

WOMEN'S
LEGAL
SERVICE
NSW

ANNUAL
REPORT

2015/2016

CONTACT US

Trading as Women's Legal Service NSW

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Lidcombe NSW 1825

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Fax: 02 9749 4433

Email: reception@wlsnsw.org.au

Web: www.wlsnsw.org.au

Office hours: 9:00am–4:30pm

(Monday to Friday)

Telephone advice services

Women's Legal Contact Line:

8745 6988 1800 801 501

Mondays 9:30am–12:30pm

Tuesdays 1:30pm–4:30pm

Thursdays 9:30am–12:30pm

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: 1:30pm–4:30pm

Tuesdays: 9:30am–12:30pm

Thursdays 1:30pm–4:30pm

Fridays 9:30am–12:30pm

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 10:00am–12:30pm

Tuesdays 10:00am–12:30pm

Thursdays 10:00am–12:30pm

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

Tuesdays and Thursdays 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.

Care Project: 8745 6908

Free confidential legal advice for women dealing with DoCS and child welfare issues.

Outreach Advice Clinics:

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

(Fairfield was discontinued 30 June 2016.)

Local Courts domestic violence duty work:

Mt Druitt	once a month on Monday
Penrith	once a month on Tuesday
Blacktown	once a month on Wednesday
Bankstown	once a month on Thursday

(Bankstown was discontinued December 2015)

Family Relationships 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:

Koolyengarra (Cranebrook) monthly
Marrin Weejali (Blackett) fortnightly
Macarthur Gateway fortnightly
Aboriginal Catholic Care (Emerton) fortnightly

Ask LOIS

A legal on-line information service for community workers: www.asklois.org.au

CONTENTS

Contact Us	2
Chairperson's report	5
WLS NSW Foundation Activities and Events Report 2015/16	6
Strategic Plan 2016–2019	8
Our personnel	10
We provided legal advice and representation	12
We advocated for changes to law and legal processes	16
Community legal education	23
Indigenous Women's Legal Program	30
Our publications	32
Annual Audited Accounts and Financial Statements	
Treasurer's report	34
Director's report	35
Auditor's independence declaration	40
Statement of profit or loss and other comprehensive income	41
Statement of financial position	42
Statement of changes in equity	43
Statement of cash flows	44
Notes to the financial statements	45
Directors' declaration	58
Independent auditor's report to the members of women's legal resources limited	59
Women's Legal Resources Limited Statement of profit or loss and other comprehensive income	62
Women's Legal Resources Centre Statement of profit or loss and other comprehensive income	63
Indigenous Women's Legal Program Statement of profit or loss and other comprehensive income	64
Domestic Violence Legal Service Statement of profit or loss and other comprehensive income	65

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 LIMITED

ABN 88 002 387 699

CHAIRPERSON'S REPORT

This has been a year of challenges for our service, and the community services sector generally, particularly specialist services for women experiencing domestic and family violence. We anticipate a substantial reduction in our core funding from 1 July 2017 and so we have begun to prepare for the inevitable reduction in capacity that this will cause.

However we were successful in a tender for Indigenous Advancement Strategy funds so we have managed to keep the Indigenous Women's Legal Program going.

Throughout this time we have continued to advocate, to educate and to campaign for law reform, as this annual report shows.

We have reflected and focussed on our role and how to maximise the effectiveness of our work. To this end we have conducted a thorough strategic planning process resulting in a more sharply focussed and outcomes-based plan for the next three years. Accompanying this we have updated our letterheads and logos to a more contemporary professional style.

We brought together our staff, Board and Aboriginal Women's Consultation Network to work on the development of an Aboriginal Cultural Safety Standard, emphasising the need for empathy, respect and awareness through all of our work. I would especially like to thank the Indigenous Women's Legal Program Team and the members of the Aboriginal Women's Consultation Network for their generosity and openness in sharing their experiences with us.

My thanks to the Board; Anna Hartree, Anusha Duray, Belinda Louis, Louise Goodchild, Liz Simpson, Heather McKinnon, Sheridan Emerson and Emma Palmer.

On behalf of the Board I would like to acknowledge the members of the Aboriginal Women's Consultation Network: Elsie Gordon, Anusha Duray, Tina West, Bronwyn Penrith and Vicki Dennison. Thanks to the contribution of these wonderful women we can improve the cultural appropriateness of our services for women 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 Service NSW the Board extends its gratitude. To the staff I thank you for your dedication and your tireless efforts to better the lives of women.

Denele Crozier
Chairperson

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WLS NSW FOUNDATION ACTIVITIES AND EVENTS REPORT 2015/16

The WLS NSW Foundation has continued to build its profile and develop important relationships in this fourth year of activity. Key achievements for the Foundation in the last 12 months include:

Foundation Events

The past financial year has seen three Foundation events take place. All have been free of charge.

Bright Spark Awards – Friday 17 July

- Format:** A cocktail party to present awards to outstanding women in 3 categories: enlightening women, inspiring women and heart-warming women.
- Location:** Gilbert + Tobin
- Registrations:** 92
- Details:** www.wlsnsw.org.au/bright-spark-awards-2016
- Sponsorship:** The ASU provide some funding and promotion to their networks
- PR benefit:** The ASU shared our event flyers to their NSW & ACT database
- Significant portion of attendees from key stakeholders and partnering organisations

International Women's Day Fair – Sunday 6 March

- Format:** A community festival in partnership with Marrickville Legal Centre.
- Location:** Steel Park, Marrickville
- Attendees:** Estimated 400 public (not including WLS staff and presenters)
- Details:** www.wlsnsw.org.au/iwdfair2016
- Sponsorship:** Local real estate agent 'Day & Hodgson' paid for the jumping castle
- PR benefit:** Extensive coverage on Facebook; 1500 flyers delivered in the local area; Five other participating stallholder organisations; Local community radio station 'Radio Skid Row' promoted the event prior and broadcast a show live from the event on the day;
- Other Info:** A detailed post-event report was written and submitted to the board

In March 2016 a formal charity partnership commenced with the women's travel insurance company 'Travel With Jane' who have committed to donating a small percentage of every policy sold to WLS NSW. This began with an initial donation in March and was followed up with an end of financial year donation in August. Travel With Jane will also pay for prizes for the award winners at the Bright Sparks Awards.

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Campaigns

Save Our Services

In June during the lead up to the election, WLS NSW joined other CLCs in a campaign to reverse imminent funding cuts. The Foundation ran a social media appeal asking any women who have accessed our services (or who know someone who has) to share their stories with us via a confidential online survey. The aim was to find some real people with true stories and experiences to give a human voice to the campaign. There were 21 respondents. More information is available here:

<http://www.wlsnsw.org.au/helpwlshehelpyou/>

Marketing

Electronic Direct Mail

EDMs are sent throughout the year to the entire mailing list. These include newsletters with general information as well as event invites and information. In the past year the number of subscribers to the mailing list has increased from 437 contacts to a current total of 574 contacts.

- November 2015 Newsletter sent to 437 people had a 38% open rate: <http://eepurl.com/bEwlh5>
- December 2015 Christmas Message sent to 432 people had a 40% open rate: <http://eepurl.com/bIPM7j>
- March 2016 Newsletter sent to 495 people had a 37% open rate: <http://eepurl.com/bIPM7j>

Social Media

Following the success of the International Women's Day promotions, it was agreed that the Foundation should establish its own Facebook page for the sole purposes of promoting Foundation activities and events. This page was set up in June: <https://www.facebook.com/wlsnswfoundation/>

WLS NSW Re-brand

With the launch of the new WLS NSW branding the Foundation also created a new logo for all Foundation materials, EDMs and social media.



Women's Legal Services NSW and Marrickville Legal Centre present:

International Women's Day Fair

Sunday 6 March, 10am - 1pm, Steel Park, Marrickville



STRATEGIC PLAN 2016–2019

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 Service 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, care and protection, and discrimination.

5 Priority Areas

The five priority areas of service delivery for Women's Legal Service 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 appropriately with legal problems.

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 Service NSW infrastructure to sustain and support the service delivery priority areas.

What we intend to achieve:

1. Women will be safe from violence.

We prioritise services for women experiencing domestic violence and sexual assault. We will practice within a domestic violence and trauma-informed framework. Twenty-five percent of matters undertaken will concern domestic violence and sexual assault.

2. Women will be supported to take control of their own lives.

We assist women to make decisions about their families and care for their children. Thirty-three percent of matters undertaken will concern family law and child protection.

We support women who have been discriminated against on grounds of gender, race, marital status and caring responsibilities, and who have experienced sexual harassment. Five percent of matters undertaken will concern discrimination.

3. Women will be resourced to make choices.

We will work collaboratively with other services to offer holistic responses to our clients' needs. We will undertake 16 outreaches and partnerships.

We will use systemic advocacy to enhance our client's' access to justice. We will undertake 100 law reform activities each year.

4. Our services will be inclusive of all women

We will provide services in a manner that is inclusive of the needs and interests of all women, including Indigenous women, women from culturally and linguistically diverse backgrounds, women in regional rural and remote areas, older women, young women, women in prison, women at risk of homelessness, LBGQTI women and women with disabilities.

Our service provision will take into account the cross-cultural and intersecting issues that may compound the experience of disadvantage.

5. Sustainable Development Goals

This Strategic Plan accords with the United Nations "Transforming our world: the 2030 Agenda for Sustainable Development" goals for gender equality, access to justice, and peaceful inclusive societies. (Goals 5,8,11,16) <https://sustainabledevelopment.un.org/post2015/transformingourworld>

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

OUR PERSONNEL DURING 2015/2016

Board of Directors

Denele Crozier	Chairperson
Belinda Louis	Treasurer
Liz Simpson	Secretary
Anusha Duray	AWCN Representative
Anna Hartree	
Louise Goodchild	
Sheridan Emerson	
Emma Palmer	
Heather McKinnon	

Aboriginal Women's Consultation Network

Aunty Elsie Gordon	TAFE NSW, Dubbo
Anusha Duray	Aboriginal Projects
	Co-ordinator, Coffs Harbour
Tina West	Aboriginal Health Service,
	Central Coast
Vicki Dennison	Aboriginal Community Justice
	Co-ordinator, Armidale
Bronwyn Penrith	Mudgin-Gal Aboriginal
	Women's Centre

Staff

Management:

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

Indigenous Women's Legal Program:

Shannon Williams	Community Access Officer
	(to August 2015)
Dixie Link-Gordon	Senior Community Access
	Officer (locum)
Gabrielle Craig	Senior Solicitor
Kirsty Irving	Solicitor (to February 2016)
Karen Mifsud	Senior Solicitor
	(Locum from February 2016)
Wendy Chapman	Community Access Officer
	(to May 2016)
Yasmine Khan	Community Access Officer
Gail Tobler	Community Access Officer
Vickie Fair	Legal Assistant It Stops Here
	Prevention Project
	(October 2015 – June 2016)

Community Legal Education:

Rebecca Ebel	Community Legal
	Education Officer
Jessica Raffal	Community Legal Education
	Officer (from March 2016)

Law Reform

Liz Snell	Law Reform and Policy
	Co-ordinator

Solicitors

Janet Loughman	Principal Solicitor
Pip Davis	Assistant Principal Solicitor
Carolyn Jones	Senior Solicitor
Rebecca Frost	Senior Solicitor
Kellie McDonald	Senior Solicitor
Alicia Jillard	Solicitor
Cecilia Lee	Solicitor
Louisa Stewart	Solicitor (to April 2016)
Mari Vagg	Solicitor
Jessica Hannam	Solicitor
Alex Davis	Solicitor/CLE Officer
	Ask LOIS project
	(to January 2016)
Megan Cameron	Solicitor, care project (contract)
Melissa Nicol	Solicitor (locum from June
	2015 – April 2016)
Louise McDermott	Solicitor
	(contract April – June 2016)
Ida Nursoo	Solicitor (contract from
	November 2015)
Anna Swain	Solicitor (contract from
	January 2016)

Administrative Staff

Lita Chiv	Accounts clerk
Daryna Ieth	Receptionist
Kuny Chhor	Data entry
Nicole Long	Receptionist (casual)

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Consultants and contractors

Jonathan Vianna	Maccentre & Origin84
Niko Ramos	Maccentre
Clare Sullivan	Social Media (until January 2016)
Priscilla Mc Corrigan	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.

Bella Worner-Butcher	Denise O'Dea
Emily Tchea	Hannah Baker
Jade Henshaw	Rina Le
Rojda Dag	Ruby Catsanos
Shelley Xu	Vickie Fair

Evening Advice Service Volunteer Solicitors

Alice Schober	Allessandra Schiavuzzi
Alicia Elliott	Bernadette Smyth
Eliza George	Jennifer Keane
Jessica Ross	Laura Donnelly
Lucinda Aboud	Melanie Stern
Natalie Moffett	Priyanka Sharma
Rishika Pai	Rachael Vincent
Rachel Miller	Shera Tiongan
Sherlene Heng	Victoria Broomfield

Pro Bono Partners

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.

Colin Biggers & Paisley

Special thanks to Colin Biggers and Paisley who have provided us with a range of in-kind, pro bono and financial support through its CBP Foundation and the generosity of its staff. The CBP Foundation aims to promote and protect the rights of women and children and has made WLSNSW one of its Priority clients.

Victims Support Project with Colin Biggers & Paisley

We established an MOU with Colin Biggers & Paisley to enable their solicitors to act as WLS NSW volunteers to undertake victims support casework. This has expanded our capacity to undertake this work in matters where legal argument could make a difference to the awards received.

Gilbert + Tobin

Thanks to Gilbert + Tobin for making their beautiful premises and hospitality available to us for our fundraising and Foundation events during the year.

Barristers

Anthony Lloyd	Edmund Barton Chambers
Corrie Goodhand	Eight Selborne Chambers
Louise Goodchild	Frederick Jordan Chambers
Monica Neville	Sir James Martin Chambers
Maria Gerace	Maurice Byers Chambers
Mark Robinson SC	Maurice Byers Chambers
Radhika Withana	12 Wentworth Selborne Chambers
Tim Hammond	Samuel Griffith Chambers
Tracey Stevens	Maurice Byers Chambers
Will Tuckey	Samuel Griffith Chambers

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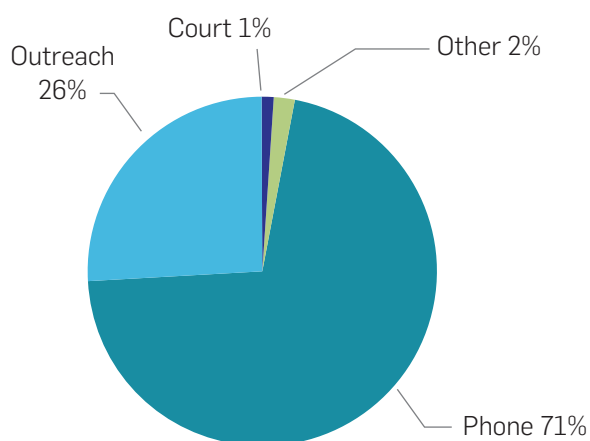
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WE PROVIDED LEGAL ADVICE AND REPRESENTATION

WLS NSW provided legal advice and representation to women most disadvantaged in our community. We provided:

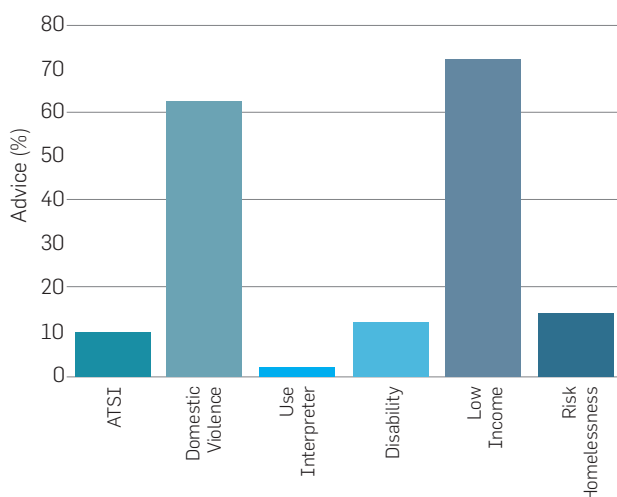
- 382 information and referral services;
- 2,043 legal advices either by phone or face-to-face at 14 outreach advice clinic locations, women's prisons and Local Courts
- representation in 485 new cases.
- representation in 408 finalised cases.

The ways our clients contacted us for advice



Over 60% of clients who contacted us for legal advice were dealing with domestic violence; 10% of our clients identified as Aboriginal or Torres Strait Islander. Clients with a disability represented 13% of our advice clients and risk of homelessness was an issue for 15% of clients.

Client characteristics



Apprehended Domestic Violence Order duty work

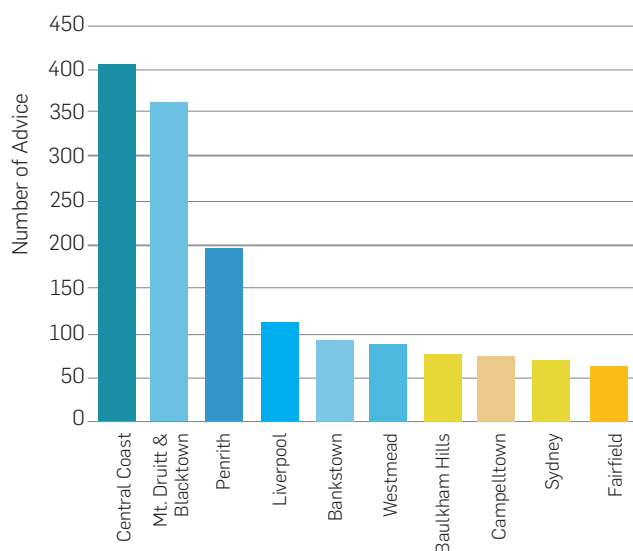
We attended local courts in Western Sydney to represent women in Apprehended Domestic Violence Order (ADVO) matters and provide associated advice about family law and victims support. During the year solicitors attended Mt Druitt, Penrith, Bankstown and Blacktown Local Courts.

State-wide telephone advice services

We provided state-wide telephone advice services for family law advice, domestic violence legal advice, discrimination in employment advice, care and protection advice and advice for Aboriginal women through our designated Indigenous Women's Legal Contact Line.

We have opened a new state-wide telephone advice service for family law and discrimination in employment. This service is available on Tuesday evenings from 6 to 8 pm. The advice is provided by volunteer solicitors supervised by a WLSNSW solicitor. Appointments are made via a link on our website: <http://www.wlsnsw.org.au/evening-telephone-advice-service/>

Top 10 Geographic Areas for Advice



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

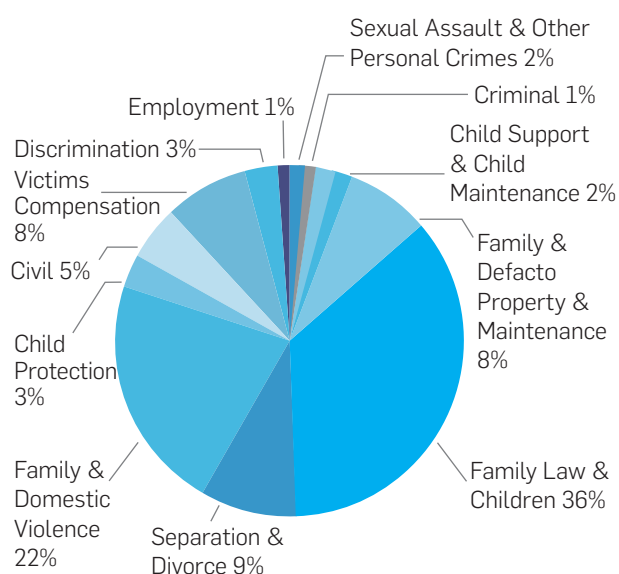
Outreach advice clinics in western Sydney

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 Indigenous Women's Legal Program provided outreach advice clinics for Aboriginal women at Marrin Weejali at Blackett and Koolyangarra at Cranebrook.

Legal Assistance at Family Relationship Centres

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).

Advices by area of law

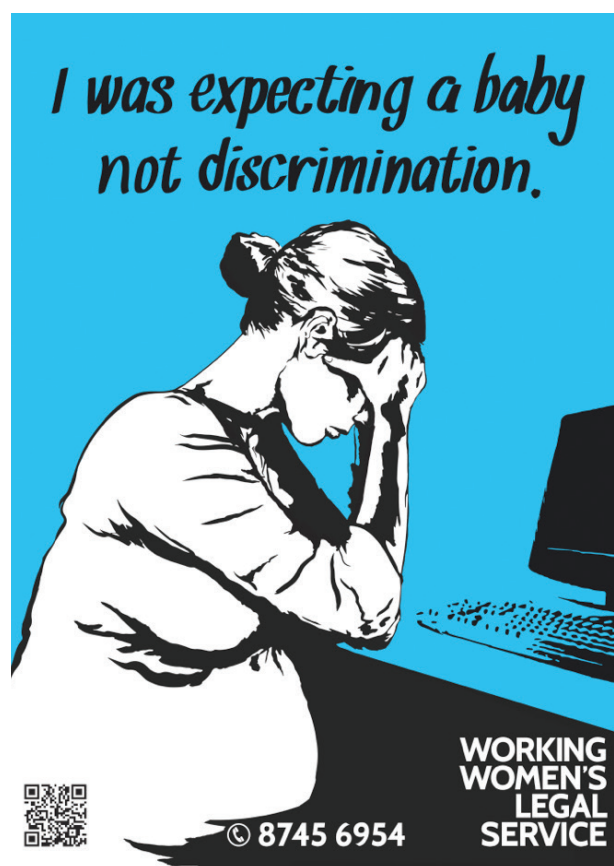


Legal Education and Advice in Prison (LEAP) for Women

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 eighth year and has identified high level legal needs of women in prison. WLS NSW does 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

We continued to provide an advice and representation service in relation to discrimination on the basis of sex, pregnancy, carer / family responsibilities and sexual harassment in employment. WLS NSW does not receive additional funding to provide this service and has been greatly assisted by the volunteer work of Ruby Catsanos.



FAMILY LAW CASES OF INTEREST

Family law parenting – family violence

McLeod & Needham & Anor [2015] FCCA 2808

WLS NSW acted for the mother in the Federal Circuit Court. The father had taken the child away from the mother when the child was a baby and handed care of her to paternal grandparents. The child had spent no time with the mother from soon after her birth until she was five years old and after proceedings commenced the mother had built a relationship with the child. The court found the mother's allegations of family violence to be true and found an intergenerational cycle of violence in the paternal family to be highly relevant. The court orders included that the mother have sole parental responsibility for the child; that the child live with the mother and spend no time with and have no communication with the father.

Betros & Betros [2016] FamCA 225

WLS NSW acted for the mother in family law proceedings in which there were findings of family violence by the father and that the children were psychologically harmed by being subjected to abuse by the father. The court considered whether it would be preferable to make orders least likely to lead to further proceedings and review of a supervision requirement. The court orders included that the mother have sole parental responsibility for the children; that the children live with the mother and spend supervised time with their father every second month.

Bulmer & Bell (No 2) [2015] FamCA 697.

There were issues of family violence and an unacceptable risk of harm to the child due to violence, drug use and criminal conduct. The father failed to take steps to enrol in the Keeping Contact program and had cancelled and withdrawn from contact events and withdrawn from the proceedings. The court ordered sole parental responsibility to the mother and 'no time with' orders for the father.

What a client said:

I have recently been involved in a matter at Local Court, where I met (solicitor). I found her to be approachable, extremely helpful, she never made me feel like I was wasting her time and she never rushed me off the phone. She took the time to explain each step of the processes to me and really reassured me of my options and possible outcomes along the way. I believe that the positive outcome I received on the day would not have been possible without her involvement.

I cannot thank or commend her enough for her much appreciated assistance and support.

Sexual harassment claim

Our client experienced sexual harassment in the workplace which included her manager and colleague sending her sexually explicit photos and text messages. The matter settled at conciliation for economic loss and general damages.

District Court application to change child's name on birth certificate

We represented a mother who has sole parental responsibility orders for her child and orders that the father not spend any time with the child following a serious history of domestic violence. Our client wanted to change her child's name for safety reasons but required a court order to change the name on her child's birth certificate. We succeeded in obtaining an order from the District Court, decided ex parte and in chambers, directing the Registrar of Births Deaths and Marriages to amend the birth certificate.

Defended AVO hearing for woman defendant / primary victim

Our client was the victim of violence in her relationship with her former partner. However, police took out an AVO against her for the protection of her former partner. We acted for our client in defending the application taken against her as well as in an application for an AVO for her own protection. Following a hearing, the Court dismissed the application taken against our client and made an AVO for our client's protection. The Court also made an order for costs against police.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Mandatory visa cancellation on character grounds

We drafted representations to the Department of Immigration and Border Protection on behalf of a client we saw in prison who was facing deportation under the mandatory visa cancellation provisions. Deportation would mean that she would never be allowed re-entry into Australia and would not be able to see her 3 young children, who remain living in Australia in out of home care. Our client has no connection to her country of origin and has not returned since leaving as a child.

Victims support – application for external review to NCAT

We acted for a client who originally filed a claim for victims compensation which was not finalised when the law changed in 2013, meaning it was ultimately dealt with as a claim for victims support. Her application was dismissed for failing to prove act of violence at first instance and on internal review. A Legal Aid NSW solicitor referred the matter to us to act in an application for external review to the NSW Civil and Administrative Tribunal (NCAT).

Before filing the NCAT application, the 2015 Regulation was introduced which provided for transitional claims to be reassessed under the more generous "old Act." We subsequently filed the application for review in NCAT.

Victims Services argued that the introduction of the 2015 Regulation meant that NCAT lacked jurisdiction to deal with the application. We successfully argued that our client had an accrued right to seek review and that the 2015 regulation did not remove that right.

We are very appreciative for the advice and assistance of Mark Robinson SC for settling our submissions on this point. Having found it had jurisdiction to deal with the application, NCAT determined the substantive application and found that our client was a victim of acts of violence.

Child Abuse Royal Commission Report Case Study 19 – Bethcar

The Royal Commission into Institutional Responses to Child Sexual Abuse published its report into Case Study 19. WLS gave evidence, and we also supported 6 women give evidence about their abuse at Bethcar and the State's response to their litigation.

The Bethcar Case Study Report was published during the year and a copy of the report is available at

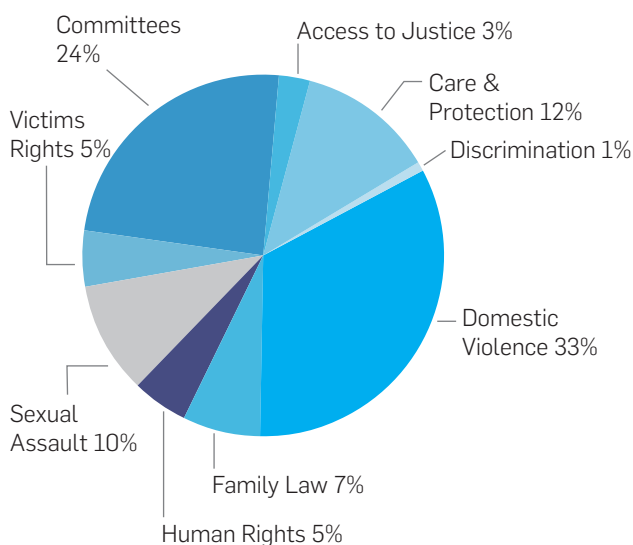
<http://www.childabuseroyalcommission.gov.au/getattachment/cdcbd4b1-ff18-4605-9e55-f2a0dc335843/Report-of-Case-Study-No-19>.

Improvements to the civil litigation process and the abolition of the limitation period for child sexual abuse claims in NSW have been effected.

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 139 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.

Law reform topics



Some highlights of our advocacy work

In Hansard and where reports were published following inquiries, we were quoted or cited on over 115 occasions. Over 85 of our recommendations were adopted in reports.

Statutory review of the Residential Tenancies Act 2010 (NSW)

We made a submission in response to the statutory review of the *Residential Tenancies Act 2010 (NSW)* undertaken by NSW Fair Trading.

In our submission we recommended stronger protections for victims/survivors of domestic violence so they can terminate a lease immediately without penalty. Under the current laws the only way for a victim/survivor of domestic violence to terminate a lease with a guarantee of no penalty is to have a final apprehended violence order (AVO) with an exclusion order. Even then 14 days notice is required.

Other recommendations to strengthen protections for victims/survivors of domestic violence include:

- preventing victims/survivors being blacklisted on data bases where there is evidence of domestic violence and mandating they be removed when such evidence is provided to data base operators
- making the perpetrator liable for damage to property they cause
- making it clear that locks can be changed if necessary to protect the tenant from violence

Our submission was endorsed by a number of organisations.

The NSW Government tabled their report in Parliament on 23 June 2016. The report found the "major area where amendment is needed is in relation to the protections of the Act for victims of domestic violence", that there was "convincing evidence" that the 2010 provisions provided "little real protection to victims of DV" and "the review supports the amendments suggested by Women's Legal Services NSW". Legislation is expected to be introduced in mid 2017.

Remedies for non-consensual sharing of intimate images

We made a comprehensive submission to the NSW Legislative Council Law and Justice Committee Inquiry on Remedies for the Serious Invasion of Privacy in NSW primarily focused on technology facilitated stalking and abuse.

Over the past few years we have seen a significant increase in technology-facilitated stalking and abuse, that is, the use of technology to shame, humiliate, intimidate, harass and abuse women.

Current civil and criminal laws dealing with this use of technology are unclear and inadequate.

In our submission we argued that laws must be developed to adequately respond to the misuse and abuse of new and emerging forms of technology. Adequate and ongoing training must be provided for Police so the laws are enforced, and to social workers and caseworkers to assist women with responding to these situations, including technology safety planning.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

We appeared before the committee and several of our recommendations were adopted in the final report.

We also made a submission to the Senate Legal and Constitutional Affairs References Committee Inquiry into the phenomenon colloquially referred to as 'revenge porn' and appeared before the Committee. We were quoted and cited 20 times in the final report and 6 of the 8 recommendations made by the Committee related directly to issues raised in our evidence.

The Senate Committee recommended the introduction of Commonwealth and State/Territory legislation to make it an offence to record or share an intimate image without consent as well as threaten to do this irrespective of whether or not the image exists; a new term "non-consensual sharing of intimate images" in place of "revenge porn"; empowering a Commonwealth agency to be able to issue take down notices; training for all police; and further consideration of Australia Law Reform Commission recommendations about statutory cause of action for serious invasions of privacy.

Reparations for the Stolen Generations in NSW

We made a submission to the NSW Legislative Council General Purpose Standing Committee No 3 Inquiry into Reparations for the Stolen Generations in NSW.

Senior Community Access Officer, Dixie Link-Gordon, appeared before the Committee. She spoke about the ongoing impact of the Stolen Generations, and reflected upon "all our values around caring, sharing and respect have been abused" as a result of being removed from family and country. In commenting on the high rates of removal of Aboriginal children from their families, Dixie Link-Gordon highlighted the need for and importance of cultural competency of the Department of Family and Community Services workers and access to early intervention programs.

She also spoke of the need for long-term sustainable funding for programs such as the Indigenous Women's Legal Program at Women's Legal Service NSW to ensure the ongoing role of community access workers who play a vital role in building the bridge between Aboriginal communities and understanding, accessing and engaging with the law.



Senior Community Access Officer Dixie Link-Gordon, after giving evidence at the NSW Legislative Council Inquiry into Reparations for the Stolen Generations in NSW

Victims support

After considerable advocacy on the part of community legal centres, including Women's Legal Service NSW, other community organisations and survivors of violence, the NSW Government announced victims/survivors of violence could apply to have their transitional victims compensation matters (ie matters that had not been determined before 7 May 2013) reassessed under the old scheme. Applications for this opened on 1 September 2015 and closed on 31 August 2016.

For some victims of violence this has resulted in being awarded significantly more monetary compensation than they may have received under the new scheme.

However, we are concerned that 12 months is too short a timeframe for accepting applications for re-assessment. Of the 17,500 applicants eligible to apply for reassessment, only 10,030 applied within time. We continue to recommend the government extends the deadline for making an application for reassessment until 1 September 2020.

We have also continued to advocate for comprehensive and easily accessible data about the Victims Support scheme similar to that which was published in the Victims Compensation Tribunal Chairperson's Annual Reports.

Other submissions and hearings

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

- The Crimes (Domestic and Personal Violence) Amendment (Review) Bill 2016
- The Women's Legal Services Australia submission to the Senate inquiry into domestic violence and gender inequality
- The NSW Domestic Violence Evidence in Chief (DVEC) reforms
- The NSW Women's Alliance response to the Blueprint for the domestic and family violence response in NSW
- The Royal Commission into Institutional Responses to Child Sexual Abuse Issues Paper 10: Advocacy and Support and Therapeutic Treatment Services
- The NSW Legislative Council General Purpose Standing Committee No 2 Inquiry into Elder Abuse
- The NSW Department of Family and Community Services Targeted Earlier Intervention Reforms
- The Family Law Council Reference on Families with Complex Needs and the Intersection of the Family Law and Child Protection System
- The Criminal Code Amendment (Private Sexual Material) Bill 2015 Exposure Draft
- Dixie Link-Gordon and Helen Campbell gave evidence before the Senate Inquiry into Access to Legal Assistance Services Inquiry
- Letter to Minister Hazzard about the Residential Tenancies and Housing Legislation Amendment (Public Housing – Antisocial Behaviour) Bill 2015
- Review of Police-Issued Apprehended Domestic Violence Order (ADVO) Reforms
- Response to survey about effective tertiary response to violence against women with disabilities



Solicitor Alex Davis and Law Reform and Policy Co-ordinator Liz Snell after giving evidence at the NSW Legislative Council Inquiry into Remedies for the Serious Invasion of Privacy in NSW

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:

- Regular meeting with Department of Family and Community Services (FaCS), community legal centres, Aboriginal Legal Service and Legal Aid about the implementation of the Safe Home for Life (Child Protection) reforms
- Continued participation in the South Western Sydney FaCS local district area co-design process of child protection services and Early Intervention Working Group
- Royal Australian College of Surgeons Domestic Violence event
- Consultation with Asher Flynn, Monash University, about technology-facilitated stalking and abuse
- Consultation with Aboriginal and Torres Strait Islander women about the development of the Third Action Plan (National Plan to reduce violence against women and their children)
- The National Women's Alliance Commission on the Status of Women (CSW 60) report back
- Meeting with the new Sex Discrimination Commissioner Kate Jenkins

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ABN 88 002 387 699

- Participating in the Equality Rights Alliance Members meeting on behalf of Women's Legal Services Australia
- Participating in the Australian Women Against Violence Alliance face-to-face meeting on behalf of Women's Legal Services Australia
- Meeting with Assistant Commissioner of Police Mick Fuller and Robyn Auld from the NSW Police DV unit
- Participating in the Men's Behaviour Change Intervention Forum
- Meeting with Children's e-Safety Commissioner
- Consultation with the Luke Batty Foundation about areas for reform in family law
- KPMG ANROWS Evaluation
- Meeting with the Australian Bankers Association to discuss a stand alone domestic and family violence policy regarding financial hardship
- Participating in a workshop facilitated by Commissioner for Victims Rights NSW focused on mapping the victims'/survivors' journey and responding to domestic violence reoffending
- Presenting at and participating in the Roundtable with government, NGOs and telcos about technology-facilitated stalking and abuse facilitated by the COAG Advisory Panel on reducing violence against Women and their Children
- Meeting with Commissioner of Victims Rights
- Consultation about the NSW inquiry into elder abuse facilitated by Women's Electoral Lobby and Older Women's Network
- Consultation with the Victorian Law Reform Commission about Victims of Crime in the Criminal Trial Process Reference
- Consultation with ANROWS about diversity data project
- Consultation with FaCS about the development of a domestic and family violence strategy
- Consultation with Theresa Layton from the Family Law Courts regarding the development of an e-learning course on domestic and family violence for family court staff
- Family Law Court Self-represented Litigants Working Group
- Roundtable about the 5 year review of the Residential Tenancies Act facilitated by the Tenants Union
- NGO Human Rights Forum – facilitated by Cth Attorney-General's Department
- Response to the Survey about the evaluation of the Second Action Plan (National Plan to Reduce Violence against Women and their Children)
- Royal Commission into Family Violence in Victoria consultation with NSW domestic and family violence and sexual assault sector
- Meeting with Cybercrime Unit, Commonwealth Attorney-General's Department, to discuss addressing technology facilitated stalking and abuse
- Domestic Violence Evidence in Chief (DVEC) Working Group
- Meeting with Anna Butler and Emma Buxton, NSW Domestic Violence Death Review Team, Department of Justice
- FaCS Stakeholder consultation about Residential Tenancies and Housing Legislation Amendment (Public Housing – Antisocial Behaviour) Bill 2015
- Consultations with the Family Law Council regarding inquiry into families with complex needs
- Meetings with the Australian Human Rights Commission about Domestic and Family Violence Death Review Mechanisms Project

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



Law Reform and Policy Co-ordinator Liz Snell with the President of the Australian Human Rights Commission Prof Gillian Triggs and Anna Butler and Emma Buxton from the NSW Domestic Violence Death Review Team

Capacity Building

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

- Discussing the need for stronger protections for victims/survivors of domestic violence in tenancy law and widely circulating our submission to NSW Fair Trading in response to the statutory review of the *Residential Tenancies Act 2010 (NSW)* and encouraging other organisations to draw on or cite our submission
- Internal training about law reform

Media and articles

Our main media and published work during the year includes:

- Helen Campbell interviewed: 'Can video or audio recordings be used in the Family Court?' *Law Report* 28 June 16
- Liz Snell interviewed by ABC News about continuing trends relating to women defendants to AVOs in the context of domestic violence
- Helen Campbell interviewed by *Marie Claire* magazine about technology facilitated stalking and abuse
- Media release: 'Tenancy laws to provide stronger protection for victims of domestic violence', 24 June 2016

- Media mention: 'Female imprisonment numbers soar amid calls to free the majority of inmates' *SMH*, 18 June 2016
- Media mention: 'Is Australia Slowly Getting Its Act Together Against Revenge Porn?' *Junkee*, 27 May 2016
- Journal article by Janet Loughman: 'Safety in family law', *Alternative Law Journal*, April 2016
- Media release: 'Tenancy laws fail to adequately protect victims of domestic violence in NSW', 1 February 2016
- Journal article by Janet Loughman: 'Protecting vulnerable witnesses in family law', *Law Society of NSW Journal*, February 2016
- Media mention: 'Domestic violence complainant charged with contempt', *Sun Herald*, 20 December 2015
- Media Mention: 'Legal Firm welcomes Royal Commission report', *ABC Online*, 17 December 2015
- Helen Campbell interviewed on FBi 94.5FM about domestic violence sentencing
- Media mention: 'Public allegations of domestic violence carry risks, experts warn', *Daily Life*, 16 December 2015
- Media mention: 'Family Court – calls for reform', *The World Today*, 8 December 2015
- Media mention: 'Domestic violence legal services at Penrith Court face closure', *The Daily Telegraph*, 24 November 2015
- Media mention: 'Women in Prison: The Hidden Story', *The Law Society of NSW Journal*, November 2015
- Media comment to ABC Online about privacy inquiry
- Background briefing to 7.30 Report about technology-facilitated stalking and abuse against women
- Media mention: 'Laws to prevent ex-lovers who distribute 'revenge porn' are inadequate, a NSW inquiry hears', *ABC News*, 30 October 2015

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

- Alex Davis interviewed about privacy inquiry on 2SER
- Media mention: 'Stalkers bugging kids' toys to spy', *The Sunday Telegraph*, 4 October 2015
- CLCNSW media release 'Some victims' rights restored but still not good enough', 3 August 2015
- Media Comment to Jess Hill for an article in *The Monthly*
- Contributed to the Australian Universal Periodic Review NGO Coalition media release regarding the United Nations review of Australia's human rights record

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

- The Australian National Research Organisation for Women's Safety (ANROWS) PATRICIA research project Advisory Group about the integration of child protection, domestic violence and family law
- Apprehended Violence Legal Issues Coordinating Committee (AVLICC) of NSW Department of Justice
- Better Outcomes For Aboriginal Children – South Western Sydney FaCS District Working Group
- Australian Communication Consumers Action Network
- Australian Women Against Violence (AWAVA) Alliance Advisory Group (as WLSA representative)
- Children's Court – Care Working Party (CLCNSW representative)
- Communications Industry – Review of Handling of Life-Threatening and Unwelcome Communications Industry Code
- Corrective Services Contact in Custody Working Group
- Equality Rights Alliance Working Groups (as WLSA representative)
- Family Law Courts' self-represented litigant working party (CLCNSW representative)
- Greater Sydney Family Law Pathways Network
- Legal Education and Advice in Prison
- Legal Practitioners Consultative Group of Corrective Services NSW
- LGBTIQ Domestic Violence Interagency
- NLAF Prisoner's Legal Information Team meeting
- NSW Forced Marriage Network
- NSW Women's Alliance
- Parramatta Family Law Interagency Meeting
- PATRICIA PROJECT (ANROWS national research project) Advisory Committee

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

- Sexual Assault Review Committee of Office of Director of Public Prosecutions
- South West Sydney Early Intervention Working Group
- Women's Advisory Council of Corrective Services NSW



Senior Solicitor Carolyn Jones with Quentin Bryce at the Women Lawyers Annual Dinner. Carolyn won the award for community lawyer of the year.

Our law reform advocacy was acknowledged by the NSW Attorney-General in Parliament, who said:

"The Women's Legal Service was part of the consultation process for the Crimes (Domestic and Personal Violence) Act 2007 statutory review and provided a submission as part of the review. The service was also consulted on the drafting of this bill as it relates to that Act as part of its membership of the Apprehended Violence Legal Issues Coordinating Committee. I assure the Women's Legal Service that its considered, measured and informative input is highly valued by the Government and all the points it raised—which have been reiterated in this House by the shadow Attorney General and other members—were considered carefully by the Department of Justice in finalising the statutory review and drafting this bill."
11 May 2016

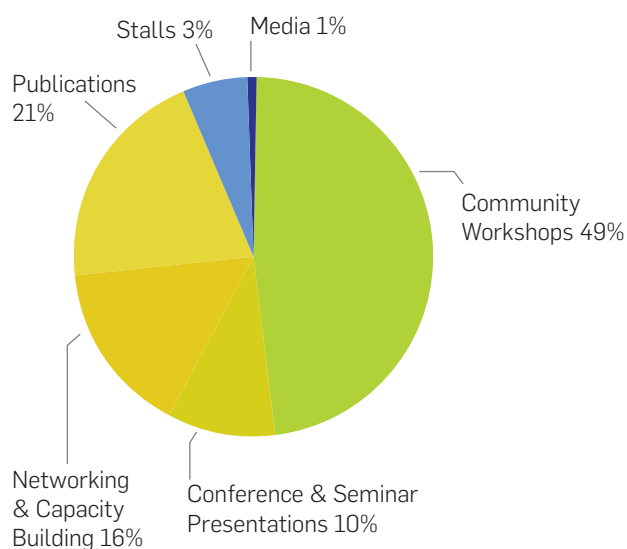
WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

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 seminars, workshops, webinars, conferences, stalls, websites and publications. The majority of our CLE is delivered to community workers with the goal of reaching more women in the community.

CLE activities



We undertook 103 CLE activities, reaching over 4,116 people face-to-face. The workshops we provided included the following topics:

- About WLS NSW
- Apprehended violence orders
- Child care & protection
- Discrimination
- Domestic violence
- Domestic violence & technology
- Domestic violence & tenancy
- Family law
- Minors, violence, sex and the law
- Safety planning in family law
- Sexual assault
- Toolkit for GPs in NSW
- Victims Support Scheme

We provided community legal education workshops in the following locations:

Sydney: Ashfield, Auburn, Bankstown, Blacktown, Burwood, Camperdown, Corrimal, Eastlakes, Haymarket, Ingleburn, Katoomba, Kingsford, Lidcombe, Mt Druitt, Parramatta, Penrith, Rosehill, St Leonards, Sydney CBD, Ultimo and Westmead.

Regional NSW: Broken Hill, Central Coast, and Orange.

Interstate: Canberra and Melbourne (Conferences).
(see also Indigenous Women's Legal Program)

WOMEN'S LEGAL SERVICES LIMITED

ABN 88 002 387 699

Publications and Resources



Our website has been updated to make it more accessible and user friendly, including changing the structure of several pages.

A new page was created to host our publications and publications order form, allowing us to better advertise

our publications and making the order form more accessible.

Several blog pages were posted on our "What's On" page throughout this financial year to inform the public of our new branding, various training and events, and new services available, for example our new evening telephone advice service for family law and discrimination at work.

A new page was also created to host our "2016 Seminar Series". On this page we advertised each of our one-day seminars and provided a link for online registration.

Social media

Our Facebook page and Twitter feed continue to be popular and form an effective platform for keeping in contact with our clients, colleagues and supporters. We have 3,389 followers on Twitter and 1,721 likes of our Facebook page. The average monthly reach of the page during the year was 5,775 people.

Quick statistics about our website:

The total number of sessions for the financial year was 66,913. A session is the period of time a user is actively engaged with the website.

The total number of users that have had at least one session during the financial year was 46,783. This includes both new and returning visitors.

The average number of pages viewed during a single session was 2.02. This includes repeated views of a single page.

● Sessions

2000

1000

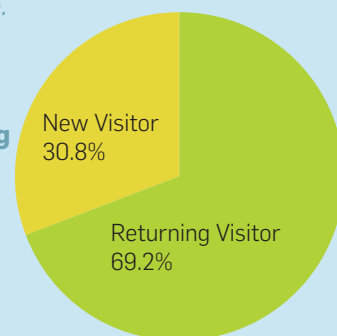
October 2015

January 2016

April 2016

The total number of pages viewed during the financial year was 135,458. This includes repeated views of a single page.

**Overall we had
69.2% new visitors
and 30.8% returning
visitors**



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

GP Toolkit on domestic violence

"When she talks to you about the violence – a toolkit for GPs in NSW" has continued to be a valuable resource for GPs and other health professionals.

We promoted this resource together with the NSW Branch of the Australian Medical Association during their Family Violence Campaign in October 2015.

We have also continued to provide training relating to this resource to GPs and other health professionals.



Rebecca Ebel, Helen Campbell and Rosie Batty at the Australian Medical Association gala dinner, October 2015.

Our Dream – Stopping the Violence

We published an updated 3rd edition of this resource in December 2015. It is an information booklet about domestic violence and the law in NSW and is designed primarily for Aboriginal women.

Breach Diary

We approved a Victorian version of the Breach Diary based on our NSW resource. We also created a word document version of our resource for vision impaired clients to access using a screen reader.

Vulnerable Witness Protection in Family Law – Law Society Journal article

Janet Loughman, Principal Solicitor, wrote an article called "Protecting vulnerable witnesses in family law" which was published in the LSJ in February 2016. This article discusses the absence of protections for vulnerable witnesses under the Family Law Act.

The article highlights that although protections exist at a state level, under the Family Law Act, self-represented litigants are able to cross-examine their alleged victims. This is a situation, which WLS research indicates, causes victims great distress and increases the likelihood of settlement on unsatisfactory terms for victims.



WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

The article concludes that the legislation needs to be changed in order to disallow an unrepresented litigant, alleged or known to have perpetrated violence, to directly cross-examine the victim.

The Law Handbook

We updated 4 chapters of the Law Handbook published by Thomson Reuters on family law, domestic violence, sexual assault and Aboriginal women and the law.

Other work in progress:

- The Lawyers Practice Manual
- Dealing with FaCS – Top ten tips
- Sexual Assault – Your rights and the Law

We also refreshed a number of our general information brochures to reflect our new look and logo.

Seminar Series 2016

We launched our new Seminar Series in March 2016. The aim of providing our own Seminar Series was to both streamline the delivery of our CLE and also achieve a wider reach. The fact that we provided fewer workshops this year but reached more people shows that this has been achieved.



The topics covered in 2016 were "Domestic Violence and the Law Basics" and "Women and Family Law Basics". The seminars were designed for community workers including domestic violence workers, social workers, case workers, support workers, counsellors and health workers.

Participants engaged very well in the interactive learning style offered and the feedback we received from participants who attended seminars was extremely positive.

"When asked 'What impact has the workshop had on you?' our participants said:

"Has definitely enhanced my understanding of the rights of clients experiencing DV that access our service, as well as practical tips."

"Gained more confidence as a caseworker in being able to inform and assist my clients."

"Made me more passionate to keep updated with how law can help protect our clients."

"I feel much more confident in my knowledge of AVO processes & where to refer to."

"I feel well equipped now to offer counselling help to DV clients who always want to know where to go for help and what rights they have."

Workshops and partnerships with other organisations

In addition, we continued our ongoing partnerships with several organisations to provide workshops and also responded to requests to conduct workshops from a wide variety of organisations, as we have always done.

Here is a selection of our work:

- Seminar Series 2016 full day workshops
- Workshops on domestic violence for LawAccess, as part of their induction program for new Customer Service Officers
- Workshops on domestic violence and victims support for Staying Home Leaving Violence, as part of their orientation program for new workers
- Workshops on Apprehended Domestic Violence Orders for the Education Centre Against Violence (ECAV), as part of their *Practical Skills in Responding to Domestic Violence* training

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

- Several workshops over a week on domestic violence for Western Sydney University criminal law students and a number of court visits to supervise students, as part of the Student Connect project (a collaboration with South West Sydney Legal Centre and Macarthur Legal Centre)
- Workshops on minors, violence, sex and the law with reference to the GP toolkit for Family Planning NSW, as part of various courses they provide to nurses
- Workshops on family violence and family law to women in the community attending a group called "After the Storm" for women in the Burwood area who have recently left an abusive relationship
- Workshop on family law and care and protection law to community workers attending the IWLP Koori Women's Networking Forum
- Workshop together with Wirringa Baiya on re-assessment of victims compensation claims to solicitors at CLCNSW quarterly meetings in October 2016
- Workshop on discrimination in the workplace to students at Mt Druitt TAFE
- Presentations on the GP toolkit to doctors at events during the week long Family Violence Campaign of AMA NSW in October 2016
- Workshop on the GP toolkit to GPs and community workers for the Auburn Stop Domestic Violence Action Group "GP Project" focussed on CALD women
- Workshops on early referral of care and protection matters to FaCS staff and Law Access managers
- Workshops on care and protection law to community workers and separately to Aboriginal law students at KLC
- Workshop on care and protection law together with Legal Aid and Hawkesbury Nepean CLC to workers at Penrith FRC

When asked "What impact has the workshop had on you?" our participants said:

"I have a better understanding of the complexity of the legal process and why it is so daunting to women I am assisting."

"Given me avenues to fight for clients' rights."

"Helped me to understand how I can better support clients."

"Understanding of the importance of working with Aboriginal communities."

"Lovely to attend training by a team of women with a holistic view of things."

- Workshop on technology facilitated domestic violence to solicitors at a meeting of the Legal Aid Family Violence Specialist Network and separately to solicitors at the Office of the Director of Public Prosecutions
- Workshop on domestic violence and AVOs to solicitors working for the Homeless Persons Legal Service
- Presentation on current issues in domestic violence and the law to a meeting of the Legal Studies Association NSW
- Workshop on Safety Planning to members of the Greater Sydney Family Law Pathways Network
- Workshop on Victims Support to solicitors at Baker & McKenzie
- Workshops on sexual assault and domestic violence to community workers on the Central Coast

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Conference presentations

- Five presentations at the National Association of Community Legal Centres (NACLC) Conference 2015 in Melbourne:
 - Mergers and acquisitions: the future of CLCs? (Panel discussion)
 - Rhymes with Silence – the challenges and benefits of bringing survivor's stories of domestic violence to the stage
 - BIG TED small talks – Bethcar Children's Home: the Royal Commission into Institutional Responses to Child Sexual Assault
 - Safety planning around technology – WESNET
 - They said what? – Stories from the conciliation trenches and choosing the right defence in the face of hostility
- Co-hosting a Domestic Violence Training Day together with CLC NSW and with the pro bono assistance of Herbert Smith Freehills, at the CLC NSW Quarterly Meetings in July, attended by approximately 100 legal practitioners
- Presentations on Ask LOIS and domestic violence and technology at the National Rural Law and Justice Conference in Orange
- Presentation on technology-facilitated domestic violence at the Stop Domestic Violence Conference in Canberra
- Presentation on safety in family law at the Stop Domestic Violence Conference in Canberra
- Presentation on 'revenge porn' at the ANROWS Conference in Melbourne
- Presentation on trends and issues relating to Family Court of Australia responses to family violence at the Family Court Registrars Conference



Principal Solicitor Janet Loughman wins the TED Talk competition, NACLC Conference Melbourne August 2015


Ask LOIS

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

The funding we received from the Attorney General's Department's NBN Regional Legal Assistance Program ceased last financial year, and the Ask LOIS program has now been integrated into our community legal education practice.

It is supported by the generous donations of Colin Biggers & Paisley staff, who contributed \$10,000 this year.

Ask LOIS has been overwhelmingly effective for training community workers, up-skilling our own staff, assisting in collaborative partnerships with other organisations and in facilitating more efficient triaging and warm referrals for our clients.



Ask LOIS

www.asklois.org.au

Do You Work With Women Who Need Legal Information About Domestic Violence Or Family Law?

Ask LOIS is a free and secure website that provides online legal support, training and advice for community workers.
The website is for domestic violence and family law support service providers in NSW working with women. It is especially aimed at rural and regionally based workers.

- **FREE ONLINE WORKSHOPS**
Interactive training webinars on domestic violence & family law
- **FREE ONLINE ADVICE & SUPPORT**
- **CASE STUDIES**
- **DISCUSSION FORUMS**
- **RESOURCE LIBRARY**
- **FACT SHEETS**
- **+ MORE!**

A Project by Women's Legal Services NSW
E: asklois@wlsnsw.org.au T: (02) 8745 6900 F: (02) 9749 4433

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Quick statistics on Ask LOIS:

- Reached 1,946 Ask LOIS members, a 34% increase of 416 members over the past 12 months
- Delivered 19 live webinars on unique topics
- To more than 748 live webinar participants
- Ask LOIS website received a monthly average of over 5,500 unique visitors
- Archived webinars were downloaded and replayed 1251 times
- Ask LOIS summary factsheets were downloaded 3,433 times.

Ask LOIS also contains an extensive resource library that is responsive to workers needs, and an "Ask a Lawyer" feature which provides a streamlined pathway to legal information and referrals for Ask LOIS members.

Webinars:

Ask LOIS broadcasts live regular training webinars. Each webinar is accompanied by a summary factsheet. Webinars are also recorded and made available on www.asklois.org.au for Ask LOIS members to view at a later date. Webinar topics are directed by member feedback or are responsive to law reform changes and current trends.

We would like to thank the following organisations for their contributions as Ask LOIS webinar guest presenters:

- Justice Connect
- Immigration Advice and Rights Centre
- Welfare Rights Centre NSW
- Intellectual Disability Rights Service

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ABN 88 002 387 699

INDIGENOUS WOMEN'S LEGAL PROGRAM

Thanks to the WLS staff and management and Aboriginal Women's Consultation Network for their ongoing support in recognising our contribution to addressing domestic violence and sexual assault in the pathway of justice for Aboriginal women. We farewelled Community Access worker Wendy Chapman and missed Senior Community Access Officer Shannon Williams and Solicitor Kirsty Irving (who have been on leave) this past year and acknowledge their commitment and hard work.

Staff:

Dixie Link-Gordon	Senior Community Access Worker
Yasmine Khan	Community Access Worker
Gail Tobler	Community Access Worker
Vickie Fair	Community Legal education
Gabrielle Craig and Karen Mifsud	Senior solicitors

Community Outreach Western Sydney:

Fortnightly/monthly attendance

- Macarthur Gateway, Campbelltown
- Aboriginal Catholic Care, Emerton
- Blacktown Court – Domestic Violence Advocacy Service.
- Marrin Weejali Aboriginal Corp., Blackett
- Koolyangarra Children's Centre, Cranebrook

Community Events

- Survival Day 26th January – Yabun Festival
- NAIDOC: Tharawal Aboriginal Corporation, Campbelltown
- Aboriginal Catholic Care, Emerton
- Jamison Park, Penrith
- Silverwater Women's Correctional Centre
- National Centre Indigenous Excellence Redfern – Young Aboriginal Women's Leadership



Gail Tobler, Dixie Link-Gordon and Yasmine Khan at Yabun, January 2016.

Workshop /Conferences Staff Attendance

- Better Futures for Families, Cairns. QLD
- National Assoc. Community Legal Service Conference, Melbourne
- Aboriginal Child Family & Community Care Secretariat Conference, Coffs Harbor, NSW
- UN Status of Women – New York USA

It Stops Here Prevention Project: #UMATTER

This project, funded by the NSW Government Department for Women, promotes respectful relationships for Aboriginal girls and boys in secondary schools throughout NSW.

Attitudes and behaviours that lead to domestic violence and family violence are expressed in online and social media as well as in individual and peer group relationships.

This project enhances students' understanding about what behaviour is unacceptable, and what can be done to respond to forms of unacceptable behaviour.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

It encourages students to examine and reflect on their own behaviour and experiences, identify unacceptable forms of behaviour, and gain confidence to seek help when victimised.

#UMATTER will assist in contributing to the social attitudinal and behavioural change necessary to prevent domestic and family violence against women, especially Indigenous women and girls. Furthermore the project will raise awareness of abusive relationships and supporting girls to develop healthy relationships in person and in social media, on-line and mobile interactions.

The project has been facilitated in the following schools during 2015/2016:

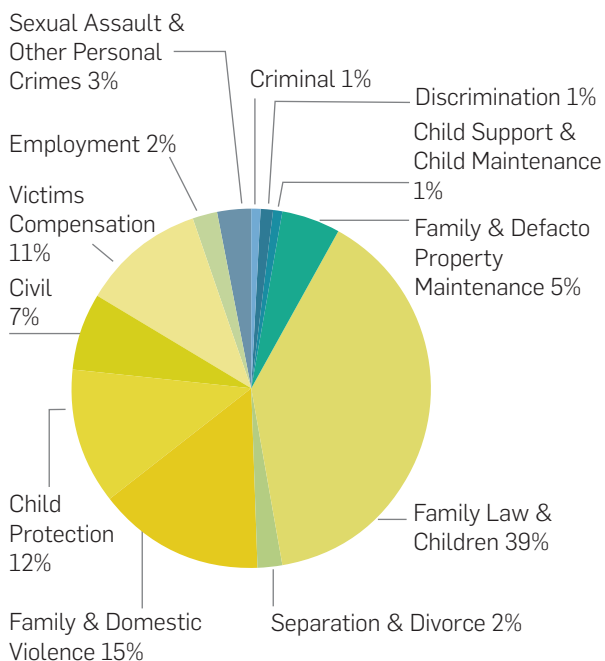
- Wellington High School
- Wilcannia High School
- Chifley College: Bidwell Campus

The project will visit up to ten more schools in regional NSW in the 2016/2017 periods.



Yasmine Khan, Wendy Chapman, Shannon Williams and Gail Tobler, NAIDOC Day 2015

Advice provided to Indigenous clients



Rural NSW Trips

Meet & Greets followed up by Community Legal Education or Court Support

June 2015	Far North Coast: Lismore, Casino, Ballina, Tabulam
August 2015	Broken Hill
September 2015	Moree
October 2015	Lower Mid North Coast: Kempsey, Bellbrook, Taree, Forster
November 2015	South Coast: Wollongong, Nowra, Jerringa, Wreck Bay
March 2016	Far South Coast: Eden, Narooma, Moruya, Wallaga Lake
April 2016	Far West: Wilcannia Broken Hill, Menindee
May 2016	Moree Plains and North Western: Moree, Collarenebri, Walgett, Lightning Ridge, Brewarrina

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

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 on our website.

Dealing with FACS – Top Ten Tips (2016)



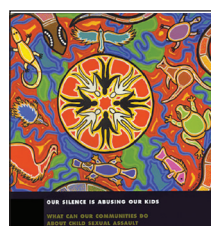
This resource is designed to help women and families deal with the government services in charge of keeping children safe. The main department with this job is called Family and Community Services, or 'FaCS' for short. They used to be called DoCS (Department of Community Services) but their

name changed in 2011. This resource is also useful for non-Aboriginal parents. Available in hard copy or on our website.



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

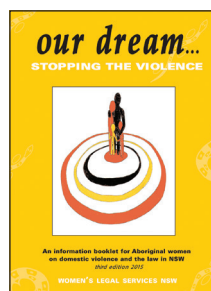
A Long Way To Equal gives an assessment and analysis of the legal problems and barriers to access to legal services experienced by migrant and refugee women in Australia.



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

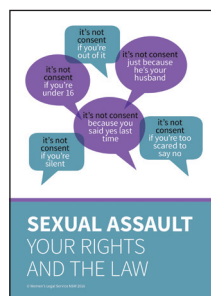
Unique and innovative stories about Aboriginal women working locally to stop child

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.



Our Dream... Stopping the Violence (2015)

This information booklet is about domestic violence and the law in NSW. It is designed primarily for Aboriginal women but may also be a useful resource for non-Aboriginal service providers.



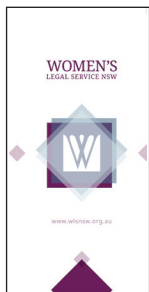
Sexual assault: Your Rights and the Law (2016)

This resource has information for women and girls who have been sexually assaulted including: What sexual assault means; Getting medical help and counselling after a sexual assault; Reporting to the police; and Legal process and your rights.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Brochures and Cards (free)



Women's Legal Services NSW Brochure

Information about all the services provided by Women's Legal Service NSW.



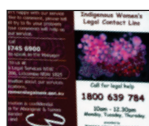
Women's Legal Service NSW Pictorial Brochure

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

Women's Legal Service NSW Brochures in 10 community languages: Arabic, Dari, Dinka, Farsi, Filipino (Tagalog), Hindi, Kirundi, Mandarin, Tamil and Vietnamese.



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



Indigenous Women's Legal Program Card

Contact details and numbers for Women's Legal Services NSW Indigenous Women's Legal Program.



Domestic Violence Legal Service Card

Contact details for the Domestic Violence Legal Service.



Women's Legal Service NSW Card

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

Contact details and numbers for Women's Legal Service NSW Indigenous Women's Program.



Is this Love? (Indigenous pamphlet)

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



Is this Love? (Non-Indigenous pamphlet)

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

Publications can be ordered from our website at:
<http://www.wlsnsw.org.au/resources/order-publications/>

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

TREASURER'S REPORT

I am pleased to present the 2015-2016 audited Financial Statements of Women's Legal Resources Limited, trading as Women's Legal Service 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 – \$1,151,647
- Indigenous Women's Legal Program – \$296,782
- Domestic Violence Legal Service – \$494,537
- One-off funding from:
 - Department of Family & Community Services NSW – It Stops Here Prevention Projects – \$95,000
 - Legal Aid Commission of NSW "CLC Care Partner" – \$38,232
 - Colin Biggers & Paisley "Ask Lois" – \$10,000
 - ACCAN – Technology Facilitated Stalking and Abuse Project, "ReCharge" – \$29,803
 - Law & Justice Foundation "Sense & Sensitivity" – \$4,237

With an overall revenue of \$2,314,534 and total expenditure of \$2,384,907 there is a deficit of \$70,373 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.

As ever, I am impressed and inspired by the hard work that the staff of Women's Legal Service NSW do every day and very proud of what you have achieved this year.



Belinda Louis
Treasurer

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report For the year ended 30 June 2016

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 2016 and the Independent Audit Report thereon.

Directors

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

Names & responsibilities Qualifications, experience and other directorships

Denele Crozier

Director – Chairperson

Appointed as a Director on 30 November 2011

RPN, Dip. Acc, Dip. Business. 34 years working in the NGO sector.

2001–2016 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, Masters of Business Administration

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 Acquisitions Manager 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 Meyer 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.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued) For the year ended 30 June 2016

Sheridan Emerson

Director (continued)

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 Academy of Collaborative Professionals, Collaborative Professionals (NSW) Inc and the Central Sydney Collaborative Forum.

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, over 10 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.

Heather McKinnon

Director

Appointed as a Director on 5 August 2015
Admitted as a lawyer in 1983.
Practice Group Leader Slater and Gordon
Family Law Accredited Specialist,
Independent Children's Lawyer
Arbitrator under the Family Law Act
For the past 30 years, practiced as a Family Law Specialist.
An Independent Children's Lawyer for over 25 years.
Has held various board positions and is currently a member of the New South Wales Law Society's Accredited Specialist Family Law Committee.
Past chair of the Regional Committee of the Family Law Section of the Law Council of Australia.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued) For the year ended 30 June 2016

Emma Palmer

Director

Appointed as a Director on 6 May 2015

LLM, LLB/BCom (Fin) UNSW

PhD candidate at UNSW researching international criminal laws in Southeast Asia. Research Assistant for two Australian Research Council (ARC) Discovery Projects at UNSW Law: "Combating sexual violence against women post-conflict through 'transformative' reparations: problems and prospects" and "Evaluating civil society participation before international criminal tribunals: the amicus curiae and the rights of the defence". More than 4 years' experience as an investment analyst responsible for coordinating private equity investments at Macquarie Bank. Admitted as a solicitor in NSW in 2013, having completed a Practical Legal Training internship in the law reform section of Women's Legal Service NSW.

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 Solicitor – Immigration Advice & Rights Centre. Previous roles included Manager/Principal Solicitor, MOSAIC Program, Justice Connect, 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.

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	3
Anusha Duray	4	4
Sheridan Emerson	4	3
Anna Hartree	4	4
Belinda Louis	2	2
Louise Goodchild	4	3
Heather McKinnon	3	2
Emma Palmer	4	3
Elizabeth Simpson	2	2

Company Secretary

Elizabeth Simpson is a solicitor. Elizabeth has held a number of senior solicitor positions and has a degree in Arts. Elizabeth has been the company secretary of Women's Legal Resources Limited since 11 February 2015.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued) For the year ended 30 June 2016

Contribution in Winding Up

The company is incorporated under the *Corporations Act 2001* and is a public 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 2016, the total amount that members of the company are liable to contribute if the company is wound up is \$1,320 (2015: \$1,260).

Operating Results

The loss of the Company for the financial year amounted to \$70,373 (2015 profit: \$405).

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

	2016 \$	2015 \$
Operating profit/(loss) for the year	(70,373)	405
Income	2,314,534	2,349,505
Expenditure	2,384,907	2,349,100

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.

Short-term Objectives

The company's short-term objectives are to:

- Work from a feminist perspective to promote access to justice for women in NSW.
- 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.
- Prioritise women who are disadvantaged by their cultural, social and economic circumstances.
- Focus on areas of law that most directly have a gendered impact on women. This includes domestic violence, sexual assault, family law and discrimination.

Long-term Objectives

The company's long-term objectives are to:

- Provide 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.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Strategies for achieving short and long-term objectives

To achieve these objectives, the company adopted the following strategies:

- Policy and Law Reform.
- Community Legal Education and Community Development.
- Improving the Lives of Individual Women.
- Enhanced access to justice for, and self-determination by, Indigenous Women.
- Infrastructure, Sustainability and Organisational Support.

Matters Subsequent to the End of the Financial Year

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.

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.

Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration as required under s60–40 of the *Australian Charities and Not-for-profits Commission Act 2012* is included on page 40 of this financial report and forms part of the Director's Report.

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



Director



Director

Dated this 13th of September 2016
Sydney, NSW

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



**mosaic audit
+ consulting**

Vanessa Patricio
Principal
Level 26
44 Market Street
Sydney NSW 2000

WOMEN'S LEGAL RESOURCES LIMITED
ABN 88 002 387 699

AUDITOR'S INDEPENDENCE DECLARATION TO THE DIRECTORS OF WOMEN'S LEGAL RESOURCES LIMITED

In accordance with the requirements of section 60–40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as the auditor of Women's Legal Resources Limited for the year ended 30 June 2016, I declare that, to the best of my knowledge and belief there have been:

- i. No contraventions of the auditor independence requirements of the 60–40 *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 13TH DAY OF SEPTEMBER 2016
SYDNEY, NSW

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



Liability limited by a scheme approved under Professional Standards Legislation

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016**

	Note	2016 \$	2015 \$
Revenue	2	2,314,534	2,349,505
Service expenses		228,166	299,015
Occupancy expenses		78,509	89,329
Administration expenses		121,597	135,462
Employee benefits expense	14	1,908,025	1,808,799
Financing expenses		396	727
Depreciation Expenses		15,839	15,768
Total Expenses		2,352,532	2,349,100
Profit / (Loss) from ordinary activities		(37,998)	405
Less: Doubtful debt expense		(9,861)	
Less: Loss on sale of fixed asset		(22,514)	
Profit / (Loss) before income tax expense		(70,373)	405
Income tax expense	1(b)		
Profit/(loss) after income tax		(70,373)	405

This statement should be read in conjunction with the notes to the financial statement

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2016

	Note	2016 \$	2015 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	1,246,727	1,695,295
Trade and other receivables	4	17,004	25,275
Prepayments	5	19,040	18,675
TOTAL CURRENT ASSETS		<u>1,282,771</u>	<u>1,739,245</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	<u>552,436</u>	<u>675,962</u>
TOTAL NON-CURRENT ASSETS		<u>552,436</u>	<u>675,962</u>
TOTAL ASSETS		<u>1,835,207</u>	<u>2,415,207</u>
CURRENT LIABILITIES			
Trade and other payables	7	515,312	879,863
Deferred income	8	19,241	149,244
Short-term employee benefits	9	254,810	257,591
TOTAL CURRENT LIABILITIES		<u>789,363</u>	<u>1,286,698</u>
NON-CURRENT LIABILITIES			
Borrowings	10	4	4
Long-term employee benefits	9	<u>45,853</u>	<u>58,145</u>
		45,857	58,149
TOTAL NON-CURRENT LIABILITIES		<u>45,857</u>	<u>58,149</u>
TOTAL LIABILITIES		<u>835,220</u>	<u>1,344,847</u>
NET ASSETS		<u>999,987</u>	<u>1,070,360</u>
EQUITY			
Reserves	11	145,424	145,424
Retained Earnings		<u>854,563</u>	<u>924,936</u>
TOTAL EQUITY		<u>999,987</u>	<u>1,070,360</u>

This statement should be read in conjunction with the notes to the financial statement

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2016

	Note	Retained Earnings \$	Special Reserve \$	Total \$
Balance at 1 July 2014		<u>924,531</u>	<u>145,424</u>	<u>1,069,955</u>
Profit for the year		405	–	405
Balance at 30 June 2015		<u>924,936</u>	<u>145,424</u>	<u>1,070,360</u>
Loss for the year		(70,373)	–	(70,373)
Balance at 30 June 2016		<u>854,563</u>	<u>145,424</u>	<u>999,987</u>

This statement should be read in conjunction with the notes to the financial statement

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2016**

	Note	2016 \$	2015 \$
Cash Flows from Operating Activities			
Cash receipts from grants	2	2,120,239	2,065,384
Other cash receipts		154,675	231,193
Interest received		47,526	65,097
Cash paid to suppliers and employees		(2,856,181)	(2,568,845)
Net cash from operating activities	12(b)	(533,741)	(207,171)
Cash Flows from Investing Activities			
Purchase of property, plant and equipment		–	(9,111)
Proceeds from sale of property		85,173	–
Net cash used in investing activities		85,173	(9,111)
Net increase/(decrease) in cash and cash equivalents		(448,568)	(216,282)
Cash and cash equivalents at 1 July		1,695,295	1,911,577
Cash and cash equivalents at 30 June 2016	12(a)	1,246,727	1,695,295

This statement should be read in conjunction with the notes to the financial statement

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2016

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.

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 2016 were approved and authorised for issue by the Board of Directors on 13 September 2016.

Significant Accounting Policies

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

The financial statements have been prepared using the measurement bases specified by Australian Accounting Standards for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies 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.

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 profit or loss and other 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 profit or loss and other comprehensive income as incurred.

Depreciation

Depreciation is recognised in the statement of profit or loss and other 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:

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

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

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(d) Financial Instruments

Recognition, initial measurement and derecognition

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions of the financial instrument, and are measured initially at fair value adjusted by transactions costs, except for those carried at fair value through profit or loss, which are initially measured at fair value. Subsequent measurement of financial assets and financial liabilities are described below.

Financial assets are derecognised when the contractual rights to the cash flows from the financial asset expire, or when the financial asset and all substantial risks and rewards are transferred. A financial liability is derecognised when it is extinguished, discharged, cancelled or expires.

Classification and subsequent measurement of financial assets

For the purpose of subsequent measurement, financial assets other than those designated and effective as hedging instruments are classified into the following categories upon initial recognition:

- loans and receivables
- financial assets at Fair Value Through Profit Or Loss ('FVTPL')
- Held-To-Maturity ('HTM') investments
- Available-For-Sale ('AFS') financial assets

The category determines subsequent measurement and whether any resulting income and expense is recognised in profit or loss or in other comprehensive income.

All financial assets except for those at FVTPL are subject to review for impairment at least at each reporting date to identify whether there is any objective evidence that a financial asset or a company of financial assets is impaired. Different criteria to determine impairment are applied for each category of financial assets, which are described below.

All income and expenses relating to financial assets that are recognised in profit or loss are presented within finance costs or finance income, except for impairment of trade receivables which is presented within other expenses.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial recognition, these are measured at amortised cost using the effective interest method, less provision for impairment. Discounting is omitted where the effect of discounting is immaterial. The Company's trade and most other receivables fall into this category of financial instruments.

Individually significant receivables are considered for impairment when they are past due or when other objective evidence is received that a specific counterparty will default. Receivables that are not considered to be individually impaired are reviewed for impairment in groups, which are determined by reference to the industry and region of a counterparty and other shared credit risk characteristics. The impairment loss estimate is then based on recent historical counterparty default rates for each identified group.

Financial assets at FVTPL

Financial assets at FVTPL include financial assets that are either classified as held for trading or that meet certain conditions and are designated at FVTPL upon initial recognition.

Assets in this category are measured at fair value with gains or losses recognised in profit or loss. The fair values of financial assets in this category are determined by reference to active market transactions or using a valuation technique where no active market exists.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(d) Financial Instruments (continued)

HTM investments

HTM investments are non-derivative financial assets with fixed or determinable payments and fixed maturity other than loans and receivables. Investments are classified as HTM if the company has the intention and ability to hold them until maturity. The company currently holds long term deposits designated into this category.

HTM investments are measured subsequently at amortised cost using the effective interest method. If there is objective evidence that the investment is impaired, determined by reference to external credit ratings, the financial asset is measured at the present value of estimated future cash flows. Any changes to the carrying amount of the investment, including impairment losses, are recognised in profit or loss.

AFS financial assets

AFS financial assets are non-derivative financial assets that are either designated to this category or do not qualify for inclusion in any of the other categories of financial assets. The company does not hold AFS financial assets.

All AFS financial assets are measured at fair value. Gains and losses are recognised in other comprehensive income and reported within the AFS reserve within equity, except for impairment losses and foreign exchange differences on monetary assets, which are recognised in profit or loss. When the asset is disposed of or is determined to be impaired the cumulative gain or loss recognised in other comprehensive income is reclassified from the equity reserve to profit or loss and presented as a reclassification adjustment within other comprehensive income. Interest calculated using the effective interest method and dividends are recognised in profit or loss within 'revenue'.

Reversals of impairment losses for AFS debt securities are recognised in profit or loss if the reversal can be objectively related to an event occurring after the impairment loss was recognised. For AFS equity investments impairment reversals are not recognised in profit or loss and any subsequent increase in fair value is recognised in other comprehensive income.

Classification and subsequent measurement of financial liabilities

The company's financial liabilities include borrowings and trade and other payable.

Financial liabilities are measured subsequently at amortised cost using the effective interest method, except for financial liabilities held for trading or designated at FVTPL, that are carried subsequently at fair value with gains or losses recognised in profit or loss.

All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in profit or loss are included within finance costs or finance income.

(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 profit or loss and other 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.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(e) Impairment of Assets (continued)

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.

(f) Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and demand deposits, together with other short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to insignificant risk of changes in value.

(g) Post Employment Benefits and Short-term Employee Benefits

Wages and Salaries, Annual Leave and Sick Leave

Liabilities for wages and salaries, including non-monetary benefits, annual leave and accumulating sick leave expected to be settled within 12 months of the reporting date are recognised in other payables with respect to employees' services up to the reporting date and are measured at the amounts expected to be paid when the liabilities are settled. Liabilities for non-accumulating sick leave are recognised when the leave is taken and measured at the rates paid or payable.

Defined Contribution Plans

The Company provides post-employment benefits through defined contribution plans. The company pays fixed contributions into independent entities for individual employees. The company has no legal or constructive obligations to pay contributions in addition to its fixed contributions, which are recognised as an expense in the period that relevant employee services are received.

Short-Term Employee Benefits

Short-term employee benefits are current liabilities included in employee benefits, measured at the undiscounted amount that the company expects to pay as a result of the unused entitlement. Annual leave is included in 'other long-term benefit' and discounted when calculating the leave liability as the Company does not expect all annual leave for all employees to be used wholly within 12 months of the end of reporting period. Annual leave liability is still presented as current liability for presentation purposes under AASB 101 Presentation of Financial Statements.

Long Service Leave

The provision for employee benefits relating to long service leave represents the present value of the estimated future cash outflows to be made resulting from employees' services provided to reporting date.

The provision is calculated using expected future increases in wage and salary rates including related on-costs and expected settlement dates based on turnover history and is discounted using the market yields on national government bonds at reporting date which most closely match the terms of maturity with the expected timing of cash flows. The unwinding of the discount is treated as long service leave expense.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(h) Revenue

Grant revenue is recognised in the statement of profit or loss and other 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).

(i) Deferred Income

The liability for deferred income is the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within twelve (12) months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds twelve (12) months after the reporting date or the conditions will only be satisfied more than twelve (12) months after the reporting date, the liability is discounted and presented as non-current.

(j) 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.

(k) 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.

(l) Economic Dependence

Women's Legal Resources Limited is dependent on Legal Aid NSW 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.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

(m) New, revised or amended Accounting Standards and Interpretations

The company has adopted all of the new, revised or amended Accounting Standards and Interpretations issued by the AASB that are mandatory for the current reporting period.

Any significant impact on the accounting policies of the company from the adoption of these Accounting Standards and Interpretations are disclosed in the relevant accounting policy. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

Any new, revised or amending Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

NOTE 2 – REVENUE	2016 \$	2015 \$
Operating activities		
Grants		
– Legal Aid Commission (Commonwealth)	1,082,149	1,048,923
– Legal Aid Commission – Prior Year	38,232	57,000
– Legal Aid Commission (Commonwealth) – One off	–	–
– Legal Aid Commission (State)	860,817	831,375
– Less: Uncommitted / unspent funds	–	(38,232)
– Sundry Grants	139,041	166,318
Total Grants	2,120,239	2,065,384
Other income		
– Interest received	47,526	65,097
– Donations	44,248	8,927
– Fees and contributions	41,779	65,142
– Costs recovered and retained	4,701	92,628
– Rental income	51,460	50,500
– Sales of publications and merchandise	4,581	1,827
Total other income	194,295	284,121
TOTAL REVENUE	2,314,534	2,349,505

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 3 – CASH AND CASH EQUIVALENTS

	2016 \$	2015 \$
Current		
Cash at bank	37,345	18,808
Cash on deposit	1,208,882	1,675,987
Cash on hand	500	500
	<u>1,246,727</u>	<u>1,695,295</u>

NOTE 4 – TRADE AND OTHER RECEIVABLES

	2016 \$	2015 \$
Current		
Trade receivables	26,865	25,275
Less: Provisions for doubtful debt	(9,861)	–
	<u>17,004</u>	<u>25,275</u>

NOTE 5 – PREPAYMENTS

	2016 \$	2015 \$
Prepayments	19,040	18,675
	<u>19,040</u>	<u>18,675</u>

NOTE 6 – PROPERTY, PLANT AND EQUIPMENT

	2016 \$	2015 \$
Building – at cost	515,877	623,564
Plant & equipment – at cost	177,037	177,037
Less accumulated depreciation	(140,478)	(124,639)
	<u>552,436</u>	<u>675,962</u>

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

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 2015	800,601	800,601
Additions	–	–
Disposals	(107,687)	(107,687)
Balance at 30 June 2016	692,914	692,914
Accumulated depreciation		
Balance at 1 July 2015	124,639	124,639
Depreciation for the year	15,839	15,839
Balance at 30 June 2016	140,478	140,478
Carrying Amounts		
Balance at 1 July 2015	675,962	675,962
Balance at 30 June 2016	552,436	552,436

NOTE 7 – TRADE AND OTHER PAYABLES

	2016 \$	2015 \$
Current		
Trade payables	58,808	165,970
Payroll liabilities	102,067	33,803
GST Payable	(2,179)	30,036
Other creditors and accruals	–	202,909
Employee liabilities	356,616	447,145
	515,312	879,863

NOTE 8 – DEFERRED INCOME

	2016 \$	2015 \$
Current		
Uncommitted/ Unspent Funds	19,241	149,244
	19,241	149,244

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 9 – EMPLOYEE BENEFITS

	2016 \$	2015 \$
--	------------	------------

Current

Liability for annual leave	112,693	135,533
Liability for long service leave	142,117	122,058
	<u>254,810</u>	<u>257,591</u>

Non-Current

Liability for long service leave	45,853	58,145
	<u>45,853</u>	<u>58,145</u>

2016
\$

2015
\$

Movement in employee benefits

Opening balance at 1 July	315,736	256,441
Adjustments	(15,072)	59,295
Closing balance at 30 June	<u>300,664</u>	<u>315,736</u>

NOTE 10 – BORROWINGS

2016
\$

2015
\$

Non-Current

National Australia Bank	4	4
	<u>4</u>	<u>4</u>

The bank loan is secured against the Company's property.

The bank loan facility is for \$50,731 (2015: \$50,731) with \$50,727 (2015: \$50,727) unused at year end.

NOTE 11 – RESERVES

2016
\$

2015
\$

Special Reserve	145,424	145,424
	<u>145,424</u>	<u>145,424</u>

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 12 – CASH FLOW INFORMATION

(a) Reconciliation of Cash	2016 \$	2015 \$
Cash at bank	37,345	18,808
Cash on deposit	1,208,882	1,675,987
Cash on hand	500	500
	<u>1,246,727</u>	<u>1,695,295</u>

(b) Reconciliation of cash flows from operating activities

Cash flows from operating activities	2016 \$	2015 \$
Profit/(loss) after income tax for the year	(70,373)	405
Adjustments for:		
Depreciation	15,839	15,768
Loss on sale of property	22,514	–
Changes in assets and liabilities		
Change in prepayments	(365)	681
Change in trade and other receivables	8,271	11,488
Change in deferred income	(130,003)	(7,777)
Change in employee benefits	(15,073)	59,295
Change in trade and other payables	(364,551)	(287,031)
Net cash from operating activities	<u>(533,741)</u>	<u>(207,171)</u>

NOTE 13 – AUDITORS' REMUNERATION

	2016 \$	2015 \$
Remuneration of the auditor for:		
– Audit and review of the financial report	9,000	8,400
– Audit and review of the financial acquittal	1,000	600
– Other audit services	4,500	1,000
	<u>14,500</u>	<u>10,000</u>

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 14 – EMPLOYEE BENEFITS EXPENSE

	2016 \$	2015 \$
Expenses recognised for employee benefits are analysed below.		
Wages and salaries	1,557,083	1,466,273
Superannuation – defined contributions plan	148,609	138,803
Workers compensation insurance	11,923	11,296
Employee training and development	25,677	26,912
Employee benefit provisions	164,733	165,515
	<u>1,908,025</u>	<u>1,808,799</u>

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 \$304,350 (2015: \$280,622).

NOTE 16 – CONTINGENT LIABILITIES

There are no contingent liabilities that have been incurred by the company in relation to 30 June 2016 or 30 June 2015.

NOTE 17 – CAPITAL COMMITMENTS

There are no capital commitments that have been committed by the company in relation to 30 June 2016 or 30 June 2015.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 18 – LEASES

	2016 \$	2015 \$
<i>Payable – minimum lease payments</i>		
– Less than one year	4,343	–
– Between one and five years	17,371	–
	<u>21,714</u>	<u>–</u>

The company leases two photocopiers under operating lease. The lease runs for a period of five years. During the year and amount of \$Nil was recognised as an expense in the statement of profit or loss and other comprehensive income in respect of operating leases (2015: \$Nil).

NOTE 19 – POST-REPORTING DATE EVENTS

There are no post reporting date events incurred by the company in relation to 30 June 2016 or 30 June 2015.

No adjusting or significant non-adjusting events have occurred between the reporting date and the date of authorisation.

NOTE 20 – MEMBERS' GUARANTEE

The company is incorporated under the Corporations Act 2001 and is a public 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 2016, the total amount that members of the company are liable to contribute if the company is wound up is \$1,320 (2015: \$1,260).

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 publicly accountable.
2. The financial statements and notes, as set out on pages 43–59, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
 - a. complying with Australian Accounting Standards – Reduced Disclosure Requirements (including the Australian Accounting Interpretations) 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 2016 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 13th day of September 2016
Sydney, NSW

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



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Vanessa Petrovic
Principal
Level 26
44 Market Street
Sydney NSW 2000

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 2016 and the statement of profit or loss and other 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.

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WOMEN'S LEGAL RESOURCES LIMITED

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

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.

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 2016 and of its performance for the year ended on that date; and
- (b) Complying with Australian Accounting Standards – Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and Australian Charities and Not-for-profits Commission Regulation 2013.

Matters Relating to the Electronic Presentation of the Audited Financial Report

This auditor's report relates to the financial report of Women's Legal Resources Limited for the year ended 30 June 2016 included on the Women's Legal Resources Limited's website. The company's Directors are responsible for the integrity of Women's Legal Resources Limited's website. We have not been engaged to report on the

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WOMEN'S LEGAL RESOURCES LIMITED

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Principal
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Sydney NSW 2000




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

integrity of Women's Legal Resources Limited's website. The auditor's report refers only to the financial report. It does not provide an opinion on any other information which may be hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.

MOSAIC AUDIT & CONSULTING
CHARTERED ACCOUNTANTS

.....
VANESSA PATRICIO
PRINCIPAL
Registered Company Auditor # 333315

DATED THIS 13TH DAY OF SEPTEMBER 2016
SYDNEY, NSW

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WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

**WOMEN'S LEGAL RESOURCES LIMITED
STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 30 JUNE 2016**

	2016	2015
	\$	\$
INCOME		
Rental Income	51,460	50,500
Interest	7,290	13,001
Donation	42,807	8,927
Other Income	1,227	586
Costs Recovered and Retained	3,605	57,670
TOTAL INCOME	106,389	130,684
EXPENDITURE		
Employee Related Expenses		
Salaries & Wages	97,919	67,213
Superannuation	9,181	5,738
Workers' Compensation Insurance	536	569
	107,636	73,520
Service Expenses		
Service Promotion & Consultancy Expenses	9,889	5,607
	9,889	5,607
Other Operating Expenses		
Audit & Accountancy Fees	2,000	2,000
Legal & Filing Fees	72	1,445
Depreciation Expenses	15,839	15,768
Equipment / Asset Replacements	–	19,200
Bank Fees & Interest Expenses	396	727
Property Insurance	1,505	964
Property Repairs & Maintenance	2,520	4,930
Rates & Levies	4,775	6,144
	27,107	51,178
TOTAL EXPENSES	144,632	130,305
Less:		
Doubtful Debt Expense	(9,862)	–
Loss on Sale of fixed asset	(22,514)	–
SURPLUS/(DEFICIT) for the year	(70,619)	379

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

WOMEN'S LEGAL RESOURCES CENTRE STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

INCOME	2016 \$	2015 \$
Grants		
Legal Aid Commission – Commonwealth	785,367	755,042
Legal Aid Commission – State	366,280	353,752
Legal Aid Commission – Prior Year	38,232	–
Sundry Grants	44,041	188,944
Less: Unspent Funds	–	(38,232)
Sub Total	1,233,920	1,259,506
Interest Received	21,423	26,093
Fees and Contributions Received	33,357	64,556
Cost Recovered and Retained	9,732	28,696
Sale of Books and Publications	4,581	1,827
Sub Total	69,093	121,172
TOTAL INCOME	1,303,013	1,380,678
EXPENDITURE		
Employee Related Expenses		
Salaries & Wages	1,014,159	970,895
Superannuation	86,674	86,472
Workers' Compensation Insurance	7,017	6,877
Conferences, Training and Development	14,031	16,081
	1,121,881	1,080,325
Service Expenses		
Client Disbursements	4,540	4,797
Committee Expenses	1,410	1,292
Communication (Telephone & Internet)	11,270	12,378
Community Education & Travel	14,139	14,223
Service Promotion & Other Expenses	18,318	39,434
Sundry Grants	32,292	125,352
	81,969	197,476
Other Operating Expenses		
Audit & Accountancy Fees	6,000	6,000
Bank Charges	192	397
Computer Running Costs	12,878	10,180
Equipment Repairs and Maintenance	3,222	2,455
Insurance	6,569	7,051
Library Resources & Subscriptions	14,833	12,381
Office Amenities	2,084	2,686
Office Maintenance	9,215	12,419
Postage & Freight	4,241	3,677
Printing & Stationery	10,800	15,398
Rent & Accommodation	26,500	26,500
Utilities	2,505	3,683
	99,039	102,827
TOTAL EXPENSES	1,302,889	1,380,628
SURPLUS/(DEFICIT) for the year	124	50

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

INDIGENOUS WOMEN'S LEGAL PROGRAM STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

INCOME	2016 \$	2015 \$
Grants		
Legal Aid Commission	296,782	293,882
One Off – It Stops Here	95,000	34,373
Sub Total	391,782	328,255
Interest Received	6,948	9,751
Cost Recovered and Retained	–	5,273
Sub Total	6,948	15,024
TOTAL INCOME	398,730	343,279
EXPENDITURE		
Employee Related Expenses		
Salaries and Wages	228,892	201,918
Superannuation	20,062	16,587
Workers' Compensation Insurance	1,617	1,396
Staff Conferences, Training and Development	5,292	4,450
Staff Recruitment	651	455
	256,514	224,806
Service Expenses		
Client Disbursements	1,654	6,883
Committee Expenses	355	561
Communication (Telephone & Internet)	3,777	4,704
Community Education & Travel	34,356	24,403
AWCN Expenses	15,418	11,649
Management Fees	31,916	29,388
Service Promotion & Other Expenses	18,088	4,668
	105,564	82,256
Other Operating Expenses		
Audit & Accountancy Fees	2,000	2,000
Bank Charges	122	59
Computer Running Costs	4,854	3,537
Equipment Repairs and Maintenance	1,757	1,735
Insurance	2,776	2,383
Library, Resources & Subscriptions	2,597	3,091
Office Amenities	880	1,011
Office Maintenance	3,414	3,525
Postage & Freight	1,192	1,415
Printing & Stationery	3,839	5,601
Rent & Accommodation	11,960	10,400
Utilities	1,173	1,443
	36,564	36,200
TOTAL EXPENSES	398,642	343,262
SURPLUS/(DEFICIT) for the year	88	17

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

DOMESTIC VIOLENCE LEGAL SERVICE STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2016

	2016 \$	2015 \$
INCOME		
Grants		
Legal Aid Commission – State	494,537	477,623
Sub Total	494,537	477,623
Interest Received	11,865	16,251
Cost Recovered and Retained	–	989
Sub Total	11,865	17,240
TOTAL INCOME	506,402	494,863
EXPENDITURE		
Employee Related Expenses		
Salaries and Wages	398,862	391,761
Superannuation	34,013	30,006
Workers' Compensation Insurance	2,908	2,454
Staff Conferences, Training and Development	6,185	5,927
	441,968	430,148
Service Expenses		
Client Disbursements	138	1,570
Committee Expenses	392	742
Communication (Telephone & Internet)	4,033	4,852
Community Education & Travel	8,615	8,604
Service Promotion and Other Expenses	4,253	3,514
	17,431	19,282
Other Operating Expenses		
Audit & Accountancy fees	2,500	2,500
Bank Charges	144	170
Computer Running Costs	6,887	4,541
Equipment Repairs and Maintenance	1,439	912
Insurance	3,392	3,039
Library, Resources & Subscriptions	5,561	5,064
Office Amenities	1,026	871
Office Maintenance	4,226	5,392
Postage & Freight	1,688	1,722
Printing & Stationery	6,125	6,370
Rent & Accommodation	13,000	13,000
Utilities	980	1,893
	46,968	45,474
TOTAL EXPENSES	506,367	494,904
SURPLUS/(DEFICIT) for the year	35	(41)

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

