



WOMEN'S LEGAL SERVICES NSW

ANNUAL REPORT

2013/2014



Women's Legal Services NSW would like to acknowledge the Wongal and Burramattagal people who are the traditional owners of the land on which we work.



WOMEN'S LEGAL RESOURCES LTD

Trading as Women's Legal Services NSW

PO Box 206
Lidcombe NSW 1825
Administration line: 02 8745 6900
Fax: 02 9749 4433
Email: reception@wlsnsw.org.au
Web: www.womenslegalnsw.asn.au
Office hours: 9:00am – 4:30pm
(Monday to Friday)

Telephone advice services

Women's Legal Contact Line:

8745 6988 1800 801 501

Mondays 9:30 – 12:30
Tuesdays 1:30 – 4:30
Thursdays 9:30 – 12:30

Provides free confidential legal information advice and referrals for women in NSW with a focus on family law, domestic violence, sexual assault and discrimination.

Domestic Violence Legal Advice Line:

8745 6999 1800 810 784

Mondays: 1:30 – 4:30
Tuesdays: 9:30 – 12:30
Thursdays 1:30 – 4:30
Fridays 9:30 – 12:30

Provides free confidential legal information, advice and referrals for women in NSW with a focus on domestic violence and Apprehended Domestic Violence Orders.

Indigenous Women's Legal Contact Line:

8745 6977 1800 639 784

Mondays 10:00 – 12:30
Tuesdays 10:00 – 12:30
Thursdays 10:00 – 12:30

Provides free confidential legal information, advice and referrals for Aboriginal and Torres Strait Islander women in NSW with a focus on domestic violence, sexual assault, parenting issues, family law and discrimination.

Working Women's Legal Service:

8745 6954

Wednesdays by telephone appointment.

Provides advice, referrals and pro bono assistance to women discriminated against at work by reason of gender, pregnancy, caring responsibilities or experiencing sexual harassment.

Outreach advice clinics

Blacktown	every second Friday
Phone:	02 9831 2070
Fairfield	every second Thursday
Phone:	02 9726 4044
Liverpool	every second Thursday
Phone:	02 9601 3555
Penrith	every second Tuesday
Phone:	02 4721 8749

Local Courts domestic violence duty work

Mt Druitt	once a month on Monday
Penrith	once a month on Tuesday
Bankstown	once a month on Thursday
Blacktown	once a month on Wednesday (until December 2013)

Family Relationship Centres

Blacktown	once a month
Penrith	once a month

Women's Correctional Centres

Silverwater	once a month
Emu Plains	once in two months

Winnima Wirawi Project

Indigenous Women's Family Advice clinics:

Koolyangarra (Cranebrook) fortnightly
Marrin Weejali (Blackett) fortnightly



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CHAIRPERSON'S REPORT

As a statewide specialist service for women, Women's Legal Services NSW practises strategic service delivery by which our casework, community legal education and law reform activities inform and support each other. This year we have had some indications from governments that our law reform work is somehow less welcome, less worthy or less legitimate than our direct services for individual women. This approach diminishes the quality of the outcomes we can offer both to individuals and to whole communities as the quality and effectiveness of the laws and policies that impact on our clients can be improved by our participation in law reform activities whereby we can inform law and policy makers of our clients' experiences and use our expertise to recommend improvements. Similarly our community legal education and community development initiatives improve individual women's capacity to assert their own rights, preventing disadvantaged outcomes or enabling them to seek their own redress, thereby providing net savings to the justice system.

This Annual Report gives an overview of these and other achievements of WLS NSW.

My thanks to the Board; Anna Hartree, Anusha Duray, Belinda Louis, Felicity Lee, Joplin Higgins, Louise Goodchild, Lizzie Simpson and Lynda Maitland.

On behalf of the Board, I would like to acknowledge the members of the Aboriginal Women's Consultation Network:

Elsie Gordon, Anusha Duray, Christine Robinson, Tina West and Vicki Dennison. Thanks to the contribution of these wonderful women we can improve the cultural appropriateness of our services for women and children across NSW.

There are also many pro bono solicitors and barristers who provide great assistance to our staff and clients. Thank you all for your support.



To all those who have contributed to the work of Women's Legal Services NSW the Board extends its gratitude. To the Board and Staff I thank you for your dedication and your tireless efforts to better the lives of women.

**Denele Crozier,
Chairperson**



STRATEGIC PLAN 2013/14–2015/16

Vision

Access to justice and a just legal system for women in NSW as all women are entitled to a society that respects their human rights.

Purpose

- Women's Legal Services NSW works from a feminist perspective to promote access to justice for women in NSW. We seek to promote women's human rights, redress inequalities experienced by women and to foster legal and social change through strategic legal services, community development, community legal education and law and policy reform work. We prioritise women who are disadvantaged by their cultural, social and economic circumstances.
- We focus on areas of law that most directly have a gendered impact on women. This includes domestic violence, sexual assault, family law and discrimination.

5 Priority Areas

The five priority areas of service delivery for Women's Legal Services NSW are:

Policy and Law Reform

Influence reform of policy, legislation and legal processes that affect the rights and limit the lives of women particularly those most disadvantaged in their access to justice.

Community Legal Education and Community Development

Promote women's understanding of the legal system, their rights and avenues for the resolution of their legal problems. Undertake community development initiatives to achieve this purpose, particularly for those women most disadvantaged in their access to justice. Develop the capacity of service providers working with women to assist their clients with legal problems appropriately.

Improving the Lives of Individual Women

Targeted and effective legal services that best meet the unmet needs of the most disadvantaged women in NSW. Strategic casework selected within our capacity that promotes women's human rights and supports assistance for those women at greatest disadvantage.

Enhance access to justice for and self-determination by Indigenous women

Provide a specialised and culturally appropriate Indigenous Women's Legal Program with respect for Indigenous decision-making and a commitment to supporting community strengthening.

Infrastructure, Sustainability and Organisational Support

Maintain the efficiency and effectiveness of Women's Legal Services NSW infrastructure to sustain and support the service delivery priority areas.



OUR PERSONNEL DURING 2013/2014

Board of Directors

Denele Crozier	Chairperson
Belinda Louis	Treasurer
Lynda Maitland	Secretary
Anusha Duray	AWCN Representative
Anna Hartree	
Felicity Lee	
Louise Goodchild	
Elizabeth Simpson	
Joplin-Lea Higgins	(until 7 May 2014)
Sheridan Emerson	(from 7 May 2014)

Wendy Chapman	Community Access Officer, Family Law Project (from 7 March 2014)
Gabrielle Craig	Senior Solicitor, Family Law Project
Donna Polletti	Community Access Officer, Care matters project (17 September 2013 – 16 March 2014)
Sandra Murphy	Community Access Officer, Care matters project (from 20 May 2014)

Aboriginal Women's Consultation Network

Aunty Elsie Gordon	TAFE NSW, Dubbo
Anusha Duray	Senior Programmer for National Indigenous Television (a division of SBS)
Tina West	Aboriginal Health Service, Central Coast
Vicki Dennison	Aboriginal Community Justice Co-ordinator, Armidale
Christine Robinson	Wirringa Baiya Aboriginal Women's Legal Centre

Community Legal Education

Natalie Neumann	Community Legal Education Co-ordinator
Rebecca Ebel	Community Legal Education Officer
Marissa Johnpillai	Community Legal Education Officer (locum 16 April 2013 to 14 October 2013)

Law Reform

Liz Snell	Law Reform and Policy Co-ordinator
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Staff

Management

Helen Campbell	Executive Officer
Janet Loughman	Principal Solicitor
Kim Ly	Management Accountant

Indigenous Women's Legal Program

Shannon Williams	Community Access Officer (from 17 June 2013)
Kirsty Irving	Solicitor
Kaitlin Kennedy	Program Officer (until 6 June 2014)
Joanne Rudd	Community Access Officer, Family Law Project (19 April 2013 – 14 February 2014)

Solicitors

Janet Loughman	Principal Solicitor
Pip Davis	Assistant Principal Solicitor
Carolyn Jones	Senior Solicitor
Rebecca Frost	Senior Solicitor
Alicia Jillard	Solicitor
Cecilia Lee	Solicitor
Louisa Stewart	Solicitor
Mari Vagg	Solicitor
Jessica Hannam	Solicitor
Alex Davis	Solicitor/CLE Officer Ask LOIS project
Alira Morey	Senior Solicitor (locum from 29 July 2013)
Julia Mansour	Solicitor (locum from 14 January 2013)



Charissa Sun	Solicitor (contract from 27 August 2012)
Katy Jenkins	Solicitor (locum from 24 July 2013 – 26 June 2014)
Pia Birac	Solicitor (locum from 23 September – 11 July 2014)

Administrative Staff

Kim Ly	Management Accountant
Lita Chiv	Accounts clerk
Daryna Ieth	Receptionist
Kuny Chhor	Data entry
Susan Ha	Admin Assistant (casual)

Consultants and Contractors

Jonathan Vianna	Maccentre
Niko Ramos	Maccentre
Kristin Sinclair	Webgirl Consulting
Clare Sullivan	Social Media
Priscilla McCorristan	Counsellor
Pichhorda Phy	Data analysis
Chloe Wyatt	Foundation events co-ordinator
Nicholas Jankovic	T7 Training Systems

Volunteers and Students

We would like to thank all our students and volunteers who give their time to help us to serve our clients. We appreciate your work.

Barsha Gurung	Michelle Gosewinckel
Hera Oey	Nadia Deeb
Hira Tariq	Nalin Ouy
Tasnim Elhassadi	Sarah Lee
Jenny Cohen	Sikha Dahal
Leena Mourad	Radhini Sappany

Summer Interns: Speak Up project

Allira Honner	Maysa Hassan
Audrey Chan	Meena Mariadassou
Bridget Vale	Nandini Bajaj
Catherine Hobeche	Nastasha Tupas
Dara Caulton	Natalie Czapski
Dhanya Mani	Natalie Hodgson
Diya Pacheco	Natalie Viet
Dominique Lardner	Nicola Borton
Elizabeth Mulhall	Phoebe Kiat
Elizabeth Nguyen	Sandy Chen
Ellen Hile	Sarah (Sun-Min) Oh
Ewa Zieba	Sarah Lee
Gabrielle Doyle	Sarah Shin
Georgie Leahy	Sarah Wilson
Hiruni Alwishedewa	Satu Chad
Jessica Provost	Shirley Huang
Katie Davern	Stephanie Abi-Hanna
Laura Webster	Tamanna Hashemee
Lucy Jackson	Tilini Rajapaksa
Mary Hang	Umeya Chaudhuri



PRO BONO PARTNERS



Speak Up! volunteers celebrate the completion of their internship with project officer, Alex Davis.

Individual legal practitioners and firms continue to assist our clients by giving generously of their time providing pro bono services. We value their contribution and acknowledge the difference they make to our ability to respond to unmet legal need in the community.

Law firms:

Ashurst
Clayton Utz
DLA Piper
Gadens
Gilbert + Tobin
Norton Rose Fulbright

Barristers:

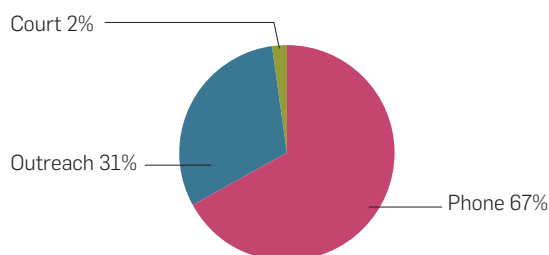
John Catsanos	Henry Parkes Chambers
Helen Wall	Henry Parkes Chambers
Monica Neville	Sir James Martin Chambers
Gillian Mahony	8 Wentworth Chambers



WE PROVIDED LEGAL ADVICE AND REPRESENTATION

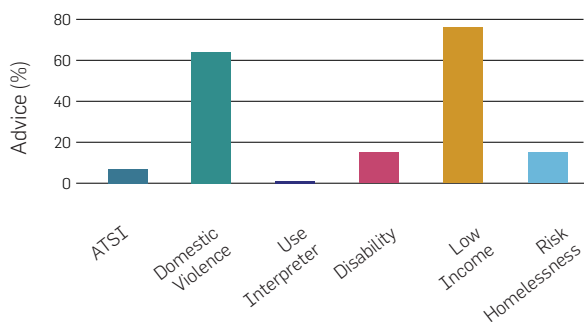
WLS NSW provided legal advice and court representation to women most disadvantaged in our community. We provided 752 information and referral services, 1,680 legal advices to women during the year, either by phone or face-to-face at outreach advice clinic locations, women's prisons and Local Courts in western Sydney and opened 324 new cases over the financial year.

The Ways Our Clients Contacted Us For Advice



Most of our clients had low incomes and were dealing with domestic violence.

Client Characteristics



ADVO duty work

We attended local courts in Western Sydney to represent women in Apprehended Domestic Violence Order (ADVO) matters and provide associated advice. A solicitor regularly attended Mt Druitt, Penrith, Katoomba, Bankstown and Blacktown Local Courts.

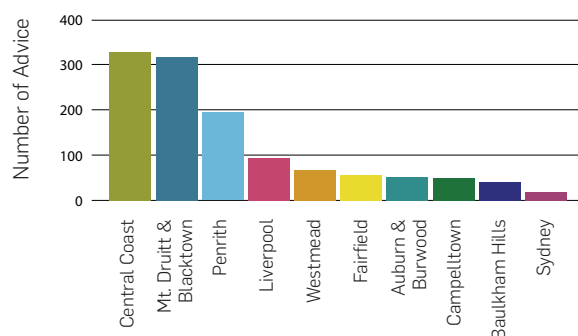
State-wide telephone advice services

We provided state-wide telephone advice services for general legal advice, domestic violence legal advice, discrimination in employment advice, and advice for Aboriginal women through our designated Indigenous

Women's Legal Contact Line.

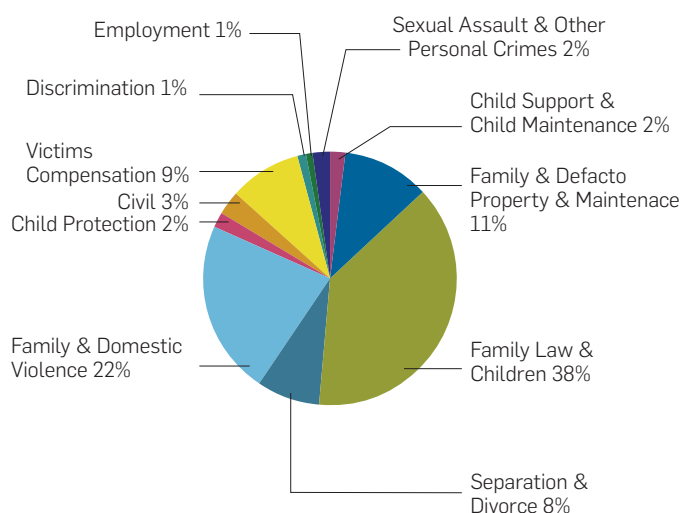
Our Indigenous Women's Legal Contact Line is answered by an Aboriginal staff member who takes initial details from the client. She refers the call to our solicitors or in some cases to another appropriate service. Answering calls this way enables us to provide an accessible, responsive and culturally appropriate service for Aboriginal women throughout NSW. Advice most commonly sought by Aboriginal women included family law and children, domestic violence, child protection and victims support.

Top 10 geographic areas for advice



The main areas of law were family law and children and domestic violence.

Advices by area of law





Outreach advice clinics in western Sydney

We provided face-to-face legal advice through four outreach advice clinics in Women's Health Centres in western Sydney at Liverpool, Fairfield, Penrith and Blacktown.

Our Winnima Wirawi Project also provided fortnightly family law outreach advice clinics for Aboriginal women at Marrin Weejali at Blackett and Koolyangarra at Cranebrook.

Legal Assistance at Family Relationship Centres – Blacktown and Penrith

We provided advice clinics and lawyer assisted family dispute resolution in family law matters through Family Relationship Centres at Penrith and Blacktown (operated by Relationships Australia).

LEAP for Women

We continued our work in the metropolitan women's prisons through the LEAP for Women project. This collaborative initiative with Wirringa Baiya Aboriginal Women's Legal Centre and Hawkesbury Nepean Community Legal Centre is now in its sixth year and has identified high level legal needs of women in prison. We do not receive additional funding to provide this service and it remains a high priority need in terms of access to justice.

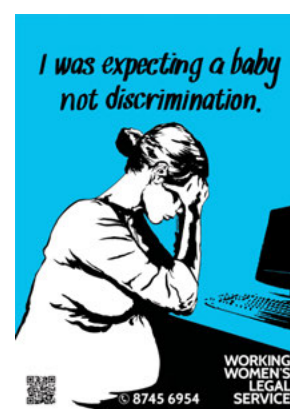
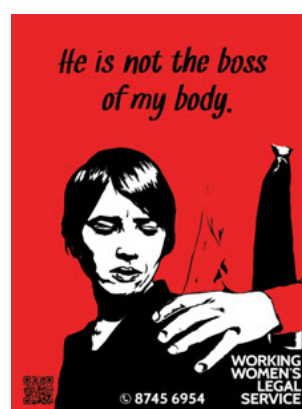
Working Women's Legal Service

While discrimination is one of our priority areas of law, the number of women accessing our service for advice about discrimination on the basis of sex, pregnancy, carer / family responsibilities and sexual harassment in the course of their employment has been relatively small and not reflective of reported statistics as to the prevalence of discrimination in these areas of employment.

In response, WLS NSW established a Working Women's Legal Service. We operate an advice service through a dedicated phone line, accept targeted referrals from the Australian Human Rights Commission and other agencies and provide legal representation to women in their complaints. We are

assisted by solicitors from Gadens who volunteer their time to support this service.

This work also provides WLS NSW with the on the ground experience and knowledge to assist with law reform and policy work in this area of law. We do not receive additional funding to provide this service.





Casework

We opened 324 new cases over the financial year.
Case studies examples:

Victims Support

We represented a client in a claim for victims compensation (as it was then). Her claim was dismissed under the old Act after the decision maker failed to find that there was an act of violence. We filed an appeal. After filing her appeal, the new Victims Rights and Support Act came into effect. Initially the appeal was to be determined under the new Act, meaning she would only be eligible for a \$1500 recognition payment. A subsequent Regulation enabled appeals filed prior to the new Act to be decided under the old Act by the NSW Civil and Administrative Tribunal (NCAT). On appeal our client was successful in her claim after the decision maker found that there was an act of violence and made an award under the domestic violence category (\$7,500 – \$10,000).

Discrimination

We represented a client who lodged a complaint of sexual harassment and sex discrimination at work. She complained that written sexual comments were made about her in common areas of the workplace and in the toilets and comments of sexual nature were also made directly to her by a co-worker. The employer initially responded to our client's concerns by moving her to another workplace and she was refused a return to her substantive position despite her requests to return.

During the conciliation conference we were able to negotiate a number of outcomes for the client including a return to her substantive position, training programs for all employees and management on a discrimination-free workplace, posters in the workplace promoting a discrimination-free workplace, a full workplace investigation by an external agency into the allegations raised by our client and an apology. The individual co-worker also received a written warning and was required

to undertake training in anti-discrimination and anti-bullying laws.

Family law

We act for an Aboriginal mother in Federal Circuit Court proceedings about who the children live with and spend time with. The failure of the family report writer to properly address connection to Aboriginal kin and community in the Family Report ultimately led the FCC judge to order the appointment of an alternative Family Report Writer.

Divorce

We represented a client in her application for a divorce. There was a history of domestic violence and our client had limited English. She had not seen or heard from her husband since he left Australia three years earlier and did not know where he was. We were successful in an application to dispense with service and our client's divorce was granted.

Abuse in Care

We represented twelve Aboriginal clients who alleged physical and sexual abuse in care at Bethcar Children's Home in Brewarrina during the 1970s and 1980s. After more than 5 years of litigation against the State of NSW, the case settled at mediation in December. Our clients received compensation and an apology. Our clients also spoke to community engagement representatives from the Royal Commission into Institutional Responses to Child Sexual Abuse.

Linking our advice and casework to systemic work – outcomes for the broader community

- A crucial part of the work we do as a community legal centre is to identify areas of law or legal process that are unfair, or systemic failures that impact on our clients. Our casework informs our law reform and community legal education work – either directly or indirectly [See separate sections on law reform and policy and community legal education].



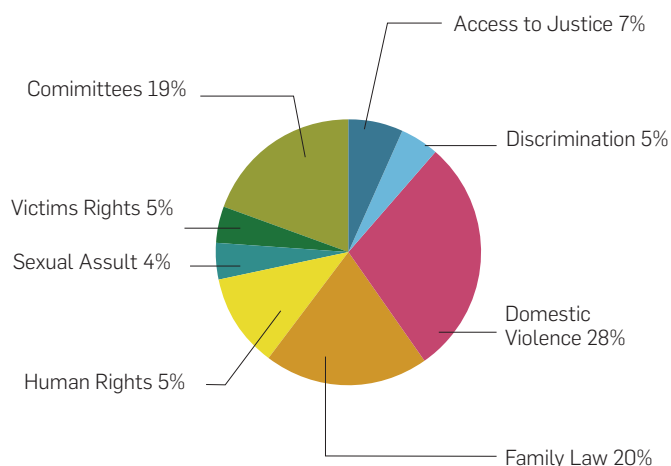
WE ADVOCATED FOR CHANGES TO LAW AND LEGAL PROCESSES

We maintained a strong commitment to our objective of engaging in policy and law reform, with 231 projects completed over the year. Our policy and law reform activities focus on the justice needs of women, and aspects of the law and the legal structures that affect women's lives.

We engage in this work through making submissions, appearing at government inquiry hearings, participating in roundtables and other consultative forums, forming and participating in strategic partnerships and networks, using the media and building the capacity of others to engage in law reform processes.

See also our Indigenous Women's Legal Program for detail of additional law reform work for Aboriginal and Torres Strait Islander women.

Law Reform Topics



Where reports were published following opportunities to make submissions or participate in consultations, we were quoted or cited on at least 64 occasions, and 35 of our recommendations were adopted by the inquiry bodies.

Some highlights of our advocacy work

Launch of Women Defendants to Apprehended Violence Orders report

In 2008 WLS NSW started to see an increase in the number of Apprehended Domestic Violence Orders against women where they are in fact the victim. We undertook an exploratory study of our 2010 experience of representing women who were defendants to Apprehended Domestic Violence Order proceedings in order to better understand what appeared to WLS NSW, and a growing body of anecdotal reports from other agencies, to be a growing phenomenon. We published this report in March 2014.

We see this as the start of building an evidence base that will lead to a better understanding of this issue and improved practice for all in the legal system.

The research was limited by a number of factors and is not a random sample of all NSW cases. However the results illustrate some of the systemic issues experienced by women AVO defendants.

The study findings include that over two-thirds of our women clients defending Apprehended Domestic Violence Orders reported that they were the victims of violence in their relationships. Fewer than 40% of these clients had a final AVO made against them when the case came before the court.

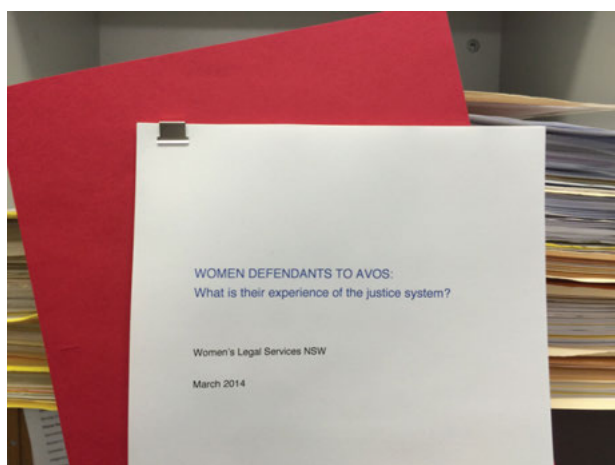
In the majority of cases where women were defending Apprehended Domestic Violence Orders, the other party's complaint related to a single incident only. In several of these cases injuries to the other party could be indicative of self-defence, such as scratching or biting on the arm or hand.

Although further research is needed to determine the frequency with which inappropriate Apprehended Domestic Violence Orders are pursued against women defendants, it is clear from the study that in a number of cases, the applications initiated against women defendants appeared unnecessary for the protection of the other party.



This report makes the following recommendations:

- Improved data be collected and made available by key agencies in the domestic violence sector in order to build a further evidence base on the experience of women defendants to Apprehended Domestic Violence Orders.
- The Bureau of Crimes Statistics and Research undertake a discrete project into the experience of women defendants to Apprehended Domestic Violence Orders in the justice system.
- The NSW Police continue to strengthen their policies and procedures around identification of the 'primary victim' in domestic violence incidents, and provide continuous training about the nature and dynamics of domestic violence.
- The NSW government take into account in its Domestic and Family Violence reforms that women defendants to Apprehended Domestic Violence Orders may, in fact, be victims, rather than perpetrators of violence.



Women Defendants to Apprehended Domestic Violence Orders report

Child Protection reforms

In March 2013 we made a substantial submission in response to the NSW Government's Child Protection Legislative Reforms Discussion Paper. Building on this work, in November 2013, we contributed to the drafting of an Open Letter to the Minister expressing concerns about the proposed child protection legislative reforms and calling for the release of an Exposure Draft Bill for public comment. This letter was prepared by Community Legal Centres NSW and endorsed by over twenty community organisations.

Following this, WLS NSW, along with other community

legal centres and community organisations, met with a number of representatives from the Department of Family and Community Services to discuss concerns including about the increased possibility of Aboriginal and Torres Strait Islander children being adopted if they are not appropriately identified as Aboriginal and Torres Strait Islander; the importance of ensuring early intervention services are available and accessible to all families and that families can access free legal advice at an early stage; the need for matters to be assessed on a case-by-case basis rather than having rigid, legislated timeframes; and the importance of holding perpetrators of domestic violence accountable.

Foetal personhood

"Zoe's Law" is a proposal to create a new offence of grievous bodily harm to a foetus.

There have been several versions of the Bill proposed in NSW, the current version being the Crimes Amendment (Zoe's Law) Bill 2013 (No 2). If passed, the new law would mean that if someone caused the destruction or harm to a foetus they would be charged with grievous bodily harm to the foetus, instead of being charged with grievous bodily harm to the pregnant woman.

Women's Legal Services (WLS) is extremely concerned about the harm done to women including their foetuses, particularly in situations of domestic violence. We acknowledge the pain and loss that follows harm or destruction to a foetus. However, we do not consider the new law is necessary or appropriate. The injury must always be interpreted as an injury to the pregnant woman.

Under the current law, "grievous bodily harm" includes "the destruction (other than in the course of a medical procedure) of the foetus of a pregnant woman, whether or not the woman suffers any other harm". The law already provides a serious offence punishable by up to 25 years imprisonment.

WLS views the draft law as a clear attempt to undermine women's rights by changing the legal status of a foetus. WLS is also worried the law could be used to impose restrictions on the behaviour of pregnant women.



On Thursday 21 November 2013 the Bill was put to a conscience vote in the Legislative Assembly and was passed, 63 votes to 26. While the Bill has been introduced into the Legislative Council it has not yet been debated.

Royal Commission into Institutional Responses to Child Sexual Abuse

Since the establishment of the Royal Commission into Institutional Responses to Child Sexual Abuse we have responded to a number of the Royal Commission Issues Papers, including those relating to civil litigation, reparations and redress for victims/survivors of child sexual abuse and the importance of a statutory victims of crime compensation scheme. Our submissions highlight the challenges our clients who pursued their matters through civil litigation experienced as well as the challenges and barriers for victims/survivors of child abuse in accessing justice under the new NSW statutory Victims of Crime Support scheme.

Another challenge is the requirement to prove injury in child sexual abuse matters. It is highly typical for victims not to report or identify sexual assaults against them for many years after events have taken place, as was found in the Royal Commission's Interim Report. A result of this passing of time may be that establishing an injury by way of documentary evidence, such as a police report or report of a Government agency may be far more difficult than for a crime reported contemporaneously.

Significantly, WLS NSW submits that sexual assault always causes actual physical harm and psychological harm to the victim in ways that are more than minor, transient or trifling. We therefore advocate that any scheme dealing with compensation or reparations for sexual assault should have as part of its rubric, a form of compensation for which there are no evidentiary requirements that require victims to prove a discrete physical or psychological injury arising from the sexual assault/s.

Submissions and hearings

We made, co-ordinated or contributed to submissions to and about:

- *Family Law Council's review of parentage laws*
- *NSW Government's consultation on the Domestic and Family Violence reforms*
- *Violence against women section of the Joint*

NGO Report on Australia's Human Rights Record: An Update on Australia's progress towards implementing Universal Periodic Review recommendations for the United Nations Human Rights Council

- *Foundation to Prevent Violence against Women and their Children*
- *National Centre for Excellence about research priority issues*
- *Foetal Personhood Bills*
- *Victims support appeals and the new regulation*
- *Crimes (Domestic and Personal Violence) Amendment Bill*
- *Exposure Draft Crimes Amendment (Provocation) Bill 2013*
- *Australian Law Reform Commission's Serious Invasions of Privacy in the Digital Era Issues Paper*
- *Australian Human Rights Commission's Pregnancy and Return to Work National Review*
- *Australian Law Reform Commission's Review of equal recognition before the law and legal capacity for people with disability*
- *NSW Legislative Council Select Committee Inquiry into Social, Public and Affordable Housing*
- *Senate Standing Committee on Economics Inquiry into affordable housing*
- *Senate Standing Committee on Economics Inquiry into affordable housing (prepared by Equality Rights Alliance)*
- *NSW Ombudsman's Consorting Issues Paper*
- *Senate Community Affairs References Committee's Inquiry into grandparents who take primary responsibility for raising their grandchildren*
- *Australian Institute of Family Studies survey about domestic and family violence and primary prevention and early intervention with high risk groups in NSW*
- *Australian Institute of Family Studies survey to evaluate the impact of the Family Law Amendment (Family Violence and other measures) Act 2011*
- *Royal Commission in response to Issues Paper 5: Civil Litigation*
- *CLC NSW's Changes to child protection laws in NSW – Issues Paper*
- *Department of Social Services in response to the call for submissions to inform the development of the Second Action Plan of the National Plan*



to Reduce Violence against Women and their Children 2010–2022 (prepared by WLSA)

- *Department of Social Services in response to the call for submissions to inform the development of the Second Action Plan of the National Plan to Reduce Violence against Women and their Children 2010–2022 (prepared by the Australian Women Against Violence Alliance (AWAVA))*
- *NSW Department of Attorney General and Justice Review of the Consent Provisions for Sexual Assault Offences in the Crimes Act 1900*
- *Review of Freedom of Speech (Repeal of s.18C) Bill 2014*
- *Review of the Surrogacy Act 2010 (NSW)*
- *Productivity Commission's draft report on Access to Justice Arrangements*
- *House of Representatives Standing Committee on Social Policy and Legal Affairs Inquiry into the Child Support Program*
- *House of Representatives Standing Committee on Social Policy and Legal Affairs Inquiry into the Child Support Program (prepared by WLSA)*
- *Gave evidence before the House of Representatives Standing Committee on Social Policy and Legal Affairs Inquiry into the Child Support Program*
- *Royal Commission Issues Paper 6: Redress Schemes*
- *Draft Australian Standards of Practice for Family Assessments and Reporting (prepared by WLSA)*
- *Crimes (Domestic and Personal Violence) Amendment (Information Sharing) Bill 2014*
- *First 12 months of the Victims Rights and Support Act 2013 (prepared by CLC NSW)*



Alira Morey giving evidence to the Child Support Inquiry.

Consultations, forums and meetings

We sought to change laws and policies by attending and engaging in formal and informal consultations and meetings. Some of these were:

- Meeting with the National Children's Commissioner to discuss NSW child protection legislative reforms; the domestic and family violence framework/reforms; orders prohibiting children who are alleged victims of child sexual assault to commence or continue counselling while family law proceedings are on foot;
- National Consultation with the Foundation to Prevent Violence against Women and their Children;
- Meeting with the Principal Advisor of the Sex Discrimination Unit, Australian Human Rights Commission to discuss issues relating to women's rights;
- Participated in a panel discussion at the National Association of Community Legal Centres (NACLC) Conference about family violence – discussed gender bias in legal aid and the right to legal aid, drawing on comments from the Special Rapporteur on the independence of judges and lawyers;
- Participated in a panel discussion at LGBTIQ Domestic Violence Conference about the NSW Women's Alliance and NSW Domestic and Family Violence reforms;
- Participated in a panel discussion at Domestic Violence NSW Conference about the NSW Women's Alliance achievements and the NSW Domestic and Family Violence reforms;
- Participated in a panel discussion about the use of human rights instruments (highlighting the complaint to the Special Rapporteur on violence against women about NSW victims compensation changes) as part of the National Women's Alliance CEDAW Training session;
- Australian Institute of Family Services roundtable – Domestic and Family Violence Review and Evaluation: Prevention and early intervention services focusing on at risk groups and communities;
- National Centre for Crime and Justice Family, Domestic and Sexual Violence: National Data Collection and Reporting Framework Workshop organised by the Australian Bureau of Statistics;
- Meeting with the NSW Commissioner of Victims Rights to discuss concerns about the NSW Victims Support scheme;



- Presented at the NSW Women's Health Forum about information sharing without informed consent;
- Meeting with NSW Government representatives and members of the NSW Women's Alliance to discuss the NSW Domestic and Family Violence framework for reforms;
- Meeting with the Commissioner and other ALRC staff involved in the Serious Invasions of Privacy in the Digital Era inquiry;
- Participated in the Australian Human Rights Commission's National Roundtable as part of the Supporting Working Parents: Pregnancy and Return to Work National Review;



Janet Loughman and Quentin Bryce, International Women's Day celebrations.

Capacity building

We built the capacity of others to engage in law reform and policy activities by:

- *Working with a group of women's organisations on the issue of the foetal personhood bill*
- *Discussing research priorities for the National Centre for Excellence and sharing these with the sector*
- *Highlighting the violence against women perspective in response to the Australian Law Reform Commission's inquiry into Serious Invasions of Privacy in the Digital Era and encouraging others to make submissions*
- *In consultation with community legal centres, drafting the CLC NSW Changes to child protection laws in NSW – Issues Paper*
- *Participating in the CLC NSW Aboriginal staff Yarn Up meeting to facilitate discussion about the Senate Community Affairs References Committee's Inquiry into grandparents who take primary responsibility for raising their grandchildren and to hear about issues of concern. Following this the NSW CLC Aboriginal Advisory Group drafted a submission to this inquiry*
- *Assisting an Aboriginal elder to participate in the Inquiry into grandparents who take primary responsibility for raising their grandchildren.*



Media and articles

Our main media and published work during the year includes:

- Quoted in Kirsty Needham, 'Women MPs fear Zoe's bill will criminalise abortion', SMH, 1 September 2013
- Media mention: Margaret Kirkby, Lynn Muir and Christine Smith, 'NSW Abortion Bill Is Bad For Women', New Matilda, 10 September 2013
- Media mention: Bridie Jabour, 'Zoe's law' stalemate: women fearing abortion consequences fail to sway MP', The Guardian, 17 September 2013
- CLC NSW and NSW Women's Alliance quoted in Anna Patty, 'Victims of crime kept in dark on appeal chances' SMH, 2 October 2013
- Quoted in Anna Patty, 'Fears for new 'stolen generation' with easier adoption', SMH, 11 November 2013
- Quoted in Kirsty Needham, 'History must not repeat in adoption law', SMH, 24 November 2013
- Media interview Radio Atticus 2SER about child protection reforms
- Provided background briefings to SBS Insight for a program about adoption and the child protection changes
- Carolyn Jones, 'Foetal Personhood Law for NSW?' Alternative Law Journal 38(4) 2013
- Edwina MacDonald and Liz Snell, 'Transforming rhetoric into reality: addressing the challenges of making the elimination of violence against women a lived reality in Australia', The Journal Jurisprudence (19) 2013.
- Media mention: 'Get your marching shoes on', The news with nipples, 22 February 2014 (legal personhood of fetus)
- Media release: 'Proper resourcing of NSW domestic and family violence reforms essential for success' (24 February 2014)
- Backgrounding for SMH about domestic violence and electronic surveillance
- Quoted in Rachel Olding, Nick Ralston, 'Domestic violence: police often blame victims' SMH 10 March 2014
- Media release: 'Police should identify primary victim in domestic violence incidents', 10 March 2014
- Media interview ABC Radio about women defendants of AVOs
- Media interview 2UE about women defendants of AVOs

- Media interview 2SM about women defendants of AVOs
- Media mention: 'Frontline police now 'better equipped' to deal with domestic violence, Assistant Commissioner Mark Murdoch says', SMH, 11 March 2014
- Media mention: 'O'Farrell government plan to tackle domestic violence offenders through GPS tracking', SMH, 15 March 2014
- Research report: Women Defendants to AVOs: What is their experience of the justice system
- Media release: 'DV victims suffer double abuse through legal system', 18 March 2014
- Quoted in Cassandra O'Connor, 'Better understanding needed: detailed analysis required for AVO figures to be more accurate', Western Weekender, 21 March 2014
- Media interview: 'Child protection measures too strict for domestic violence women', World Today, 20 March 2014
- Media comments to Australia Associated Press about child protection legislative reforms
- Background briefing for The Australian Weekend Magazine about forced marriages
- Media mention: Rachel Olding, 'Legal dirty tricks drag out domestic victim trauma: advocates' SMH, 29 March 2014
- Media comments provided to Marie Claire about child protection reforms
- Media comments provided to ABC News and ABC Online regarding police issued AVOs
- Quoted in Ursula Malone, "New police powers allow on-the-spot AVOs in NSW domestic violence cases" ABC News, 3 June 2014
- Media interview ABC24 TV about the Child Support Inquiry





Committees

We built alliances and worked strategically with others by participating in Community Legal Centres NSW, National Association of Community Legal Centres and external committees.

Community Legal Centres NSW

- Aboriginal Advisory Group (co-convened by WLS NSW)
- Aboriginal and Torres Strait Peoples' Rights Working Group
- Care and Protection Network
- Community Legal Centres NSW Board
- Domestic Violence and Victims Compensation Subcommittee
- Law Reform And Policy Committee
- PII Committee (co-convened by WLS NSW)
- Prisoner's Rights Working Group (co-convened by WLS NSW)

- Legal Practitioners Consultative Group of Corrective Services NSW
- LGBTIQ Domestic Violence Interagency
- NSW Legal Assistance Forum Prisoner's Legal Needs Working Group
- NSW Women's Alliance
- Sexual Assault Review Committee of Office of Director of Public Prosecutions
- WDVCAAP Advisory Committee of Legal Aid NSW
- Women's Advisory Council of Corrective Services NSW

National Association of Community Legal Centres

- National Aboriginal and Torres Strait Islander Women's Legal Network
- Human Rights Network
- LGBTI Network
- Women's Legal Services Australia

Interagencies, networks and other external committees

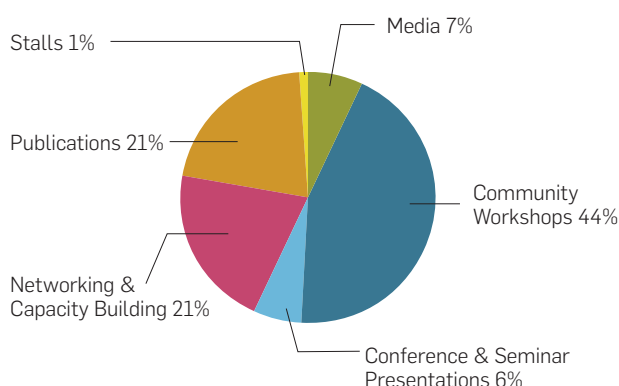
- Apprehended Violence Legal Issues Coordinating Committee (AVLIICC) of NSW Department of Attorney General
- Australian Communication Consumers Action Network
- Australian Women Against Violence (AWAVA) Alliance Advisory Group (as WLSA representative)
- Blacktown & Penrith Family Relationship Centre Partnership Steering Committee
- Corrective Services Contact in Custody Working Group
- Elder Abuse Education Working Party
- Equality Rights Alliance Working Groups (as WLSA representative)
- Family Law Courts' self-represented litigant working party (CLC NSW representative)
- Greater Sydney Family Law Pathways Network Committee
- Legal Education and Advice in Prison



COMMUNITY LEGAL EDUCATION

Our community legal education (CLE) program strives to increase women's awareness of the law, their legal rights and access to legal services through training workshops, webinars, conferences, stalls, websites and publications.

Community Legal Education activities



We undertook 132 projects, reaching over 1,260 people face-to-face. The workshops we provided included the following topics:

- Apprehended violence orders
- Child care & protection
- Domestic violence
- Domestic violence & technology
- Domestic violence & tenancy
- Family law
- Human rights framework & inquiries
- The victims support scheme
- Safety planning
- Sexual assault
- WLS NSW and community legal centres

We provided community legal education workshops in the following locations:

Sydney: Ashfield, Blacktown, Campbelltown, Doonside, Eastlakes, Fairfield, Granville, Lidcombe, Minto, Parramatta, St Leonards, Sutherland, Sydney CBD and Waitara.

Regional NSW: Armidale, Griffith, Katoomba, Leeton, Mittagong and Narooma.

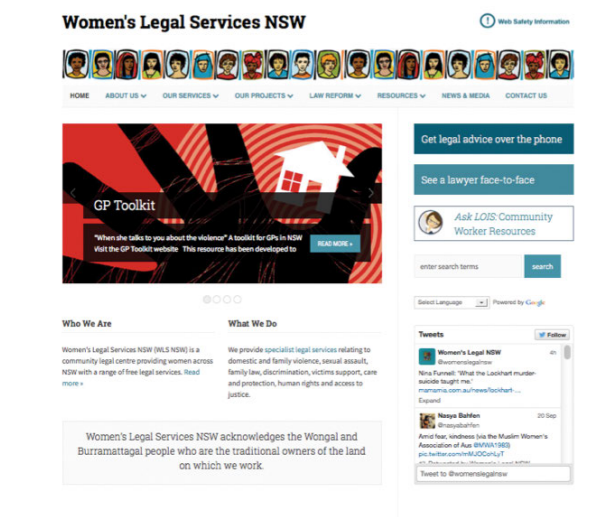
Interstate: Cairns (Conferences).
(see also Indigenous Women's Legal Program)

Publications and Resources

Website

www.womenslegalnsw.asn.au

- Our website was moved to WordPress, which allows for easier updating.
- Some interesting statistics about our website for 2013-14:
 - We had 41,987 sessions by 26,049 users (an increase of 24% from last year).
 - 60% of visitors were new and 40% were returning.
 - 17% of sessions were from accessed from a mobile phone (up from 12% last year).
 - there are approximately 145 sessions per weekday



Website screenshot: WLS NSW new website



GP Toolkit on domestic violence

Our resource "When she talks to you about the violence – a toolkit for GPs in NSW" was published in October 2013 and launched by the AMA (NSW) President on 3 April 2014. We received a grant from the Law and Justice Foundation NSW for this project.

The toolkit assists doctors to identify and respond appropriately to patients who have experienced domestic violence. It has information about indicators of violence, documenting injuries for legal purposes, appropriate communication and safety planning for victims and responding to subpoenas. The toolkit is accompanied by a poster for display in waiting areas, designed to encourage victims to feel comfortable disclosing any violence to their doctor.

- We have distributed the toolkit and accompanying 'waiting room poster' to around 2000 doctors in NSW.
- The toolkit has been viewed over 5000 times online at <http://itstimetotalk.net.au/gp-toolkit>
- The launch was covered by Prime 7 News on 3 April 2014 <https://au.prime7.yahoo.com/n2/news/a/-/local/22356705/doctors-better-equipped-video/>
- The toolkit was featured in The NSW Doctor publication June/July 2014.
- WLS NSW has also assisted Victoria and Western Australia to publish their own state versions of the GP Toolkit.



CLE Coordinator Natalie Neumann and Executive Officer Helen Campbell with AMA (NSW) President Associate Professor Brian Owler at the launch of the GP Toolkit.

Women and Family Law

The 10th edition of *Women and Family Law* was published in April 2014 and launched by Sue Walden at the State Library of NSW on 15 May 2014 during Law Week. *Women and Family Law* is part of the Legal Toolkit in all public libraries in NSW. It is available in hard copy and to download as a whole or in separate chapters on our website.



Article about Women and Family Law in the Law Society Journal, June 2014



Other publications

- *Just a piece of paper? Making your AVO work for you.* We updated this publication for the Women's Resource Centre, Bega. This publication is also part of the Legal Toolkit in public libraries.
- Update of Family Law chapter *The Law Handbook* for State Library online edition
- Feedback to Australian Domestic and Family Violence Clearinghouse on their publication *Keeping you and your job safe: information for workers experiencing Family Violence.*
- Brochures in 10 community languages: Arabic, Dari, Dinka, Farsi, Filipino (Tagalog), Hindi, Kirundi, Mandarin, Tamil and Vietnamese.

Workshops and partnerships with other organisations

We have ongoing partnerships with several organisations to provide workshops. We also respond to requests to conduct workshops from a wide variety of organisations. Here is a selection of our work:

- Workshops on domestic violence as part of induction of LawAccess Customer Services Officers
- Workshops for the Education Centre Against Violence (ECAV) on Apprehended Domestic Violence Orders as part of their Practical Skills in Responding to Domestic Violence training, and for ECAV bilingual educators
- Workshops on domestic violence and family law for the Public Interest Advocacy Centre Law For Non-Lawyers program
- Workshops on legal issues affecting women with disability, as part of the Building Equity through Empowerment program (organised by the Multicultural Disability Advocacy Association). This program was developed with participants, who – in the first workshop – selected a few topics to look at in more depth in the second workshop
- 14 workshops in one week on domestic violence for University of Western Sydney criminal law students as part of the Student Connect project (a collaboration with South West Sydney Legal Centre)
- Workshop on Apprehended Domestic Violence Orders for social workers at Sutherland Mental Health Unit
- Training day for solicitors and non-legal staff from WLS NSW, Elizabeth Evatt Community Legal Centre and Blue Mountains Women's Domestic

Violence Court Advocacy Service. This training was to assist our new outreach to Katoomba court. The training covered: how to do duty work, what to look out for, and how best to advocate and work collaboratively with all of the services involved.

- Presentation at K&L Women in Leadership Conference at Sydney University on Women, Law and Social Change Panel
- Ask LOIS presentations at the Greater Sydney, Parramatta and Armidale Interagency Meetings
- Partnership with North and North West Community Legal Service, Centacare New England North West, Armidale and District Women's Centre and Armidale Family Support for the Ask LOIS Armidale project
- Digital Literacy training for community workers in Armidale to accompany the roll-out and launch of Ask LOIS Armidale

What impact have our workshops had on participants?

"I am more informed in my role which means I am better able to advocate for, inform and refer my clients." – Community worker, May 2014

"I have more confidence in providing legal info to clients and other workers" – Community worker, July 2013

"Very eye-opening on giving basic advice to clients on AVOs. Good source of resources for future reference." – Lawyer, August 2013

Conference presentations

- Presentations on Ask LOIS at the Women's Domestic Violence Court Advocacy Program forum and the November 2013 Community Legal Centres NSW Quarterly meeting.
- Five presentations at the National Association of Community Legal Centres Conference in Cairns:
 - He didn't hit you, what are you upset about?: imagining a future where all solicitors have respectful, knowledgeable and appropriate responses to disclosures of domestic violence
 - Women defendants to violence protection orders: what is their experience of the justice system?
 - Family violence in family law: where are we up to and where to now?
 - Legal Literacy in Prison program
 - Ask LOIS (Legal Online Information Service)



Legal Literacy in Prisons project

The Legal Literacy in Prison Pilot partnership between WLS NSW, Corrective Services NSW, Legal Aid NSW, Public Interest Advocacy Centre, Wirringa Baiya Aboriginal Women's Legal Centre and Hawkesbury Nepean Community Legal Centre concluded in December 2013.

The female prisoners from Silverwater Women's Correctional Centre who completed the program reported an increase in general confidence and a desire to continue learning about the law. Corrective Services NSW is now providing legal literacy programs in other correctional centres and this is being overseen by a Steering Committee which includes WLS NSW. The continued involvement of lawyers is being negotiated.

Ask LOIS



www.asklois.org.au

Ask LOIS (Legal Online Information Service) is WLS NSW's online community legal education portal at www.asklois.org.au for community workers assisting women experiencing or escaping violence.

In this financial year, WLS NSW launched its Ask LOIS Armidale project. Using Armidale as a test region, the project aims at improving the existing Ask LOIS website and making it more responsive to the needs of community workers in regional and remote areas.

This was supported by a grant through the Attorney General's Department as a part of the NBN Regional Legal Assistance Program.

WLS NSW partnered with North and North West Community Legal Service, Armidale and District Women's Centre, Armidale Family Support and Centacare New England North West to steer the project.

WLS NSW conducted face-to-face two-day training for Armidale community workers and partner organisations in digital literacy, video conference software, domestic violence and family law.



Solicitor Alex Davis with Armidale partner members at two-day training workshops in Armidale, 25 September 2013

WLS NSW also provided its partner organisations with IT support and financial assistance to set up high-speed internet connections to utilise the Ask LOIS service.



Solicitor Alex Davis' baking skills at the launch of Ask LOIS Armidale, 25 September 2013



Initial group evaluations and testing was undertaken with the Armidale partners. This has been followed up with regular bi-monthly meetings where the website, webinar topics, usability, current trends and resource gaps are discussed.

Through this collaboration, WLS NSW has steered, developed and evolved the Ask LOIS website. The membership numbers of Ask LOIS in regional, rural and remote communities has increased exponentially.

Quick statistics on Ask LOIS over the past financial year:

- *This year, we reached 1,141 Ask LOIS members, a 40% increase of 451 members over the past 12 months*
- *We delivered 23 live webinars on unique topics*
- *There were at least 1002 live webinar participants* – a 69% increase of 692 participants over the past 12 months*
- *The archived webinars were downloaded and replayed 653 times*
- *We provided 49 legal advices to community workers through Ask LOIS, a 59% increase over the past 12 months*
- *Our Ask LOIS summary factsheets were downloaded a total of 1,040 times*

* It should also be noted that the numbers are likely to be bigger than those reported above. We have anecdotal evidence that there are often a group of workers watching our live webinars from one computer; this is often only recorded as one viewer rather than the actual number of participants.

Ask LOIS has been promoted through its own weekly E-Newsletters and in other organisations' newsletters, presentations at conferences and interagency meetings, and was featured in Deakin University's Centre forum for Rural and Regional Law and Justice in June 2014. WLS NSW has now also integrated training on Ask LOIS into its face-to-face workshops.

This year, WLS NSW has also worked alongside Legal Aid's Women's Domestic Violence Court Advocacy Program (WDVCAP) to make Ask LOIS more responsive to court support worker's needs. We developed private forums and private resources folders for WDVCAS workers to stay connected across NSW.

WLS NSW also assisted North Queensland Women's Legal Service with developing their own version of Ask LOIS for Queensland based community workers called Ask NOLA.



Speak Up to End Violence Against Women

In September 2013, WLS NSW received a grant from Amnesty International's Human Rights Innovation Fund to develop a website to empower our community to share ways to reduce violence against women while also providing pathways for finding help.

The website has dual functions. First, it is a comprehensive Australia-wide service directory where individuals and organisations can find help for women escaping violence. All services are broken down into categories to prompt individuals and organisations to turn their minds to the different types of help available to women escaping violence. For example, accommodation, court support, domestic violence services, family support, financial assistance, health services, legal services, police, sexual assault services and services for perpetrators.

The second function of Speak Up is to start a national conversation about violence against women to put this issue on the forefront of the public agenda. Individuals or organisations are invited to finish the sentence "We could reduce violence against women by..."

All responses are anonymously published on the website with the website already receiving hundreds of insightful and valuable contributions. The website also contains fast facts about violence against women, a media page and emergency exit functionality.

WLS NSW also wrote and filmed three short videos to accompany the project launch. Well-known Australian identities such as the Hon. Michael Kirby, Natasha Stott-Despoja, celebrity chefs, television presenters, comedians, academics and members of the public and WLS NSW staff took leading roles in the videos (see www.speakup.org.au/speakup-media).



www.speakup.org.au



Clip from the Speak Up promotional video

Speak Up also has its own Twitter and Facebook pages. The Facebook page received over 1,000 'likes' in its first month.

An Avant Card campaign was also rolled out with promotional postcards disseminated in public stands across Australia in the weeks after the website launched.



Flyers and postcards promoting Speak Up

Speak Up was launched in conjunction with International Women's Day in March 2014 at the Damien Minton Gallery, Redfern. Prominent and upcoming female artists from across Australia donated artworks for the launch, while local female musicians performed and feminist academic and Journalist, Jenna Price hosted the event. The launch was a successful fundraiser for the WLS NSW Foundation.



INDIGENOUS WOMEN'S LEGAL PROGRAM

Introduction:

The Indigenous Women's Legal Program continued to provide services to meet the needs of Aboriginal and Torres Strait Islander women through a variety of projects over the last year.

Indigenous women were reached through the Indigenous Women's Legal Advice Line, and the many workshops, forums and community legal education events we attended or delivered. We also provided casework and representation.

The Aboriginal Women's Consultation Network provided guidance to the Indigenous Women's Legal Program and met four times throughout the year.

The Indigenous Women's Legal Program team has been working on building networks and relationships with a variety of service providers, enabling our clients to have greater access to specialised services within their own communities.

IWLP Staff:



Sandra Murphy, Shannon Williams Wendy Chapman, Kirsty Irving (absent Gabrielle Craig)

Community Legal Education

February 2014

Sista Girl Yarnz Group, Campbelltown
Your Kids Your Rights (Family/Care and Protection)

March 2014

North Richmond
Your Kids Your Rights (Family/Care and Protection)

May 2014

Birrung Gurrung, Minto
Your Kids Your Rights

June 2014

Marrabinya Mums and Bubs Group, Griffith AMS
Your Kids Your Rights (Family/Care and Protection)

Leeton and District Local Aboriginal Land Council
Your Kids Your Rights (Family/Care and Protection)

July 2014

Kari Aboriginal Resources Inc. (Family Law)

July 2014

Ngala Nanga Mai Parent Group – La Perouse
Your Kids Your Rights (Family/Care and Protection)



*Kirsty Irving leading a Care and Protection workshop
North Richmond 12th March 2014*

Community Engagement

Networking with service providers

- Miller TAFE
- TAFE Western (Broken Hill)
- Kari Aboriginal Resources Inc – Community Programs Team
- National Reconciliation Week Morning Tea, Federal Family Law Court with Judge Sexton and Judge Kemp
- Indigenous Law Centre, UNSW Open Forum
- Marrin Weejali annual service provider morning tea
- Barnardos Warrawong
- Parramatta Region Family Law Interagency Network
- Family Law Pathway Network
- Two Women Dreaming Inc. La Pouse
- Tharawal Aboriginal Corportation, Campbelltown
- Birrung Gurrung, Uniting Care Burnside, Minto
- Jumbunna Indigneous House of Learning, UTS
- Central Coast Community Women's Health Centre
- Mission Australia, Narrandera
- Griffith Women's Refuge, Griffith
- Woomera Aboriginal Corporation, Albury
- Leeton Local Aboriginal Land Council
- Aboriginal Affairs NSW, Broken Hill Region
- Warra Warra Aboriginal Family Violence Prevention Legal Service
- Various WDVCS Aboriginal Specialist Workers
- Community Restorative Centre, Broken Hill Support Worker
- Mutawintji Local Aboriginal Land Council, Broken Hill
- Hawkesbury Nepean CLC
- Far West CLC
- Wagonga Local Aboriginal Land Council, Narooma
- Merrimans Local Aboriginal Land Council
- Griffith Aboriginal Medical Service
- TAFE – Open Training and Education Network (OTEN) Aboriginal Education and Training Unit
- Albury Local Area Command's Police Advisory Consultative Committee (PACC)
- Mudgin-Gal Aboriginal Women's Corporation

Stalls

- Campbelltown NAIDOC Family Fun Day
- National Aboriginal and Islander Children's Day – Redfern



Sandra Murphy, Wendy Chapman, Shannon Williams, Kirsty Irving at Campbelltown NAIDOC Family Fun Day

Yabun

Yabun is a community event to celebrate the survival and resilience of the Aboriginal peoples of Australia since 1788. There are different stages with performers and activities. There are many stalls consisting of service providers, private businesses and food stalls. IWLP had a very successful stall this year handing out 150 IWLP goodie bags and bottles of water. We met a number of prospective clients and enjoyed networking opportunities with interested service providers.



WLS NSW banner at Yabun, January 2014



Shannon Williams and her daughter at the Yabun stall, January 2014

Rural Trips

August 2013

Tamworth, Werris Creek, Walhallow, Coonabarabran, Gilgandra

February 2014

Broken Hill, Menindee

April 2014

Narooma, Wallaga Lake

June 2014

Albury, Griffith, Narrandera and Leeton
September 2014 – Taree, Port Macquarie



On the road again...

Publications

Domestic Violence

We distributed 3,775 copies of the Breach Diary in 2013–2014.

Child Welfare

We distributed 280 copies of the booklet *Ten things you need to know when DOCS/FACS removes your child* in 2013–2014.

Winnama Wirawi – Aboriginal Family Law Project

We received funding to develop and deliver culturally appropriate information to Aboriginal women throughout NSW. By securing this funding we were able to continue to employ a Community Access Officer, Wendy Chapman and solicitor, Gabrielle Craig, in March 2013 for 12 months to establish outreach services in Western Sydney, engage with community members, service providers and Aboriginal organisations.

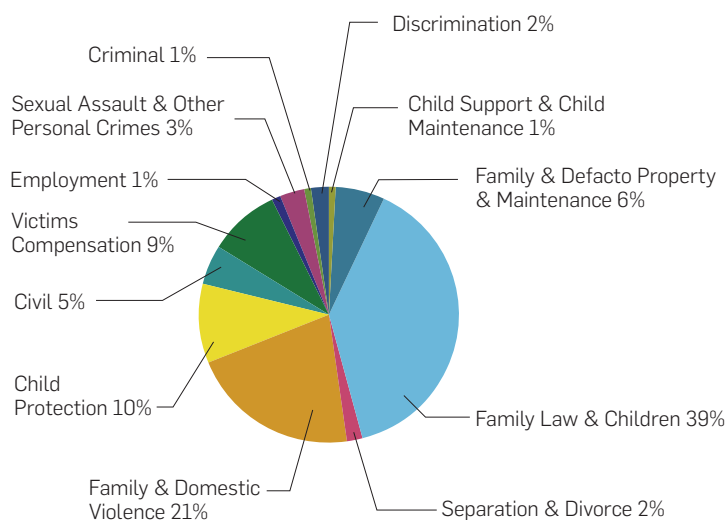
The Winnama Wirawi project has established outreaches in Western Sydney; Marrin Weejali (Blackett) and Koolyangara (Cranebrook).



Marrin Weejali Outreach: Wendy Chapman, Lois Newman (prevention worker), Gabrielle Craig

Our outreach at Marrin Weejali has continued to grow since the beginning of the Family Law Project in 2013. We have seen a significant increase in the number of clients who have attended the outreach service and we work intensively with each client, meeting their individual needs.

Advice Provided to Indigenous Clients



The types of matters we have assisted clients with include assisting a mother whose children had been withheld from her contrary to her family court orders, advice about breaches of Apprehended Domestic Violence Orders, police complaints, advice to a mother on an appeal in relation to a care and protection matter and advice and assistance to a mother wanting to obtain Family Court Consent Orders. For example, we represented a client with her parenting matter in the Federal Circuit Court and successfully negotiated favourable Interim Orders on her behalf. We also assisted her in obtaining an Apprehended Domestic Violence Order.

Aboriginal Care and Protection Project

The Aboriginal Care Matters Project has continued to build on its current and existing networks as well as introducing new partnerships within other services and communities. We have been successfully gaining commitment from other services who are interested in creating partnerships and building appropriate outreach services to reflect the issues that Aboriginal woman and children may be facing within family and / or community.

We are currently engaging with a multitude of key stakeholders within remote, rural, regional and metropolitan areas of the state, building networks and relationships with organisations within the areas, which Aboriginal women access.

We continue to engage with 'Mums and Bubs' and women's groups to run CLE's and provide ongoing support to these services and to the women who wish to access our service.



Care and Protection workshop, Walhallow Aboriginal Community Health Service, Werris Creek



Aboriginal Women's Consultation Network

The Aboriginal Women's Consultation Network continues to provide cultural guidance and support to the Indigenous Women's Legal Program.



AWCN meeting, Lidcombe, May 2014

Law Reform

The Indigenous Women's Legal Program contributed to the following law reform issues:

- NSW Government's consultation on the Domestic and Family Violence reforms
- National Centre for Excellence about research priority issues
- CLC NSW Open Letter to the Minister for Family Services regarding Child Protection Legislative Reform
- Attended meetings with the Department of Family and Community Services and community organisations about the child protection legislative reforms
- CLC NSW's Changes to child protection laws in NSW – Issues Paper
- NSW Legislative Council Select Committee Inquiry into Social, Public and Affordable Housing
- Senate Standing Committee on Economics Inquiry into affordable housing
- Senate Standing Committee on Economics Inquiry into affordable housing (prepared by Equality Rights Alliance)
- NSW Ombudsman's Consorting Issues Paper
- Senate Community Affairs References Committee's Inquiry into grandparents who take primary responsibility for raising their

grandchildren. Also assisted a grandmother carer with a written submission.

- Australian Institute of Family Studies survey about domestic and family violence and primary prevention and early intervention with high risk groups in NSW
- Review of Freedom of Speech (Repeal of s.18C) Bill 2014
- Productivity Commission's draft report on Access to Justice Arrangements
- Crimes (Domestic and Personal Violence) Amendment (Information Sharing) Bill 2014
- Responses to the Royal Commission into Institutional Responses to Child Sexual Abuse Issues Papers

Boards and Committees:

- Aboriginal Advisory Group for CLCNSW (co-convened by IWLP Senior Community Access Officer/TUNSW)
- Community Legal Centres NSW Board (as co-convenor of the Aboriginal Advisory Group CLCNSW)
- Indigenous Rights Working Group



OUR PUBLICATIONS



Women and Family Law (2014 Edition) **Cost: \$5 (inc. GST) for organisations which are not CSOs**

An essential tool to assist women to understand the law as it impacts on their relationships with other partners and children.

(Hard copy). Also available on our website.



When she talks to you about the violence: A toolkit for GPs in NSW (2014)

This resource has been developed to assist doctors in identifying and responding to women and children who have experienced family violence.

The toolkit contains guidelines

for patient care as well as some legal information for doctors such as mandatory reporting and responding to subpoenas. Available in hard copy or from <http://itstimetotalk.net.au/gp-toolkit/>



10 things you need to know When Docs/FACS removes your child (2013)

This information booklet for Aboriginal women discusses what to do if FaCS is involved with the family. It is written in accessible language and uses illustrations. The booklet also

contains a diary to record contact with welfare authorities. This resource is also useful for non-Aboriginal parents. Available in hard copy or on our website.



Our Silence is Abusing our Kids (2011 edition) **Cost: \$10 (inc. GST) for non-CSOs**

Unique and innovative stories about Aboriginal women working locally to stop child

sexual assault. The booklet contains interviews with community women and Aboriginal workers about their own efforts in their communities to protect children and support young people. Also contains vital information about child sexual assault.



A Long Way to Equal (2007) **Cost: \$10 (inc. GST) for non-CSOs \$5 for CSOs**

A Long Way To Equal gives a current assessment and analysis of the legal problems and barriers to access to legal services experienced by migrant and refugee women in

alia. The 2007 report considers government and community sector responses to recommendations made in 2004 and considers strategies for change.



Brochures and Cards



Women's Legal Services NSW Brochure

Cost: Free

This is an information pamphlet with Advice Line contact numbers for Women's Legal Services NSW.



Women's Legal Services NSW Pictorial Brochure

Cost: Free

This is a pictorial informational pamphlet with Advice Line contact numbers for Women's Legal Services NSW.



Quick Guide to Working with Interpreters in Legal Settings – Checklist and Poster

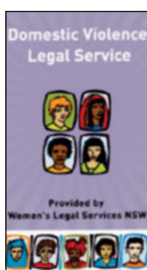
Cost: Free



Indigenous Women's Legal Program Card

Cost: Free

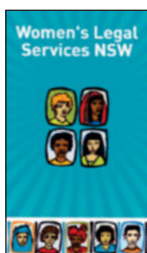
This is an informational card with contact details and numbers for Women's Legal Services NSW Indigenous Women's Legal Program.



Domestic Violence Legal Service Card

Cost: Free

This is an informational card with contact details and numbers for the Domestic Violence Legal Service.



Women's Legal Services NSW Card

Cost: Free

This is an informational card with contact details and numbers for the Advice Line contact numbers for Women's Legal Services NSW.



Indigenous Women's Program Fridge Magnet

Cost: Free

This fridge magnet has contact details and numbers for Women's Legal Services NSW Indigenous Women's Program.



Is this Love? (Indigenous pamphlet)

Cost: Free

A resource made for young Aboriginal women in reference to their relationships.



Is this Love? (Non-Indigenous pamphlet)

Cost: Free

A resource made for young women in reference to their relationships.

Ordering publications: Please download order forms at: www.womenslegal.asn.au



TREASURER'S REPORT



I am pleased to present the 2013–2014 audited Financial Statements of Women's Legal Resources Limited, trading as Women's Legal Services NSW.

Our core income for services was received from the New South Wales and Commonwealth Governments through the Legal Aid Commission of NSW.

In brief, funding income was made up of:

- Women's Legal Resource Centre Program – \$876,536
- Outreach Program – \$199,931
- Indigenous Women's Legal Program – \$306,318
- Domestic Violence Legal Service – \$461,676
- One off funding from:
 - Attorney General's Department "Aboriginal Care Matters" – \$40,627
 - Legal Aid Commission of NSW "Legal Literacy in Prisons" – \$10,000
 - Attorney General's Department "Domestic Violence Back up Service – Ask Lois" – \$110,385
 - Amnesty International Australia "Smartphone app National Plan to Reduce Violence Against Women" – \$9,029

With an overall revenue of \$3,360,824 and total expenditure of \$2,469,548 there is a surplus of \$891,276 for the year.

On behalf of WLS NSW, I would like to acknowledge with thanks the continuing support provided by the New South Wales and Commonwealth Governments, and to extend our appreciation to the program officers who have worked with us during the year.

I would like to acknowledge the Board's appreciation of the contribution of our staff during the last 12 months. Their professionalism and skill have been essential to effective Board management and to the strategic planning of the development of our services.

Belinda Louis
Treasurer



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

DIRECTORS' REPORT FOR THE YEAR ENDED 30 JUNE 2014

Your directors present their report together with the financial report of Women's Legal Resources Limited ('the Company') for the financial year ended 30 June 2014 and the auditors' report thereon.

Directors

The Directors of the Company at any time during or since the end of the financial year are:

Names and responsibilities Qualifications, experience and other directorships

Denele Crozier

Director – Chairperson

Appointed as a Director on 30 November 2011

RPN, Dip. Acc, Dip. Business

30 years working in the NGO sector.

2001-2014 Chief Executive Officer, Women's Health NSW Peak for community women's health centres. 1993-2001 Administrator, Redfern Legal Centre, 1982-1992 Health Worker, Liverpool Women's Health Centre and Women's Health Information Resource and Crisis Centres Association.

Currently involved in range of management and advisory committees including FGM Advisory Committee, NSW Ministry of Health NGO Advisory Committee, Council of Social Service NSW (NCOSS) and Treasurer at Australian Women's Health Network.

Belinda Louis

Director – Treasurer

Appointed as a Director on 8 February 2011

B Commerce, Chartered Accountant, MBA (in progress)

November 2010 to present – PricewaterhouseCoopers Sydney – Risk Management.

April 2008 – May 2010 – PricewaterhouseCoopers London – Transaction Services/ Mergers & Acquisitions.

February 2002 – November 2010 – PricewaterhouseCoopers Sydney – Various roles in Audit / Forensics / Transaction Services.

Anusha Duray

Director

Appointed as a Director on 8 December 2010

BA, Grad Dip Business, TAA, Cert IV Governance, Cert IV Community Services (Aboriginal Family Mediation). Women in Leadership (Executive Management UNSW)

Over ten years experience working in Aboriginal Community Development policy and management. Currently works as Senior Programmer for National Indigenous Television a division of SBS. Experienced board member. Member of the Australian College of Educators. Current member of the Aboriginal Women's Consultation Network. Film Producer.

Sheridan Emerson

Director

Appointed as a Director on 7 May 2014

LLB (Hons 1), B Econ, University of Queensland

Admitted as a solicitor in 2003

Accredited Family Law Specialist – NSW Law Society

Over 12 years' experience as a solicitor. Partner at Pearson Emerson Family Lawyers, a specialist family law firm in Sydney providing advice in respect of all aspects of family law. Prior roles in commercial litigation and finance at Allens Arthur Robinson in Sydney and Linklaters in London.

Accredited Family Dispute Resolution Practitioner. Member of the NSW Law Society Family Issues Committee, the Family Law Section of the Law Council of Australia, the International



WOMEN'S LEGAL RESOURCES LIMITED

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Directors' Report – (continued) For the year ended 30 June 2014

Sheridan Emerson

Director (continued)

Academy of Collaborative Professionals, Collaborative Professionals (NSW) Inc and the Central Sydney Collaborative Forum. Currently the NSW Law Society's representative on a Self-Represented Litigants working group established by the Family Court of Australia and Federal Circuit Court of Australia.

Louise Goodchild

Director

Appointed as a Director 30 November 2011

BA/LLB MA

Admitted to practice as a solicitor in 1992, called to the NSW Bar 2005 Part time Judicial Member Administrative Decisions Tribunal 2010 – 2013.

Barrister nine years experience, prior experience over eighteen years including: Law lecturer at University of Western Sydney and University of Technology. Principal Solicitor and Project Co-ordinator National Youth and Children's Law Centre, Legal Aid, Aboriginal Legal Service, Cape York Land Council.

Anna Hartree

Director

Appointed as a Director on 21 November 2012

B Social Science (Welfare Studies), University of Newcastle

Masters in Management (Community), UTS

Over 25 years working in NGO sector including 9 years in rural NSW and a total of 12 years in Community Legal Centres (Hunter Community Legal Centre and Kingsford Legal Centre). While working for the CLCs, was an active member of several CLCNSW networks including Sector Development and the CLE Network. Has been a member of many community management committees and boards, in a range of positions including Chairperson, Treasurer and Secretary.

Currently employed as Community Information and Centre Coordinator at the Junction Neighbourhood Centre. In partnership with the NSW Tenants Union, co-facilitate the Community Education workshops for CLCNSW.

Joplin-Lea Higgins

Director

Appointed as a Director on 7 August 2013, resigned 7 May 2014

LLB, James Cook University – Bachelor of Laws

Graduate Diploma Legal Practice

Practicing predominantly in Family Law since 2007. Worked in both private and public sector. Commenced employment with Legal Aid Commission in the Early Intervention Unit in its infancy.

Now in private practice as Director / Lawyer of Joplin Lawyers.

Director of Muswellbrook Women's Refuge.

Felicity Lee

Director

Appointed as a Director on 21 November 2012, resigned 6 August 2014

LLB, B Commerce – University of New South Wales

LLM (in progress) – University of Melbourne

Admitted as a solicitor of the Supreme Court of NSW in 2013

Lawyer at the Australian Competition and Consumer Commission; Guardian ad Litem at the NSW Department of Attorney-General and Justice; Volunteer at Women's Legal Services NSW, Wirringa Baiya Aboriginal Women's Legal Centre and Kingsford Legal Centre.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued) For the year ended 30 June 2014

Lynda Maitland

Director

Appointed as a Director on 21 November 2012
Bachelor of Business (Economics and Finance), RMIT
Master of Law and Legal Practice (Honours), majoring in Family Law, UTS
12 years in Banking, Financial Markets
Admitted as a solicitor in 2006, worked at ASIC
Since 2007 worked solely in family law, at Legal Aid NSW family litigation, child support service and early intervention unit. Also spent time working at Law Access NSW and in family law Private Practice.

Elizabeth Simpson

Director

Appointed as a Director on 30 November 2011
BA (Hons)/Arts – University of Queensland
Msc (Dist) – London School of Economics
Admitted as a solicitor of the Supreme Court of Queensland in 2001. Practised in NSW since 2008
Over 10 years experience as a solicitor. Currently Manager / Principal Solicitor – MOSAIC Project at Justice Connect. Previous roles included senior solicitor at the Public Interest Advocacy Centre, NSW Co-convenor of Australian Lawyers for Human Rights, committee member of the NSW Council for Civil Liberties, solicitor in the UK Government and at Ashurst Australia.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Meetings of Directors

During the financial year, 4 meetings of the Board of Directors were held. Attendances by each of the director were as follows:

	Board of Directors' Meetings	
	Number eligible to attend	Number attended
Denele Crozier	4	2
Anusha Duray	4	1
Sheridan Emerson	–	–
Anna Hartree	4	3
Belinda Louis	4	2
Joplin-Lea Higgins	3	1
Louise Goodchild	4	2
Felicity Lee	4	–
Lynda Maitland	4	4
Elizabeth Simpson	4	3

Membership Liability

The company is a public company limited by guarantee. The extent of the liability of any member under the guarantee is a sum not exceeding \$20. The total liability of all members is \$1,240, should the company be wound up.

Operating Results

The profit of the Company for the financial year amounted to \$891,276 (2013 Loss: \$329).

A review of the operations of the Company during the financial year and the results of those operations are as follows:

	2014 \$	2013 \$
Operating profit/(loss) for the year	891,276	(329)
Income	3,360,824	2,187,428
Expenditure	2,469,548	2,187,757



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Principal Activities

The principal activities of the Company during the financial year were the provision of free community legal services, including legal advice and information, education, training and resources across metropolitan and regional areas of New South Wales. The Company provides free service for all women in the community, particularly for those who are socially and economically disadvantaged. There were no other significant changes in the nature of the Company's principal activities during the financial year.

Events Subsequent to Reporting Date

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors of the Company, to affect significantly the operations of the Company, the results of those operations, or the state of affairs of the Company, in future financial years.

Significant Changes in State of Affairs

In the opinion of the Directors there were no significant changes in the state of affairs of the Company that occurred during the year.

Likely Developments

The Company will further develop the level of operations through the receipt of grants and the acquittal of those grants through various programs and projects.

No likely change in the Company's direction is projected.

Environmental Regulations

The Company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Dividends Paid or Recommended

The Company's Constitution prohibits the payment of dividends to the members of the Company. The Company is limited by guarantee and does not issue shares or options to purchase shares.

Indemnification of Officers' and Directors'

During the financial year, the Company has given indemnity and paid insurance premiums to insure directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of the conduct of the Company while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company.

Total premium paid was \$1,600. The directors' and officers' liability of the company insures any past, present or future director, secretary, executive officer or employee of Women's Legal Resources Limited.

Proceedings on Behalf of the Company

No person has applied for leave of Court to bring proceedings on behalf of the Company or intervene in any proceedings to which the Company is a party for the purpose of taking responsibility on behalf of the Company for all or any part of those proceedings.

The Company was not a party to any such proceedings during the year.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Auditor's Independence Declaration

The auditor's independence declaration is set out on page 38 and forms part of the Director's Report for the financial year ended 30 June 2014.

Signed in accordance with a resolution of the Board of Directors;

Director

Director

Dated this 24th day of September 2014
Sydney, NSW



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



Vanessa Patricio
Principal

Level 26
44 Market Street
Sydney NSW 2000

Telephone (02) 9089 8640
Facsimile (02) 9089 8989
Email vanessa@mosaicac.com.au

WOMEN'S LEGAL RESOURCES LIMITED ABN 88 002 387 699

AUDITOR'S INDEPENDENCE DECLARATION UNDER SUBDIVISION 60-C SECTION 60-40 OF THE AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 TO THE DIRECTORS OF WOMEN'S LEGAL RESOURCES LIMITED

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2014 there has been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.

MOSAIC AUDIT & CONSULTING
CHARTERED ACCOUNTANTS

VANESSA PATRICIO

PRINCIPAL

Registered Company Auditor # 333315

DATED THIS 24TH DAY OF SEPTEMBER 2014
SYDNEY, NSW



Liability limited by a scheme approved under Professional Standards Legislation



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

	Note	2014 \$	2013 \$
Revenue	2	3,360,824	2,187,428
Service expenses		330,143	338,135
Occupancy expenses		84,454	84,208
Administration expenses		160,388	132,153
Employee benefits expense	14	1,881,440	1,622,110
Financing expenses		395	396
Depreciation Expenses		12,728	10,755
Total Expenses		2,469,548	2,187,757
Profit / (Loss) before income tax expense		891,276	(329)
Income tax expense	1(b)	-	-
Profit/(loss) after income tax		891,276	(329)
Retained profits at the beginning of the financial year		33,255	33,584
Retained profits at the end of the financial year		924,531	33,255

The accompanying notes form part of these financial statements



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2014

	Note	2014 \$	2013 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	1,911,577	1,339,515
Trade and other receivables	4	36,763	50,622
Prepayments	5	19,356	15,036
TOTAL CURRENT ASSETS		<u>1,967,696</u>	<u>1,405,173</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	<u>682,619</u>	<u>695,347</u>
TOTAL NON-CURRENT ASSETS		<u>682,619</u>	<u>695,347</u>
TOTAL ASSETS		<u>2,650,315</u>	<u>2,100,520</u>
CURRENT LIABILITIES			
Trade and other payables	7	1,166,894	1,262,163
Deferred income	8	157,021	476,267
Short-term employee benefits	9	<u>224,082</u>	<u>162,863</u>
TOTAL CURRENT LIABILITIES		<u>1,547,997</u>	<u>1,901,293</u>
NON-CURRENT LIABILITIES			
Borrowings	10	4	4
Long-term employee benefits	9	32,359	20,544
		<u>32,363</u>	<u>20,548</u>
TOTAL NON-CURRENT LIABILITIES		<u>32,363</u>	<u>20,548</u>
TOTAL LIABILITIES		<u>1,580,360</u>	<u>1,921,841</u>
NET ASSETS		<u>1,069,955</u>	<u>178,679</u>
EQUITY			
Reserves	11	145,424	145,424
Retained Profits		<u>924,531</u>	<u>33,255</u>
TOTAL EQUITY		<u>1,069,955</u>	<u>178,679</u>

The accompanying notes form part of these financial statements

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2014

	Note	Retained Earnings	Special Reserve	Total
		\$	\$	\$
Balance at 1 July 2012		33,584	145,424	179,008
Loss attributable to entity for the year		(329)	–	(329)
Balance at 30 June 2013		33,255	145,424	178,679
Profit attributable to Company for the year		891,276	–	891,276
Balance at 30 June 2014		924,531	145,424	1,069,955

The accompanying notes form part of these financial statements



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2014

	Note	2014 \$	2013 \$
Cash Flows from Operating Activities			
Cash receipts from grants	2	2,237,905	1,990,845
Other cash receipts		1,068,487	117,658
Interest received		63,971	60,121
Cash paid to suppliers and employees		(2,798,302)	(1,969,204)
Net cash from operating activities	12(b)	572,061	199,420
Cash Flows from Investing Activities			
Acquisition of property, plant and equipment		—	(62,206)
Net cash used in investing activities		—	(62,206)
Net increase/(decrease) in cash and cash equivalents		572,061	137,214
Cash and cash equivalents at 1 July		1,339,516	1,202,302
Cash and cash equivalents at 30 June 2014	12(a)	1,911,577	1,339,516

The accompanying notes form part of these financial statements



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2014

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial report is for Women's Legal Resources Limited as an individual not-for-profit Company, incorporated and domiciled in Australia. Women's Legal Resources Limited is a company limited by guarantee.

Members' Guarantee

The Company is incorporated under the *Corporations Act 2001* and is a Company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 30 June 2014 the number of members was 62.

Basis of Preparation

The financial report is a general purpose financial report that has been prepared in accordance with Australian Accounting Standards adopted by the Australian Accounting Standards Board (AASB) and the *Australian Charities and Not-for-profit Commission Act 2012*. The financial report has been prepared on a historical cost basis, modified, where applicable by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The Company has elected to adopt the Australian Accounting Standards – Reduced Disclosure Requirements (established by *AASB 1053 – Application of Tiers of Australian Accounting Standards* and *AASB 2010-2 – Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements*). As a not-for-profit entity, the Company is eligible to apply the Tier 2 reporting requirements that are provided in these standards. The Company made a decision to provide disclosures in addition to the minimum requirements for the benefit of its users.

The financial statements for the year ended 30 June 2014 were approved and authorised for issue by the Board of Directors on 24 September 2014.

Significant Accounting Policies

The significant accounting policies that have been used in the preparation of these financial statements are summarised below.

(a) Statement of Financial Position

The statement of financial position of Women's Legal Resources Limited incorporates the assets and liabilities of the Women's Legal Resources Centre, Indigenous Women's Legal Program, Outreach Program, and Domestic Violence Legal Service.

(b) Income Tax

No income tax is payable by the Company for the financial year and subsequent years due to the ATO endorsement as an income tax exempt charity. The Company has income tax exempt status under subsection 50-145 of the *Income Tax Assessment Act 1997*.

(c) Property, Plant and Equipment

Recognition and measurement

Each class of property, plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. Purchased software that is integral to the functionality of the related equipment is capitalised as part of that equipment.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(c) Property, Plant and Equipment (Continued)

Recognition and measurement (Continued)

Properties are measured on the cost basis and there was no revaluation of land and buildings during the year.

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by Directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows that will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

Plant and equipment that have been contributed at no cost or for nominal cost are valued and recognised at the fair value of the asset at the date it is acquired.

Gains and losses on disposals of property, plant and equipment are determined by comparing the proceeds from disposal with the carrying amount of property, plant and equipment. These gains or losses are included in the statement of comprehensive income. When revalued assets are sold, amounts included in the revaluation reserve relating to that asset are transferred to retained earnings.

Subsequent costs

The cost of replacing part of an item of property, plant and equipment is recognised in the carrying amount of the item if it is probable that the future economic benefits embodied within the part will flow to the Company and its cost can be measured reliably. The carrying amount of the replaced part is derecognised. The costs of the day-to-day servicing of property, plant and equipment are recognised in the statement of comprehensive income as incurred.

Depreciation

Depreciation is recognised in the statement of comprehensive income on a straight-line basis over the estimated useful lives of each part of an item of property, plant and equipment. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements. Land is not depreciated.

The depreciation rates used for each class of depreciable assets are:

Class of Fixed Asset	Depreciation Rate
Land and buildings	-%
Plant and equipment	10–25%

Depreciation methods, useful lives and residual values are reviewed at each reporting date.

(d) Financial Instruments

Initial Recognition and Measurement

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the Company commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted).

Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified as at fair value through profit or loss in which case transaction costs are expensed to profit or loss immediately.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(d) Financial Instruments (Continued)

Classification and Subsequent Measurement

Finance instruments are subsequently measured at either fair value or amortised cost using the effective interest rate method or cost. Fair value represents the amount for which an asset could be exchanged or a liability settled, between knowledgeable, willing parties. Quoted prices in an active market are used to determine fair value, where available. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as

- (i) the amount at which the financial asset or financial liability is measured at initial recognition;
- (ii) less principal repayments;
- (iii) plus or minus the cumulative amortisation of the difference, if any, between the amount initially recognised and the maturity amount calculated using the effective interest method; and
- (iv) less any reduction for impairment.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability.

Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in the statement of comprehensive income.

- (i) **Financial assets at fair value through profit or loss**
Financial assets are classified at 'fair value through profit or loss' when they are either held for trading for the purpose of short term profit taking, derivatives not held for hedging purposes, or when they are designated as such to avoid an accounting mismatch or to enable performance evaluation where a group of financial assets is managed by key management personnel on a fair value basis in accordance with a documented risk management or investment strategy. Such assets are subsequently measured at fair value with changes in carrying value being included in profit or loss.
- (ii) **Loans and receivables**
Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost.
- (iii) **Held-to-maturity investments**
Held-to-maturity investments are non-derivative financial assets that have fixed maturities and fixed or determinable payments, and it is the Company's intention to hold these investments to maturity. They are subsequently measured at amortised cost.
- (iv) **Available-for-sale financial assets**
Available-for-sale financial assets are non-derivative financial assets that are either not capable of being classified into other categories of financial assets due to their nature, or they are designated as such by management. They comprise investments in the equity of other entities where there is neither a fixed maturity nor fixed or determinable payments.

Available-for-sale financial assets are included in non-current assets, except for those which are expected to be disposed of within 12 months after the end of the reporting period.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(d) Financial Instruments (Continued)

- (v) Financial liabilities
Non-derivative financial liabilities (excluding financial guarantees) are subsequently measured at amortised cost.

Fair Value

Fair value is determined based on current bid prices for all quoted investments. Valuation techniques are applied to determine the fair value for all unlisted securities, including recent arm's length transactions, reference to similar instruments and option pricing models.

Impairment

At the end of each reporting period, the Company assesses whether there is objective evidence that a financial instrument has been impaired. In the case of available for sale financial instruments, a prolonged decline in the value of the instrument is considered to determine whether impairment has arisen. Impairment losses are recognised in the statement of comprehensive income.

Derecognition

Financial assets are derecognised where the contractual rights to receipt of cash flows expires or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised where the related obligations are discharged, cancelled or expired. The difference between the carrying value of the financial liability, which is extinguished or transferred to another party and the fair value of consideration paid, including the transfer of non cash assets or liabilities assumed, is recognised in profit or loss.

(e) Impairment of Assets

At each reporting period, the Company reviews the carrying values of its tangible and intangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of comprehensive income.

Where the future economic benefits of the asset are not primarily dependent upon the asset's ability to generate net cash inflows and when the Company would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of an asset.

Where it is not possible to estimate the recoverable amount of an assets class, the Company estimates the recoverable amount of the cash-generating unit to which the class of assets belong.

Where an impairment loss on a revalued asset is identified, this is debited against the revaluation reserve in respect of the same class of asset to the extent that the impairment loss does not exceed the amount in the revaluation reserve for that same class of asset.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(f) Cash and Cash Equivalents

Cash and cash equivalents in the statement of financial position comprise cash at bank and in hand and short-term deposits with an original maturity of twelve months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and cash equivalents defined above, net of outstanding bank overdrafts. Bank overdrafts are included within interest-bearing loans and borrowings in current liabilities on the statement of financial position.

(g) Employee Benefits

Defined contribution plans

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution plans are recognised as an employee benefits expense in the statement of comprehensive income in the periods during which services are rendered by employees. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in future payments is available.

Other long-term employee benefits

The Company's net obligation in respect of long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods plus related on-costs; that benefit is discounted to determine its present value, and the future value of any related assets is deducted. The discount rate is the yield at the reporting date on Commonwealth Government securities that have maturity dates approximating the terms of the Company's obligations.

Short-term benefits

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided.

(h) Revenue

Grant revenue is recognised in the statement of comprehensive income when the Company obtains control of the grant. When there are conditions attached to grant revenue relating to the use of those grants for specific purposes it is recognised in the statement of financial position as a liability until such conditions are met or services provided.

Revenue from the rendering of a service is recognised upon the delivery of the service to the clients.

Interest revenue is recognised on a proportional basis taking into account the floating interest rate applicable to the financial assets.

All revenue is stated net of the amount of goods and services tax (GST).



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(i) Good and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position are shown inclusive of GST. The net amount of GST recoverable from or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

(j) Critical Accounting Estimates and Judgments

The Directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company. It has not been necessary for the Directors to make any key estimates or judgements in the report.

(k) Economic Dependence

Women's Legal Resources Limited is dependent on Legal Aid NSW CLSP for the majority of its revenue used to operate the business. At the date of this report the Board of Directors has no reason to believe the Legal Aid NSW will not continue to support Women's Legal Resources Limited.

(l) New Standards and Interpretations Not Yet Adopted

A number of new standards, amendments to standards and interpretations are effective for annual reporting periods beginning after 1 January 2013. Those which may be relevant to the Company are set out below.

AASB 13 Fair Value Measurement

AASB 13 provides a single source of guidance on how fair value is measured, and replaces the fair value measurement guidance that is currently dispersed throughout Australian Accounting Standards. Subject to limited exceptions, AASB 13 is applied when fair value measurements or disclosures are required or permitted by other AASB's.

Amendments to AASB 119 Employee Benefits

AASB 119 changes the definition of short-term and other long-term employee benefits to clarify the distinction between the two.

These new standards and amendments have not had a significant impact on the Company.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 2 – REVENUE

	2014	2013
	\$	\$
Operating activities		
Grants		
– Legal Aid Commission (Commonwealth)	1,040,744	1,015,149
– Legal Aid Commission (C'th & State) – Prior Year	219,401	101,110
– Legal Aid Commission (Commonwealth) – One off	–	120,348
– Legal Aid Commission (State)	803,719	776,091
– Less: Uncommitted / unspent funds	–	(229,785)
– Sundry Grants	174,041	207,932
Total Grants	2,237,905	1,990,845
Other income		
– Interest received	63,971	60,121
– Donations	–	5,000
– Settlements of costs	892,000	–
– Fees and contributions	86,742	58,861
– Costs recovered and retained	28,696	17,790
– Rental income	50,300	54,100
– Sales of publications and merchandise	1,210	711
Total other income	1,122,919	196,583
TOTAL REVENUE	3,360,824	2,187,428

NOTE 3 – CASH AND CASH EQUIVALENTS

	2014	2013
	\$	\$
Current		
Cash at bank	3,704	10,284
Cash on deposit	1,907,373	1,328,731
Cash on hand	500	500
	1,911,577	1,339,515



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 4 – TRADE AND OTHER RECEIVABLES

	2014	2013
	\$	\$
Current		
Trade receivables	36,733	50,592
Deposits / Bonds	30	30
	36,763	50,622

NOTE 5 – PREPAYMENTS

	2014	2013
	\$	\$
Prepayments	19,356	15,036
	19,356	15,036

NOTE 6 – PROPERTY, PLANT AND EQUIPMENT

	2014	2013
	\$	\$
Building – at cost	623,564	623,564
Plant and equipment – at cost	167,926	167,926
Less accumulated depreciation	(108,871)	(96,143)
	682,619	695,347

Movements in Carrying Amounts

Movement in the carrying amounts of property, plant and equipment between the beginning and the end of the current financial year

	Property, Plant and Equipment	Total
Cost		
Balance at 1 July 2013	791,490	791,490
Additions	–	–
Disposals	–	–
Balance at 30 June 2014	791,490	791,490
Accumulated depreciation		
Balance at 1 July 2013	96,143	96,143
Depreciation for the year	12,728	12,728
Balance at 30 June 2014	108,871	108,871
Carrying Amounts		
Balance at 1 July 2013	695,347	695,347
Balance at 30 June 2014	682,619	682,619

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 7 – TRADE & OTHER PAYABLES

	2014	2013
	\$	\$
Current		
Trade payables	108,632	137,684
Payroll liabilities	82,613	74,823
GST Payable	35,491	45,731
Other creditors and accruals	250,831	256,329
Employee liabilities	689,327	747,596
	1,166,894	1,262,163

NOTE 8 – DEFERRED INCOME

	2014	2013
	\$	\$
Current		
Uncommitted / Unspent Funds	157,021	476,267
	157,021	476,267

NOTE 9 – EMPLOYEE BENEFITS

	2014	2013
	\$	\$
Current		
Liability for annual leave	116,746	88,599
Liability for long service leave	107,336	74,264
	224,082	162,863
Non-Current		
Liability for long service leave	32,359	20,544
	32,359	20,544
Movement in employee benefits	\$	\$
Opening balance at 1 July	183,407	196,123
Adjustments	73,034	(12,716)
Closing Balance at 30 June	256,441	183,407

NOTE 10 – BORROWINGS

	2014	2013
	\$	\$
Non-Current		
National Australia Bank	4	4
	4	4

NOTE 11 – RESERVES

	2014	2013
	\$	\$
Special Reserve	145,424	145,424
	145,424	145,424



WOMEN'S LEGAL RESOURCES LIMITED

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NOTE 12 – CASH FLOW INFORMATION

(a) Reconciliation of Cash

	2014	2013
	\$	\$
Cash at bank	3,704	10,284
Cash on deposit	1,907,373	1,328,732
Cash on hand	500	500
	1,911,577	1,339,516

(b) Reconciliation of cash flows from operating activities

	2014	2013
	\$	\$
Cash flows from operating activities		
Profit/(loss) after income tax for the year	891,276	(329)
Adjustments for:		
Depreciation	12,728	10,755
Changes in assets and liabilities		
Change in prepayments	(4,320)	(1,373)
Change in trade and other receivables	13,859	(17,431)
Change in deferred income	(319,246)	213,023
Change in employee benefits	73,033	12,716
Change in trade and other payables	(95,269)	(17,941)
Net cash from operating activities	572,061	199,420

NOTE 13 – AUDITORS' REMUNERATION

	2014	2013
	\$	\$
Remuneration of the auditor for:		
– Audit and review of the financial report	7,500	7,500
– Audit and review of the financial acquittal	600	600
– Other services	1,000	1,000
	9,100	9,100



WOMEN'S LEGAL RESOURCES LIMITED

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NOTE 14 – EMPLOYEE BENEFITS EXPENSE

2014
\$

2013
\$

Expenses recognised for employee benefits are analysed below.

Wages and salaries	1,541,641	1,320,637
Superannuation – defined contributions plan	136,483	118,831
Workers compensation insurance	11,573	11,022
Employee training and development	25,121	26,141
Employee benefit provisions	166,622	145,479
	1,881,440	1,622,110

NOTE 15 – RELATED PARTY TRANSACTIONS

The Company's related parties include its Directors' and key management personnel described below.

Unless otherwise stated, none of the transactions incorporate special terms and conditions and no guarantees were given or received. Outstanding balances are usually settled in cash.

- a. Directors' Compensation
The Directors act in an honorary capacity and receive no compensation for their services.
- b. Key Management Personnel
The names and positions of those having authority for planning, directing and controlling of the Company's activities, directly or indirectly (other than Directors), are:

Helen Campbell, Executive Officer
Janet Loughman, Principal Solicitor

During the year key management personnel remuneration totaled \$272,263 (2013: \$243,083).



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

DIRECTORS' DECLARATION

In the opinion of the directors of Women's Legal Resources Limited ("the Company"):

1. The Company is not publically accountable.
2. The financial statements and notes, as set out on pages 39 to 53, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
 - a. complying with Australian Accounting Standards – Reduced Disclosure Requirements and *Australian Charities and Not-for-profits Commission Regulation 2013*; and
 - b. giving a true and fair view of the financial position as at 30 June 2014 and its performance, for the year ended on that date.
3. There are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director

Director

Dated this 24th day of September 2014
Sydney, NSW



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



Vanessa Patricio
Principal

Level 26
44 Market Street
Sydney NSW 2000

Telephone (02) 9089 8640
Facsimile (02) 9089 8989
Email vanessa@mosaicac.com.au

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED ABN 88 002 387 699

Report on the Financial Report

We have audited the accompanying financial report of Women's Legal Resources Limited, which comprises the statement of financial position as at 30 June 2014 and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information and the Directors' declaration of the Company.

Directors Responsibility for the Financial Report

The Directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*. The Directors' responsibility also includes such internal controls as the Directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Directors, as well as evaluating the overall presentation of the financial report.

We performed the procedures to assess whether in all material respects the financial report gives a true and fair view, in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*, a true and fair view which is consistent with our understanding of the Company's financial position and of its performance.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independence

In conducting our audit, we have complied with applicable independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012*.



Liability limited by a scheme approved under Professional Standards Legislation





WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED A.B.N. 88 002 387 699

Auditor's Opinion

In our opinion the financial report of the Women's Legal Resources Limited is in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- a. Giving a true and fair view of the Company's financial position as at 30 June 2014 and of its performance for the year ended on that date; and
- b. Complying with Australian Accounting Standards – Reduced Disclosure Requirements and *Australian Charities and Not-for-profits Commission Regulation 2013*.

MOSAIC AUDIT & CONSULTING CHARTERED ACCOUNTANTS

VANESSA PATRICIO

PRINCIPAL

Registered Company Auditor # 333315

**DATED THIS 24TH DAY OF SEPTEMBER 2014
SYDNEY, NSW**

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Women's Legal Resources Limited

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

	2014	2013
	\$	\$
INCOME		
Rental Income	50,300	54,100
Interest	12,789	7,151
Other Income	9,245	449
Costs Recovered and Retained	20,895	9,900
TOTAL INCOME	93,229	71,600
EXPENDITURE		
Employee Related Expenses		
Salaries & Wages	32,781	22,594
Superannuation	2,557	1,849
Workers' Compensation Insurance	260	216
	35,598	24,659
Service Expenses		
Directors' Meetings	–	685
Service Promotion & Consultancy Expenses	11,160	10,974
	11,160	11,659
Other Operating Expenses		
Audit & Accountancy Fees	2,000	1,000
Legal & Filing Fees	72	323
Depreciation Expenses	12,728	10,755
Equipment / Asset Replacements	9,133	4,500
Printing & Publications	13,815	8,232
Bank Fees & Interest Expenses	395	395
Property Insurance	1,459	507
Property Repairs & Maintenance	256	3,105
Rates & Levies	6,862	6,794
	46,720	35,611
TOTAL EXPENSES	93,478	71,929
SURPLUS/(DEFICIT) for the year	(249)	(329)



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Women's Legal Resources Centre

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

	2014 \$	2013 \$
INCOME		
Grants		
Legal Aid Commission – Commonwealth	475,365	463,676
Legal Aid Commission – State	342,042	330,284
Legal Aid Commission – FRC	59,129	57,675
Legal Aid Commission – Prior Year	71,195	34,293
Sundry Grants – GP Kit / DVB / Literacy in Prison	133,414	207,932
Less: Unspent Funds	–	(81,579)
Sub Total	1,081,145	1,012,281
Interest Received	19,209	20,229
Fees and Contributions Received	963,584	52,677
Cost Recovered and Retained	7,164	7,392
Donations	–	5,000
Sale of Books and Publications	1,210	711
Sub Total	991,167	86,009
TOTAL INCOME	2,072,312	1,098,290
EXPENDITURE		
Employee Related Expenses		
Salaries & Wages	857,717	712,555
Superannuation	67,330	58,867
Workers' Compensation Insurance	5,805	5,817
Conferences, Training and Development	10,698	11,065
	941,550	788,304
Services Expenses		
Client Disbursements	3,367	1,678
Committee Expenses	948	975
Communication (Telephone & Internet)	8,975	8,202
Community Education & Travel	6,048	14,275
Service Promotion & Other Expenses	11,739	10,991
Sundry Grants	119,112	197,549
	150,189	233,670
Other Operating Expenses		
Audit & Accountancy Fees	4,500	4,500
Bank Charges	324	326
Computer Running Costs	9,783	6,002
Equipment Repairs & Maintenance	2,822	2,979
Insurance	5,238	5,536
Library Resources & Subscriptions	11,128	10,364
Office Amenities	3,308	3,357
Office Maintenance	8,675	6,989
Postage & Freight	3,516	3,627
Printing & Stationery	15,743	8,771
Rent & Accommodation	20,000	20,000
Utilities	3,665	3,865
	88,702	76,316
TOTAL EXPENSES	1,180,441	1,098,290
SURPLUS/(DEFICIT) for the year	891,871	–

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Indigenous Women's Legal Program

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

	2014 \$	2013 \$
INCOME		
Grants		
Legal Aid Commission	306,318	298,784
One Off – Indigenous Family Law	–	120,348
One Off – Aboriginal Care Matters	40,627	–
Less: Unspent Funds	–	(87,850)
Legal Aid Commission – Prior Year	87,850	31,014
Sub Total	434,795	362,296
Interest Received	9,592	11,699
Cost Recovered and Retained	–	400
Sub Total	9,592	12,099
TOTAL INCOME	444,387	374,395
EXPENDITURE		
Employee Related Expenses		
Salaries & Wages	246,604	250,284
Superannuation	20,035	19,722
Workers' Compensation Insurance	1,623	1,464
Staff Conferences, Training and Development	5,218	4,353
Staff Recruitment	145	1,327
	<u>273,625</u>	<u>277,150</u>
Services Expenses		
Client Disbursements	11,653	2,552
Committee Expenses	317	306
Communication (Telephone & Internet)	3,663	3,747
Community Education & Travel	18,362	13,663
AWCN Fees	11,957	13,001
Management Fees	30,632	25,000
Service Promotion & Other Expenses	54,297	4,192
	<u>130,881</u>	<u>62,461</u>
Other Operating Expenses		
Audit & Accountancy Fees	2,000	2,000
Bank Charges	183	189
Computer Running Costs	4,217	3,687
Equipment Repairs & Maintenance	1,924	345
Insurance	2,466	2,686
Library Resources & Subscriptions	3,827	3,105
Office Amenities	738	898
Office Maintenance	3,056	3,959
Postage & Freight	1,481	1,375
Printing & Stationery	8,077	4,534
Rent & Accommodation	10,400	10,400
Utilities	1,671	1,606
	<u>40,040</u>	<u>34,784</u>
TOTAL EXPENSES	444,546	374,395
SURPLUS/(DEFICIT) for the year	(159)	–



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Outreach Program

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2014

	2014 \$	2013 \$
INCOME		
Grants		
Legal Aid Commission	199,931	195,015
Legal Aid Commission – Prior Year	17,484	2,527
Less: Unspent Funds	–	(17,484)
Sub Total	217,415	180,058
Interest Received	6,395	6,012
Cost Recovered and Retained	75	98
Sub Total	6,470	6,110
TOTAL INCOME	223,885	186,168
EXPENDITURE		
Employee Related Expenses		
Salaries and Wages	159,158	129,726
Superannuation	12,942	10,886
Workers' Compensation Insurance	1,092	1,181
Staff Conferences, Training and Development	3,108	3,334
	<u>176,300</u>	<u>145,127</u>
Services Expenses		
Client Disbursements	541	761
Committee Expenses	132	153
Communication (Telephone & Internet)	1,831	1,795
Community Education & Travel	2,336	1,876
Management Fees	19,990	11,000
Service Promotion & Other Expenses	1,361	1,856
	<u>26,191</u>	<u>17,441</u>
Other Operating Expenses		
Audit & Accountancy Fees	1,500	1,500
Bank Charges	80	111
Computer Running Costs	2,038	3,698
Equipment Repairs & Maintenance	487	1,385
Insurance	1,192	1,343
Library Resources & Subscriptions	2,404	2,114
Office Amenities	320	452
Office Maintenance	2,010	1,354
Postage & Freight	676	988
Printing & Stationery	3,400	3,352
Rent & Accommodation	6,500	6,500
Utilities	836	803
	<u>21,443</u>	<u>23,600</u>
TOTAL EXPENSES	223,934	186,168
SURPLUS/(DEFICIT) for the year	(49)	–



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Domestic Violence Legal Service

**STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2014**

	2014	2013
	\$	\$
INCOME		
Grants		
Legal Aid Commission – State	461,676	445,807
Legal Aid Commission – Prior Year	42,872	33,276
Less: Unspent Funds	–	(436,872)
Sub Total	504,548	436,211
Interest Received	15,987	15,030
Cost Recovered and Retained	561	–
Sub Total	16,548	15,030
TOTAL INCOME	521,096	451,241
EXPENDITURE		
Employee Related Expenses		
Salaries and Wages	412,003	350,958
Superannuation	33,620	27,507
Workers' Compensation Insurance	2,792	2,345
Staff Conferences, Training and Development	5,952	6,062
	454,367	386,872
Services Expenses		
Client Disbursements	2,404	1,192
Committee Expenses	502	383
Communication (Telephone & Internet)	4,438	4,347
Community Education & Travel	6,275	8,354
Service Promotion & Other Expenses	3,349	4,553
	16,968	18,829
Other Operating Expenses		
Audit & Accountancy Fees	2,500	2,500
Bank Charges	171	232
Computer Running Costs	5,544	5,395
Equipment Repairs & Maintenance	794	431
Insurance	2,979	3,357
Library Resources & Subscriptions	4,974	4,791
Office Amenities	735	1,320
Office Maintenance	5,434	3,827
Postage & Freight	1,690	1,627
Printing & Stationery	9,989	7,053
Rent & Accommodation	13,000	13,000
Utilities	2,089	2,007
	49,899	45,540
TOTAL EXPENSES	521,234	451,241
SURPLUS/(DEFICIT) for the year	(138)	–



WOMEN'S LEGAL SERVICES NSW