



Free Representation Unit Annual Report to 31 March 2010

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We are most grateful to Northpoint Printing Limited for their generous sponsorship of the costs of this annual report.

The case studies on pages 3 to 10 show a few of our volunteer representatives ('reps') and tell the stories of some of the cases which they have handled. In those stories, the client names used are fictitious but do together give an indication of the gender and ethnic origin of our clients.

Who we are

The Free Representation Unit was set up to:

- provide legal advice, negotiation and representation before tribunals in the United Kingdom to those who could not obtain it by reason of lack of means and legal aid and
- thereby educate and train students of law, pupil barristers, trainee solicitors and newly qualified lawyers.

We believe that we are the largest single provider of free advocacy in the United Kingdom. We represent individuals in the fields of Employment, Social Security and Criminal Injuries Compensation, mainly in the Greater London area, although we have opened a branch in Nottingham.

Because ours is essentially an advocacy service, we take on cases referred to us by some 176 referral agencies, comprising 82 Citizens' Advice Bureaux, 21 Law Centres, 19 firms of solicitors and 54 other organisations, mainly charitable and also including the Equality and Human Rights Commission. We greatly value our relationships with them.

Our service is provided by volunteers. Some 519 volunteers took cases during the year. Most are on an LLB course, the Law Conversion Course (GDL), the Bar Professional Training Course (formerly the BVC) or the LPC or have recently finished one of these. Some are in pupillage or serving training contracts and a few are fully qualified. As well as providing a much needed service, FRU representatives acquire invaluable practice and experience as advocates.

**To Arjun Ahluwalia,
FRU Representative and Treasurer:**

"Thank you so much for all your time and help, we really appreciated it...we are just so happy that we can now put those awful appeal papers away and concentrate on looking after our son"

Our volunteers are a varied group, from undergraduates to those in a mid-life change of career, with 24% of black or minority ethnicity. The stories in this report show a few of them.

Public benefit

We are clear that our service benefits all concerned:–

- The clients, none of whom can afford a lawyer, benefit financially when they win their cases.
- All clients benefit from an improvement in their access to justice: tribunal judges tell us that clients' cases are invariably improved by being presented by a FRU volunteer.
- Respondents have the advantage of a more professional approach to the representation of the claimant.
- Tribunal judges are assisted by having our clients' cases put in a form that they can readily understand.
- Volunteers receive training and acquire experience that is focused, concentrated and relevant.
- The reputation of the justice system is enhanced as a result.

**From a client who donated twice to FRU
despite having little income:**

"Please find enclosed another little contribution to say thank you for all your help"

Stories from volunteers and letters from clients

Stories of cases taken by our volunteers have been woven into this report. The names of clients and respondents, other than the DWP, have been changed but the names used do together indicate the gender and ethnic origin of our actual clients.

Chair's Report

I was delighted to be elected as Chair of FRU at our Annual General Meeting in March. I took office very much aware that I was doing so at a pivotal moment in FRU's history. As you will see from reading this Annual Report, FRU has had another successful year. We have once again represented clients in over 1,000 cases, making our contribution to access to justice a significant one. However, the year has not been without its problems: the Chief Executive reports a deficit for the year to 31st March 2010 of some £17,665, and at the time of writing the forecast deficit during my term of office.

My greatest concern has therefore been finance. We have looked closely at how we are perceived across the legal profession, and how we can identify and develop new sources of income. In particular, we are looking to increase our income from regular individual donations. My first priority is to eliminate entirely the forecast deficit during my term of office.

Our long-term fundraising goals, however, must be more ambitious than this. In 2008 we changed the way in which our new volunteers were assessed, which has resulted in an increase in the number of volunteers taking on cases. As a result, we now handle almost twice as many cases per year. This is a positive step for FRU, but it has placed inevitable pressure on our infrastructure. At busy times, our resources are stretched quite thin. To maintain our current volume of work in the long term we need to expand both our staffing levels and our office space. Over the next year I hope to raise the funds to begin to do this.

We are also continuing to look seriously at the possibility of national expansion. Our pilot project in Nottingham continues; it has taught us much about how to go about creating new centres in England and Wales. The greatest difficulty will be in arranging supervision of volunteers. Two other possible centres, one in Birmingham and one in Manchester, are currently under discussion. We hope to work closely with local legal communities to establish new centres which will stand the test of time and make a real contribution to access to justice.

As a legal charity specialising in representation, we are dependent on the many law centres, Citizens' Advice Bureaux and solicitors who refer cases to us. We are grateful for their continued support, and we are aware of the difficult financial situation which many of our partner referral agencies are currently facing, compounded by the uncertainties surrounding Legal Services Commission funding. These difficulties will inevitably have an effect on the pro bono services which we offer. In particular, we note with regret that Powell Spencer & Partners recently announced the closure of their welfare benefits department. In the year to 30th June 2010, just before the announcement, they referred some 92 cases to us,

over ten per cent of the total number of social security cases referred. They were a much-valued partner and their work will be sorely missed.

The FRU office continues to be a supportive, welcoming and at times entertaining place to work. It is always a pleasure to see the amount of time and effort which our volunteers gladly commit to their cases and I hope that, along with getting a head-start in their legal career, the FRU experience instils in them a lifetime of commitment to pro bono work. We also greatly appreciate the work done by the many barristers who assist us, by providing either advice or representation.

I wish also to pay tribute to the excellent work done by our staff. Our legal officers continue to provide the high quality supervision and training essential for maintaining the standard of representation offered by our volunteers. Our administrative staff form the backbone of the office; without them FRU would surely not last a week. The experience and leadership of our Chief Executive, Clive Tulloch, remain as invaluable as ever.

The Management Committee have proved themselves to be proactive and engaged from the outset. Their willingness to take on new projects and tasks has allowed us to cover a lot of territory in the past six months, and their creative approach to dealing with problems has ensured that our discussions have always been productive.

Finally, we are grateful to all of our funders, without whom FRU would not exist. In particular, I wish to extend my warm gratitude to the Bar Council, the Inns of Court and Linklaters LLP, who together contributed more than half of our total voluntary income in 2009-10. The next year will be a challenging one for FRU, but I am confident that we will emerge from it stronger than ever.



Andrew Watson

Chair

20 December 2010



Chief Executive's Report

This year we have again helped over 1,000 clients. Indeed, at one point in the year we had taken over 1,200 cases in the previous 12 months. In the process we have provided training and experience to over 500 volunteers.

Clients

We helped some 1,168 clients during the year.

	Year to 31st March 2010		Year to 31st March 2009	
	Cases taken	% of cases referred	Cases taken	% of cases referred
Employment	622	61	492	56
Social Security	539	71	510	73
Criminal Injuries Compensation	7	54	9	53
Total Cases	1,168	65	1,011	63

As always, the sadness is that we could not represent all the clients whose cases were referred to us. In particular, cases lasting three days or more are difficult for our volunteers – as indeed they are for all voluntary organisations. Most of these longer cases involve claims of discrimination, and proving that claim often requires gathering, and laying before the tribunal, quantities of evidence.

We remain concerned that changes to legal aid will reduce the assistance that our referral agencies can offer their clients; this in turn will reduce the numbers of people we are able to help.

It is to be hoped that the Government's review of legal aid will not disenfranchise swathes of the less well-off in our society.

Our work in the Administrative Appeals Chamber of the Upper Tribunal and in the Employment Appeal Tribunal continues. Both have mechanisms for referring litigants in person to us and we have dealt with a number of the more complex cases before them.

We have long enjoyed a close relationship with the Employment Lawyers Association. We refer cases to them when it appears likely that one of their members, or a firm in which one of their members works, would be better placed than we are to take a case. In the year we referred some 15 such cases to them.

Volunteers

Some 519 individuals took cases during the year, an average of 2.3 cases per volunteer in the year. Some of our volunteers take many more cases during their time with FRU. Our current management committee took an average of 6.3 cases each during the year to 30th June 2010.

We should not forget that many of our volunteers have worked beyond the call of duty and faced personal challenge that they often had not expected or met before. Since we do not need to keep time sheets, we do not have reliable records of how much time our volunteers take. It would not be unreasonable to assume that they spend an average of 3 days per case. At 7½ hours per day – and it is probably more in practice – that would amount to some 26,000 hours.



Asma Nizami

Asma read Law at Wadham College, Oxford and attained an LLM in Public Law and Human Rights from UCL. She is re-entering life as a FRU rep after having served us as the Assistant Legal Officer. Outside FRU, Asma likes world cuisine, cupcakes, jewellery design, craft and reading fiction.

I represented Maria, a young beauty therapist, in the Employment Tribunal. Maria claimed sex discrimination and unfair dismissal. In January 2009, Maria discovered that she was pregnant and upon finding out Mrs Desi, the owner of the beauty salon and her employer, took her to one side and offered her money for a termination. Maria decided that she wanted to continue with the pregnancy. Subsequently, Mrs Desi made it clear that Maria would have to choose between her job and her baby. Over the course of the next five months, Maria's hours were cut because Mrs Desi was concerned that Maria would be "ill all the time" and training courses were offered and subsequently withdrawn as there was "no point in investing" in her. After enduring months of uncertainty about her job she was ultimately dismissed. At a vulnerable time, Maria was left unemployed, unhappy and anxious about her prospects.

At the hearing Mrs Desi and two of Maria's former colleagues (who were still employed at the salon) appeared as witnesses. They all vehemently denied that a termination had been offered to Maria and denied that they had found out about the pregnancy as early as January 2009. Parts of their evidence contained almost exactly the same words and they all insisted that none of Maria's complaints had any connection with her pregnancy.

During cross-examination, I suggested that there had been collusion between the salon's witnesses and cast doubt on both their credibility and the quality of their evidence. The tribunal decided that it preferred the evidence of the Claimant and Maria succeeded in her claims. Maria was overjoyed at the outcome and felt that she had finally been given justice.

Chief Executive's Report continued

In recent years, Attorneys General have been a source of huge encouragement; Lord Goldsmith, Lady Scotland and now Dominic Grieve have been immensely supportive of us. At the Law Officers' reception in the House of Lords last November, Lady Scotland recognised a number of the unsung heroes of the Pro Bono world including, from FRU:

- Tim Buley
- Shipra Dingare
- Barnaby Large
- Jennifer Terry and
- Benedict Wray

These were just the few who got noticed. We are hugely grateful to all to our volunteers for their immense contribution.



Law Officers' Reception, House of Lords, November 2009
l-r: Baroness Scotland QC, Attorney General and Vera Baird QC, Solicitor General, with FRU volunteers Benedict Wray and Barnaby Large

National expansion

It has long been our view that our services should not be restricted to London and we are exploring a number of options outside London where there is a reasonable proportion of law students and junior lawyers to volunteer. We have a pilot project running in Nottingham. We are in discussion with

potential colleagues in Birmingham and Manchester; other centres are on the horizon. The difficulties are mainly around the provision of guidance and supervision to volunteers.

Supporters

It is not possible adequately to thank our many supporters, but here are a few of them.

What makes a chief executive sleep most easily at night is a steady stream of **regular donations**. Over 200 individuals give us annual sums from £40 to £1,000. Their names are listed on pages 9 to 20. We are deeply grateful to all of them.

Our major donor continues to be the **Bar Council**, who this year provided us with a grant of £63,275. In addition, as our landlords and our oldest supporters, they have provided support from innumerable parts of the organisation, from the chairmen and chief executive to the office management staff.

The **Inns of Court** have also supported financially us for many years. In addition, we have enjoyed warm relationships with all four Inns, we have spoken to their students and have had intangible help too.

We have huge amounts of support from **Linklaters LLP**. One of their trainees is with us on secondment for six months in every twelve. They have supported the employment of our legal officer, social security, with a donation of £35,280 in the year as part of what is now a 6-year commitment. And they have been on hand to provide pro bono advice and some of the office back-up which is so crucial to a small charity.



Aidan Briggs

Aidan Briggs read Japanese and Philosophy at the University of Durham and is now a tenant at Ely Place Chambers. Besides FRU he is also a keen theatre-goer and sings in the Voce Chamber choir.

Mr Huang spent 15 years working for a Chinese restaurant at which he was paid less than minimum wage, received no holiday pay and no benefits. He had his wages docked in order to live above the restaurant in a two-bedroom apartment shared with eleven other employees. As he was illiterate he struggled to persuade solicitors to take his case on.

Mr Huang was referred to FRU by his local law centre who presented a claim to the Employment Tribunal but it required three further applications and the threat of a winding-up petition to bring his employer to the negotiating table.

The staff at FRU have such depth of experience that they were able to provide considerable tactical advice in a case that needed it.

Praise for FRU:

"The support I received from FRU was amazing...it is without doubt that had this support not been in place, I would never have won my case. I truly hope that my case may help others in the future and would be very pleased indeed should it contribute some way to FRU continuing their kind and immensely important work"

Our relationship with the **Employment Lawyers Association** continues, as mentioned, and they gave us a grant of £20,000 in the year under review.

Every May, the **London Legal Support Trust** organises a sponsored walk, usually from the Royal Courts of Justice to the Law Society's Hall. With the support of many of our friends in the profession, and those of our staff and volunteers who walked themselves, and the huge support of Bob Nightingale and his team at the Trust, we managed to raise some £14,865.

We are also grateful for the continuing support of the **Inns of Court and Bar Educational Trust** and of **Freshfields Bruckhaus Deringer LLP**. We were sorry that Freshfields felt unable to continue lending us a member of their staff but their financial and moral support continues.

Two sets of chambers, **5 Raymond Buildings** and **12 King's Bench Walk**, have an annual quiz night in support of the Bar Pro Bono Unit and ourselves.

With our friends at the Bar Pro Bono Unit, we launched a scheme under which sets of chambers who give a certain minimum sum to each charity, and whose members provide a set level of voluntary support to each charity, are enrolled as **Friends in Law**. Desmond Browne QC, then chairman of the Bar Council, kindly gave engraved obelisks to the initial

participants, who were:

Blackstone Chambers
Cloisters
One Crown Office Row
Devereux Chambers
11KBW
5RB
3-4 South Square
11 South Square
Tanfield Chambers

The indefatigable **John Hendy QC**, one of our founders, continues to take part in the Cape Argus Cycle Tour in South Africa for us every March. The proceeds included in this year's accounts were some £1,663.

Our main website was designed and is maintained and hosted by **New Digital Partnership** at no cost whatever to us.

FRU is indebted to successive **Attorneys General** for their leadership of pro bono in the legal profession. During the year we played an active part in their co-ordinating committee. Through this committee we were able to provide some help in our turn to the Slynn Foundation and the Environmental Law Foundation.

We have also enjoyed the support and cooperation of many **pro bono organisations**, not least the **Bar Pro Bono Unit** and other members of the Attorney General's pro bono coordinating committee.



Russell Fraser

Russell graduated in 2002 after reading History and Philosophy at the University of Glasgow. In 2009, he completed the GDL and obtained an "Outstanding" on the BVC. Since the course finished he has mostly been watching the World Cup and the new season.

My client, Mr John Abuja, was a security guard employed by A Security Co. He was accused of having racially abused a colleague in the hearing of another colleague. There had been a disagreement culminating in him being sent home from work. Mr Abuja complained that he had been unfairly dismissed as the allegation was untrue and was not properly investigated by either the investigating manager or on appeal.

Mr Abuja was not interested in negotiation nor was the other side wholly receptive to the idea beyond offering a token sum. The account by both parties of what took place was radically different and I had not been confident of our case as it came down to two people's stories against one. However, leading up to the hearing I discovered an email which painted the company in a bad light and suggested Mr Abuja's appeal was not heard objectively. This proved to be dynamite in tribunal and I was able to cross-examine the author on his intentions. The outcome saw Mr Abuja awarded around £18,000 and his reinstatement with the employer.

The staff and contemporary FRU reps remember Mr Abuja as the memorable client who danced for joy in the office at the outcome of his case.

About Matthew Orme, FRU representative:

"I am so grateful for the help that I have received to date. Without this help that I have received from your unit I know I would have fallen before today's hearing, despite all the work that I have put into this myself...Matthew has been first class"

Chief Executive's Report *continued*

We could not run our volunteers' training days without the help of **speakers** who have given up parts of their weekends to speak at our training days:

Claire Cruise	Bristows
Naomi Cunningham	Outer Temple
Anne Fairpo	13 Old Square
Sebastian Naughton	42 Bedford Row
Timothy Pitt-Payne QC	11KBW
Sally Robertson	Cloisters
Desmond Rutledge	Garden Court
Adam Sandell	Matrix

Innumerable **barristers** have helped us in the year when we have needed to consult another expert or to ask someone to take on a case that is beyond the experience of any available volunteers. They include:

David Blundell	Landmark
Tim Bourne Arton	Farrar's
Christopher Brown	Matrix
Tim Buley	Landmark
Naomi Cunningham	Outer Temple
Richard Drabble QC	Landmark
Alasdair Henderson	Matrix
Jack Holborn	39 Essex Street
Robert Latham	Doughty Street
Robert Lazarus	39 Essex Street

Peter Mant	39 Essex Street
Karon Monaghan QC	Matrix
Hanif Mussa	Blackstone
Adam Ohringer	Cloisters
Margaret Phelan	Renaissance
Paul Staggs	1 Chancery Lane
Anna Tkaczynska	Matrix
Rebecca Tuck	Old Square
Mark Vinall	Blackstone

The greatest help comes from our own **volunteers**, who, as mentioned, have put in thousands of hours on their client cases. We could not exist without them.

Staff

None of this work could be done without my colleagues on the staff

<i>Principal Legal Officers</i>	Michael Reed
	Emma Baldwin
<i>Assistant Legal Officer</i>	Abou Kamara
	(to August 2009)
	Asma Nizami
	(September 2009 to
	September 2010)
	Marija Bračković
	(from September 2010)
<i>Office manager</i>	Sharon Sneddon



Lawrence de Glossop

Lawrence read Law at the University of Leicester. He is currently juggling two part time jobs and a business venture with FRU work and work experience and intends to start training as a solicitor in 2012. He spends his spare time playing cricket, devouring fiction, watching old films and learning Arabic.

Mr Smith had been suffering from a catalogue of mental disorders from an early age. At the age of 57, he had never been able to maintain a relationship, had no friends or living relatives, struggled to look after himself and his living environment and by his own admission had no care for personal hygiene. Despite his numerous disorders, the DWP decided he was not entitled to any Disability Living Allowance on the basis of two medical reports provided by healthcare specialists supposedly familiar with his condition.

The first thing that struck me was that neither report had been completed. In fact, both professionals had made it plain to the DWP that they were in no position to comment on Mr Smith's eligibility for DLA as they felt they lacked the necessary expertise. The decision-maker, however, still managed to extrapolate enough information from the documents to decide Mr Smith's case against him.

One adjournment, a stream of correspondence and several trips to the Community Mental Health centre later, Mr Smith and I found ourselves before a sympathetic tribunal. Having read the witness statement, considering the relevant law and the fresh evidence before them, the Tribunal did not hesitate to award Mr Smith the appeal.

To Manoj Bhundia, FRU representative:

"I've managed to carry on with my life. I understand it's taken nearly two and a half years but it has been worth the wait! Many thanks"

Administrator

Lauren Glass
(to November 2009)
Elspeth Ashley-Dale
(November 2009 to May 2010)
Ellie Chandler (from May 2010)
Bosede Babalola

Accountant

Office

In our work we depend on good IT systems. We have just completed installing a new database and booking system. We have also replaced our aging servers with a new one that does much more of the work than its predecessor, which will reduce hardware costs in the future.

Financial performance

Our financial results for the year are set out on pages 13 to 18.

Readers will recall our exceptional year ended 31 March 2009, where a major fundraising event, a number of exceptionally generous donations and some fortuitous timing all boosted our reserves. This year we suffered, as expected, a deficit. It amounted to £17,665 (2009: surplus of £85,471).

The main items of income to note were some generous donations, listed in Note 1 on page 16, some of which are discussed in more detail earlier in this report.

At the same time, our expenditure increased. Staff expenses increased, mainly as a result of employing a full-time assistant legal officer for the whole year. Premises costs increased as a result of a rent review, which increased rental costs by £23,000 per year; the increase was disguised by exceptional costs last year of £16,000, reflecting our share of the cost of repairs to the outside of the building. Office management costs increased as a result of the completion of our new database resulting in an increased depreciation charge of £4,078 (2009: £1,005), included in the £5,540 in Note 7. Library costs rose as a result of the increasing cost of on-line services, the increasing unwillingness of publishers to offer us charity discounts together with some losses of books, over which we shall be implementing increased controls.



Clive Tulloch

Chief Executive
21 December 2010



Lucy Miles

Lucy Miles read Modern Greek and Turkish at the University of Oxford and obtained an MSc in European Social Policy from the LSE. She has just completed the Bar Vocational Course. Lucy has several years' experience in human rights work, having worked at Amnesty International and English PEN.

In March 2010, I represented Sheldon Hooper, an illiterate Romani man with a history of serious mental and physical ill health, in an appeal against a decision by the DWP to stop his Incapacity Benefit.

I submitted a skeleton argument to the Tribunal addressing the apparent inconsistencies between my client's case and supporting medical evidence putting forward the points my client had tried to raise in his original application and appeal.

The Tribunal found for Mr Hooper and the Tribunal Judge praised the format of my "model submissions" and told me not to change anything about it for future cases.

I found the whole experience of representing a client at the tribunal instructive and exhilarating. Mr Hooper was extremely happy and grateful to FRU, particularly as he would not have been able to afford legal representation.

To Nik Arora, FRU representative:

"I can't thank you enough, you have helped restore my faith in the justice system!"

About Nik Arora: *"The man's no donut!"*

Trustees' Report

The trustees present their report with the accounts of The Free Representation Unit, or FRU, for the period 1 April 2009 to 31 March 2010. The report has been prepared in accordance with Part VI of the Charities Act 1993.

The accounts have been prepared in accordance with the accounting policies set out on page 15 of the attached accounts and comply with the Unit's constitution, the law and the requirements of the Statement of Recommended Practice *Accounting and Reporting by Charities* issued in March 2005 (SORP 2005).

Objectives, activities, achievements and performance

Our objects are set out in the section headed 'Who We Are' on page 1. Our future plans are discussed in the Chair's report on page 2.

Our activities and financial performance are discussed in the Chief Executive's report on pages 3 to 7 and further illustrated by the stories of some of our volunteers' cases on pages 3 to 10.

Public benefit

The trustees are of the view that we provide a public benefit in each of the ways set out under 'Who we are' on page 1, and that, having regard to the Charity Commission's guidance, the Unit provides a public benefit.

Risk management

The management committee regularly considers the major risks to which the Unit is exposed, prioritises those risks, reviews the extent to which they are and can be managed and, in the light of that work, considers what further management actions are required. The trustees oversee this work.

Reserves policy

It is the policy of the trustees to ensure that the organisation will generate adequate free reserves to meet its charitable obligations while maintaining adequate reserves to allow operations to continue if there is a short-term downturn in income or increase in expenditure. The trustees consider that it would take up to 12 months to identify a material change of this nature and to find the necessary funds or adjust expenditure, and that therefore reserves of at least 12 months' expenditure are necessary.

The balance sheet shows total reserves of £227,106 (2009: £244,771) of which £10,494 (2009: £14,573) is restricted. The restricted reserves principally comprise donations towards the costs of our new database, which we are depreciating over three years.

Unrestricted reserves are thus £216,612. After deducting those unrestricted reserves that are represented by tangible fixed assets and are therefore not readily available to meet expenditure, amounting to £33,394, free reserves are



Dafydd Paxton

My name is Dafydd Paxton, I volunteered for FRU while I was taking the Bar course at Nottingham Law School. I am now a self-employed advocate, working for a London advocacy agency. In my spare time I enjoy sport, especially white-water canoe slalom.

The case consisted of unfair redundancy dismissal. In essence, my client's case was that the redundancy selection process was unfair and that his employer had conducted a sham selection, having already decided whom to make redundant. Prior to FRU's becoming involved, the company had not been interested in negotiating and had denied all of the client's allegations.

There was a myriad of accusations and recriminations evident from the outset. Although there were significant features of the case that were against us, the Respondent's witnesses made significant admissions during my fairly lengthy cross-examination, not least that the redundancy letter had been written before the selections took place. Following an indication from the Judge, we managed to settle the case at half-time. I am pleased to say that the negotiations were successful and the client walked away with a significant sum of money. Not bad, considering the Respondent had refused to entertain the thought of paying anything above the cost of its staff attending the hearing.

All in all, the client was happy, and indicated that he intended to make a donation to FRU. As this was the first time I done advocacy for real, the experience was pretty nerve-wracking, especially as I had to stand up to robust judicial intervention for the first ten minutes. However, the experience confirmed that advocacy is what I want to do. I am very grateful to FRU for giving me the opportunity to gain valuable experience that I am sure contributed to me being able to secure an advocacy role upon completing my Bar course.

£183,218; they are thus below the desired range of free reserves. We have a number of fundraising initiatives in the pipeline that are intended to address this.

Organisation

The Free Representation Unit is an unincorporated body, registered with the Charity Commission. It is governed by a constitution dated 31 March 2005 and revised on 8 August 2007. The Unit is run by a management committee consisting of representatives who are elected from the body of volunteers who carry out the work of the Unit, and of the Chief Executive.

The assets of the Unit are vested in the trustees, who are appointed by the Chairman of the Bar Council. The appointment of a trustee by the Chairman of the Bar Council occurs after consultation with the Management Committee of the Unit and the General Management Committee of the Bar Council. The trustees are appointed for a period of four years but are eligible for reappointment. Only a member of the Bar or a judge may be appointed as a trustee.

Although no new trustees were appointed this year, it is our policy, on the appointment of a new trustee or a new member of the management committee, to check that they are conversant with the relevant provisions of charity law and that they are sufficiently familiar with the workings of FRU. In most cases they are conversant, but, where necessary, briefings are provided.

The management committee appoints and the Unit employs the chief executive. The chief executive is responsible for the day-to-day management of the Unit and implementing the policies of the management committee.

The Unit's patrons lend their support where it is helpful. They have no role in the governance or management of the Unit.

Trustees' responsibilities

The trustees are responsible for preparing the trustees' report and accounts in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare accounts for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these accounts, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Statement of Recommended Practice (Accounting and Reporting by Charities) (the Charities' SORP);



Sarah Steinhardt

Sarah Steinhardt studied History of Art and Fine Art at Goldsmiths College before, some years later, training to be a barrister. She now practises at 1 Mitre Court Buildings. Aside from law, she is interested in travel, snowboarding and the arts.

Lois Stallone was a police officer who brought a disability discrimination claim against the Chief Inspector of her force. She had ME and had been dismissed in grounds of ill health after an extended period of absence.

The force asserted that she was not disabled and that in any event they had done all they reasonably could have by placing her on part time hours and light duties over a lengthy period of time; she had nevertheless still incurred substantial absences. By contrast, Ms Stallone stated that more should have been done and that her senior officers' belittling of her condition and pressure to return to operational duties had aggravated her condition. As a result of losing her job she had her home repossessed and had lost her whole career.

The case was complex and involved detailed cross-examination. Any claimant would have struggled to present a case on these issues but, for Ms Stallone, her disability made representation indispensable. After a four day trial, the tribunal found that Ms Stallone had been discriminated against and she was awarded nearly £50,000.

The force's conduct of the matter was criticised in the judgment and Ms Stallone felt gratified and relieved.

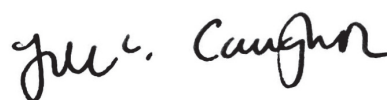
Trustees' Report continued

- make judgements and estimates that are reasonable and prudent;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- prepare the accounts on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the accounts comply with the Charities Act 1993, the Charity (Accounts and Reports) Regulations 2008 and the provisions

of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the trustees:



John McCaughran

Senior Trustee
21 December 2010



Nadia Syed

Nadia Syed read Theology and Religious Studies at the University of Cambridge before completing the GDL at BPP Law School. She has recently finished an LLM at University College London and has just completed an internship focusing on Blasphemy Law with the Human Rights Commission of Pakistan.

Shelley Coyle is a woman in her early fifties who descended into alcoholism after leaving an abusive relationship. A few weeks after being refused Employment and Support Allowance following a medical examination conducted by the DWP, Mrs Coyle developed a tumour in her lower intestine for which she underwent an emergency colostomy procedure. After spending a month in hospital as a result of complications arising from the operation, Mrs Coyle was struggling to cope with both her recent health problems and the fact that her income was now considerably reduced.

Once the case had been referred to FRU, I was able to find the relevant legislation which stated that Mrs Coyle was automatically entitled to Employment and Support Allowance as she had been a hospital in-patient on the date of the DWP's final decision to end her entitlement.

This went beyond the advice Mrs Coyle had initially received. The case was swiftly settled in Mrs Coyle's favour after a letter confirming her admission to hospital was produced during the tribunal.



**Alison Gurden
is in Australia**

Alison Gurden is a qualified barrister specialising in employment law, human rights and criminal law. Having just completed a volunteer placement in Miami, USA assisting in the defence of Death Row defendants, Alison is now volunteering with a human rights organisation in Sydney, Australia.

Having worked for the same employer for many years, Mr Harambi had been made redundant and claimed unfair dismissal. During the two day tribunal hearing, he was able to express his feelings through his FRU representative, something he had not been able to do previously. It became clear that his redundancy had not been handled appropriately, but this had not been a personal vendetta against him; rather, his ex-managers had been inexperienced in redundancy process.

The Tribunal found in Mr Harambi's favour, and he was awarded a small amount of compensation. More importantly, he was very satisfied with the result. His ex-employer had apologised for the way his redundancy had been handled, and he felt vindicated. In addition, his ex-managers said they had learnt from the experience and would be more conscious of staff feelings when handling such sensitive issues as redundancy in the future.

A new FRU representative was also born out of this hearing as a student observing the two-day hearing found himself so inspired he decided to volunteer himself.

To Sherene Davy, FRU representative:

"Your professionalism has been exemplary"

Legal and Administrative Information

Patrons	The Rt Hon Lady Justice Arden The Rt Hon Lady Justice Black The Rt Hon Sir Henry Brooke The Rt Hon Lord Browne-Wilkinson The Rt Hon Lord Clarke of Stone-cum-Ebony The Rt Hon Lady Justice Hallett The Rt Hon Lord Judge, Lord Chief Justice The Rt Hon Lord Phillips of Worth Matravers	
Trustees	John McCaughran QC Paul Darling QC Jennifer Eady QC Matthias Kelly QC Robin Purchas QC Sean Wilken QC	
Management Committee From 25 March 2010	Andrew Watson Catriona Cairns Asma Nizami Arjun Ahluwalia Nikhil Arora Andrew Gliddon Mathew Hill Samuel Pape Noella Lahai-Taylor Jennifer Terry Clive Tulloch	Chair Secretary to 21 October 2010 Secretary from 21 October 2010 Treasurer From 21 October 2010 From 21 October 2010 To 21 October 2010 To 21 October 2010 Ex officio as Chief Executive
Management Committee From 11 March 2008 to 25 March 2010	Barnaby Large James Medhurst Rad Kohanzad Vicky Lord Alison Picton Abou Kamara Anna Macey Clare Cruise Carolina Carlstedt Sean Kennedy Simao Paxi-Cato Abbas Sharif Sammy Smallbone Benedict Wray Clive Tulloch	Chair to 2 April 2009 Chair from 2 April 2009 Secretary 8 April 2008 to 2 April 2009; resigned 5 August 2009 Secretary to 8 April 2008, then co-opted to 2 April 2009 Secretary from 2 April 2009 Treasurer to 2 April 2009 Treasurer from 2 April 2009 To 2 April 2009 2 April 2009 to 25 March 2010 To 2 April 2009 2 April 2009 to 25 March 2010 From 2nd September 2009 Co-opted 11 March 2009 to 2 April 2009 2 April 2009 to 20 August 2009 Ex officio as Chief Executive
Chief Executive	Clive Tulloch	
Office	6th Floor 289-293 High Holborn London WC1V 7HZ	
Telephone	020 7611 9555	
Website	www.thefru.org.uk	
Charity Registration Number	295952	
Auditors	Buzzacott LLP 12 New Fetter Lane London EC4A 1AG	
Bankers	Unity Trust Bank plc Nine Brindley Place 4 Oozells Square Birmingham B1 2HB	

Independent Auditors' Report

Report of the Independent Auditors to the Trustees of The Free Representation Unit

We have audited the accounts of The Free Representation Unit for the year ended 31 March 2010, which comprise the statement of financial activities, the balance sheet, the principal accounting policies and the related notes. The accounts have been prepared under the accounting policies set out therein.

This report is made solely to the trustees, as a body, in accordance with section 43 of the Charities Act 1993 and with regulations made under section 44 of that Act. Our audit work has been undertaken so that we might state to the trustees those matters we are required to state to them in an auditors' 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 charity and the trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

The trustees' responsibilities for preparing the trustees' annual report and the accounts in accordance with applicable law and the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) are set out in the statement of trustees' responsibilities contained within the trustees' report.

We have been appointed as auditors under section 43 of the Charities Act 1993 and report in accordance with regulations made under that Act. Our responsibility is to audit the accounts in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the accounts give a true and fair view and are prepared in accordance with the Charities Act 1993. We also report to you if, in our opinion, the information given in the trustees' annual report is not consistent with those accounts, if the charity has not kept sufficient accounting records, if the charity's accounts are not in agreement with these accounting records or if we have not received all the information and explanations we require for our audit.

We read the other information contained in the annual report, and consider whether it is consistent with the audited accounts. The other information comprises only the trustees' annual report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the accounts. Our responsibilities do not extend to other information.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the accounts. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the accounts, and of whether the accounting policies are appropriate to the charity's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the accounts are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the accounts.

Opinion

In our opinion:

- the accounts give a true and fair view, in accordance with United Kingdom Generally Accepted Accounting Practice, of the state of affairs of the charity as at 31 March 2010 and of its incoming resources and application of resources for the year then ended; and
- the accounts have been prepared in accordance with the Charities Act 1993.



Buzzacott LLP

Chartered Accountants and Statutory Auditors
12 New Fetter Lane
London
EC4A 1AG

21 December 2010

Statement of Financial Activities Year to 31 March 2010

	Notes	Unrestricted funds £	Restricted funds £	Total funds 2010 £	Total funds 2009 £
Incoming resources					
Incoming resources from generated funds					
Voluntary income	1	236,818	35,280	272,098	361,941
Investment income		845	—	845	5,837
Incoming resources from charitable activities	2	68,774	—	68,774	59,320
Other incoming resources		—	—	—	5
Total incoming resources		306,437	35,280	341,717	427,103
Resources expended					
Costs of generating funds					
Costs of generating voluntary income	3	1,455	—	1,455	30,939
Charitable activities					
Legal representation to those in need	4	312,281	39,359	351,640	305,230
Governance costs	5	6,287	—	6,287	5,463
Total resources expended		320,023	39,359	359,382	341,632
Net incoming / (outgoing) resources		(13,586)	(4,079)	(17,665)	85,471
Net movement in funds		(13,586)	(4,079)	(17,665)	85,471
Balances brought forward at 1 April 2009		230,198	14,573	244,771	159,300
Balances carried forward at 31 March 2010		216,612	10,494	227,106	244,771

There is no difference between the net movement in funds stated above and the historical cost equivalent.

All of the charity's activities derived from continuing operations during the above two financial periods.

The charity has no recognised gains and losses other than those shown above and therefore no separate statement of total recognised gains and losses has been presented.

Balance Sheet As at 31st March 2010

	Notes	2010 £	2010 £	2009 £
Fixed Assets				
Tangible assets	7		33,394	34,953
Current Assets				
Debtors		7,112		32,851
Prepayments and accrued income		6,209		6,946
Cash at bank and in hand		210,408		209,211
		223,729		249,008
Creditors, accruals and deferred income	8	(30,017)		(39,190)
Net Current Assets			193,712	209,818
Net Assets			227,106	244,771
Represented by: Funds and Reserves				
Restricted funds	9		10,494	14,573
Unrestricted funds			216,612	230,198
Total Funds			227,106	244,771

Approved by the trustees and signed on their behalf by:



John McCaughran QC, Senior Trustee

Approved on: 21 December 2010

Basis of Accounting Year to 31 March 2010

The accounts have been prepared under the historical cost convention and in accordance with the requirements of the Charities Act 1993. Applicable United Kingdom Accounting Standards and the Statement of Recommended Practice *Accounting and Reporting by Charities* (SORP 2005) have been followed in these accounts.

Income

Incoming resources are recognised in the period in which the charity is entitled to receipt and the amount can be measured with reasonable certainty. Incoming resources where the donor specifies that the amount is to be spent in a future period is treated as deferred income.

Resources expended

Expenditure is included in the statement of financial activities when incurred and includes attributable VAT which cannot be recovered.

The costs of generating funds comprise the cost of fundraising events.

The costs of charitable activities comprise expenditure on the charity's primary charitable purposes as described in the trustees' report. Such costs include staff and office costs.

Governance costs comprise expenditure on strategic management and compliance with constitutional and statutory requirements.

Cash flow

The accounts do not include a cash flow statement because the charity, as a small reporting entity, is exempt from the requirement to prepare such a statement under Financial Reporting Standard 1 'Cash flow statements'.

Tangible fixed assets

All assets costing more than £100 are capitalised.

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life:

Leasehold improvements	10% on a straight line basis
Office equipment	25% on reducing balance basis
Computer equipment	33% on a reducing balance basis
Computer software	33% on a straight line basis

Fund accounting

Restricted funds comprise monies raised for, or their use restricted to, a specific purpose, or contributions subject to donor-imposed conditions.

Unrestricted funds comprise those monies which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

Leasing

Rentals applicable to operating leases where substantially all of the benefits and risks remain with the lessor are charged on a straight line basis over the lease term. The benefit of a rent-free period is amortised in the period from the commencement of the lease to the date of the next rent review.

Notes to the accounts Year to 31 March 2010

1 Voluntary income

	Unrestricted funds £	Restricted funds £	Total 2010 £	Total 2009 £
Donations Received:				
Bar Council ¹	63,275	–	63,275	61,450
Inns of Court	48,000	–	48,000	48,000
Linklaters LLP ²	–	35,280	35,280	35,280
Individuals	32,969	–	32,969	26,189
Employment Lawyers Association	20,000	–	20,000	25,000
London Legal Support Trust	14,865	–	14,865	16,590
Individuals' sponsored activities	10,396	–	10,396	9,765
Inns of Court & Bar Educational Trust	7,750	–	7,750	5,000
Freshfields Bruckhaus Deringer LLP	5,000	–	5,000	10,000
Other	2,476	–	2,476	1,314
Clients	2,375	–	2,375	2,031
Trusts	1,000	–	1,000	1,500
Commercial Litigators' Forum	–	–	–	17,917
Other firms and Chambers	–	–	–	8,360
City Parochial Foundation ³	–	–	–	6,250
Employment Law Bar Association	–	–	–	2,000
Fundraising activities				
35th Anniversary Dinner	–	–	–	50,999
	208,106	35,280	243,386	327,645
Tax Repayments under Gift Aid	3,522	–	3,522	4,376
Income received under standing order from individuals and sets of chambers	25,190	–	25,190	29,920
	236,818	35,280	272,098	361,941

¹ The Chairman of the General Council of the Bar (the 'Bar Council') appoints the trustees of FRU.

² In support of the cost of employing the legal officer, social security.

³ In support of the cost of employing the chief executive.

2 Incoming resources from charitable activities

	Unrestricted funds £	Restricted funds £	Total 2010 £	Total 2009 £
Training of potential volunteers	48,915	–	48,915	39,060
Subscriptions from referral agencies	10,459	–	10,459	10,860
Payments by Law Schools ('FRU option')	9,400	–	9,400	9,400
	68,774	–	68,774	59,320

3 Costs of generating voluntary income

	Unrestricted funds £	Restricted funds £	Total 2010 £	Total 2009 £
35th Anniversary Dinner	–	–	–	29,276
Other	1,455	–	1,455	1,663
	1,455	–	1,455	30,939

4 Charitable activities – legal representation to those in need

	Unrestricted funds £	Restricted funds £	Total 2010 £	Total 2009 £
Staff costs				
Wages and salaries	143,683	35,280	178,963	154,008
Social security costs	19,848	–	19,848	17,080
	163,531	35,280	198,811	171,088
Depreciation (Note 7)	5,622	4,079	9,701	6,187
Premises costs	82,921	–	82,921	78,727
Office running costs	38,048	–	38,048	32,606
Library costs	17,157	–	17,157	9,560
Other costs	5,002	–	5,002	7,062
	312,281	39,359	351,640	305,230

No employee earned £60,000 or more (including benefits) during the current or previous year.

The average number of employees was 7 (2009: 6.5).

No trustee received any remuneration or expenses in respect of their services as a trustee during the year (2008 – £nil). No trustee had any beneficial interest in any contract with the charity during the year.

5 Governance costs

	Unrestricted funds £	Restricted funds £	Total 2010 £	Total 2009 £
Auditors' remuneration:				
Audit	6,022	–	6,022	5,463
Other	265	–	265	–
	6,287	–	6,287	5,463

6 Taxation

The Free Representation Unit is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as they fall within the various exemptions available to registered charities.

7 Tangible fixed assets

	Leasehold improvements £	Computer equipment and software £	Office equipment £	Total £
Cost:				
At 1 April 2009	34,049	56,549	12,749	103,347
Additions	–	8,142	–	8,142
At 31 March 2010	34,049	64,691	12,749	111,489
Depreciation:				
At 1 April 2009	17,025	42,790	8,579	68,394
Charge for year	3,405	5,540	756	9,701
At 31 March 2010	20,430	48,330	9,335	78,095
Net book values:				
At 31 March 2010	13,619	16,361	3,414	33,394
At 31 March 2009	17,024	13,759	4,170	34,953

Notes to the accounts continued

8 Creditors, accruals and deferred income

	2010 £	2009 £
Accruals	10,017	33,329
Other creditors	–	5,861
Deferred income	20,000	–
	30,017	39,190

9 Restricted funds

The funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust to be applied for specific purposes:

Purpose	At 1 April 2009 £	Incoming resources £	Resources expended £	At 31 March 2010 £
IT Project	14,573	–	(4,079)	10,494
Staff Project	–	35,280	(35,280)	–
	14,573	35,280	(39,359)	10,494

10 Analysis of net assets between funds

	Unrestricted funds £	Restricted funds £	Total 2010 £
Fund balances at 31 March 2010 are represented by:			
Fixed assets	25,602	7,792	33,394
Current assets	221,027	2,702	223,729
Creditors, accruals and deferred income	(30,017)	–	(30,017)
Total net assets	216,612	10,494	227,106

11 Commitments

Lease commitments – operating leases

At 31 March 2010, the charity had annual commitments under non-cancellable operating leases as follows:

	2010 £	2009 £
Operating leases which expire:		
After five years	65,313	53,803

The operating lease charge for the year was £63,699 (2009 – £53,803). The amortisation of the benefit of the initial rent-free period came to an end on the 29th of March 2009. The lease provides that the rent may be increased upwards only if market rents are higher. The revised rent came into effect from this date.

Donors

We are most grateful to all our donors, whether they pay us in cash or help us in less measurable ways. The list set out below is only of those who have made cash donations: a list of some of those who have helped in other ways is set out on pages 4 to 6.

Note that some of our records are incomplete or not up to date. Would any donor whose name is incorrectly shown or omitted, or who wishes to be anonymous in future years, please accept our apologies and correct our records by speaking to our office manager, Sharon Sneddon (020 7611 9555; office.manager@thefru.org.uk).

The General Council of the Bar	VA Ramsey	S Lofthouse QC
Linklaters LLP	JP Sumption QC	RL Martin QC
The Employment Lawyers Association	NEJ Vineall QC	JC Mathew
The Honourable Society of Gray's Inn	L & D Wolfson	JD Matthews
The Honourable Society of the Inner Temple	AW Baker QC	D McCarthy
The Honourable Society of Lincoln's Inn	The Hon Mr Justice Christopher Clarke	J McCaughran QC
The Honourable Society of the Middle Temple	CA Critchlow	Sir John Mummery
The Inns of Court and The Bar Educational Trust	Julia Dias QC	J Nicholls QC
1 Crown Office Row	DA Foxton QC	A Nissen QC
One Essex Court	PJ Harrison QC	D Owen
The Authors of 'Employment Tribunal Claims', Naomi Cunningham and Michael Reed	J Johnson	I Pennicott QC
Freshfields Bruckhaus Deringer LLP	RNM Price	RM Purchas QC
11 KBW	MO Rodger QC	His Honour Judge Purle QC
3-4 South Square	O Ticcianti	PJ Rees
Cloisters Chambers	S & C Tromans	BG Richmond QC
11 South Square	AJ Zacaroli QC	Judge Mark Rowland
Anonymous	R Adkins QC	MV Seaward
M Black QC	B Altman	AJ Short
Devereux Chambers	Anonymous	AM Silverleaf QC
The Hon Mr Justice Roth	SN Barwise QC	SL Singleton QC
The Eric F Sparkes Charitable Trust	AJ Beltrami QC	C Smith QC
Tanfield Chambers	AR Boswood	CP Sydenham
Three Verulam Buildings	TD Brenton QC	M Tappin
CN Alarcon	RC Clay	D Toledano
AVB Bartlett QC	K Coonan QC	B Weatherill QC
Seven Bedford Row	CM Cruise	EA Weaver
Blackstone Chambers	PA Darling QC	TEB Weitzman
C Booth QC	JM Dingemans QC	SDH Wilken QC
Sir Henry Brooke	PH Draffan	H Williams QC
HL Evans	Stuart Driver QC	AMF Allan
The Rt Hon Lord Justice Jacob	JJ Eadie QC	DAS and J Allen
GRJ Mansfield QC	P Edey QC	RGB Allen QC
LE Persey QC	M Egan QC	MD Barca
	RM Englehart QC	S Beard
	AML Firth	The late Lord Bingham of Cornhill K G
	Vernon J H Flynn	HM Boggis-Rolfe
	A Hacking QC	WN Bond
	J Hirst QC	ML Brent
	NA Jefford	MJ Brindle QC
	ES Jones QC	Lord Browne-Wilkinson
	MJ Kelly QC	P Carter QC
	SCW Kenny QC	Lee Caswell
	Sir Sydney Kentridge QC	PR Cowell
	Elisabeth Laing QC	K Davidson
	D Lewis	EL Dixon

continued.....

M Douglas QC
 A Evans
 RJ Evans
 H Gower
 R Gray
 RA Hantusch
 EA Harkin
 JM Heal
 C Hutton
 The Hon Mr Justice Irwin
 PAB Jackson QC
 SL Kovats
 The Hon Mr Justice Langstaff
 GP Lazarus
 NT Levisseur
 J Litton
 NM Lowe QC
 AJ Lydiard QC
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 The Hon. Mrs Justice Thirlwall DBE
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 A Whitfield QC
 Judge JS Wiggs
 NMH Williams QC
 C Wood

P Andrews
 HW Baker QC
 PL Baxendale QC
 RVME Behar
 KS Bishop
 E Blackburn QC
 JA Blair-Gould
 JG Boal
 JH Boney
 Lord Brennan QC
 DS Brennan
 JB Brodie
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 HJ Byrt
 SM Coles
 G Connor
 J Crofill
 RV & MG Devlin
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 PL Gibson
 TJ Goudie QC
 JG Grenfell QC
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 ME Heywood
 PA Hitchcock
 AW Hughes QC
 GM Huston
 NJ Inglis-Jones QC
 M James Esq
 SE Kramer
 N Le Poidevin
 TAC Leech
 VA Lord
 D Lovell-Pank QC
 EMC Lowry
 HM MacGregor
 R Malcolm
 C Manzoni
 BA Marder

EJW Mellor QC
 PH Milmo QC
 C Moger
 K Monaghan QC
 MD Mott
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 SR Roberts
 A Sandell
 SE Shay
 R Singh
 J Small QC
 J Storey QC
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 RS Symonds
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 His Honour Judge Temple QC
 SB Thomas
 WFC Thomas
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 SM Walker
 GDA Weddell
 CS Welchman
 His Honour Judge AF Wilkie
 MM Wood
 MF Young

DONATION FORM

Name

I would like to make regular donations to FRU

Your bank name

Your bank address

Account name

Account number

Sort code

Postcode

Please pay FRU the sum of £ (in figures)

..... (in words) monthly/quarterly/annually*
**Delete as appropriate*

starting on (date) until further notice
to

Unity Trust Bank, Nine Brindleyplace, Birmingham, B1 2HB
Sort Code: 08-60-01 Account: Free Representation Unit No: 20170703

**This is *in addition to* / *in place of* my current standing order *Delete as appropriate*

OR

I would like to make a single donation of £ (payable to 'FRU')

Home address:
..... Postcode

Signature Date.....

Free Representation Unit
289-293 High Holborn
London
WC1V 7HZ
020 7611 9555
www.thefru.org.uk
Charity Registration Number 295952

GIFT AID DECLARATION

I am a UK Taxpayer. Please treat this and all my future donations to the Free Representation Unit (FRU) as Gift Aid donations for income tax purposes until further notice.

Signature Date

1. You can sign this **ONLY IF YOU PAY** at least 25p of income TAX or capital gains tax for each £1 you donate. FRU can reclaim that tax from HM Revenue & Customs.
2. You can cancel this declaration at any time by notifying FRU.
3. You should cancel this declaration if your circumstances change such that you no longer pay income tax or capital gains tax at least equal to the tax that FRU reclaims on your donations.
4. If you pay tax at a higher rate you can claim further tax relief in your tax return.
5. If you have any questions, see HM Revenue & Customs' leaflet "Giving to charities by individuals" (type those words in the search bar of <www.hmrc.gov.uk>), or, if you have one, speak to your tax adviser.
6. Please let FRU know if you change your name or address.

Please sign the Gift Aid Declaration above if appropriate.

In any event, please fill in all your details on the left, sign and date this form and return it to:

FRU, 289-293 High Holborn, London WC1V 7HZ



Clive Tulloch, Chief Executive FRU, Dominic Grieve QC, Attorney General and Richard Wilmot-Smith QC, former senior trustee of FRU

Photograph by Laura Lean

Comments from a
FRU referral agency

“Fantastic service”

“Wonderful value”

“Please keep it up”



6th Floor
289-293 High Holborn
London
WC1V 7HZ

Tel: 020 7611 9555

www.thefru.org.uk

Charity number 295952

