fixed assets	8,597	-	8,597
Net current assets	<u>706,703</u>	<u>34,940</u>	<u>741,643</u>
	<u>715,300</u>	<u>34,940</u>	<u>750,240</u>

13. Related party transactions

There are no related party transactions to report for the financial year ending 31 December 2022.

Aggregated donations from trustees in the year were £Nil (2021: £Nil)

REFERENCE AND ADMINISTRATIVE DETAILS

Honorary President Lord Phillips of Sudbury OBE

Secretary:

TMF Global Services (UK) Limited

Chief Executive:

Martin Barnes (until April 2022)

Rebecca Wilkinson (from May 2022)

Chief Operating Officer:

Mackenzie Chapman (from August 2022)

Registered office:

c/o 8th Floor, 20 Farringdon Street, London, EC4A 4AB

Operational address:

Lincoln House, 2nd floor, 296 – 302 High Holborn, WC1V 7JH

Auditor:

Haysmacintyre LLP, 10 Queen Street Place, London EC4R 1AG

Bankers:

Unity Trust Bank, Nine Brindleyplace, Birmingham B1 2HB

Nationwide Building Society, Northampton, NN3 6NW

Shawbrook Bank, Lutea House, Warley Hill Business Park, The Drive,
Great Warley, Brentwood, Essex, CM13 3BE

Solicitors:

Trowers & Hamlins, 3 Bunhill Row, London, EC1Y 8YZ

Bates Wells & Braithwaite, 10 Queen Street Place, London, EC4R 1BE

Website: www.lawworks.org.uk

Company reg. no. 03410932

Charity reg. no. 1064274

VAT no. 713877514

The Trustees of the Charity, who are directors for company law purposes, are:

Alasdair Douglas (Chair)

Robert Lay (Treasurer)

Jamie Goldsmith KC

Ian Jeffrey (appointed October 2022)

Caroline Parks (until October 2022)

Emma Rehal-Wilde

Lubna Shuja (appointed October 2022)

Deborah Smith (appointed October 2022)

Gemma Watts

LawWorks is a charity working in England and Wales to connect volunteer lawyers with people in need of legal advice, who are not eligible for legal aid and cannot afford to pay and with the not-for-profit organisations that support them.



www.lawworks.org.uk
Registered charity number 1064274



SOLICITORS PRO BONO GROUP

England & Wales - Charity number 1064274

Accounts



LawWorks

Annual Report and Accounts 2021



INTRODUCTION

The Trustees are pleased to present their report and the audited financial statements for the year ended 31 December 2021.

The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

Objects

The objects of the Charity are:

To promote the upholding and proper administration of the law by:

- encouraging, supporting and advising lawyers and their staff in the provision of pro bono legal services; and
- advancing the education and training of lawyers and their staff undertaking or intending to undertake pro bono legal services.
- to encourage, support and advise lawyers and their staff to undertake charitable voluntary work in the administration of the law, education, social services, community work and other charitable activities for the benefit of the community.
- to provide pro bono legal services.

Public benefit

When planning and reviewing LawWorks' activities for the year, the Trustees have considered the Charity Commission's guidance on public benefit. LawWorks' charitable activities focus on enabling individuals and charities and not-for-profit organisations to access pro bono legal advice, information and support.

In the year to December 2021, there were over 64,194 enquiries at independent clinics across England and Wales supported by LawWorks. These enquiries resulted in 48,477 people being given legal advice and a further 15,596 were provided with general information, referral to other services or, where eligible, to legal aid providers.

LawWorks provides services and support for our members, but our activities also benefit many more organisations and services. For example, LawWorks facilitated pro bono legal advice for smaller charities and not-for-profits which in turn worked with or supported over 1,372,000 individuals during the year.

Our ultimate beneficiaries are those who would otherwise be unable to access justice. The experience and feedback of people accessing clinics in the LawWorks clinics network underlines research demonstrating that timely access to advice can have positive benefits, including to physical and mental health and wellbeing. An inability to access legal advice can result in problems worsening and escalating.

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SOLICITORS PRO BONO GROUP
(Known as "LawWorks")

Company limited by guarantee no. 03410932

Registered charity no. 1064274

REPORT AND FINANCIAL STATEMENTS

For the year ended 31 December 2021

*Cover photography: Emma Bauso, emmabauso.com
Family of four walking down the street from pexels.com*

OVERVIEW OF ACTIVITIES

Covid-19

The ongoing pandemic continued to impact during the year, including for our staff and volunteers, our members, pro bono clinics and not-for-profit organisations. The pandemic disproportionately affected vulnerable and disadvantaged individuals and communities, including those supported by clinics, not-for-profits and our in-house solicitors and volunteers delivering our 'secondary specialisation' projects.

Despite the ongoing challenges of the pandemic, LawWorks was able to deliver effectively on the strategic objectives and business plan.

About LawWorks

LawWorks promotes, supports and facilitates pro bono legal services that extend access to the law for individuals and communities in need and the organisations that support them. We champion pro bono because of the positive contribution and difference it makes for individuals, communities and society.

We work (in England and Wales) with the solicitors' profession and our members, the Law Society of England and Wales, law schools and law students, law centres, advice agencies and others to develop and support pro bono legal services, and to promote access to justice for all.

The current LawWorks strategy has the following objectives:

- Promoting, facilitating and developing pro bono across the solicitors' profession and at law schools in England and Wales;
- Facilitating and supporting pro bono legal services and access to justice for people in need and without the means

to pay;

- Connecting smaller charities and not for profit organisations with pro bono legal services and enabling them to deliver their mission;
- Addressing barriers to pro bono and adding our voice for policy change and pursuing access to justice for all;
- Enhancing our impact through organisational efficiencies, leadership and developing our people.

During the year LawWorks (with the support of expert external consultants) concluded an audit of equality, diversity and inclusion practices in the organisation. Following on from this, we have renewed our commitment to sustaining a fair, open and inclusive culture.

LawWorks staff continued to work from home during the year; a phased return to new office premises (at Lincoln House, 2nd floor, 296 – 302 High Holborn, WC1V 7JH) began in September 2021.

About legal pro bono

Pro bono makes an important contribution towards enabling individuals and organisations (in particular, smaller charities and social enterprises) to access legal support, advice and representation. The overall contribution of pro bono may be relatively small, but its impact and importance is significant. Legal pro bono is not, and in LawWorks' view should not be seen as, an alternative to an adequately funded system of legal aid nor an alternative for funding for local advice agencies and law centres.

Changes to legal aid (introduced from April 2013) continue to have a significant impact on many people's ability to access justice. In addition, financial austerity impacted on the provision and availability of free legal

advice, including the closure, or reduction in services provided by law centres and other legal and advice providers.

LawWorks encourages everyone providing and facilitating pro bono to incorporate and apply the Joint Pro Bono Protocol, developed by The Law Society and others to promote and support high standards of pro bono work. The Protocol does not replace, but seeks to build upon, professional codes of conduct setting out the standards and requirements all lawyers must achieve and observe. The Protocol, and a list of signatories, is available on the LawWorks website.

LawWorks also supports the Law Society's Pro Bono Charter, a public statement that law firms, in-house teams and alternative business structures can sign.

LawWorks membership

LawWorks members are integral to our organisation and vital for our work and impact. We have around 150 members, including private practice law firms (across England and Wales), in-house legal teams, universities and colleges educating and training the lawyers of tomorrow, and not-for-profit organisations providing legal advice.

Membership of LawWorks provides members with the opportunity to contribute to a variety of pro bono activities, including our 'secondary specialisation' projects and our support for charities and community organisations through our Not-for-Profits programme. LawWorks is also able to provide professional indemnity insurance for pro bono projects where it is not otherwise available.

Members have access to free training and events, including roundtables and

networking opportunities. Our members are also eligible to have their pro bono work recognised and celebrated by participating in our annual Pro Bono Awards.

Clinic support and development

LawWorks provides guidance and information to establish and support free legal advice sessions delivered by volunteer lawyers and also law students. We help set up new and sustainable clinic partnerships – between individual lawyers, solicitor firms and in-house legal teams, law schools, charities, community groups and advice agencies - to help address unmet need in local communities and also nationally.

We provide practice guidance and resources to ensure that a high standard of service is provided and that everyone involved understands their role. The aim is that every clinic is specifically tailored to meet the requirements of its stakeholders, particularly the clients.

Clinics support particularly vulnerable members of the community; for example, the majority of clients have incomes below the (Joseph Rowntree) minimum income standard and are from black and minority ethnic backgrounds; just over a quarter of clients reported having a disability.

Once a clinic is set up, it can become part of the LawWorks Clinics Network. Clinics in the network are independent of LawWorks, with day-to-day responsibility for the running and coordination of clinics remaining with the lawyers, law school and/or agency involved, with the assurance that LawWorks will support them if any further assistance (or 'troubleshooting') is required. Being part of the network brings

with its other benefits such as access to training, roundtables/InfoExchanges, free legal information and research resources, and a website presence.

A focus during the year was to continue to proactively support clinics in responding to ongoing Covid-19 restrictions. In 2020 following the first lockdown, nearly all clinics initially had to close their services, but many moved quickly to re-establish their services remotely, while also engaging with and supporting staff and pro bono volunteers working from home. We continued to host monthly 'InfoExchange' meetings bringing together clinic coordinators and volunteers and invited speakers and contributors. Our third annual Clinics network conference (on the theme of 'Pro bono: Facing the future') was held online over two days in July and was positively received (recordings from the conference, including a welcome from the then Solicitor General, the Rt Hon Lucy Frazer QC MP, can be viewed on the LawWorks website).

A new Pro Bono Clinics Manual was produced and launched, during Pro Bono Week, at a meeting of the All-Party Parliamentary Group on Pro Bono and Public Legal Education. The manual provides practical help and advice for anyone interested in clinic development, from law firms and in-house teams, to frontline agency workers and law school practitioners (and is free to download from LawWorks' website).

Feedback during the year (from clinic co-ordinators, volunteers and other stakeholders) was positive and encouraging. LawWorks continued to support the development and launch of new clinics - by the end of the year over 300 clinics were registered with the LawWorks clinics network.

LawWorks Cymru

LawWorks Cymru is a five-year project funded by the National Lottery Community Fund to further develop pro bono work in Wales. Supported by an advisory group, the project is delivered by a Membership and Training Officer and a Clinics Support and Development Officer. A number of training sessions were delivered for pro bono volunteers and engagement events hosted to encourage pro bono volunteering. We continued to support clinic development, including ongoing responses to Covid-19.

LawWorks training

LawWorks organises training sessions for its members, clinic volunteers and community groups, and covers a broad range of legal issues and topics. Our training is delivered by solicitors, barristers and others with expertise in areas of law and practice. Over 50 training sessions were delivered, the vast majority online. Given the ongoing pressures on charities and the not-for-profit advice sector, our training sessions continued to be available for free to all, including materials and recordings uploaded onto the LawWorks website.

We also provide bespoke training in response to requests from our members, and others, and provide training for pro bono volunteers as part of our 'secondary specialisation' projects and our Not-for-Profits programme.

Not-for-Profits programme

Our Not-for-Profits Programme supports small and medium-sized not-for-profit organisations that help people in need

in England and Wales. Their work for the most vulnerable and disadvantaged in our society varies enormously but, for example, commonly deals with poverty, disability, abuse, social exclusion, and special educational needs. These organisations are working at the very heart of our communities and would otherwise struggle to pay for legal advice. LawWorks helps them access legal assistance for free, thereby supporting them to help their wider beneficiaries.

In 2021, the Not-for-Profits Programme turned 20. Starting out as 'LawWorks for Community Groups', the programme was initially aimed at corporate and in-house lawyers who, at the time, had few opportunities to become involved in legal volunteering.

Applications for legal advice are assessed ('triaged') for the type of legal assistance sought and the financial resources of the organisation or group. Concise briefings are produced and the request for discrete, one-off advice or casework assistance then circulated among member organisations and individuals to identify whether pro bono support can be provided. We then put the volunteer lawyers in touch with the organisation seeking assistance, with LawWorks staff available to deal with any issues if needed.

During the year, over 181 not-for-profit organisations were assisted. Many applications for legal assistance continued to relate to the Covid-19 pandemic, with one in ten sadly relating to insolvency. The main areas of law advised on were property/property disputes; corporate and commercial; litigation and dispute resolution and employment.

Where we cannot assist a not-for-profit organisation, we signpost to appropriate

sources of help or information. These include our online 'Free Talks' videos, which focus on common legal issues smaller not-for-profit organisations may face.

Pro Bono Awards

An important part of our work is to encourage pro bono across the solicitor profession and to recognise and celebrate pro bono achievement and impact.

Despite the ongoing challenges of the pandemic, we again received a high number of nominations for our awards in 2021. The awards event (hosted by Sangita Myska, an experienced television and radio presenter and journalist) was held in-person at the Law Society on 7th December and also broadcast online.

The winners of the LawWorks Pro Bono Awards in 2021 were:

- Best contribution by a Small or Medium Firm: [Nottingham Law School Legal Advice Centre](#)
- Best Contribution by a Large Firm: [Bates Wells](#)
- Junior Lawyers Division Pro Bono Award: [Lucy Clifford, Travers Smith](#)
- Best Contribution by an individual: [Louise McCarthy, Sidley Austin](#)
- The LawWorks Cymru Award: [Cardiff Lawyers Care Advice Clinic](#)
- Best Contribution by a Pro Bono Clinic: [Whitechapel Legal Advice Clinic](#)
- Best International Pro Bono Award (in partnership with A4ID): [Clifford Chance](#)
- Best New Pro Bono Activity: [Maternity Action Pro Bono Partnership](#)
- Most Effective Pro Bono Partnership: [Pre-action Protocol Project](#)

Partnership with DLA Piper, Deighton Pierce Glynn, Care4Calais and Human for Rights Network.

We are grateful for the time and commitment of our panel of judges that comprised: Manda Banerji, Chair of the Law Society's Junior Lawyers Division; Yasmin Batliwala, Chief Executive of Advocates for International Development (A4ID); Clare Carter, Joint Chief Executive of the Access to Justice Foundation; Chris Minnoch, Director of the Legal Aid Practitioners Group; and Paul Rogerson, Editor of the Law Society Gazette.

The awards were kindly sponsored by LexisNexis and supported by the Law Society and Salesforce.

Supporting law school and student pro bono

Law students and trainees make an important and growing contribution to pro bono. We encourage, develop and recognise the pro bono activity carried out by students at law schools across the UK. With the support and supervision of qualified lawyers, undergraduate and postgraduate students take part in a variety of pro bono projects. These include public legal education projects and programmes raising awareness about the law and legal issues; generalist and subject-specialist advice clinics; placements with voluntary sector agencies; miscarriage of justice initiatives; and court and tribunal representation work.

Our annual LawWorks and Attorney General Student Pro Bono Awards are traditionally celebrated in Parliament, attended by up to 200 guests. Because of ongoing Covid-19 restrictions, the awards were celebrated at an online awards ceremony on 12th May (supported by

the then Attorney General, the Rt Hon Michael Ellis MP QC).

The winners of the 2021 awards were:

- Best contribution by a Law School: [Nottingham Law School Legal Advice Centre \(Nottingham Trent University\)](#)
- Best contribution by a team of students: [Cardiff Innocence Project Student Team Leaders, Cardiff University](#)
- Best contribution by an individual: [Amanda Ignatia, Dickson Poon School of Law, King's College London](#)
- Best new pro bono activity: [The Protea Clinic, King's Legal Clinic, King's College London](#)
- The Access to Justice Foundation award: [Bangor Law School](#)

We are grateful to the panel of judges for the awards: Simon Davis, former president of The Law Society of England and Wales; Peter Farr, Head of Civil Law Policy, Ministry of Justice; James Harper, Executive Sponsor, Rule of Law and CSR for LexisNexis UK & Ireland; Joshua Richman, Senior Editor, LawCareers.Net; Leanne Targett-Parker, Chair, Bar Council Pro Bono Committee; and Rohini Teather, Head of Parliamentary Affairs, Legal Aid Practitioners Group.

Litigants in Person Support Strategy

Funded by the Ministry of Justice, the Litigants in Person Support Strategy was a partnership with LawWorks, Law for Life, RCJ Advice, Support Through Court, Advocate and the Access to Justice Foundation. The partnership brought together different elements of support for individuals with a legal problem

who may be, or are, going to a tribunal or court without legal representation – this includes online information and resources (including the AdviceNow website run by Law for Life); access to legal advice (provided by RCJ Advice and clinics supported by LawWorks), emotional support and assistance when in court or court settings (provided by Support Through Court volunteers) and representation (by volunteer barristers through Advocate).

Secondary specialisation

Our secondary specialisation projects support the development of ‘in-depth’ pro bono in areas of social welfare law. This currently includes welfare benefits representation (supporting volunteer solicitors to represent individuals at (1st tier) social security benefit appeals), an unpaid wages project, and ‘Voices for Families’, with the charity Together for Short Lives, supporting the parents and carers of children with life-limiting conditions. Our in-house solicitors, who are experienced experts in their field, provide or facilitate tailored training for participating volunteers, and ongoing support and supervision.

During the year, we worked with law firms to establish a new project to provide bespoke pro bono support on domestic violence matters. The project, called the Domestic Abuse Response Alliance (DARA), was launched in February 2022, receiving referrals from the National Centre for Domestic Violence (NCDV) and supervision provided by leading family law firm Beck Fitzgerald. The participating firms make a financial contribution to the project and additional trust funding has

also been secured.

We encourage feedback from the volunteers participating in the secondary specialisation projects, including hosting networking and feedback events.

Pro Bono Connect

Pro Bono Connect is a scheme which facilitates collaboration between solicitors and barristers working together pro bono on civil matters for individuals, charities and community groups who cannot afford legal advice or representation. Originally set up in 2015 by Jamie Goldsmith QC of One Essex Court Chambers, the successful scheme came under the governance of LawWorks in 2019 and is supported by a dedicated staff post. An executive group supports the scheme and Advocate is a key partner.

Digital platforms and projects

A significant development has been LawWorks’ investment and support for a number of online and digital projects, including the Pro Bono Portal UK. Following a successful pilot and development stage (commencing in 2020), the Portal was formally launched in November 2021 initially utilising it for the LawWorks Not-for-Profits Programme. Originally developed by Justice Connect in Australia, their award-winning portal has been adapted for use in the UK (initially in England and Wales) and other international jurisdictions. The Portal connects lawyers with pro bono opportunities from one place - efficiently, simply and securely.

LawWorks is ambitious for the scale and reach of the Portal, including organisations

having direct access and use for their own pro bono requests and opportunities, with the vision that it will be available to all solicitors and other lawyers across England and Wales - a national 'one-stop shop' for accessing a range of pro bono opportunities. In April 2022 the Portal won a Legal Innovations Award (for 'Disruptive Technology of the Year').

During the year LawWorks also continued to develop Free Legal Answers, a website which enables individuals on low incomes to access initial or one-off pro bono legal advice. The project was supported by a grant from the Ministry of Justice in partnership with the Access to Justice Foundation.

During the year LawWorks also appointed a dedicated staff resource to develop and support The Jeanie Project, an online tool (developed by a charity with the same name) which assists in the collecting of relevant information for legal problems, creating a brief for pro bono lawyers and others.

Going forward, LawWorks will continue to explore how the different digital platforms and tools can be integrated, as well as being committed to sharing learning with others in the sector.

During the year, LawWorks also worked with the Law Society to establish a centralised online platform to help coordinate pro bono advice from the profession in the event of a major incident, including terrorist attacks and civic disasters such as the Grenfell Tower fire. In the event of a qualifying major incident, affected members of the public can request free legal advice using a legal pro bono platform.

Barriers to pro bono and accessing justice

During the year, LawWorks continued to seek to address barriers to pro bono engagement and contribute a pro bono 'policy voice' to enable access to justice. Our policy work draws on the experience and expertise of pro bono clinics, our members, and partners. Working collaboratively, we aim through our policy work to:

- communicate both the value and contribution of pro bono and also its limits;
- address systemic issues that may result in the need for legal advice and representation and create barriers to access to justice;
- develop an evidence base on unmet legal need, and best practice in pro bono, using the insights, learning and data from our programmes and projects.

LawWorks provides the Secretariat to the All-Party Parliamentary Group (APPG) on Pro Bono and Public Legal Education. We engage with regulators, especially the Solicitors Regulation Authority (SRA) and the Legal Services Board (LSB), including on reform of solicitors training, and regulation and the implications for pro bono. During the year, we met with the SRA to discuss issues arising from the regulation of 'claims management activities', which resulted in new guidance being published in May 2022.

We published our annual Clinics Network report, highlighting the work and contribution of pro bono clinics, the support provided and any new or emerging issues (including ongoing impacts of the pandemic).

Partnership working and collaboration is core to everything we do. For example, in response to the pandemic, we supported the establishment of a legal and advice sector roundtable bringing together a range of organisations from across the legal and advice sectors. Working with our partners in the Litigants in Person Support Strategy we coordinated a submission to the Government's Comprehensive Spending Review outlining the case for sustained investment in legal advice and support services.

We will continue to gather and publicise evidence about the legal advice and representation requirements of people in need - including the ongoing impacts of legal aid reforms - and advocate for positive change.

Pro Bono Week

We played an active role in the planning of Pro Bono Week (held in November), and hosted or jointly hosted a number of events for the Week's 10th anniversary, including:

- i) legal issues for smaller charities – in partnership with the Small Charities Coalition;
- ii) 'Poverty and pro bono' – with Lawyers Against Poverty, the Child Poverty Action Group (CPAG) and Z2K (Lord Briggs, a Justice of the Supreme Court, spoke at the event);
- iii) the APPG on Pro Bono and Public Legal Education, on clinics and how MPs can support and engage with them. The Clinics Manual was launched at the event and included a contribution from the Solicitor General, Alex Chalk QC MP;
- iv) 'Technology and Pro bono: domestic

and global perspectives – held jointly with A4ID, including a contribution from I. Stephanie Boyce, president of the Law Society;

- v) 'Late career pro bono, for retiring and retired lawyers - chaired by Robert Bourns, former president of The Law Society;
- vi) Pro bono and environmental justice – with the Environmental Law Foundation and A4ID; and,
- vii) separate sessions on legal issues for not-for-profits with the in-house legal teams at Amazon and Bank of America.

Other activity

During the year, we contributed to many conferences, seminars and forums on the themes of accessing justice and law reform, and met with representatives across the legal, advice and charity sectors.

FINANCIAL REVIEW

In light of the ongoing pandemic, the fundraising environment continued to be challenging – however, as a result of successful fundraising and careful management of expenditure LawWorks was able to achieve a surplus in 2021 of £77,089 to increase the reserves.

Reserves policy

The policy of the Board is to maintain the General Fund at a minimum of 6 months of running costs. This currently equates to approximately £516,500. The Board believes that this level of reserves is a minimum needed to ensure that the Charity can run efficiently and meet the needs of the projects at a time of funding uncertainty. This level will give the Charity time to take action in the event of the loss of a major funder. At the year end the General Fund (unrestricted) stood at £715,300 which represents 7.5 months costs, based on the budget for 2022, which the Board believes is an appropriate level in line with this policy. Restricted funds of £34,940 are also held at year end.

Funding sources

The Charity is a membership organisation and in 2021 received, approximately 20% of its income from membership subscriptions. Other sources of income include project grants and philanthropic donations. Grants for specific projects are recorded as restricted income for those projects and the Board of Trustees is responsible for ensuring grants are spent for the purpose for which they are given.

Fundraising from the public

LawWorks carries out fundraising from the public, both directly and indirectly through other groups, including the London Legal Walk (organised by the London Legal Support Trust) and other regional walks. During the year Bob Mortimer kindly presented a successful BBC Radio 4 Appeal for LawWorks. We do not currently work with any commercial fundraising participators.

We demonstrate our commitment to good fundraising practice by being registered as a small fundraising charity with the Fundraising Regulator and conform to recognised standards regarding fundraising complaints and the protection of the public. The relatively small scale of the appeals for donations means that they are closely monitored and tailored to the individuals. LawWorks received no complaints in the year.

Investment policy and performance

Having regard to the liquidity requirements of the Charity, the Board's policy is to invest surplus funds in bank accounts in order to obtain a rate of interest that matches or exceeds the rate of inflation as measured by the retail prices index. This represents a low-risk investment policy and the Board believes that an adequate return has been achieved in the year.

Donated services and funding

During the year LawWorks continued to receive significant free 'in-kind' and other support from our members and others, including contributions to training delivery and supporting our digital projects and platforms. We would like to thank the many LawWorks members who have so generously supported our work.

We would also like to thank the thousands of individual solicitors, barristers, trainees and law students who contributed their free time, expertise and enthusiasm to local advice clinics, and other pro bono projects and activities.

We would also like to thank the Law Society of England and Wales for its ongoing funding and other support for our work. We are also grateful to the Ministry of Justice and our other funders and to those who gave donations to LawWorks. A full list of those who provided funding for LawWorks during the year is shown on page 29.

GOVERNANCE

The Charity is governed by a Board of Trustees who are all volunteers. No paid employee of the Charity, whether in full or part time employment, can be elected to the Board. The election of members to the Board takes place at the Annual General Meeting. The Trustees may appoint any member to the Board to fill a casual vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next Annual General Meeting. Details of those serving on the Board during the year and those serving currently are shown on page 14.

New Trustees were recruited to the Board during the year and will submit to election at the AGM. When recruiting new Trustees, the Board attempts to attract candidates with skills and experience appropriate to the needs of the organisation by advertising and other publicity. The Board of Trustees meet once every three months and hold an annual away day. All new Trustees receive an induction and then subsequent training is made available to all Trustees as needed.

The staff team is accountable, through the Chief Executive, to the Trustees, and is responsible for the day-to-day operations of the Charity in accordance with the strategy, policies, procedures and budgets approved by the Board and any ad hoc committees.

The key management personnel during the year were the Chief Executive together with the Deputy Chief Executive/Director of Programmes and the Director of Policy and External Affairs (who left the organisation in August 2021 and was not replaced). Staff salaries are supervised by the Board taking into account the needs of the organisation and external economic circumstances.

Structure

The Charity has no share capital or debentures, hence there are no Trustees' interests requiring disclosure. In the event of the Charity being wound up each member is required to contribute an amount not exceeding £1.

Trustees

The Trustees, who are the directors for company law purposes, retire by rotation and are eligible for reappointment; they are elected by its company members. The names of the Trustees serving in 2021 are as follows:

- Alasdair Douglas (Chair)
- I. Stephanie Boyce (from March 2021)
- Jamie Goldsmith QC
- David Greene (until March 2021)
- Steve Johnson
- Robert Lay
- Caroline Parks
- Emma Rehal-Wilde
- Steve Johnson
- Paul Tennant
- Gemma Watts

Principal risks and uncertainties

The Trustees have continued to review the significant risks to which the Charity may be exposed, in particular those related to operational, legal and financial matters. The Trustees are satisfied that systems are in place to mitigate exposure to major risks. Internal control risks are minimised, for example, by the procedures in place for the authorisations of expenditure and commitments.

The Charity retains risk in relation to the

continuation of adequate external funding and this risk is continually monitored and actively managed by the Trustees and employees of the Charity. A fundraising strategy, with the goal of increasing income from legacies, charitable trusts, foundations and other potential funders, is kept under review and continues to produce results.

The risk of a legal challenge resulting from advice given has been addressed through training and support to improve the quality of advice provided, and professional indemnity insurance cover is in place in respect of the provision of legal advice by staff and volunteers acting in the name of the Charity.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. 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 operation.

The Trustees are responsible for keeping adequate 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 detection and prevention of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Haysmacintyre LLP have indicated their willingness to continue in office and offer themselves for re-appointment as such, under Section 485 of the Companies Act 2006.

Preparation of the report

This report of the Board of Trustees has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

This report was approved and authorised for issue by the Trustees on 12th July 2022 and signed on their behalf by:



Alasdair Douglas
Chair of Trustees

REFERENCE AND ADMINISTRATIVE INFORMATION

Honorary President Lord Phillips of Sudbury OBE

Secretary: **TMF Global Services (UK) Limited**

Chief Executive:

Martin Barnes (until May 2022)

Rebecca Wilkinson (from May 2022)

Registered office:

c/o 8th Floor, 20 Farringdon Street, London, EC4A 4AB

Operational address:

Lincoln House, 2nd floor, 296 – 302 High Holborn, WC1V 7JH

Auditor:

Haysmacintyre LLP, 10 Queen Street Place, London EC4R 1AG

Bankers:

Unity Trust Bank, Nine Brindleyplace, Birmingham B1 2HB

Nationwide Building Society, Northampton, NN3 6NW

Solicitors:

Trowers & Hamlins, 3 Bunhill Row, London, EC1Y 8YZ

Bates Wells & Braithwaite, 10 Queen Street Place, London, EC4R 1BE

Website: **www.lawworks.org.uk**

Company reg. no. **03410932**

Charity reg. no. **1064274**

The Trustees of the Charity, who are directors for company law purposes, are:

Alasdair Douglas (Chair)

I. Stephanie Boyce (from March 2021)

Jamie Goldsmith QC

David Greene (until March 2021)

Steve Johnson

Robert Lay

Caroline Parks

Emma Rehal-Wilde

Paul Tennant

Gemma Watts

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF SOLICITORS PRO BONO GROUP ("LAWWORKS")

For the year ended 31 December 2021

Opinion

We have audited the financial statements of Solicitors Pro Bono Group for the year ended 31 December 2021 which comprise the Trustees' Report, Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are

independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report,

we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Annual Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Annual Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 15 and 16, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to compliance with the regulatory requirements of the Charity Commission, employment law and health and safety regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, and payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to revenue recognition. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or

suspected instances of non-compliance with laws and regulation and fraud;

- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an Auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Lee Stokes 

Senior Statutory Auditor

For and on behalf of Haysmacintyre LLP

Statutory Auditor

28 July 2022

Haysmacintyre LLP
10 Queen Street Place,
London, EC4R 1AG

STATEMENT OF FINANCIAL ACTIVITIES

(Incorporating Income and Expenditure Account)

For the year ended 31 December 2021

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
INCOME FROM					
Donations	2	79,088	-	79,088	36,837
Investments		4,416	-	4,416	246
Charitable activities	3	476,067	540,854	1,016,921	1,008,873
Other income		10,000	-	10,000	-
TOTAL INCOME		569,571	540,854	1,110,425	1,045,956
EXPENDITURE ON					
Raising funds		62,838	-	62,838	41,154
Charitable activities:					
Supporting and promoting pro bono		342,296	46,903	389,199	385,401
Enabling access to justice through pro bono		20,707	480,180	500,887	472,497
Supporting not-for-profit organisations		47,662	32,750	80,412	85,159
TOTAL EXPENDITURE	4	473,503	559,833	1,033,336	984,211
NET INCOME/NET MOVEMENT IN FUNDS		96,068	(18,979)	77,089	61,745
Reconciliation of funds:					
TOTAL FUNDS BROUGHT FORWARD		619,232	53,919	673,151	611,406
TOTAL FUNDS CARRIED FORWARD		715,300	34,940	750,240	673,151

The Charity has no recognised gains or losses in the year other than that shown above. All the above results were derived from continuing activities. Details of comparative figures by fund are disclosed in note 1 to the financial statements.

The notes and information on pages 24 to 34 form part of these financial statements

BALANCE SHEET

As at 31 December 2021

	Notes	£	2021 £	£	2020 £
FIXED ASSETS					
Tangible assets	8		8,597		5,598
CURRENT ASSETS					
Debtors	9	117,230		82,671	
Cash at bank and in hand		902,911		823,276	
		<u>1,020,141</u>		<u>905,947</u>	
CREDITORS: amounts falling due within one year	10	(278,498)		(238,394)	
NET CURRENT ASSETS			<u>741,643</u>		<u>667,553</u>
NET ASSETS			<u><u>750,240</u></u>		<u><u>673,151</u></u>
FUNDS					
Restricted funds	11		34,940		53,919
General fund (unrestricted)	11		715,300		619,232
	12		<u><u>750,240</u></u>		<u><u>673,151</u></u>

These financial statements were approved and signed on behalf of the Trustees on 12th July 2022.



Alasdair Douglas
Chair of Trustees

STATEMENT OF CASH FLOWS

For the year ended 31 December 2021

	Notes	2021 £	2020 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	A	<u>82,790</u>	<u>91,069</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(7,571)	(4,018)
Interest		<u>4,416</u>	<u>246</u>
Net cash (used in) investing activities		<u>(3,155)</u>	<u>(3,772)</u>
Increase in cash and cash equivalents in the year		79,635	87,297
Cash and cash equivalents at the beginning of the year		<u>823,276</u>	<u>735,979</u>
Total cash and cash equivalents at the end of the year		<u>902,911</u>	<u>823,276</u>

A) RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net income for the year (as per the Statement of Financial Activities)	77,089	61,745
Depreciation charge	4,310	2,751
Loss on disposal of fixed asset	262	-
Interest	(4,416)	(246)
(Increase)/decrease in debtors	(34,559)	56,357
Increase/(decrease) in creditors	40,104	(29,538)
Net cash provided by operating activities	<u>82,790</u>	<u>91,069</u>

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2021

1. Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Companies Act 2006, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Solicitors Pro Bono Group (LawWorks) is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Preparation of the accounts on a going concern basis

The income of the Charity improved during the year resulting in a strong surplus and an improved net current asset position equivalent to 8.5 months of expenditure. The increase in quantity and diversity of income reflects a positive policy of the Trustees and is therefore expected to continue. The Trustees therefore believe that the Charity is a going concern based on forecasts of future income and the level of reserves, considering the risks inherent in the current income sources.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the items have been met, it is probable that the income will be received, and the amount can be measured reliably.

Income received in advance of the relevant specified service provision is deferred until the criteria for income recognition are met. If the funded service is provided continually the grant is considered to accrue evenly over the period of specified support.

Grants and donations

Grants and donations received are recognised in the Statement of Financial Activities when the Charity is entitled to them as specified in the general income policy and in accordance with the terms attached to the grant or donation.

Donated services and facilities

Donated professional services and donated facilities are recognised on the basis of the value of the gift to the Charity

which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in the expenditure in the period of receipt.

In accordance with the Charities SORP FRS 102 the general volunteer time given to the Charity is not recognised.

The volunteers and individual members of the Charity benefit from events organised by the Charity in partnership with legal firms. The cost to these firms of providing these events is not treated as a donation to the Charity.

The extent of volunteering support in the Charity is acknowledged in the Annual Report.

Membership subscriptions

Income from membership subscriptions is recognised on an accruals basis, income received in advance is deferred (see Note 10).

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Allocation of support costs

Support costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office furniture & equipment: 4 years

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions

The Charity makes payments to staff members' personal pension and defined contribution arrangements. Payments made fulfil in total the Charity's obligations for such payments and are recorded as an expense in the period they are payable.

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the view of the trustees, there are no areas of critical accounting judgement or estimation uncertainty used in preparing the financial statements.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held at amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

STATEMENT OF FINANCIAL ACTIVITIES

COMPARATIVES DETAIL

(Incorporating Income and Expenditure Account)

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £
INCOME FROM			
Donations	36,837	-	36,837
Investments	246	-	246
Charitable activities	641,407	367,466	1,008,873
TOTAL INCOME	678,490	367,466	1,008,873
EXPENDITURE ON			
Raising funds	41,154	-	41,154
Charitable activities:			
Supporting and promoting pro bono	335,499	49,902	385,401
Enabling access to justice through pro bono	201,570	270,927	472,497
Supporting not-for-profit organisations	43,534	41,625	85,159
TOTAL EXPENDITURE	621,757	362,454	984,211
NET INCOME	56,733	5,012	61,745
TOTAL FUNDS BROUGHT FORWARD	562,499	48,907	611,406
TOTAL FUNDS CARRIED FORWARD	619,232	53,919	673,151

Comparative information – all income shown in 2020 above related to unrestricted funds.

2. Donations

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
The London Legal Support Trust – Legal Walk	3,770	-	3,770	4,223
Law School Challenge	-	-	-	7,022
London Marathon	-	-	-	-
Christmas Carol Concert	-	-	-	6,889
Other events and donations	71,124	-	71,124	18,703
Government grant income	4,194	-	4,194	
	79,088	-	79,088	36,837

3. Income from charitable activities - 2021

	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 £
Membership subscriptions	222,467	-	222,467	214,127
	222,467	-	222,467	214,127
Ministry of Justice	-	236,880	236,880	236,880
Law Society	190,000	-	190,000	190,000
National Lottery Community Fund	-	94,839	94,839	26,810
Access to Justice - Litigants in Person	-	44,603	44,603	-
Trust for London	-	42,500	42,500	42,000
Together for Short Lives	-	35,000	35,000	30,000
IBM UK Trust	35,000	-	35,000	-
City Bridge Trust	-	32,750	32,750	41,625
Therium Access	-	22,782	22,782	54,114
Ministry of Justice / The Access to Justice Foundation	20,000	-	20,000	22,302
Evan Cornish Foundation	-	10,000	10,000	1,875
29th May 1961 Charitable Trust	-	7,500	7,500	2,500
A&O Foundation	4,600	-	4,600	400
Eversheds Sunderland	-	4,000	4,000	-
Goldsmiths' Company Charity	-	3,000	3,000	3,000
Edith Murphy	-	3,000	3,000	-
Holman, Fenwick and Newton	3,000	-	3,000	-
Schroder Charity Trust	-	2,500	2,500	2,500
Edgar E Lawley Foundation	-	1,500	1,500	-
Farrer's Charitable Trust	1,000	-	1,000	5,000
National Lottery Covid Fund	-	-	-	34,837
Tudor Trust	-	-	-	30,000
City Bridge Trust - Free Legal Answers	-	-	-	17,600
Access to Justice - Pro Bono Connect	-	-	-	15,000
Heart of England Community Fund	-	-	-	10,000
London Community Trust	-	-	-	6,803
Bloomberg	-	-	-	5,000
The Edward Cadbury Charitable Trust	-	-	-	5,000
Prism the Gift Fund	-	-	-	5,000
Simmons and Simmons	-	-	-	2,500
EL Rathbone Charitable Trust	-	-	-	2,000
Gowling WLG (UK) Charitable Trust	-	-	-	1,000
London Legal Support Trust	-	-	-	1,000
	253,600	540,854	794,454	794,746
TOTAL	476,067	540,854	1,016,921	1,008,873

3. Income from charitable activities - 2020

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £
Membership subscriptions	214,127	-	214,127
	214,127	-	214,127
Ministry of Justice	236,880	-	236,880
Law Society	190,000	-	190,000
Together for Short Lives	-	30,000	30,000
The National Lottery Community Fund	-	34,837	34,837
The National Lottery Covid Fund	-	26,810	26,810
Tudor Trust	-	30,000	30,000
The Access to Justice Foundation	-	22,302	22,302
City Bridge Trust	-	41,625	41,625
City Bridge Trust - Free Legal Answers	-	17,600	17,600
Therium Access	-	54,114	54,114
Trust for London	-	42,000	42,000
Schroder Charity Trust	-	2,500	2,500
Evan Cornish Foundation	-	1,875	1,875
Access to Justice – Pro Bono Connect	-	15,000	15,000
Farrer's Charitable Trust	-	5,000	5,000
Goldsmith's Company	-	3,000	3,000
Simmons and Simmons	-	2,500	2,500
LLST Clinics	-	1,000	1,000
Heart of England Community Fund	-	10,000	10,000
Bloomberg	-	5,000	5,000
London Community Trust	-	6,803	6,803
A&O Foundation	400	-	400
The Edward Cadbury Charitable Trust	-	5,000	5,000
Prism the Gift Fund	-	5,000	5,000
EL Rathbone Charitable Trust	-	2,000	2,000
29th May 1961 Charitable Trust	-	2,500	2,500
Gowling WLG (UK) Charitable Trust	-	1,000	1,000
	427,280	367,466	794,746
TOTAL	641,407	367,466	1,008,873

4. Analysis expenditure by type - 2021

	Staff Costs £	Direct Costs £	Support Costs £	Total 2021 £
Raising funds				
Fundraising costs	40,105	15,916	6,817	62,838
Charitable activities				
Supporting and promoting pro bono	289,791	50,149	49,259	389,199
Enabling access to justice through pro bono	420,229	9,226	71,432	500,887
Supporting not-for-profit organisations	68,729	-	11,683	80,412
TOTAL	818,854	75,291	139,191	1,033,336

Support costs are apportioned to the various activities of the Charity on the basis of direct staff costs.

Included in the above costs are governance costs of £44,098 (2020: £46,566) which comprise audit fees of £8,000 (2020: £9,950), staff costs of £30,759 (2020: £30,997) and other allocated support costs of £5,339 (2020: £5,516).

2020

	Staff Costs £	Direct Costs £	Support Costs £	Total 2020 £
Raising funds				
Fundraising costs	19,013	17,209	4,932	41,154
Charitable activities				
Supporting and promoting pro bono	270,327	44,947	70,127	385,401
Enabling access to justice through pro bono	355,982	24,167	92,348	472,497
Supporting not-for-profit organisations	67,618	-	17,541	85,159
TOTAL	712,940	86,323	184,948	984,211

5. Support costs

SUPPORT COSTS	2021	2020
	£	£
Premises costs	-	56,028
Rent	13,630	-
Insurance	16,705	11,079
Communications	10,368	14,203
Professional fees	44,687	40,689
Office costs	9,691	20,193
Depreciation	4,310	2,751
Profit or loss on disposals	262	-
Bank charges	643	344
IT costs including website	38,895	39,661
	139,191	184,948

6. Net income for the year

	2021	2020
	£	£
This is stated after charging:		
Depreciation	4,310	2,751
Fees payable to auditors for audit:		
- current year	9,350	9,950
- previous year	-	-

During the year no Trustee received any remuneration (2020 - £Nil). No expenses were reimbursed to Trustees in the year (2020 - £Nil) in respect of travel expenses.

7. Staff costs and numbers

	2021	2020
	£	£
Salaries	690,155	616,110
Social security costs	59,249	42,560
Defined contribution pension scheme costs	55,777	28,750
Other benefits costs	2,107	20,392
Recruitment costs	11,566	5,128
	818,854	712,940

STAFF NUMBERS	2021	2020
Chief Executive	1	1
Projects	21	20
Administration & Support	2	2
	24	23

No employee was paid £60,000 or over (2020: one post £70,000 to £80,000).

The key management posts in the charity are the Chief Executive, Head of Programmes and the two department heads responsible for Projects, Policy, and Business Development. The combined salaries and benefits for these four roles totals £181,397 (2020: £198,022).

8. Tangible fixed assets - office furniture and equipment

	£
Cost	
At start of year	34,179
Additions	7,571
Disposals	(29,542)
At end of year	<u>12,208</u>
Depreciation	
At start of year	28,581
Charge for the year	4,310
Disposals	(29,280)
At end of year	<u>3,611</u>
Net book value	
At 31 December 2021	<u>8,597</u>
At 31 December 2020	<u>5,598</u>

9. Debtors

	2021 £	2020 £
Trade debtors	26,360	-
Grants receivable	51,500	66,000
Other debtors	23,041	11,262
Prepayments	16,329	5,409
	<u>117,230</u>	<u>82,671</u>

10. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	2,696	9,322
Social security and other taxes	39,934	29,276
Accruals	36,743	23,946
Deferred income grants	55,426	63,787
Deferred income subscriptions	138,072	110,911
Other Creditors	5,627	1,152
	<u>278,498</u>	<u>238,394</u>

11. Statement of funds

STATEMENT OF FUNDS	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
LawWorks Clinics	15,000	264,380	(259,880)	-	19,500
Tribunal representation	-	22,782	(22,782)	-	-
Free Legal Answers	-	44,603	(44,603)	-	-
LawWorks Cymru	-	94,839	(81,099)	-	13,740
Not for Profit Service	-	32,750	(32,750)	-	-
Medical expenses	-	-	-	-	-
Voices for Families Project	4,082	35,000	(39,082)	-	-
Unpaid Wages Project	-	42,500	(42,500)	-	-
The Jeanie Project	34,837	-	(34,837)	-	-
Pro Bono Connect	-	4,000	(2,300)	-	1,700
	53,919	540,854	(559,883)	-	34,940
2020					
LawWorks Clinics	-	81,375	(66,375)	-	15,000
Tribunal representation	-	54,114	(54,114)	-	-
Free Legal Answers	-	44,902	(44,902)	-	-
LawWorks Cymru	48,519	26,810	(75,329)	-	-
Not for Profit Service	-	41,625	(41,625)	-	-
Medical expenses	388	-	(388)	-	-
Voices for Families Project	-	36,803	(32,721)	-	4,082
Unpaid Wages Project	-	42,000	(42,000)	-	-
The Jeanie Project	-	34,837	-	-	34,837
Pro Bono Connect	-	5,000	(5,000)	-	-
	48,907	367,466	(362,454)	-	53,919

Details of restricted income in 2021:

A list of the restricted grants received in the year is shown in note 3 above. All these grants related to the charitable activities of the Charity.

The Charity received funds from the Together For Short Lives Charity as restricted quarterly grant funding, with effect from April 2013, contributing towards the costs of advice services provided to Together For Short Lives' beneficiaries. Restricted quarterly grant funding from The National Lottery Community Fund (formerly the Big Lottery Fund), from January 2017 until January 2020, contributed towards the cost of the LawWorks Cymru project. There are two staff based in Wales providing a LawWorks service specific to Wales. Due to practical delays in the Cymru project a balance of £33,489 underspend has been agreed with The National Lottery Community Fund to carry forward to extend the project beyond January 2020. A new five year grant to continue this project has been agreed to start in summer 2020.

The Tudor Trust grant of £80,000 over two years from October 2018 supports the work with clinics. The Trust for London continued to fund a pilot project and then subsequently agreed a two year grant of £84,000 per year from November 2019 to support the unpaid wages clinic project. The City Bridge Trust awarded a grant of £162,700 over three years to support the Not-For-Profit programme starting in the last quarter of 2017. In 2019 Therium Access awarded LawWorks a grant of £164,048 spread over three years to support representation at tribunals by pro bono lawyers and the Access to Justice Foundation provided grant support for the new Free Legal Answers project.

The Evan Cornish Foundation, the Schroder Charity Trust, The London Legal Support Trust, the Charlotte Bonham-Carter Charitable Trust, MJ Hindley Charitable Trust and Edgar E Lawley Foundation all provided small grants to support the work with clinics. The Medical Expenses Fund receives contributions from legal firms to cover expenses incurred by volunteer lawyers in obtaining medical reports or similar necessary information.

11. Statement of funds (continued)

	Brought Forward £	Income £	Expenditure £	Transfers £	Carried Forward £
SUMMARY OF FUNDS					
General funds	619,232	569,571	(473,503)	-	715,300
Restricted funds	53,919	540,854	(559,833)	-	34,940
	<u>673,151</u>	<u>1,110,425</u>	<u>(1,033,336)</u>	<u>-</u>	<u>750,240</u>
2020					
General funds	562,499	678,490	(621,757)	-	619,232
Restricted funds	48,907	367,466	(362,454)	-	53,919
	<u>611,406</u>	<u>1,045,956</u>	<u>(984,211)</u>	<u>-</u>	<u>673,151</u>

12. Analysis of net assets between funds

	General Fund £	Restricted Funds £	Total Funds £
2021			
Tangible fixed assets	8,597	-	8,597
Net current assets	706,703	34,940	741,643
	<u>715,300</u>	<u>34,940</u>	<u>750,240</u>
2020			
Tangible fixed assets	5,598	-	5,598
Net current assets	619,634	53,919	673,553
	<u>625,232</u>	<u>53,919</u>	<u>679,151</u>

13. Related party transactions

There are no related party transactions in the year.

Aggregated donations from trustees in the year were £Nil (2020: £Nil).

LawWorks is a charity working in England and Wales to connect volunteer lawyers with people in need of legal advice, who are not eligible for legal aid and cannot afford to pay and with the not-for-profit organisations that support them.



www.lawworks.org.uk
Registered charity number 1064274



SOLICITORS PRO BONO GROUP

England & Wales - Charity number 1064274

Accounts

**SOLICITORS PRO BONO GROUP
(Known as "LawWorks")**

**Company limited by guarantee no. 03410932
Registered charity no. 1064274**

REPORT AND FINANCIAL STATEMENTS

YEAR ENDED 31 DECEMBER 2020



**SOLICITORS PRO BONO GROUP (KNOWN AS “LAWWORKS”)
Company Limited by guarantee no. 03410932**

Registered charity no. 1064274

**REPORT AND FINANCIAL STATEMENTS
For the year ended 31 December 2020**

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**SOLICITORS PRO BONO GROUP (KNOWN AS “LAWWORKS”)
Company Limited by guarantee no. 03410932**

REFERENCE AND ADMINISTRATIVE DETAILS

YEAR ENDED 31 DECEMBER 2020

Status

The Solicitors Pro Bono Group is a charitable company limited by guarantee and uses the working name of LawWorks. At a meeting of the Board of Trustees on 8 February 2006 it was agreed that the name of LawWorks would be adopted as the day-to-day operational name of the Charity.

The Charity was established under a Memorandum of Association, which includes its objects (which are listed on page 4) and powers, and is governed by its Articles of Association.

Structure

The Charity has no share capital or debentures, hence there are no Trustees' interests requiring disclosure. In the event of the Charity being wound up each member is required to contribute an amount not exceeding £1.

The Trustees of the Charity, who are directors for company law purposes, are listed on page 15.

Honorary President	Lord Phillips of Sudbury OBE
Secretary	TMF Global Services (UK) Limited
Chief Executive	Martin Barnes
Registered office	DX 115, 50-52 Chancery Lane, London, WC2A 1HL
Operational address	Lincoln House, 2nd floor, 296 – 302 High Holborn, WC1V 7JH
Auditor	Haysmacintyre LLP, 10 Queen Street Place, London EC4R 1AG
Bankers	Unity Trust Bank, Nine Brindleyplace, Birmingham B1 2HB Nationwide Building Society, Northampton, NN3 6NW
Solicitors	Trowers & Hamlins, 3 Bunhill Row, London, EC1Y 8YZ Bates Wells & Braithwaite, 10 Queen Street Place, London, EC4R 1BE
Website	www.lawworks.org.uk
Company reg. no.	03410932
Charity reg. no.	1064274

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TRUSTEES' REPORT

The Trustees are pleased to present their report and the audited financial statements for the year ended 31 December 2020.

The Trustees confirm that the annual report and financial statements of the Charity comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019).

Objects

The objects of the Charity are:

To promote the upholding and proper administration of the law by:

- encouraging, supporting and advising lawyers and their staff in the provision of pro bono legal services; and
- advancing the education and training of lawyers and their staff undertaking or intending to undertake pro bono legal services.
- To encourage, support and advise lawyers and their staff to undertake charitable voluntary work in the administration of the law, education, social services, community work and other charitable activities for the benefit of the community.
- To provide pro bono legal services

Until June 2020 LawWorks was based at the National Pro Bono Centre, Chancery Lane, London. In light of the uncertainty following the Covid-19 lockdown (and the introduction of homeworking from March), the National Pro Bono Centre Trustees decided not to progress a lease on new premises. LawWorks staff continued to work from home during the year; a phased return to new office premises (at Lincoln House, 2nd floor, 296 – 302 High Holborn, WC1V 7JH) began in September 2021.

Governance and Management

The Charity is governed by a Board of Trustees who are all volunteers. No paid employee of the Charity, whether in full or part time employment, can be elected to the Board. The election of members to the Board takes place at the Annual General Meeting. The Trustees may appoint any member to the Board to fill a casual vacancy or as an additional Trustee. A Trustee so appointed shall hold office only until the next Annual General Meeting. Details of those serving on the Board during the year and those serving currently are shown on page 15.

New Trustees were recruited to the Board during the year and will submit to election at the AGM. When recruiting new Trustees, the Board attempts to attract candidates with skills and experience appropriate to the needs of the organisation by advertising and other publicity. The Board of Trustees meet once every three months and hold

an annual away day. All new Trustees receive an induction and then subsequent training is made available to all Trustees as needed.

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The staff team is accountable, through the Chief Executive, to the Trustees, and is responsible for the day-to-day operations of the Charity in accordance with the strategy, policies, procedures and budgets approved by the Board and its committees.

The key management personnel are the Chief Executive together with the Deputy Chief Executive/Director of Programmes and the Director of Policy and External Affairs. All staff salaries are set in accordance with an agreed pay scale and supervised by the Board taking into account the needs of the organisation and external economic circumstances.

Principal risks and uncertainties

The Trustees have continued to review the significant risks to which the Charity may be exposed, in particular those related to operational, legal and financial matters. The Trustees are satisfied that systems are in place to mitigate exposure to major risks. Internal control risks are minimised, for example, by the procedures in place for the authorisations of expenditure and commitments.

The Charity retains risk in relation to the continuation of adequate external funding and this risk is continually monitored and actively managed by the Trustees and employees of the Charity. A fundraising strategy, with the goal of increasing income from legacies, charitable trusts, foundations and other potential funders, is kept under review and is producing results.

The risk of a legal challenge resulting from advice given has been addressed through training and support to improve the quality of advice provided, and insurance cover is in place in respect of the provision of legal advice by staff and volunteers acting in the name of the Charity.

Public Benefit

When planning and reviewing LawWorks’ activities for the year, the Trustees have considered the Charity Commission’s guidance on public benefit. LawWorks’ charitable activities focus on enabling individuals and charities and not for profit organisations to access pro bono legal advice, information and support.

In the year to December 2020, there were over 49,600 enquiries at independent clinics supported by LawWorks. These enquiries resulted in 27,648 people being given legal advice and a further 15,370 were provided with general information, referral to other services or, where eligible, to legal aid providers. The impacts of the pandemic resulted in clinics receiving fewer enquiries, compared with 79,000 received in 2019.

LawWorks provides services and support for our members, but our activities also benefit many more organisations and services. Our ultimate beneficiaries are those who would otherwise be unable to access justice. The experience and feedback of people accessing clinics in the LawWorks network underlines research demonstrating that timely access to advice can have positive benefits, including to physical and mental health and wellbeing. An inability to access legal advice can result in problems worsening and escalating.

OVERVIEW OF ACTIVITIES

Covid-19

It is impossible to describe and summarise activity in 2020 without including the unprecedented impacts and consequences of the pandemic – it profoundly affected everyone: including our staff and volunteers, our members, pro bono clinics and not-for-profit organisations. The pandemic disproportionately affected vulnerable and disadvantaged individuals and communities, including those supported by clinics, not-for-profits and our in-house solicitors and volunteers delivering our ‘secondary specialisation’ projects.

Despite the challenges of the pandemic, including homeworking for all staff and volunteers from March 2020 (which continued for the rest of the year), LawWorks was able to deliver effectively on the strategic objectives and business plan.

There was a huge shift in how the legal sector and lawyers worked and in how they engaged with pro bono. It was a challenging year for pro bono volunteers, including law students. Despite many challenges, volunteers continued to provide their time and expertise – we would like to take this opportunity to thank them.

About LawWorks

LawWorks promotes, supports and facilitates pro bono legal services that extend access to the law for individuals and communities in need and the organisations that support them. We champion pro bono because of the positive contribution and difference it makes for individuals, communities and society.

We work (in England and Wales) with the solicitors’ profession and our members, the Law Society of England and Wales, law schools and law students, law centres, advice agencies and others to develop and support pro bono legal services, and to promote access to justice for all.

The current LawWorks strategy has the following objectives:

- Promoting, facilitating and developing pro bono across the solicitors’ profession and at law schools in England and Wales;
- Facilitating and supporting pro bono legal services and access to justice for people in need and without the means to pay;
- Connecting smaller charities and not for profit organisations with pro bono legal services and enabling them to deliver their mission;
- Addressing barriers to pro bono and adding our voice for policy change and pursuing access to justice for all;
- Enhancing our impact through organisational efficiencies, leadership and developing our people.

About legal pro bono

Pro bono makes an important contribution towards enabling individuals and organisations (in particular charities and social enterprises) to access legal support,

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advice and representation. The overall contribution of pro bono may be relatively small, but its impact and importance is significant. Legal pro bono is not, and in LawWorks’ view should not be seen as, an alternative to an adequately funded system of legal aid nor an alternative for funding for local advice agencies and law centres.

Changes to legal aid (introduced from April 2013) continue to have a significant impact on many people’s ability to access justice. In addition, financial austerity has impacted on the provision and availability of free legal advice, including the closure, or reduction in services provided by law centres and other legal and advice providers.

LawWorks encourages everyone providing and facilitating pro bono to incorporate and apply the Pro Bono Protocol, developed to promote and support high standards of pro bono work. The protocol does not replace, but seeks to build upon, professional codes of conduct setting out the standards and requirements all lawyers must achieve and observe. The Protocol, and a list of signatories, is available on the LawWorks website.

LawWorks also supports the Law Society’s Pro Bono Charter, a public statement that law firms, in-house teams and alternative business structures can sign.

From the first Covid-19 lockdown onwards there were many offers of support and volunteering from our members and others across the solicitor and legal professions, and also from law students. We published information on our website about pro bono volunteering (with LawWorks and others) and created a form to better direct people to appropriate opportunities. We also published advice for solicitors about volunteering while on furlough, informed by a Counsel’s Opinion on the scope of furlough rules.

LawWorks membership

LawWorks members are vital for our work and impact. We have over 140 members, including private practice law firms (across England and Wales), in-house legal teams, universities and colleges educating and training the lawyers of tomorrow, and not-for-profit organisations providing legal advice.

Membership of LawWorks provides members with the opportunity to contribute to a variety of pro bono activities, including our ‘secondary specialisation’ projects and our support for charities and community organisations through our Not-for-Profits programme. LawWorks is also able to provide professional indemnity insurance for pro bono projects where it is not otherwise available.

Members have access to free training and events, including roundtables and networking opportunities. We publish a weekly news and information bulletin, ‘LawWorks Weekly’, which provides a brief summary of online information and news, with hyperlinks.

Our members are also eligible to have their pro bono work recognised and celebrated by participating in our annual Pro Bono Awards.

Clinic support and development

LawWorks provides guidance and information to establish and support free legal advice sessions delivered by volunteer lawyers and also law students. We help set up

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new and sustainable clinic partnerships – between individual lawyers, solicitor firms and in-house legal teams, law schools, charities, community groups and advice agencies - to help address unmet need in local communities.

We provide practice guidance and resources to ensure that a high standard of service is provided and that everyone involved understands their role. The aim is that every clinic is specifically tailored to meet the requirements of its stakeholders, particularly the clients.

Clinics are supporting particularly vulnerable members of the community; for example, the majority of clients have incomes below the (Joseph Rowntree) minimum income standard and are from black and minority ethnic backgrounds; nearly a quarter of clients have a disability.

Once a clinic is set up, it can become part of the LawWorks Clinics Network. Clinics in the network are independent of LawWorks, with day-to-day responsibility for the running and coordination of clinics remaining with the lawyers, law school and/or agency involved, with the assurance that LawWorks will support them if any further assistance (or ‘troubleshooting’) is required. Being part of the network brings with it other benefits such as access to training, roundtables/Info-exchanges, free legal research resources, and a website presence.

A focus during the year was to proactively support clinics in responding to the first lockdown and ongoing Covid-19 restrictions. Nearly all clinics initially had to close their services, but many moved quickly to re-establish their services remotely, while also engaging with and supporting staff and pro bono volunteers working from home. We published information and guidance specific to Covid-19, and a suite of practical resources on, for example: moving to an online/remote service, developing accessible services and supporting ‘hard to reach’ communities, and undertaking risk assessments when returning to ‘in-person’ services. We held monthly ‘Info-exchange’ meetings, replacing in-person clinic roundtables, bringing together clinic coordinators and volunteers. Our second annual Clinics network conference was held online in July and was positively received.

Feedback during the year (from clinic co-ordinators, volunteers and other stakeholders) was positive and encouraging. LawWorks continued to support the development and launch of new clinics during the pandemic – by the end of the year 300 clinics were registered with the LawWorks clinics network.

LawWorks Cymru

LawWorks Cymru is a five-year project funded by the National Lottery Community Fund to further develop pro bono work in Wales. Supported by an advisory group, the project is delivered by a Membership and Training Officer and a Clinics Support and Development Officer. A number of training sessions were delivered for pro bono volunteers and engagement events hosted to encourage pro bono volunteering. We continued to support clinic development, including responding to Covid-19.

LawWorks training

LawWorks organises training sessions for its members, clinic volunteers and community groups, and covers a broad range of legal issues and topics. Our training

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is delivered by solicitors, barristers and others with expertise in areas of law and practice. Over 50 training sessions were delivered - from March, all were delivered online. Given the exceptional situation, and the pressures on charities and the not-for-profit advice sector, from March we opened up our training sessions to all, including training materials and recordings uploaded onto the LawWorks website.

We also provide bespoke training in response to requests from our members, and others, and provide training for pro bono volunteers as part of our ‘secondary specialisation’ projects. LawWorks also collaborated with the In-House Pro Bono Group in 2020 to put on employment law and data protection law workshops, for smaller charities and not-for-profits in early 2021.

Not-for-Profits programme

Our Not-for-Profits programme supports small and medium sized charities that help people in need in England and Wales. The programme provides lawyers with an opportunity to give back to the community, exposure to new clients and help increase an organisation’s corporate social responsibility footprint.

Applications for legal advice are assessed (‘triaged’) for the type of legal assistance sought and the financial resources of the organisation or group. Concise briefings are produced and the request for discrete, one-off advice or casework assistance then circulated among member organisations and individuals to identify whether pro bono support can be provided. We then put the volunteer lawyers in touch with the organisation seeking assistance. LawWorks staff are available to deal with any issues if needed.

Following the initial Covid-19 lockdown, there was a temporary reduction in the number of applications received. However, during the year over 240 not-for-profit organisations were assisted. A significant number of applications for legal assistance related to the pandemic - the main areas of law advised on were property, commercial and employment law, as well as corporate matters (such as constitutions and transfers of assets).

Where we cannot assist a not-for-profit organisation, we signpost to appropriate sources of help or information. These include our online ‘Free Talks’ videos, which focus on common legal issues smaller not-for-profit organisations may face. During the year, we continued the process of updating the Free Talks, and new recordings included ‘Charity property transactions’, ‘How to incorporate a charity’, and ‘Handling and reporting serious incidents’.

In response to Covid-19, we also produced, with the support of our members, FAQs and resources for not-for-profits, created in response to not-for-profits’ feedback and requests.

Pro Bono Awards

An important part of our work is to encourage pro bono across the profession and to recognise and celebrate pro bono achievement and impact.

Despite the challenges of the pandemic, we received an unexpectedly high number of nominations in 2020. Because of ongoing social distancing restrictions, we held our

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awards ceremony live online in December – the awards were again kindly sponsored by LexisNexis. The event was hosted by Christina Blacklaws, a former President of the Law Society and a former LawWorks Trustee, and Matthew Stadlen, radio and television presenter, producer and writer.

The winners of the LawWorks Pro Bono Awards in 2020 were:

- Best Contribution by a Small or Medium Firm: Altralaw
- Best Contribution by a Large Firm: Reed Smith
- Best Contribution by an In-house Team or an In-house Solicitor: London Borough of Barking and Dagenham In House Legal Team
- Best Contribution by an individual: Sam Cottman – Travers Smith
- Junior Lawyers Division Pro Bono Award: Raphaella Gabrasadig – Travers Smith
- LawWorks Cymru Award: Swansea Law Clinic, Hillary Rodham Clinton School of Law, Swansea University
- Best International Pro Bono Award (in partnership with A4ID): Greece Pro Bono Collaborative Project - Allen & Overy, Ashurst, Charles Russell Speechlys, Dentons, Orrick and White & Case, together with European Lawyers in Lesbos (ELIL)
- Best Contribution by a Pro Bono Clinic: The Online Legal Clinic, Brixton Advice Centre
- Best New Pro Bono Activity: The Entrepreneurial Refugee Network (TERN) and Cleary Gottlieb Steen & Hamilton
- Best Digital or Virtual Pro Bono Activity: South Westminster Legal Advice Centre
- Most Effective Pro Bono Partnership: Toynbee Hall and Cleary Gottlieb Steen & Hamilton

We are grateful for the time and commitment of our panel of judges that comprised: Yasmin Batliwala, Chief Executive of Advocates for International Development; Stephanie Boyce, Deputy President of the Law Society; Ruth Daniel, Chief Executive of the Access to Justice Foundation; Mark Evans, Chair of Wales Committee of The Law Society and Council Member for North Wales; Chris Minnoch, Director of the Legal Aid Practitioners Group; Paul Rogerson, Editor of the Law Society Gazette; Heidi Sandy, Chair of the Law Society's Women Lawyers Division; Koser Shaheen, Chair of the Law Society's Ethnic Minority Lawyers Division; and Adam Tear, former Chair of the Solicitors Association of Higher Court advocates.

Supporting law school and student pro bono

Law students and trainees make an important and growing contribution to pro bono. We encourage, develop and recognise the pro bono activity carried out by students at law schools across the UK. With the support and supervision of qualified lawyers, undergraduate and postgraduate students take part in a variety of pro bono projects. These include public legal education projects and programmes raising awareness about the law and legal issues; generalist and subject-specialist advice clinics; placements with voluntary sector agencies; miscarriage of justice initiatives; and court and tribunal representation work.

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Pro bono activities can be extremely beneficial for the students taking part, providing experience of (‘real-life’) face-to-face client and advice work, and opportunities to engage with and support local communities.

Our annual LawWorks and Attorney General Student Pro Bono Awards are traditionally celebrated at the House of Commons, attended by over 200 guests. Because of the pandemic, the awards ceremony could not be held in-person but the winners were informed and announced to coincide with recorded online messages, including from the Attorney General, Rt Hon Suella Braverman QC MP.

The winners of the LawWorks and Attorney General Student Awards in 2020 were:

- Best new pro bono activity: Hertfordshire Law Clinic, Hertfordshire Law School. The runners up were the University of Bristol Law Clinic Inquest Team, University of Bristol Law Clinic.
- Best contribution by an individual: Sartaz Billing, Hertfordshire Law School. The runner up was Jade Hunt, University of Essex.
- Best contribution by a law school: BPP University. The runners up are the School of Law, University of Leeds, and Nottingham Law School Legal Advice Centre, Nottingham Trent University were also highly commended.
- Best contribution by a team of students: Plymouth Law Clinic and Red Cross partnership. The runners up were the University of Salford.
- The Access to Justice Foundation Award: Plymouth Law Clinic.

We are grateful to the panel of judges: Peter Farr, Head of Civil Law Policy, Ministry of Justice; David Greene, Vice President, the Law Society of England and Wales; James Harper, Executive Sponsor, Rule of Law and CSR for LexisNexis UK & Ireland; Joshua Richman, Senior Editor, LawCareers.Net; and Leanne Targett-Parker, Chair, Bar Council Pro Bono Committee.

We produced a portfolio of online induction and training videos for law student clinic volunteers. The videos cover a range of issues, including: client confidentiality and GDPR, regulation and supervision, and working with vulnerable clients. We are very grateful to everyone who contributed.

In December, we published a ‘Law School Pro Bono and Clinics Report’, based on the findings of two surveys (one for law school staff and one for students) carried out by LawWorks in partnership with the Clinical Legal Education Organisations (CLEO). Building on the methodology of previous law school reports, the report included that of the 78 law schools that responded to the survey, all but one offered pro bono opportunities and 90% of respondents said the range of their pro bono work had increased.

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Litigants in Person Support Strategy

Funded by the Ministry of Justice, the Litigants in Person Support Strategy is a partnership with LawWorks, Law for Life, RCJ Advice, Support Through Court, Advocate and the Access to Justice Foundation. The partnership brings together different elements of support for individuals with a legal problem who may be, or are, going to a tribunal or court without legal representation – this includes online information and resources (including the AdviceNow website run by Law for Life); access to legal advice (provided by RCJ Advice and clinics supported by LawWorks), emotional support and assistance when in court or court settings (provided by Support Through Court volunteers) and representation (by volunteer barristers through Advocate).

A strength of the partnership is that it facilitates shared learning and coordination, and provides a distinctive voice on issues and initiatives supporting or relevant to litigants in person.

‘Secondary specialisation’

Our ‘secondary specialisation’ projects support the development of more ‘in-depth’ pro bono in areas of social welfare law. This currently includes welfare benefits representation (supporting volunteer solicitors to represent individuals at (1st tier) social security benefit appeals), an unpaid wages project, and ‘Voices for Families’, with the charity Together for Short Lives, supporting the parents and carers of children with life-limiting conditions. Our in-house solicitors, who are experienced experts in their field, provide or facilitate tailored training for participating volunteers, and ongoing support and supervision.

Following the lockdown in March, there was an initial reduction in cases being referred to the projects, particularly for our tribunal representation and unpaid wages projects. A contributing factor was our network or referral agencies having to close in-person services and adjust to remote working and support. In addition, for our tribunal representation project there was a pause in benefit decisions being made and a move to appeals being heard remotely.

We encourage feedback from members participating in the projects, including hosting discussion and feedback events.

Pro Bono Connect

Pro Bono Connect is a scheme which facilitates collaboration between solicitors and barristers working together pro bono on civil matters for individuals, charities and community groups who cannot afford legal advice or representation. Originally set up in 2015 by Jamie Goldsmith QC of One Essex Court Chambers, the successful scheme came under the governance of LawWorks in 2019 and a dedicated staff post to develop and support the project was in place from March 2020 (supported by an initial grant from the Access to Justice Foundation). An executive group supports the scheme and Advocate is a key partner.

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Digital platforms and projects

A significant development has been LawWorks’ investment and support for a number of online and digital projects, including the piloting during the year of the new Pro Bono Portal UK. The Portal helps connect lawyers with pro bono advice, casework, representation and potentially also a range of other legal and non-legal volunteering opportunities. Developed originally by Justice Connect (an Australian access to justice charity), the initial pilot was part of a project (working with PILnet) to introduce the award-winning platform in different international legal jurisdictions. LawWorks is ambitious for the scale and reach of the Portal, including organisations having direct access and use for their own pro bono requests and opportunities, with the vision that it will be available to all solicitors and other lawyers across England and Wales - a national ‘one-stop shop’ for accessing a range of pro bono opportunities.

During the year LawWorks also launched Free Legal Answers, a website which enables individuals on low incomes to access initial or one-off pro bono legal advice. Free Legal Answers is based on a service in the United States initially created by the law firm Baker, Donelson and subsequently supported by the American Bar Association. Deloitte Legal kindly provided project management and technical expertise to assist LawWorks in configuring and testing the website to fit the legal environment in England and Wales. The project is supported by a grant from the Ministry of Justice in partnership with the Access to Justice Foundation.

During the year LawWorks sought funding to support The Jeanie Project, an online tool (developed by a charity with the same name) which assists in the collecting of relevant information for legal problems, creating a brief for pro bono lawyers and others. LawWorks was fortunate to receive a six-month grant from the National Lottery, a dedicated staff post was recruited to in March 2021.

Going forward, LawWorks will explore how the different digital platforms and tools can be integrated, as well as being committed to sharing learning with others in the sector.

Barriers to pro bono and accessing justice

A key aim for LawWorks is to address barriers to pro bono engagement and to contribute a pro bono ‘policy voice’ to wider issues to enable access to justice. We recognise that pro bono does not work in a vacuum and nor should pro bono be seen as, or become, a substitute for legal aid nor the vital work of law centres and advice agencies.

Our policy work draws on the experience and expertise of pro bono clinics, our members, and partners. Working collaboratively, we aim through our policy work to:

- communicate both the value and contribution of pro bono and also its limits;
- address systemic issues that may result in the need for legal advice and representation and create barriers to access to justice;

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- develop an evidence base on unmet legal need, and best practice in pro bono, using the insights, learning and data from our programmes and projects.

LawWorks provides the Secretariat to the All Party Parliamentary Group (APPG) on Pro Bono and Public Legal Education.

LawWorks contributes to Government consultations and the work of parliamentary committees, including, during the year, submitting evidence to the Justice Select Committee on the future of legal aid. We also engaged, for example, with consultations on employment rights and reviews of judicial review and the Human Rights Act.

We engage with regulators, especially the Solicitors Regulation Authority (SRA) and the Legal Services Board (LSB), including on reform of solicitors training, and regulation and the implications for pro bono.

We published an annual Clinics Network report, highlighting the work and contribution of pro bono clinics, the support provided and any new or emerging issues. In December 2020 we published our report on pro bono at law schools highlighting that pro bono has now become a mainstream part of legal education.

Partnership working and collaboration is core to everything we do. For example, in response to the pandemic, we supported the establishment of a legal and advice sector roundtable bringing together a range of organisations from across the legal and advice sectors. Working with our partners in the Litigants in Person Support Strategy we supported a submission to the Government's Comprehensive Spending Review outlining the case for sustained investment in legal advice and support services.

We will continue to gather and publicise evidence about the legal advice and representation requirements of people in need - including the ongoing impacts of legal aid reforms - and advocate for positive change.

Pro Bono Week

We played an active role in the planning of Pro Bono Week (held in November), which is an opportunity to recognise, promote and celebrate pro bono. LawWorks hosted and contributed to a number of events (all held online), including an 'Ethics of Pro Bono' event with the University of Bristol.

Other activity

During the year, we contributed to conferences, seminars and forums on the themes of accessing justice and law reform, and met with representatives in the legal, advice and charity sectors.

Donated services and funding

During the year LawWorks continued to receive significant free 'in-kind' and other support from our members and others. This includes the hosting of training, meetings and events (prior to Covid-19), contributions to training delivery and writing information materials, and support with information technology and databases. We would like to thank the many LawWorks members who have so generously supported our work.

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We would also like to thank the thousands of individual solicitors, barristers, trainees and law students who contributed their free time, expertise and enthusiasm to local advice clinics, and who supported our projects and programmes.

We would also like to thank The Law Society of England and Wales for its ongoing generous funding and other support for our work. We are also grateful to the Ministry of Justice and our other funders and to those who gave donations to LawWorks. A full list of those who provided funding for LawWorks during the year is shown on page 28.

Trustees

The Trustees, who are the directors for company law purposes, retire by rotation and are eligible for reappointment; they are elected by its company members. The names of the Trustees serving in 2020 are as follows:

Simon Davis (until 20 October 2020)	Caroline Parks
Alasdair Douglas (Chairman)	Emma Rehal-Wilde
Jamie Goldsmith QC	Steve Johnson
David Greene (from 20 October 2020)	Paul Tennant
Robert Lay	Gemma Watts

Financial Review

The Charity set a positive budget for 2020 against expectations for successful fundraising. LawWorks was able to achieve a surplus to increase the reserves. Careful management of expenditure during the year has enabled the charity to achieve that target with a surplus of £61,745. A positive relationship with the Law Society and funding from the Ministry of Justice Litigants in Person Strategy provide a solid base of income for the charity, enabling it to move forward with implementing the organisational strategy.

Reserves policy

The policy of the Board is to maintain the General Fund at a minimum of 6 months of running costs. The equates to approximately £528,500. The Board believes that this level of reserves is a minimum needed to ensure that the Charity can run efficiently and meet the needs of the projects at a time of funding uncertainty. This level will give the Charity time to take action in the event of the loss of a major funder. At the year end the General Fund (unrestricted) stood at £619,232 which represents 7 months costs, based on the budget for 2021, which the Board believes is an appropriate level in line with this policy. Restricted funds of £53,919 are also held at year end.

Funding sources

The Charity is a membership organisation and received, approximately 20% (21% in 2019) of its income from membership subscriptions. Other sources of income include project grants and philanthropic donations. Grants for specific projects are recorded as restricted income for those projects and the Board of Trustees is responsible for ensuring grants are spent for the purpose for which they are given.

Fundraising from the public

LawWorks carries out fundraising from the public, both directly and indirectly through other groups, including students taking part in the Law School Challenge, the London

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Legal Walk (organised by the London Legal Support Trust) and other regional walks, and our annual carol concert held jointly with Advocate. We do not currently work with any commercial participants.

We demonstrate our commitment to good fundraising practice by being registered as a small fundraising charity with the Fundraising Regulator and conform to recognised standards regarding fundraising complaints and the protection of the public. The relatively small scale of the appeals for donations means that they are closely monitored and tailored to the individuals. LawWorks received no complaints in the year.

Investment policy and performance

Having regard to the liquidity requirements of the Charity, the Board's policy is to invest surplus funds in bank accounts in order to obtain a rate of interest that matches or exceeds the rate of inflation as measured by the retail prices index. This represents a low-risk investment policy and the Board believes that an adequate return has been achieved in the year.

Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Policies).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. 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 operation.

The Trustees are responsible for keeping adequate 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 detection and prevention of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and

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- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Auditors

Haysmacintyre LLP have indicated their willingness to continue in office and offer themselves for re-appointment as such, under Section 485 of the Companies Act 2006.

Preparation of the report

This report of the Board of Trustees has been prepared taking advantage of the small companies exemption of section 415A of the Companies Act 2006.

This report was approved and authorised for issue by the Trustees on 28th September 2021 and signed on their behalf by:



.....
Alasdair Douglas
Chair of Trustees

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF SOLICITORS PRO BONO GROUP ("LAWWORKS")

Opinion

We have audited the financial statements of Solicitors Pro Bono Group for the year ended 31 December 2020 which comprise the Trustees' Report, Statement of Financial Activities, Balance Sheet, Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material

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misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on pages 16 and 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of

assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or

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error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to compliance with the regulatory requirements of the Charity Commission, employment law and health and safety regulations, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006, the Charities Act 2011, and payroll taxes.

We evaluated management’s incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to recognition . Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management’s controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council’s website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor’s report.

Use of our report

This report is made solely to the charitable company’s members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company’s members those matters we are required to state to them in an Auditor’s report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company’s members, as a body, for our audit work, for this report, or for the opinions we have formed.



Lee Stokes
(Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
Date: 28 September 2021

10 Queen Street Place
London
EC4R 1AG

SOLICITORS PRO BONO GROUP (KNOWN AS “LAWWORKS”)
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STATEMENT OF FINANCIAL ACTIVITIES
(Incorporating Income and Expenditure Account)
For the year ended 31 December 2020

	Notes	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
INCOME FROM					
Donations	2	36,837	-	36,837	43,354
Investments		246	-	246	4,093
Charitable activities	3	641,407	367,466	1,008,873	957,527
TOTAL INCOME		678,490	367,466	1,045,956	1,004,974
EXPENDITURE ON					
Raising funds		41,154	-	41,154	63,344
Charitable activities:					
Supporting and promoting pro bono		335,499	49,902	385,401	401,591
Enabling access to justice through pro bono		201,570	270,927	472,497	421,508
Supporting not-for-profit organisations		43,534	41,625	85,159	102,462
TOTAL EXPENDITURE	4	621,757	362,454	984,211	988,905
NET INCOME/NET MOVEMENT IN FUNDS		56,733	5,012	61,745	16,069
Reconciliation of funds:					
TOTAL FUNDS BROUGHT FORWARD		562,499	48,907	611,406	595,337
TOTAL FUNDS CARRIED FORWARD		619,232	53,919	673,151	611,406

The Charity has no recognised gains or losses in the year other than that shown above. All the above results were derived from continuing activities. Details of comparative figures by fund are disclosed in note 1 to the financial statements.

The notes and information on pages 24 to 34 form part of these financial statements.

SOLICITORS PRO BONO GROUP (KNOWN AS "LAWWORKS")
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BALANCE SHEET
As at 31 December 2020

	Notes	£	2020 £	£	2019 £
FIXED ASSETS					
Tangible assets	8		5,598		4,331
CURRENT ASSETS					
Debtors	9	82,671		139,028	
Cash at bank and in hand		823,276		735,979	
		905,947		875,007	
CREDITORS: amounts falling due within one year	10	(238,394)		(267,932)	
NET CURRENT ASSETS			667,553		607,075
NET ASSETS/TOTAL ASSETS LESS CURRENT LIABILITIES			673,151		611,406
FUNDS					
Restricted funds	11		53,919		48,907
General fund (unrestricted)	11		619,232		562,499
	12		673,151		611,406

These financial statements were approved and signed on behalf of the Trustees on 28th September 2021



Alasdair Douglas, Chair of Trustees

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STATEMENT OF CASH FLOWS

For the year ended 31 December 2020

	Notes	2020 £	2019 £
CASH FLOWS FROM OPERATING ACTIVITIES			
Net cash provided by operating activities	A	<u>91,069</u>	<u>149,182</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of fixed assets		(4,018)	(619)
Interest		246	4,093
Net cash (used in) investing activities		<u>(3,772)</u>	<u>3,474</u>
Increase in cash and cash equivalents in the year		87,297	152,656
Cash and cash equivalents at the beginning of the year		<u>735,979</u>	<u>583,323</u>
Total cash and cash equivalents at the end of the year		<u>823,276</u>	<u>735,979</u>

A) RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

Net income for the year (as per the Statement of Financial Activities)	61,745	16,069
Depreciation charge	2,751	2,537
Interest	(246)	(4,093)
(Increase)/decrease in debtors	56,357	77,614
Increase/(decrease) in creditors	(29,538)	57,055
Net cash provided by operating activities	<u>91,069</u>	<u>149,182</u>

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NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

1. ACCOUNTING POLICIES

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows.

Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Companies Act 2006, the Statement of Recommended Practice for Charities (SORP 2015) (Second Edition, effective 1 January 2019) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

Solicitors Pro Bono Group (LawWorks) is a company limited by guarantee. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the Charity. The Charity meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

Preparation of the accounts on a going concern basis

The income of Charity improved during the year resulting in a surplus and an improved net current asset position equivalent to 6 months of expenditure. The increase in quantity and diversity of income reflects a positive policy of the Trustees and is therefore expected to continue. The Trustees therefore believe that the Charity is a going concern based on forecasts of future income and the level of reserves, taking into account the potential effects of Covid-19 and the risks inherent in the current income sources.

Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Charity for particular purposes. The aim and use of each restricted fund is set out in the notes to the financial statements.

Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the items have been met, it is probable that the income will be received and the amount can be measured reliably.

Income received in advance of the relevant specified service provision is deferred until the criteria for income recognition are met. If the funded service is provided continually the grant is considered to accrue evenly over the period of specified support.

Grants and donations

Grants and donations received are recognised in the Statement of Financial Activities when the Charity is entitled to them as specified in the general income policy and in accordance with the terms attached to the grant or donation.

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**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020**

1. ACCOUNTING POLICIES (Continued)

Donated services and facilities

Donated professional services and donated facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market. A corresponding amount is then recognised in the expenditure in the period of receipt.

In accordance with the Charities SORP FRS 102 the general volunteer time given to the Charity is not recognised.

The volunteers and individual members of the Charity benefit from events organised by the Charity in partnership with legal firms. The cost to these firms of providing these events is not treated as a donation to the Charity.

The extent of volunteering support in the Charity is acknowledged in the Annual Report.

Membership subscriptions

Income from membership subscriptions is recognised on an accrual's basis, income received in advance is deferred (see Note 10).

Expenditure

All expenditure is accounted for on an accruals basis and has been included under expense categories that aggregate all costs for allocation to activities.

Allocation of support costs

Support costs, which cannot be directly attributed to particular activities, have been apportioned proportionately to the direct staff costs allocated to the activities.

Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised. Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Office furniture & equipment: 4 years

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Pensions

The Charity makes payments to staff members' personal pension and defined contribution arrangements. Payments made fulfil in total the Charity's obligations for such payments and are recorded as an expense in the period they are payable.

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NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

1. ACCOUNTING POLICIES (Continued)

Critical accounting judgements and key sources of estimation uncertainty

In the application of the accounting policies, trustees are required to make judgement, estimates, and assumptions about the carrying value of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affected current and future periods.

In the view of the trustees, there are no areas of critical accounting judgement or estimation uncertainty used in preparing the financial statements.

Financial instruments

Basic financial instruments are initially recognised at transaction value and subsequently measured at amortised with the exception of investments which are held at fair value. Financial assets held amortised cost comprise cash at bank and in hand, together with trade and other debtors. A specific provision is made for debts for which recoverability is in doubt. Cash at bank and in hand is defined as all cash held in instant access bank accounts and used as working capital. Financial liabilities held at amortised cost comprise all creditors except social security and other taxes and provisions.

STATEMENT OF FINANCIAL ACTIVITIES COMPARATIVES DETAIL
(Incorporating Income and Expenditure Account)

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
INCOME FROM			
Donations	43,354	-	43,354
Investments	4,093	-	4,093
Charitable activities	656,763	300,764	957,527
TOTAL INCOME	704,210	300,764	1,004,974
EXPENDITURE ON			
Raising funds	63,344	-	63,344
Charitable activities:			
Supporting and promoting pro bono	379,091	22,500	401,591
Enabling access to justice through pro bono	212,569	208,939	421,508
Supporting not-for-profit organisations	47,937	54,525	102,462
TOTAL EXPENDITURE	702,941	285,964	988,905
NET INCOME	1,269	14,800	16,069
TOTAL FUNDS BROUGHT FORWARD	561,230	34,107	595,337
TOTAL FUNDS CARRIED FORWARD	562,499	48,907	611,406

SOLICITORS PRO BONO GROUP (KNOWN AS “LAWWORKS”)
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NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

2. DONATIONS

	Unrestricted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	<i>Total Funds 2019 £</i>
The London Legal Support Trust – Legal Walk	4,223	-	4,223	5,117
Law School Challenge	7,022	-	7,022	10,250
London Marathon	-	-	-	4,179
Christmas Carol Concert	6,889	-	6,889	13,850
Other events and donations	18,703	-	18,703	9,958
	<u>36,837</u>	<u>-</u>	<u>36,837</u>	<u>43,354</u>

Comparative information – all income shown in 2019 above related to unrestricted funds.

SOLICITORS PRO BONO GROUP (KNOWN AS “LAWWORKS”)
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NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

3. INCOME FROM CHARITABLE ACTIVITIES - 2020

	Unrestr cted Funds 2020 £	Restricted Funds 2020 £	Total Funds 2020 £	Total Funds 2019 £
Ministry of Justice	236,880	-	236,880	236,880
Law Society	190,000	-	190,000	190,000
Legal Education Foundation	-	-	-	1,813
Together for Short Lives	-	30,000	30,000	30,000
The National Lottery Community Fund	-	26,810	26,810	85,787
National Lottery - Covid emergency fund	-	34,837	34,837	-
Tudor Trust	-	30,000	30,000	40,000
Ministry of Justice / The Access to Justice Foundation	-	22,302	22,302	22,500
City Bridge Trust	-	41,625	41,625	54,525
City Bridge Trust - Free Legal Answers	-	17,600	17,600	-
Therium Access	-	54,114	54,114	34,114
Trust for London	-	42,000	42,000	13,000
Membership subscriptions	214,127	-	214,127	215,859
LexisNexis – Sponsorship	-	-	-	12,000
Conference fees	-	-	-	2,024
Schroder Charity Trust	-	2,500	2,500	4,000
Evan Cornish Foundation	-	1,875	1,875	5,625
The London Legal Support Trust	-	-	-	4,000
Charlotte Bonham-Carter Charitable Trust	-	-	-	2,000
Edgar E Lawley Foundation	-	-	-	1,500
Essex Interns	-	-	-	4,400
MJ Hindley Charitable Trust	-	-	-	500
Access to Justice - Pro Bono Connect	-	15,000	15,000	-
Farrer's Charitable Trust	-	5,000	5,000	-
Goldsmiths' Company Charity	-	3,000	3,000	-
Simmons and Simmons	-	2,500	2,500	-
London Legal Support Trust	-	1,000	1,000	-
Heart of England Community Fund	-	10,000	10,000	-
Bloomberg	-	5,000	5,000	-
London Community Trust	-	6,803	6,803	-
A&O Foundation	400	-	400	-
The Edward Cadbury Charitable Trust	-	5,000	5,000	-
Prism the Gift Fund	-	5,000	5,000	-
EL Rathbone Charitable Trust	-	2,000	2,000	-
29th May 1961 Charitable Trust	-	2,500	2,500	-
Gowling WLG (UK) Charitable Trust	-	1,000	1,000	-
	641,407	367,466	1,008,873	957,527

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INCOME FROM CHARITABLE ACTIVITIES - 2019

	Unrestricted Funds 2019 £	Restricted Funds 2019 £	Total Funds 2019 £
Ministry of Justice	236,880	-	236,880
Law Society	190,000	-	190,000
Legal Education Foundation	-	1,813	1,813
Together for Short Lives	-	30,000	30,000
The National Lottery			
Community Fund	-	85,787	85,787
Tudor Trust	-	40,000	40,000
Assess to Justice Foundation	-	22,500	22,500
City Bridge Trust	-	54,525	54,525
Therium Access	-	31,114	31,114
Trust for London	-	13,000	13,000
Membership subscriptions	215,859	-	215,859
LexisNexis – Sponsorship	12,000	-	12,000
Conference fees	2,024	-	2,024
Schroder Charitable Trust	-	4,000	4,000
Evan Cornish Foundation	-	5,625	5,625
The London Legal Support Trust	-	4,000	4,000
Charlotte Bonham-Carter Charitable Trust	-	2,000	2,000
Edgar E Lawley Foundation	-	1,500	1,500
Essex Interns	-	4,400	4,400
MJ Hindley Charitable Trust	-	500	500
	<u>656,763</u>	<u>300,764</u>	<u>957,527</u>

4. ANALYSIS EXPENDITURE BY TYPE - 2020

	Staff costs £	Direct costs £	Support costs £	Total 2020 £
Raising funds				
Fundraising costs	19,013	17,209	4,932	41,154
Charitable activities				
Supporting and promoting pro bono	270,327	44,947	70,127	385,401
Enabling access to justice through pro bono	355,982	24,167	92,348	472,497
Supporting not-for-profit organisations	67,618	-	17,541	85,159
	<u>712,940</u>	<u>86,323</u>	<u>184,948</u>	<u>984,211</u>

Support costs are apportioned to the various activities of the Charity on the basis of direct staff costs.

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Included in the above costs are governance costs of £46,566 (2019: £54,020) which comprise audit fees of £9,950 (2019: £9,910), staff costs of £30,997 (2019: £33,444) and other allocated support costs of £5,619 (2019: £10,666).

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2020

	Staff costs	Direct costs	Support costs	Total 2019
2019	£	£	£	£
Fundraising costs	36,964	14,592	11,788	63,344
Charitable activities				
Supporting and promoting pro bono	267,646	48,589	85,356	401,591
Enabling access to justice through pro bono	293,227	34,766	93,515	421,508
Supporting not-for-profit organisations	77,535	200	24,727	102,462
	675,372	98,147	215,386	988,905

5. SUPPORT COSTS	2020	2019
	£	£
Premises costs (recharged by NPBC)	56,028	119,000
Finance and administrative support (recharged by NPBC)	-	30,000
Insurance	11,079	11,777
Communications	14,203	9,472
Professional fees	40,689	14,065
Office costs	20,193	4,859
Depreciation	2,751	2,537
Bank charges	344	374
IT costs including website	39,661	23,302
	184,948	215,386

6. NET INCOME FOR THE YEAR	2020	2019
	£	£
This is stated after charging:		
Depreciation	2,751	2,537
Fees payable to auditors for audit:		
- current year	9,950	9,350
- previous year	-	560

During the year no Trustee received any remuneration (2019 - £Nil). No expenses were reimbursed to Trustees in the year (2019 - £96 to one Trustee) in respect of travel expenses.

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NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

7. STAFF COSTS AND NUMBERS	2020	2019
	£	£
Salaries	616,110	569,190
Social security costs	42,560	51,861
Defined contribution pension scheme costs	28,750	34,096
Redundancy payment	-	7,519
Other benefits costs	20,392	7,078
Recruitment costs	5,128	5,628
	712,940	675,372

STAFF NUMBERS	2020	2019
Chief Executive	1.0	1.0
Projects	20.0	17.0
Administration & Support	2.0	2.0
	23.0	20.0

One post in the charity was paid in the band £70,000 to £80,000 (2019: one post £70,000 to £80,000).

The key management posts in the charity are the Chief Executive and the two department heads responsible for Projects, Policy and Business Development. The combined salaries and benefits for these three roles totals £198,022 (2019: £192,637).

8. TANGIBLE FIXED ASSETS - OFFICE FURNITURE AND EQUIPMENT

	£
Cost	
At start of year	30,161
Additions	4,018
At end of year	34,179
Depreciation	
At start of year	25,830
Charge for the year	2,751
At end of year	28,581
Net book value	
At 31 December 2020	5,598
At 31 December 2019	4,331

9. DEBTORS	2020	2019
	£	£
Due within one year		
Trade debtors	-	10,836
Grants receivable	66,000	62,500
Other debtors	11,262	22,999
National Pro Bono Centre	-	918
Prepayments	5,409	41,775

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82,671	139,028
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NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020

10. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	2020	2019
	£	£
Trade creditors	9,322	10,454
Social security and other taxes	29,276	34,748
Accruals	23,946	9,350
Deferred income grants	63,787	98,100
Deferred income subscriptions	110,911	115,280
Other Creditors	1,152	-
	238,394	267,932

11. STATEMENT OF FUNDS	Brought Forward	Income	Expenditure	Transfers	Carried Forward
	£	£	£	£	£
RESTRICTED FUNDS					
LawWorks Clinics	-	81,375	(66,375)	-	15,000
Tribunal representation	-	54,114	(54,114)	-	-
Free Legal Answers	-	44,902	(44,902)	-	-
LawWorks Cymru	48,519	26,810	(75,329)	-	-
Not for Profit Service	-	41,625	(41,625)	-	-
Medical expenses	388	-	(388)	-	-
Voices for Families Project	-	36,803	(32,721)	-	4,082
Unpaid Wages Project	-	42,000	(42,000)	-	-
The Jeanie Project	-	34,837	-	-	34,837
Pro Bono Connect	-	5,000	(5,000)	-	-
	48,907	367,466	(362,454)	-	53,919
2019					
LawWorks Clinics	-	106,838	(106,838)	-	-
Tribunal representation	-	31,114	(31,114)	-	-
Free Legal Answers	-	22,500	(22,500)	-	-
LawWorks Cymru	33,489	85,787	(70,757)	-	48,519
Not for Profit Service	-	54,525	(54,525)	-	-
Medical expenses	618	-	(230)	-	388
	34,107	300,764	(285,964)	-	48,907

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**NOTES TO THE FINANCIAL STATEMENTS
For the year ended 31 December 2020**

Details of restricted income in 2020:

A list of the restricted grants received in the year is shown in note 3 above. All these grants related to the charitable activities of the Charity

The Charity received funds from the Together For Short Lives Charity as restricted quarterly grant funding, with effect from April 2013, contributing towards the costs of legal advice and casework services provided to Together For Short Lives' beneficiaries. The London Community Trust also provided grant support for the project. Restricted quarterly grant funding from The National Lottery Community Fund (formerly the Big Lottery Fund), from January 2017 until January 2020, contributed towards the cost of the LawWorks Cymru project. There are two staff based in Wales providing a LawWorks service specific to Wales. A new five-year grant to continue this project started in summer 2020.

The Tudor Trust grant of £80,000, over two years from October 2018, supports the work with clinics. The Trust for London agreed a two-year grant of £84,000 per year from November 2019 to support the unpaid wages clinic project. The City Bridge Trust awarded a grant of £162,700 over three years to support the Not-For-Profit programme starting in the last quarter of 2017. In 2019 Therium Access awarded LawWorks a grant of £164,048 spread over three years to support representation at tribunals by pro bono lawyers. The Access to Justice Foundation, Farrer & Co Charitable Trust and Simmons and Simmons Charitable Trust provided grant support for Pro Bono Connect, a scheme which facilitates solicitors and barristers to work together on pro bono matters.

A partnership between the Access to Justice Foundation and the Ministry of Justice provided a two-year grant, commencing in July 2020, for Free Legal Answers, a website enabling individuals to access pro bono advice. Bloomberg and the City Bridge Trust (through the London Community Response Fund) also provided grants for Free Legal Answers during the year.

The National Lottery's Covid Emergency Fund provided a grant for the development of The Jeanie Project, an online platform designed to collect ('triage') information on an individual's legal problem. In agreement with the National lottery, the start of the project was deferred until March 2021.

The Evan Cornish Foundation, the Schroder Charity Trust, the Goldsmiths' Company Charity, Gowling WLG, the 29th May 1961 Charitable Trust, the Elizabeth Rathbone Charitable Trust, the Edward Cadbury Charitable Trust, the London Legal Support Trust and the Heart of England Community Fund, all provided grants to support the work with clinics. The Medical Expenses Fund receives contributions from legal firms to cover expenses incurred by volunteer lawyers in obtaining medical reports or similar necessary information.

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For the year ended 31 December 2020

11. STATEMENT OF FUNDS (CONTINUED)

	Brought Forward £	Income £	Expenditure £	Transfers £	Carried Forward £
SUMMARY OF FUNDS					
General funds	562,499	678,490	(621,757)	-	619,232
Restricted funds	48,907	367,466	(362,454)	-	53,919
	<u>611,406</u>	<u>1,045,956</u>	<u>(984,211)</u>	<u>-</u>	<u>673,151</u>
2019					
General funds	561,230	704,210	(702,941)	-	562,499
Restricted funds	34,107	300,764	(285,964)	-	48,907
	<u>595,337</u>	<u>1,004,974</u>	<u>(988,905)</u>	<u>-</u>	<u>611,406</u>

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	General Fund £	Restricted Funds £	Total Funds £
2020			
Tangible fixed assets	5,598	-	5,598
Net current assets	<u>619,634</u>	<u>53,919</u>	<u>667,553</u>
	<u>619,232</u>	<u>53,919</u>	<u>673,151</u>
2019			
Tangible fixed assets	4,331	-	4,331
Net current assets	<u>558,168</u>	<u>48,907</u>	<u>607,075</u>
	<u>562,499</u>	<u>48,907</u>	<u>611,406</u>

13. COMMITMENTS

LawWorks and the Bar Pro Bono Unit had an ongoing agreement to share the costs of The National Pro Bono Centre - a charity set up to house both the organisations. The lease for the premises ended in May 2020 and was not renewed. LawWorks haven't entered into any new lease agreement. One of the Charity's Trustees is also a Trustee of the National Pro Bono Centre. Details of premises costs and finance and administrative support payable to the Centre are given in Note 5 and details of the balance due from the Centre in Note 9.

14. RELATED PARTY TRANSACTIONS

There were no related party transactions in either the current or previous year.