



**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](http://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 advise 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.

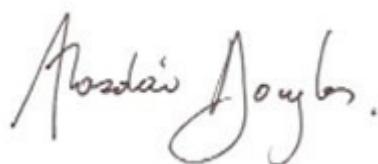
## Auditors

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](http://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

	Note	Unrestricted		Restricted		Total Funds 2023 £		
		Funds	Funds	Total Funds	Total Funds			
		2024	2024	2024	2023			
<b>Income</b>								
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			
<b>Total income</b>		<b>532,050</b>	<b>497,810</b>	<b>1,029,860</b>	<b>1,008,910</b>			
<b>Expenditure</b>								
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			
<b>Total expenditure</b>	5	<b>400,171</b>	<b>444,535</b>	<b>844,706</b>	<b>1,076,368</b>			
<b>Net movement in funds</b>		<b>131,879</b>	<b>53,275</b>	<b>185,154</b>	<b>(67,458)</b>			
<b>Total funds brought forward</b>		<b>647,290</b>	<b>86,441</b>	<b>733,731</b>	<b>801,189</b>			
<b>Total funds carried forward</b>		<b>779,169</b>	<b>139,716</b>	<b>918,885</b>	<b>733,731</b>			

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.

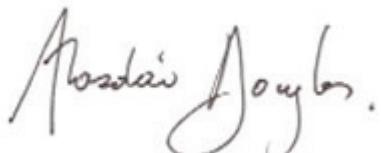
The notes and information on pages 32 to 42 form part of these financial statements

# BALANCE SHEET

As at 31 December 2024

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

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
		£	£
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	A	181,487	(83,991)
<b>Cash flow from investing activities</b>			
Purchase of fixed assets		(1,595)	-
Interest		8,038	3,819
Net cash provided by investing activities		6,443	3,819
<b>Increase/ (Decrease) in cash and cash equivalents in the year</b>			
		187,930	(80,172)
Cash and cash equivalents at the beginning of the year		895,401	975,573
<b>Total cash and cash equivalents at the end of the year</b>			
		1,083,331	895,401
<b>A) RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES</b>			
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)
<b>Net cash provided by operating activities</b>		<b>181,487</b>	<b>(83,991)</b>

# 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	Restricted Funds	Total Funds
	2023	2023	2023
	£	£	£
<b>Income</b>			
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
<b>Total income</b>	<b>607,298</b>	<b>401,612</b>	<b>1,008,910</b>
<b>Expenditure</b>			
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
<b>Total expenditure</b>	<b>691,740</b>	<b>384,628</b>	<b>1,076,368</b>
<b>Net income/ net movement in funds</b>	<b>(84,442)</b>	<b>16,984</b>	<b>(67,458)</b>
<b>Total funds brought forward</b>	<b>731,732</b>	<b>69,457</b>	<b>801,189</b>
<b>Total funds carried forward</b>	<b>647,290</b>	<b>86,441</b>	<b>733,731</b>

## 2. DONATIONS AND LEGACIES

DONATIONS AND LEGACIES	Unrestricted		Restricted		Total Funds 2023	
	Funds		Funds			
	2024	2024	2024	2024		
	£	£	£	£	£	
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 2022	
	Funds		Funds			
	2023	2023	2023	2023		
	£	£	£	£	£	
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 2023	
	Funds		Funds			
	2024	2024	2024	2024		
	£	£	£	£	£	
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
<b>TOTAL</b>	<b>377,809</b>	<b>497,810</b>	<b>875,619</b>	<b>792,749</b>

## 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 £
<b>Raising funds</b>				
Fundraising costs	77,520	4,470	22,942	104,932
<b>Charitable activities</b>				
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
	<b>559,495</b>	<b>119,628</b>	<b>165,583</b>	<b>844,706</b>

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 £
<b>Raising funds</b>				
Fundraising costs	88,088	44,361	33,293	165,742
<b>Charitable activities</b>				
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
	<b>667,303</b>	<b>156,854</b>	<b>252,211</b>	<b>1,076,368</b>

## 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
	<b>165,583</b>	<b>252,211</b>

## 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
	<hr/> <u>559,495</u>	<hr/> <u>667,303</u>

### STAFF NUMBERS

	2024	2023
Chief Executive	1	1
Projects	14	17
Administration & Support	-	1
	<hr/> <u>15</u>	<hr/> <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
<b>Depreciation</b>	
At the start of year	11,194
Charge for the year	3,360
Disposals	(2,968)
At end of year	11,586
<b>Net book value</b>	
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
	£	£	£	£	£
<b>RESTRICTED FUNDS</b>					
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
<b>2023</b>					
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
	£	£	£	£	£
<b>SUMMARY OF FUNDS</b>					
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
<b>2023</b>					
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
<b>2024</b>			
Tangible fixed assets	2,672	-	2,672
Net current assets	776,497	139,716	916,213
	<b>779,169</b>	<b>139,716</b>	<b>918,885</b>
<b>2023</b>			
Tangible fixed assets	4,437	-	4,437
Net current assets	642,853	86,441	729,294
	<b>647,290</b>	<b>86,441</b>	<b>733,731</b>

## 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)



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