



WOMEN'S LEGAL SERVICES NSW

ANNUAL REPORT 2014/2015

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.

CONTACT US

Trading as Women's Legal Services NSW
PO Box 206
Lidcombe NSW 1825
Administration line: 02 8745 6900
Fax: 02 9749 4433
Email: reception@wlsnsw.org.au
Web: www.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	1:30am–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
Fairfield	every second Thursday
Phone:	9726 4044
Liverpool	every second Thursday
Phone:	9601 3555
Penrith	every second Tuesday
Phone:	4721 8749

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

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:

Koolyangarra (Cranebrook) fortnightly
Marrin Weejali (Blackett) fortnightly

Ask LOIS

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

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CHAIRPERSON'S REPORT



This has been a year of great upheaval and uncertainty for community legal centres, and the community services sector generally, particularly specialist services for women experiencing domestic and family violence. Our core funding

has been limited to a 12 month contract with the expectation we will face significant cuts the year after next. Funding for our Indigenous women's legal program was removed altogether. However we were successful in a tender for Indigenous Advancement Strategy funds so we have managed to keep it going.

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

There is no better example of the benefit of this approach and the need to properly resource it than the Royal Commission into Institutional Responses to Child Sexual Assault and its hearings about the Bethcar Children's Home.

We represent thirteen women who were children in state care, placed in the Bethcar home, in the 1980s. They were physically and sexually abused.

These clients have complex needs, and developing and maintaining relationships of trust is a crucial aspect of enabling their access to justice. They would not have had this access through any other source.

The evidence before the Royal Commission revealed how deliberate and litigious the state's approach was to impecunious, traumatised clients, and to Women's Legal Services as their representatives.

As an outcome of the Royal Commission the NSW Department of Community Services has undertaken not to dispute out of time applications for child sexual abuse. This is a significant recognition of the fact that many child victims may take years to become ready to speak about the abuse they suffered.

This is an example of how one case can drive a change to the procedures of the government, and can prevent future wrongs, for the whole community.

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

My thanks to the Board; Anna Hartree, Anusha Duray, Belinda Louis, Louise Goodchild, Lizzie Simpson, Lynda Maitland, 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, Christine Robinson, Tina West and Vicki Dennison. Thanks to the contribution of these wonderful women we can improve the cultural appropriateness of our services for women and children across NSW.

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

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

Denele Crozier
Chairperson

WLS NSW FOUNDATION ACTIVITIES AND EVENTS REPORT 2014/15

Now in its third year, the WLS NSW Foundation has continued to raise its profile successfully into 2015, with an increasing network of people and organisations who support it. Key achievements for the Foundation in the last financial year include:

Sponsorship

The Foundation has now secured an on-going commitment from Gilbert and Tobin Lawyers to host three events per year at their offices. This significantly reduces the costs of bringing together its supporters and members for events.

A relationship has also been formed with the Colins Biggers and Paisley law firm who made a financial contribution to the Bright Sparks Appeal in July 2015. Both firms are acknowledged on the website.

Foundation Events

The past financial year has seen three Foundation events take place.

Surrogacy Forum, November 2014

Panel discussion on Commercial Surrogacy and Women's rights.

Location: Gilbert + Tobin
Fee: \$30
Attendees: 20 (not including WLS staff and presenters)
Details: <http://www.wlsnsw.org.au/surrogacy-forum>

Technology-Facilitated Stalking and Abuse Forum, April 2014

Keynote Presentation on technology assisted domestic violence and abuse, through the use of internet, social media, mobile devices, texting, email and surveillance devices.

Location: Gilbert + Tobin
Fee: \$25
Attendees: 26 (not including WLS staff and presenters)
Details: <http://www.wlsnsw.org.au/techabusediscussion>

Bright Spark Awards, July 2015

An appeal for nominations for outstanding women in 3 categories: enlightening women, inspiring women and heart-warming women. Awards presented at a cocktail party with live music and a fundraising raffle. Partnership formed with ASU who also presented an award and will participate in the event in future.

Location: Gilbert + Tobin
Fee: Free. Raffle ticket purchases requested
Attendees: 92
Details: <http://www.wlsnsw.org.au/brightspark2015>

Newsletters

The e-newsletter is sent throughout the year to the entire mailing list. This includes information on current news, event activity and other social content. In the past year the number of subscribers to the newsletter mailing list has increased from 303 contacts to a current total of 437 contacts.

A sign up subscription link has been created and added to the website and to the coordinators email signature.

Website Update

Improvements were made to the Foundation presence on the WLS NSW website. The Foundation home page content was streamlined and links created to subscribe to the newsletter mailing list and to the Give Now donations site. Subsidiary pages were also created for a newsletter archive and past events information. Each event now sits on its own page which is also linked to the 'News' listings.

Chloe Wyatt
Foundation Events Co-ordinator

STRATEGIC PLAN 2013/14–2015/16

Vision

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

Purpose

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

Five Priority Areas

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

Policy and Law Reform

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

Community Legal Education and Community Development

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

Improving the Lives of Individual Women

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

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

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

Infrastructure Sustainability and Organisational Support

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

OUR PERSONNEL DURING 2014/2015

Board of Directors

Denele Crozier	Chairperson
Belinda Louis	Treasurer
Lynda Maitland	Secretary (until May 2015)
Lizzie Simpson	Secretary (from February 2015)
Anusha Duray	AWCN Representative
Anna Hartree	
Louise Goodchild	
Sheridan Emerson	
Emma Palmer	

Aboriginal Women's Consultation Network

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

Staff

Management

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

Indigenous Women's Legal Program

Shannon Williams	Community Access Officer
Gabrielle Craig	Senior Solicitor, Family Law Project
Kirsty Irving	Solicitor
Wendy Chapman	Community Access Officer, Family Law Project
Sandra Murphy	Community Access Officer, Care matters project (to 19 November 2014)
Yasmine Khan	Community Access Officer (from 13 April 2015)
Gail Tobler	Program Officer (from 13 April 2015)
Georgina Rullis	Indigenous Cadet

Community Legal Education

Natalie Neumann	Community Legal Education Co-ordinator
Rebecca Ebel	Community Legal Education Officer

Law Reform

Liz Snell	Law Reform and Policy Co-ordinator
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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
Mari Vagg	Solicitor
Jessica Hannam	Solicitor
Alex Davis	Solicitor/CLE Officer
	Ask LOIS project
Megan Cameron	Solicitor, care project
Alira Morey	Senior Solicitor (locum to 19 September 2014)
Julia Mansour	Solicitor (locum to 21 November 2014)
Charissa Sun	Solicitor (contract from 27 August 2012)
Pia Birac	Solicitor (locum to 11 July 2014)
Melissa Nicol	Solicitor (locum from 4 August–31 December 2014 and from 9 June 2015–)
Sarah Dobinson	Research Assistant (casual)

Administrative Staff

Lita Chiv	Accounts clerk
Daryna Ieth	Receptionist
Kuny Chhor	Data entry

Consultants and contractors

Jonathan Vianna	Maccentre
Niko Ramos	Maccentre
Clare Sullivan	Social Media
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.

Eva Akopian	Ruby Catsanos
Caitlin Healey-Nash	Shantell Bailey
Grace Cummings	Michelle Gosewinckel
Regina Hackett	Denise O'Dea
Emily Onions	Radhini Sappany
Amy Schneider	Kathy Tran

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.

Gadens

Thanks to Gadens for providing two solicitors for six months to assist with the establishment of our working women's legal service: Meryl Remedios and Melinda Wong.

Gilbert + Tobin

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

Counsel

Monica Neville	Sir James Martin Chambers
Gillian Mahony	8 Wentworth Chambers
Radhika Withana	12 Wentworth Selborne Chambers
Claire Cantrall	Waratah Chambers
Maria Gerace	Maurice Byers Chambers
Mark Robinson SC	Maurice Byers Chambers
Greg James QC	Garfield Barwick Chambers
Evan James	Garfield Barwick Chambers
Tim Hammond	Samuel Griffith Chambers
Simon Healy	Samuel Griffith Chambers
Will Tuckey	Samuel Griffith Chambers
Dean Lloyd Del Monte	Jack Shand Chambers
Kara Shead	Public Defenders Chambers
Nanette Williams	Crown Prosecutor
Jeremy Styles	Aboriginal Legal Service
David Hillard	Clayton Utz

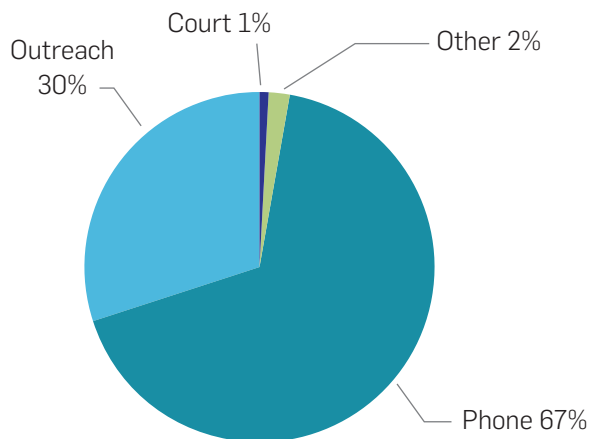
WE PROVIDED LEGAL ADVICE AND REPRESENTATION

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

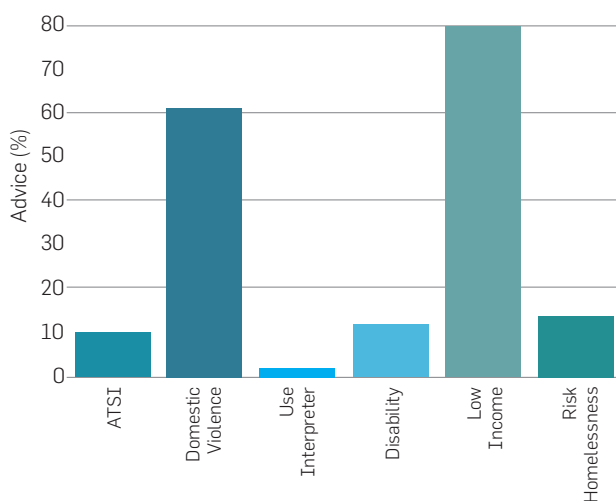
We provided:

- 675 information and referral services.
- 1,768 legal advices to women during the year either by phone or face-to-face at 12 outreach advice clinic locations, women's prisons and Local Courts in Western Sydney.
- We finalised 424 cases.

The ways our clients contacted us for advice



The majority of our clients were on low income and dealing with domestic violence



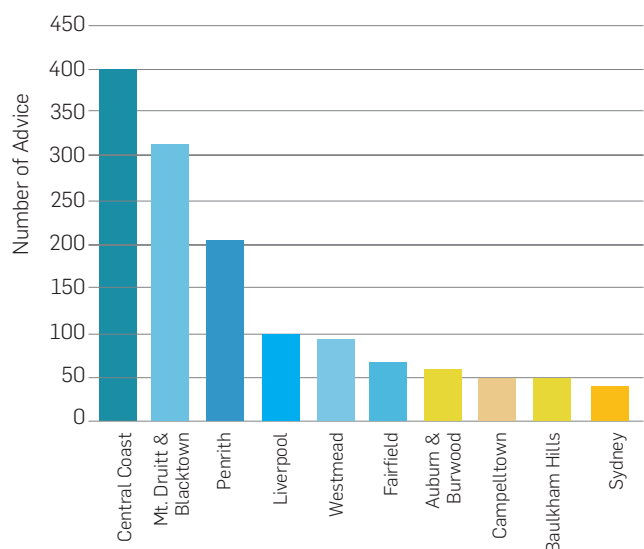
ADVO duty work

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

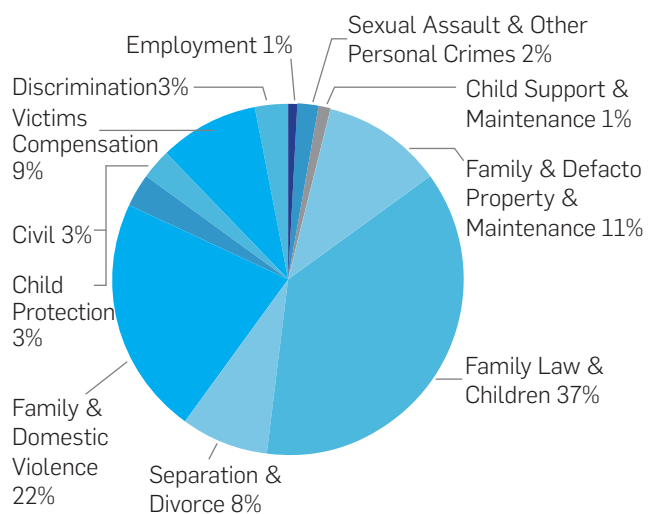
State-wide telephone advice services

We provided state-wide telephone advice services for general legal advice, domestic violence legal advice, and advice for Aboriginal women through our designated Indigenous Women's Legal Contact Line.

Top 10 geographic areas for advice



Advices by area of law



Outreach advice clinics in western Sydney

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

Examples of our casework:

NCAT tenancy case



We had a successful outcome before the NSW Civil and Administrative Tribunal (NCAT) testing what constitutes special circumstances under s102 Residential Tenancy Act – an application to end a co-tenancy on the basis of special circumstances. For our client this was successfully argued to be her history of domestic violence.

LEAP for Women

We continued our work in the metropolitan women's prisons through the LEAP for Women (Legal Education and Advice in Prison) project. This collaborative initiative with Wirringa Baiya Aboriginal Women's Legal Centre and Hawkesbury Nepean Community Legal Centre is now in its seventh year and has identified high level legal needs of women in prison. We do not receive funding to provide this service and it remains a high priority need in terms of access to justice. During the year our advice clinics in prison were referred all pregnant women, so that they can get advice early about keeping in touch with their children and other related legal issues.

Care and protection



We acted for a young mother in a Dispute Resolution Conference at the Children's Court after the father of her children filed a Section 90 application seeking restoration of the children to him. While our client did not oppose the application, she did want to ensure that the Court provided for the children to spend unsupervised time with her in any orders it ultimately made. We successfully negotiated an outcome which reflected our client's wishes.

ADVO and cognitive impairment



*Mary * first came to us on a duty list day at a local court in Western Sydney where she was the defendant to an ADVO taken out by the police for the protection of her male carer / partner. Mary had an acquired brain injury and did not remember the incident which lead to the ADVO against her. We made a number of attempts to have the application withdrawn by police on the basis that she could not understand the conditions nor recall the incident. We also made an unsuccessful application to the Court to revoke the AVO relying on the case of Farthing v Phipps [2010] NSWDC 317 where the Court found that it would be fundamentally unfair to impose an order against*

a defendant, when the order may be breached because the defendant does not understand its terms and is therefore exposed to criminal charges or a term of imprisonment. Our subpoena to Police produced records showing our client had an AVO for her protection against the carer only 2 years earlier and he was convicted of an assault charge arising out of that incident. Ultimately on the day of the hearing, but not until an expert report had been obtained, and further representations made to Police to withdraw against Mary, Police withdrew the application on the basis that the person in need of protection did not have fears.

**not her real name*

Family law and Aboriginal kinship



WLS represented an Aboriginal Mother in an application for parenting orders in the family law courts. The Applicant Father who was non-Aboriginal was initially seeking to relocate the parties' three children from their Aboriginal community. In 2013, we successfully ran an Interim hearing seeking Orders that the Father and the children return to their community and live with the Father and our client's sister (the Aunt) and grandmother (the Great Grandmother) in an equal time arrangement.

The Mother suffers from chronic mental health problems and was not seeking to be considered as a primary carer but instead supported the Aunt and Great Grandmother who sought shared care and parental responsibility. We argued that while the Aunt was not a biological mother of the children, she was a kin mother, and in Aboriginal communities kin mothers should be treated in a similar light to biological mothers.

During the course of the case, the Federal Circuit Court made orders that a Family Report was inadmissible on the basis that it failed to adequately address relevant Indigenous and/or cultural issues. The case was ultimately transferred to the Family Court.

This case was significant because it focused on section 61F of the Family Law Act which provides that when considering parental responsibility for Aboriginal children the Courts must consider the kinship obligations and child rearing practices of the specific Aboriginal community where the children are from i.e. that an Aunt who is a kin mother can be considered as a Mother in the context of parental responsibility. This argument was ultimately accepted and the Father and Aunt (or kin mother) share parental responsibility and care for the three children and the Mother spends unsupervised time.

Sexual harassment in the workplace



Susi * had been sexually harassed at work by her manager and a colleague and rang our Working Women's Legal Service line for advice. The harassment included touching of her breasts, dragging her by her hair to the bathroom and detaining her in the bathrooms and comments of a sexual nature about her clothing, appearance and sex life. We represented Susi at a conciliation where the case settled.

* not her real name

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

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

Victims Support standard of proof

We successfully argued in an NCAT appeal in a victims support claim that Victims Services had erroneously applied the higher civil standard of proof as outlined in *Briginshaw v Briginshaw* (1938) 60 CLR 33 to our client's claims. The decision of NCAT confirmed that the appropriate standard of proof in Victims Support claims is the ordinary civil standard: on the balance of probabilities.

Royal Commission into Institutional Response to child sexual abuse – Case Study 19 Bethcar children's home

From about 2008 we represented 13 Aboriginal women who experienced sexual abuse while in care at the Bethcar Children's Home in Brewarrina as children. We acted for the women in civil proceedings against the State of NSW. The case ran for over 5 years and settled in late 2013, with our clients receiving compensation and an apology.

The civil litigation case was then the subject of a public hearing by the Royal Commission in October and November 2014. The Royal Commission heard evidence for more than two weeks from some of our clients, our Principal Solicitor as well as lawyers for the NSW government and the head of the Department of Family and Community Services.

Media mentions:

"Bethcar Children's Home: Resident broke own arm to escape sexual abuse, royal commission told."

ABC News, 22 October 2014

"Bethcar sex crimes: NSW government lawyers made it tough for victims, commission told."

ABC News, 22 October 2014

NSW 'no model' for abuse cases

"Earlier on Thursday Janet Loughman, principal solicitor for the Women's Legal Service who represented 13 of the Bethcar plaintiffs, said the state approach to the civil litigation launched in 2008 was to "avoid liability at all costs, no matter how egregious the matters raised".

She also said that at times it appeared "they were trying to wear the plaintiffs down or make it so difficult that we would give up".

At the end of his cross-examination of Ms Loughman, Paul Menzies QC for the State of NSW announced the government would introduce more flexibility in its model litigant responsibilities and on limitation periods."

The Australian, 23 October 2014

"NSW promises flexibility on abuse cases."

Yahoo 7 News, 23 October 2014

"State lawyers accused of trying to wear down 15 sex abuse victims in hope they 'would go away' royal commission told."

The Daily Telegraph, 23 October 2014

Bethcar sex crimes: NSW government lawyers made it tough for victims, commission told

"The commission heard that, during the legal battle, state government solicitors rigorously cross-examined one victim about domestic violence and Family Court proceedings that took place decades after the abuse, causing great distress to the victim."

SMH, 23 October 2014.

"Crown solicitors accused of 'rank hypocrisy' over Bethcar abuse litigation."

PM ABC News, 23 October 2014

"Fondling breasts of girl, 14, 'not sexual'."

SBS News, 24 October 2014

"Crown tells abuse victims sorry."

SBS News, 30 October 2014

The Royal Commission shone a light on the enormous barriers to bringing this kind of litigation and the heavy – and often unnecessary – emotional burden the courageous Aboriginal women endured.

During the course of the hearing, the NSW Government announced some changes to the way it will deal with matters of child sexual abuse in the future in response to the Royal Commission. These changes include:

- generally no longer raising time limits as a defence in such proceedings,
- recognising the trauma experienced by victims of child sexual abuse, and
- seeking to finalise the matter as quickly as possible.

The barristers who acted for the Crown were closely scrutinised by the Royal Commission for their approach to the case and the lawyers for the State as well as the Crown Solicitors Office and the Department of Family and Community Services were called to account for whether they had acted in accordance with the Model Litigant Rules which operate to guide the State in litigation.

The Secretary of the Department of Family and Community Services gave a more heartfelt apology to our clients, both for their experience of abuse in care, and for the way the Department responded to their compensation claims.

Thank you to Maria Gerace of counsel who represented the WLSNSW Principal Solicitor at the Royal Commission hearing; and to John Catsnos and Helen Wall of counsel who had represented our clients through the protracted District Court proceedings that became the focus of case study 19.

The Royal Commission published its report on redress and civil litigation during the year, drawing in part of the submission made by WLS NSW and the evidence given in Case Study 19 – Bethcar children's home.

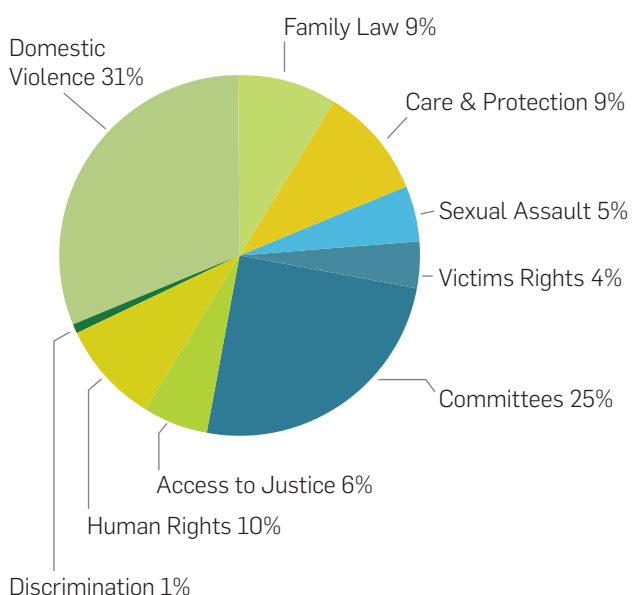
The Royal Commission will publish its report of Case Study 19 in 2015/16.

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 246 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.

Where reports were published following inquiries, we were quoted or cited on at least 67 occasions. Over 50 of our recommendations were adopted in reports.

Law reform topics



Some highlights of our advocacy work

Removal of limitation periods in child sexual abuse matters

We made a comprehensive submission in response to the NSW Government's Discussion Paper: Limitation periods in civil claims for child sexual abuse. This Discussion Paper was released following the Bethcar case study at the Royal Commission into institutional responses to child sexual abuse and the release of the NSW Government Guiding Principles for government agencies responding to civil claims for child sexual abuse. [See section in Advice and Case Work on Case Study 19: the Bethcar children's home].

In the submission we recommended the removal of a limitation period in claims for child sexual abuse, the physical abuse of a child and psychological abuse where it is related to child sexual abuse or physical abuse of a child. We further recommended the removal of a limitation period in all matters involving claims of sexual assault and in domestic violence matters.

We also recommended the removal of a limitation period in claims for child sexual abuse in response to the Royal Commission Issues Paper about Redress and Civil Litigation.

The Royal Commission released its *Redress and Civil Litigation Report* which recommends 'state and territory governments introduce legislation to remove any limitation period that applies to a claim for damages brought by a person where that claim is founded on the personal injury of the person resulting from sexual abuse of the person in an institutional context when the person is or was a child'.



Law Reform and Policy Co-ordinator Liz Snell with colleagues from Redfern Legal Centre and NACLC after giving evidence at the Senate inquiry into domestic violence in Australia

Serious Invasions of Privacy in the Digital Era

We made a submission in response to the Australian Law Reform Commission (ALRC) Serious Invasions of Privacy in the Digital Era Issues Paper in November 2013 in which we highlighted the issue of technology-facilitated violence against women.

In response to our submission, we were invited to meet with Commissioner McDonald and staff from the ALRC to elaborate on our concerns. We made a further submission in May 2014. The ALRC released its final report in September 2014.

We are quoted and/or cited on 30 occasions and five of our recommendations are adopted in the ALRC's final report, including:

- extend the limitation period to up to six years from when the invasion occurred in exceptional circumstances;
- consideration should be given to extending the time limit if the invasion took place before the plaintiff was 18 years old;
- interlocutory/injunctive relief to restrain a threatened invasion of privacy;
- court may make deliver up, destruction or removal orders; and
- surveillance legislation should be technically neutral

Since then, we have participated on a privacy panel discussion at the Australian Communications Consumer Action Network National Conference to highlight the issue of technology-facilitated violence against women; and began work on the Recharge project (see community legal education section).

Monitoring impact of changes to NSW victims compensation scheme

In May 2013 the NSW Government abolished the NSW victims compensation scheme and replaced it with victims support. In response to this WLS NSW drafted an urgent appeal to the United Nations Special Rapporteur on Violence against Women and Girls on behalf of Community Legal Centres NSW. The letter, endorsed by more than 30 organisations, expressed concern about the disproportionate impact the changes would have on victims/survivors of domestic violence and sexual assault. In particular, some victims eligible for up to \$50,000 under the old scheme may be eligible for only \$1,500 under the new scheme.

We were also greatly concerned that the changes applied retrospectively. This happened even though the government's own review of the old scheme made a clear statement acknowledging that it would be 'unfair to change these goal posts midway.'

In June 2015 the Australian Government's response to our complaint was published in the United Nations Communications Reports of Special Procedures. The statistics confirmed what we feared.

The Australian Government's response states that 3,362 domestic violence victims applied for counselling in 2013-14 but that only 91 applied for financial assistance for economic loss, 310 received an award for immediate needs and 360 received recognition payments. Similarly, 1,732 sexual assault victims applied for counselling but only 44 applied for financial assistance for economic loss, 51 received an award for immediate needs and 187 received recognition payments. This means in 2013-14 only 11% of victims/survivors of domestic violence and sexual assault who sought counselling applied for recognition payments, just under 3% applied for financial assistance for economic loss, and only 3% of

sexual assault victims/survivors and 9% of domestic violence victims/survivors received an award for immediate needs payments.

Good governance includes transparency and accountability. It is important that more comprehensive data about the *Victims Rights and Support Act* be published annually.

WLS NSW, along with other CLCs, continues to advocate for improvements to the current Victims Support Scheme, including better recognition of domestic violence and evidentiary requirements that take into account the many barriers for victims/survivors of domestic violence and sexual assault in reporting to police or a government agency and that reports to non-government organisations should be accepted.

Submissions and hearings

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

- Australia's Second Universal Periodic Review (NGO submission) which was endorsed by 190 organisations.
- Senate Finance and Public Administration References Committee Inquiry into Access to Legal Assistance Services
- Family Law Council Reference on Families with Complex Needs & the intersection of Family Law and Child Protection Systems
- National Children's Commissioner's Examination of children affected by family and domestic violence
- NSW Government's NSW Domestic Violence Disclosure Scheme Discussion Paper
- Review of police oversight in NSW
- NSW Women's Alliance and Men's Behaviour Change Network 2015 Election Campaign: A Safer State: A blueprint to end sexual assault and domestic and family violence in NSW
- The Department of Family and Community Services Social Housing in NSW Discussion Paper
- Royal Commission Issues paper about Redress and Civil Litigation
- NSW Government Discussion Paper about limitation periods in civil claims for child sexual abuse
- Productivity Commission in response to the Workplace Relations Framework
- Australian NGO Convention Against Torture Report
- Special Rapporteur on Adequate Housing about the responsibilities of governments at sub-national level in the implementation of the right to adequate housing
- The NSW Attorney General about the Criminal Procedure (Domestic Violence Complainants) Bill 2014
- Communications Alliance in response to the draft Telecommunications Consumer Protection Code 2014
- Senate Finance and Public Administration References Committee Inquiry into Domestic Violence in Australia on behalf of Women's Legal Services Australia
- Letter to the NSW Premier re Zoe's Law Bill No. 2
- Letter to the NSW Premier re Zoe's Law Bill No. 2 (Sunset clause amendment)
- Senate Standing Committees on Community Affairs on Out of Home Care
- Translators and Interpreters Sector Survey 2014
- Royal Commission Issues Paper 7: Statutory Victims of Crime Compensation Schemes
- NSW Department of Justice about Information-sharing Protocols
- National Association of Community Legal Centres and Women's Legal Services Australia joint submission to the Senate Finance and Public Administration References Committee Inquiry into Domestic Violence in Australia
- Australian Women Against Violence Alliance (AWAVA) submission to the Senate Finance and Public Administration References Committee Inquiry into Domestic Violence in Australia

- Senate Finance and Public Administration References Committee Inquiry into Domestic Violence in Australia
- NGO Convention on the Elimination of Discrimination against Women (CEDAW) Report
- Response to the Australian Human Rights Commission National Disability Survey

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:

- South West Sydney Co-design workshops about the Safe Home for Life (child protection) reforms
- South West Sydney Safe Home for Life Early Intervention Working Group
- NGO Roundtable to discuss the review of police oversight in NSW
- National Women's Alliance International Forum
- Meetings with the Assistant Police Commissioner, Mark Murdoch, to discuss systemic issues arising in our casework
- Meetings with NSW Attorney General and Minister for Women
- Roundtable organised by the Australian Press Council to discuss media standards (our focus was on the reporting of violence against women)
- Integration of Child Protection and Domestic and Family Violence Responses Working Group (led by FaCS)
- Consultation with Urbis about the development of the NSW government's *It Stops Here* evaluation framework
- Australian Women Against Violence Alliance strategic planning symposium
- Meeting with the NSW Department of Justice to provide initial input into the development of the NSW Civil Justice Strategy
- Meeting with Community Legal Centres and Family and Community Services regarding the contact co-design process and the development of the contact framework
- Meetings with NSW Department of Justice to discuss draft Information-sharing Protocols
- Participated in the NSW Government's Violent Domestic Crimes Taskforce Legal and Culturally and Linguistically Diverse Roundtables
- Participated in a panel discussion about privacy at the Australian Communications Consumer Action Network National Conference (to discuss technology-facilitated stalking and abuse)
- Meeting with representatives from the Behaviour Insights Unit at the NSW Department of Premier and Cabinet and the Department of Justice to discuss apprehended violence order breaches and plain English orders.

Capacity Building

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

- Providing expert advice to other organisations about Zoe's Law



Executive Officer Helen Campbell and Law Reform and Policy Co-ordinator Liz Snell with President of the Australian Human Rights Commission Prof Gillian Triggs and Sex Discrimination Commissioner Elizabeth Broderick and members of the National Women's Alliances

- Providing expert advice and resources to help other organisations respond to the Criminal Procedure (Domestic Violence Complainants) Bill 2014
- Co-presenting at the Sydney Universal Periodic Review workshop and UPR webinar about lessons learnt from our last UPR experience and how NGOs can participate

Media and articles

Our main media and published work during the year includes:

- Journal article: Charissa Sun, 'Technology-Facilitated Stalking and Abuse: Putting our Legal Framework to the Test', *The Law Society of NSW Journal*, June 2015
- Media mention: 'Video evidence for domestic violence victims a 'game changer' says Andrew Scipione', *Sydney Morning Herald*, 31 May 2015
- Media mention: 'Community legal service cuts bound to hurt', *Penrith City Gazette*, 27 May 2015
- Media mention: 'Legal aid overhaul could 'hinder help for victims of domestic violence' *The Australian*, 20 May 2015
- Letter to the SMH editor in response to 'Goward: I'll shift strategy to prevention' (2 April 2015)
- UPR Media release on behalf of the NGO Coalition: 'Nearly 200 organisations outline concern for UN over Australia's declining human rights performance' 1 April 2015
- CLC NSW media release: Victims compensation change is a good start, 16 March 2015
- Media mention: 'Indigenous Australian women still fighting discrimination', *NITV SBS News*, 6 March 2015
- Journal article by Mari Vagg and Liz Snell: '10 laws that need to change in 2015 – Victims Rights', *NSW Law Society Journal*, February 2015
- Media mention: 'NSW Police fail victims of domestic violence with flippant social media post', *Daily Life*, 20 January 2015
- Media mention: Grace Jennings-Edquist, 'If your friend is receiving abusive texts, show her this', *Mamamia*, 22 November 2014
- Media mention: 'Allegations heard that Crown involved in hiding crucial evidence from victims of child sex abuse', *The Daily Telegraph*, 29 October 2014
- Media mention: 'Crown solicitor lawyer says surveillance of Bethcar abuse victims could have helped state's case', *PM – ABC Radio*, 28 October 2014
- Media mention: 'Fondling breasts of girl, 14, 'not sexual' *SBS News*, 24 October 2014
- Media mention: 'NSW gets \$3.7 million abuse lesson', *The Herald Sun*, 24 October 2014
- Media mention: 'NSW government lawyers accused of 'wearing the plaintiffs down' over child abuse allegations', *7 News*, 23 October 2014
- Media mention: 'State's lawyers refused to acknowledge sex abuse of Aboriginal girls to avoid liability, royal commission hears', *Sydney Morning Herald*, 23 October 2014
- Media mention: 'NSW 'no model' for abuse cases', *SBS News*, 23 October 2014
- Media mention: 'State lawyers accused of trying to wear down 15 sex abuse victims in hope they 'would go away' royal commission told', *The Daily Telegraph*, 23 October 2014
- Media mention: 'NSW government solicitor admits flaw in handling of compensation cases', *The Guardian*, 23 October 2014
- Media mention: 'NSW 'no model' for abuse cases', *The Australian*, 23 October 2014
- Media mention: 'NSW government tried to 'wear down' women abused in state foster home', *The Guardian*, 23 October 2014
- Media mention: 'Bethcar Children's Home: Resident broke own arm to escape sexual abuse, royal commission told', *ABC News*, 22 October 2014

- Media mention: 'NSW abuse victims put through legal hell', *SBS News*, 22 October 2014
- Media mention: 'State government solicitor planned secret surveillance of sex abuse victims, royal commission hears', *Sydney Morning Herald*, 22 October 2014
- Media mention: 'Girl, 5, raped and flogged for being late for dinner at foster home, inquiry told', *The Guardian*, 22 October 2014
- Media mention: 'Abuse inquiry hears of NSW horror house', *7 News*, 22 October 2014
- Media mention: 'Sex abuse victim tells royal commission the NSW government legal strategy seemed 'like they wanted to drag out our hurt'', *Sydney Morning Herald*, 22 October 2014
- Media mention: 'Royal commission: Aboriginal children abused by owner of children's home', *The World Today – ABC Radio*, 22 October 2014
- Media mention: Rachel Olding, 'Body-mounted police cameras to be used as domestic violence evidence', *SMH*, 21 October 2014
- Media mention: 'Domestic violence groups welcome new laws allowing police body-cam evidence', *The Guardian*, 21 October 2014
- Media mention: 'Reforms to NSW domestic violence laws empower victims', *The Australian*, 21 October 2014
- Media mention: Judith Ireland, 'High-tech stalking the new front in domestic violence', 19 October 2014
- Media mention: Andrea Booth, 'Australia accused of falling behind on Indigenous women's issues', *NITV*, 5 September 2014
- Media mention: 'Women 'may fall prey' to birth pay', *The Australian*, 25 August 2014

Committees

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

Community Legal Centres NSW

- Aboriginal Advisory Group (co-convened by WLS NSW)
- Aboriginal and Torres Strait Islander Peoples' Rights Working Group
- Care and Protection Network
- 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

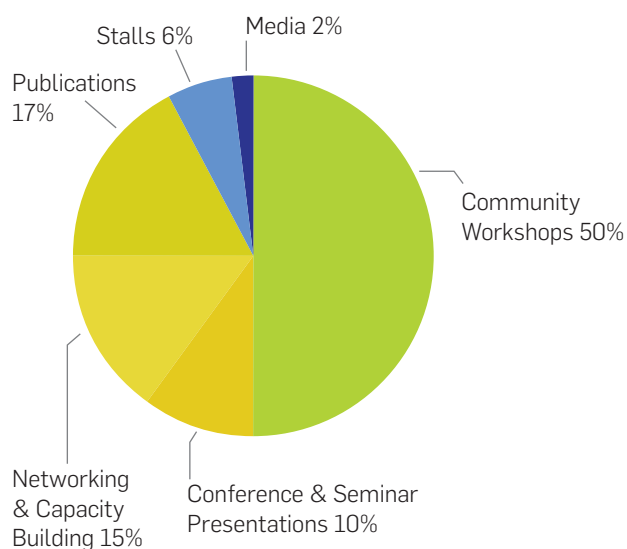
- Apprehended Violence Legal Issues Coordinating Committee (AVLICC) of NSW Department of Attorney General
- Australian Communication Consumers Action Network
- Australian Women Against Violence (AWAVA) Alliance Advisory Group (as WLSA representative)
- Blacktown & Penrith Family Relationship Centre Partnership Steering Committee
- Corrective Services Contact in Custody Working Group

- Elder Abuse Education Working Party
- Equality Rights Alliance Working Groups (as WLSA representative)
- Family Law Courts' self-represented litigant working party (CLC NSW representative)
- Greater Sydney Family Law Pathways Network
- Legal Education and Advice in Prison
- Legal Practitioners Consultative Group of Corrective Services NSW
- LGBTIQ Domestic Violence Interagency
- NSW Legal Assistance Forum (NLAF) Prisoners' Legal Needs Working Group
- NLAF Prisoners' Legal Information Team meeting
- NSW Forced Marriage Network
- NSW Women's Alliance
- PATRICIA PROJECT (ANROWS national research project) advisory committee
- Sexual Assault Review Committee of Office of Director of Public Prosecutions
- South West Sydney Early Intervention Working Group
- WDVCAP Advisory Committee of Legal Aid NSW
- Women's Advisory Council of Corrective Services NSW

COMMUNITY LEGAL EDUCATION

Our community legal education (CLE) program strives to increase women's awareness of the law, their legal rights and access to legal services through training workshops, webinars, conferences, stalls, websites and publications. The majority of our CLE is delivered to community workers with the goal of reaching more women in the community.

CLE activities



We undertook 115 projects, reaching over 2,463 people face-to-face. The workshops we provided included the following topics:

- Apprehended violence orders
- Child care & protection
- Discrimination
- Domestic violence
- Domestic violence and technology
- Domestic violence and tenancy
- Family law
- Health justice/medico-legal partnerships
- Information sharing in the context of family violence
- The Victims Support Scheme
- Safety planning in family law
- Sexual assault
- About WLS NSW
- Women's rights

We provided community legal education workshops in the following locations:

Sydney: Ashfield, Auburn, Bankstown, Bondi, Burwood, Cabramatta, Camperdown, Chatswood, Eastlakes, Haymarket, Lidcombe, North Ryde, North Sydney, Parramatta, Penrith, Redfern, Surry Hills, Sydney CBD and Ultimo.

Regional NSW: Broken Hill, Central Coast, Dubbo, Springwood and Wyong.

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

Publications and Resources

Website

Our website was updated to make it more accessible and user friendly.

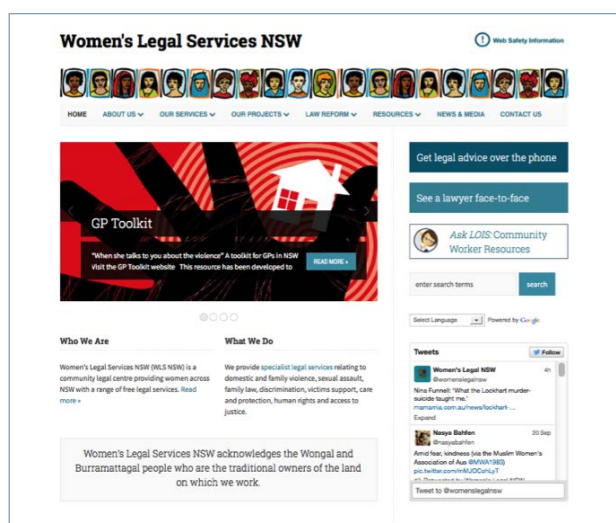
We migrated the website to a new address
www.wlsnsw.org.au

Quick statistics about our website:

We had 44,163 unique visitors to our website, up from 26,049 last year; an increase of nearly 70%.

We had 116,010 page views compared to 41,987 last year; an increase of over 170%.

Overall we have had about 70 % new visitors and 30% returning visitors throughout the year.



GP Toolkit on domestic violence

'When she talks to you about the violence – a toolkit for GPs in NSW' was launched by the Australian Medical Association (NSW) (the AMA).

We worked collaboratively with the AMA, as well as Family Planning NSW, Sexual Assault Services and Area Health Services on promotion and distribution of this resource, together with the provision of workshops for health professionals.

The AMA produced a video about the GP Toolkit with WLS and Family Planning NSW. It can be found at <https://vimeo.com/105645549>

With our permission, the Federal AMA produced a national version of our GP Toolkit, which was adapted and added to for national purposes and launched by Dr Brian Owler on 31 May 2015. 'AMA Supporting Patients Experiencing Family Violence – a Resource for Medical Practitioners' can be found at <https://ama.com.au/article/ama-family-violence-resource>

We granted permission to Family Planning NSW to create their own version of the GP Toolkit for their website and were invited to speak at a number of their health conferences and nurses training about responding to domestic violence and sexual assault.

We also granted permission to services in Victoria, Western Australia, Northern Territory, Tasmania and the Australian Capital Territory to adapt the GP Toolkit to cover the law in their respective jurisdictions. Victorian and Western Australian resources were published towards the end of 2014 and our GP Toolkit was used to train GPs in the Northern Territory via a webinar about domestic violence.

Thank you to the Law and Justice Foundation of NSW for its grant supporting the GP Toolkit publication.

Women and Family Law

On International Women's Day in March 2015, we launched our 10th edition of 'Women and Family Law' as an eBook on our website. It is now available to download from the Apple iBookstore, Google Play Books and the Kindle store.

The Law Handbook

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

The Lawyers Practice Manual

We updated two chapters of the Lawyers Practice Manual published by Thomson Reuters on sexual assault and victims support.

Workshops and partnerships with other organisations

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

- Workshops on domestic violence 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*
- 7 workshops over a week on domestic violence for University of Western Sydney criminal law students and 5 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 domestic violence and sexual assault for Family Planning NSW, as part of various courses and forums for doctors and nurses
- Workshop on discrimination for a group of older Cantonese speaking women at the Immigrant Women's Health Service Cabramatta
- Workshops on women's rights as part of International Women's Day activities for Auburn Community Development Network and Macquarie University
- Workshop on domestic violence for women from the community and workers at Jewish House Crisis Centre
- Workshop on family law and domestic violence for police at Springwood Local Area Command
- Presentation on domestic violence to 100 students at North Sydney Girls High School, as part of their "DV Project"

What did our participants say?

"I have more awareness of what implications DV can have on women in the community."

– Community worker, September 2014

"It helped me understand the importance of ensuring women have legal representation and advocacy services to push for the client."

– DV worker, November 2014

"I have better awareness of DV issues, warning signs and referrals." – Nurse, June 2015

Conference presentations

- Five presentations at the National Association of Community Legal Centres (NACLC) Conference 2014 in Alice Springs:
- GP Toolkit – How can CLCs work more collaboratively with doctors?
- Speak Up to end violence against women: National Service Directory, Campaign and Law Reform Platform
- Ask LOIS – 'Webinars 101': handy tips and strategies for successful online CLE
- WLSA Law reform panel – Effecting change one campaign at a time: but do previous campaign approaches work now?
- Ask LOIS (TED inspired talk)
- ACCAN National Conference – spoke about telecommunications and violence against women as part of a panel on the topic of 'privacy'
- FaCS Annual Conference – presented on domestic violence and family law
- RRR Roadshow Conference Broken Hill – presented on domestic violence and technology
- Connexions Conference Central Coast – presented on domestic violence and technology safety planning
- It's Time to Talk Conference – presented on WLS, IWLP and Ask LOIS to promote these services
- DVNSW Conference – provided a stall and Ask LOIS 'sign up' station



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.

We completed our Ask LOIS Armidale project. Using Armidale as a test region, the project further developed the Ask LOIS website to make it more responsive to the needs of community workers in regional and remote areas.

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

The project was nominated for a 2014 Justice Award.

Whilst our funding from Attorney General's Department's NBN Regional Legal Assistance Program has now ceased, we plan to integrate Ask LOIS into our core CLE practice due to the project's overall success.

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 also contains an extensive resource library that is responsive to workers needs. For example, this year there was a spike in member requests for

information on technology-facilitated stalking and abuse. As a result, a number of online resources such as technology-safety planning sheets and legal guides were developed for the website.

Webinars:

Ask LOIS broadcasts live fortnightly 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:

- Witness Assistance Service NSW, Office of the Director of Public Prosecutions
- Elder Abuse Helpline and Resource Unit
- The Salvation Army Forced Marriage Project
- Intellectual Disability Rights Service
- Staying Home Leaving Violence
- Legal Aid NSW
- Financial Rights Legal Centre.

Quick statistics on Ask LOIS:

- Reached 1,530 Ask LOIS members, a 34% increase of 389 members over the past 12 months
- Delivered 23 live webinars on unique topics
- To more than 1,052 live webinar participants
- Archived webinars were downloaded and replayed 699 times
- Provided 173 legal advices or information services to community workers through Ask LOIS
- Ask LOIS summary factsheets were downloaded 3,723 times.

Recharge: Empowering women to end digital abuse.

We were funded under the ACCAN Grants Scheme to partner with Domestic Violence Resource Centre Victoria (hosting the Recharge project website), and WESNET (providing webinars on technology safety for women on the issue of technology-facilitated stalking and abuse) to undertake the **Recharge** project.

The project is compiling resources so that victims experiencing technology facilitated abuse will be able to check for and update privacy settings, remove hidden software, and take advantage of legal resources. Legal and other support workers will also have access to current legal materials for all states of Australia so that they can better assist victims of this abuse. Material created in this project will be on the SmartSafe website <http://www.smartsafe.org.au>

Rhymes with Silence Theatre Project

In July 2014, we became involved as consultants and partners in a theatre project about 'mothers and the impact of domestic violence'.

The project called for submissions of original scripts for short plays about domestic violence. The producers received about 30 scripts and chose 13 plays, which were performed in Sydney during May 2015.

The theatre event had a vision to raise awareness about domestic violence.

Vee Malnar, one of the instigators of the project said

"As a playwright I wanted to put domestic violence on a stage, where people can watch and respond to the different stories, the characters, the issues, and perhaps open their minds to considering many other factors, or at least just talk about it more."

We collaborated on the project at several stages and our role included:

- Providing legal advice for writers and others involved in the project
- Reviewing scripts for 'legal accuracy'

- Providing legal information and referrals for audience members by hosting a stall at each performance staffed by a WLS solicitor
- Participating in a panel discussion about domestic violence following a performance

Other partners included Domestic Violence NSW. Australian of the Year and family violence advocate Rosie Batty spoke at a performance and appeared in a promotional video.

The theatre production was sold out and well received, as indicated by media reviews and audience feedback obtained through a survey.



Natalie Neumann, CLE Co-ordinator, at the Law Society of NSW Young Lawyers' Careers Fair 2 September 2014.

INDIGENOUS WOMEN'S LEGAL PROGRAM

Introduction

The Indigenous Women's Legal Program is no longer funded through the Community Legal Services Program. We were successful in our tender for funding through the Indigenous Advancement Strategy, which has provided funding for 12 months for four Indigenous staff. These positions enable us to also continue the family law and care services which were previously funded through the Attorney-General's Department and the Department of Families, Housing, Community Services and Indigenous Affairs.

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

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

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

Indigenous Women's Legal Program Staff

Shannon Williams	Community Access Officer
Gabrielle Craig	Senior Solicitor
Kirsty Irving	Solicitor
Wendy Chapman	Community Access Officer, Family Law Project
Sandra Murphy	Community Access Officer, Care matters project
Yasmine Khan	Community Access Officer
Gail Tobler	Program Officer
Georgina Rullis	Indigenous Cadet
Vickie Fair	Practical Legal Trainee



Yasmine Khan, Gail Tobler, Shannon Williams, Wendy Chapman.

Community Engagement

Birrung Gurung

We conducted a Care and Protection CLE at Birrung Gurung Uniting Care Burnside at Minto, with Aboriginal caseworkers, which was very well received and had great feedback. From that visit we were asked about setting up an outreach service for clients in that area.

Kids in Culture – Strong. Proud. Resilient

On August 4, we held a stall at the inaugural National Aboriginal and Torres Strait Islander Children's Day event held in Redfern Park. This year's theme was Kids in Culture – Strong. Proud. Resilient. There were performances from the local children from pre-school though to high school with special guest speakers from the La Perouse Youth Haven, Dharawal Language Program and South Eastern Sydney and Illawarra Area Health Service to showcase the great things they are doing to ensure that the Koori Kids from the La Perouse community grow up to be "strong, proud and resilient".

International Women's Day

We joined the women of Brewarrina to celebrate International Women's Day. Over 100 women and men attended the celebrations at the Brewarrina Aboriginal Integrated Child and Family Centre. WLSNSW sponsored the award, 'Young Woman of the Year. The recipient of this award was Rikkia Nicholls, who was acknowledged for being always willing to do anything for you, a quiet achiever and a reliable asset for the Brewarrina Community.



Kirsty Irving, Wendy Chapman, Rikkia Nicholls, Shannon Williams and Gabrielle Craig

Community Unity Day

Kari Community Unity Day Stall, Liverpool – 15 April 2015. We provided information and referral and distributed resources to approximately 100 people.

NAIDOC events

- NAIDOC stall at Campbelltown and attended NAIDOC celebrations at Maroubra and Penrith.
- IWLP held a stall at the inaugural National Aboriginal and Torres Strait Islander Children's Day event held in Redfern Park
- In Emerton (near Mt Druitt) we held a stall and networked with service providers and community leaders to promote our family law outreaches.
- Juniperina Juvenile Correctional Centre NAIDOC Event – we promoted our service and encouraged ongoing community legal education around healthy relationships for the 16 Aboriginal girls in residence (of a total of 18 inmates, 16 are Indigenous.)
- Tharawal Aboriginal Corporation, Airds. 100 information kits were distributed to the communities of the Campbelltown area.

Yabun

We held a stall at the annual survival event near Redfern on 26 January. We distributed over 150 information kits to members of the community.

Networking with service providers

We engaged with Koori Interagency Networks in greater Sydney to promote our service and network with local organisations that service Aboriginal women, including South Western Sydney, Western Sydney, Parramatta and Northern Sydney.

We have also engaged with:

- Marumali Aboriginal Brokerage – Gandangara Aboriginal Health Service, Liverpool
- Tranby college
- "YarnUp" at Muru Mittagarr
- Kids Time team at Barnardos Warrawong
- World Indigenous Domestic Violence Conference Cairns.
- Central Coast Community Women's Health Centre
- NACLIC Conference in Alice Springs (August)
- Aboriginal family law conference UTS Sydney
- Aboriginal Child, Family & Community Care State Secretariat (NSW) (ABSEC)
- Danny Lester, Deputy Ombudsman (Aboriginal Unit)



Wendy Chapman, Sandra Murphy, NAIDOC cake

- "It's time to talk" Domestic Violence conference held at Bankstown.
- Inner West Sydney Aboriginal Working Circle Group
- Child protection forum held at Rooty Hill on "Impacts and Practice Implications for Aboriginal Families and Community".

Rural Trips

30 September–1 October, Taree:

We met with the Social Emotional & Wellbeing (SEWB) worker at Biripi Aboriginal Medical Service (AMS) to scope how IWLP and WLS can support and service the Aboriginal women and services in Taree. Domestic violence specialist worker positions in the area were vacant, although the rates of domestic violence in the mid north coast, particularly Taree, are high. We have kept in contact with the SEWB worker to offer support and a referral point for her clients and to also have conversations about how we can work together presently and in the future.

26–27 March – Brewarrina:

We held an outreach clinic at the Integrated Aboriginal Child and Family Centre, assisting in matters such as voting fines, victims' support and family law. We also sponsored the Young Woman of the Year at the Inaugural Brewarrina International Women's Day event.

22–23 May – Dubbo:

We met with a number of services providers in Dubbo such as the Dubbo Aboriginal Community Justice Group, Women's Domestic Court Advocacy Service and Staying Home Leaving Violence.

23–26 June – Far North Coast:

We met with various service providers in Lismore and Casino. We provided a community legal education session to a women's group at Rekindling the Spirit.

We also met with:

- Jarjum's Preschool
- Jullum's Aboriginal Medical Service
- Women Up North Housing
- Bugalma Bihyn Aboriginal Women's and Children's Refuge

- Casino Neighbourhood Centre
- Aboriginal Legal Service
- Helping Hands Indigenous Housing Support
- Northern Rivers Community Legal Service.

Publications

We produced and distributed the following publications:

- Our silence is abusing our kids
- Is this Love?
- Breach diaries
- IWLP wallet card
- IWLP fridge magnets

Work is in progress to revise and update Our Dream and 10 things you need to know publications.

Outreach legal advice services

Winnima Wirawi – Aboriginal Family Law Project

The Winnama Wirawi outreaches at Marrin Weejali (Blackett) and Koolyangarra (Cranebrook) have been well attended with both new and ongoing clients.

Family Referral Services (FRS)

We provide outreach on request to clients at the Mt Druitt Family Referral Service. We advise these clients in relation to obtaining Family Law Court Orders, obtaining Apprehended Domestic Violence Orders, removal of children by FaCS and assist with warm referrals for other legal services, for example, Aboriginal Legal Service in criminal charge matters.

Macarthur Gateway Resource Service

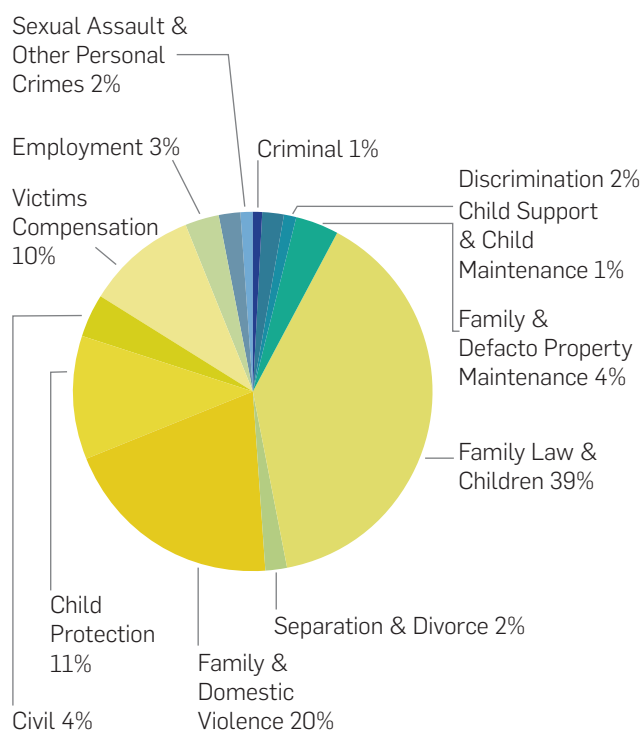
We have a new outreach location in Campbelltown in partnership with Macarthur Gateway Resource Services, an Aboriginal women's support service in South Western Sydney. This service uses a cultural capacity building approach that builds cultural knowledge, connection, practices and skills by providing cultural training, information and support to SHS's within the South Western District. The service has strong connections with the Tharawal Land Council and Tharawal Medical Services.

We are currently working on expanding the outreaches to include other disadvantaged

communities in western and south western Sydney.

The types of matters we have assisted these clients with include assisting a mother who's children had been withheld from her contrary to Family Court orders, advice about breaches of AVOs, police complaints, advice on section 90 applications in care and protection matters and advice and assistance to mothers wanting to obtain Family Court Consent Orders, assistance for grandmothers obtaining access to her grandchildren, Telecommunications Ombudsman complaints and Housing transfers.

Advice provided to indigenous clients



Examples of our casework

Getting the kids back: Charmaine* lives in regional NSW and has children who have been in out-of-home-care since 2008. The children were removed by Family and Community Services because Charmaine was using drugs and in a domestic violent relationship. Charmaine left the relationship soon after the children were removed and has been clean since 2009. Charmaine is in a new and healthy relationship and is raising her two year-old son. FaCS have no concerns about his safety.

Three separate Non Government Organisations have case management responsibilities for the day-to-day care of Charmaine's children who have lived in multiple homes in the regional area. Charmaine completed every parenting course she can find and is linked in with a large number of support services. Despite how much Charmaine has turned her life around, up until now she has only spent bi-monthly supervised time with her children and is not provided with any information about the children's day to day lives.

We advocated with each of the NGOs and FaCS to increase the time that Charmaine spends with her children. Following numerous, letters and face-to-face meetings, Family and Community Services have promised to make a section 90 Application to the Children's Court seeking restoration of Charmaine's children. We will continue to support and represent Charmaine in these proceedings.

* Not her real name

Grandmother case: Lenore* is a 55-year-old Aboriginal woman with five children and nine grand children.

Lenore's youngest son Franklin has two daughters to his ex wife Tracey. Tracey is not Aboriginal. Franklin and Tracey separated in 2012 and Franklin and Lenore continued enjoying regular time with the children until 2013 when Franklin was arrested in relation to child sexual abuse charges. Franklin was convicted and sentenced to 10 years in prison.

When Franklin was arrested Tracey applied to the Federal Circuit Court for orders for sole parental responsibility and that the children have no contact with their Father.

We represented Lenore in filing an Application to be joined to the Mother's proceedings seeking orders that the children have monthly contact with her as their paternal grandmother. Lenore was very concerned about the girls not having any contact with their Aboriginal family members, community and culture.

Lenore now sees the girls once a month at the park with Tracey present. Lenore is using these meetings to teach the girls about their Aboriginal culture and it allows them to engage with their Aboriginal family and community (as Lenore often brings other family members along).

** Not their real names*

Sexually transmitted debt case: Mary* was in a long relationship with Kevin. They have two children. Kevin drank heavily throughout the relationship and was violent towards Mary in front of the children. During the relationship, Mary and Kevin accrued \$100,000.00 worth of debts in credit cards and personal loans. Kevin used the credit card to gamble and pay for alcohol. He also shopped a lot online and would pay using the credit card. Kevin told Mary she had to put all of the loans in her name because he had a bad credit rating and doesn't have a high taxable income.

Mary and Kevin separated in 2014. Mary now has \$100,000 worth of debt in her name and Kevin is debt free. Mary applied for Legal Aid for parenting and property matters but was refused on the basis of her income. Mary received advice from a financial counsellor that the only thing she can do is declare bankruptcy.

We represented Mary in the Federal Circuit Court proceedings seeking Orders that part of the debt is transferred into Kevin's name and that the children live with Mary and spend weekend time with Kevin (provided he promises not to drink when the children are in his care).

** Not their real names*

Law Reform

Bethcar and the Royal Commission into the Institutional Responses to Child Sexual Abuse

We represented 13 Aboriginal women who had been sexually abused while in the care of the state of NSW at Bethcar Children's Home. The civil litigation in the District Court of NSW eventually settled after six years of difficult litigation. Our clients took their experience to the Royal Commission, with our support.

This included some intensive liaising between our clients and Royal Commission staff. We travelled to Dubbo, Bourke and Brewarrina in September with the Royal Commission staff, introducing the Bethcar women to them and supporting our clients through the consultation process.

The Indigenous Engagement Officer for the Royal Commission invited Shannon Williams to become a member of the Royal Commission's NSW Aboriginal Reference Group.

We attended the two weeks of hearings, supporting both our WLS staff as well our clients through this process. Due to the courage of our clients and the dedication of the whole WLSNSW, our clients have been compensated and oppressive practices in FACS, the Crown Solicitor's office and the legal profession have been exposed and will be reformed.

Importantly the Government of NSW has committed to discontinue the use of statutory limitation periods to shield itself from responsibility for victims of child sexual abuse.

Boards and Committees:

- NSW Aboriginal Reference Group for the Royal Commission into the Institutional Responses to Child Sexual Abuse
- Hey Sis Consultative Committee – Aboriginal Sexual Assault Network
- Convenor of CLCNSW Aboriginal Advisory Group and Board Member of CLCNSW
- Juniperina Aboriginal Community Consultative Committee.
- Family and Community Services (FACS) South Western Sydney District Aboriginal Community Consultation Group (ACCG)



National Reconciliation Week, Family Court Parramatta

OUR PUBLICATIONS



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

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

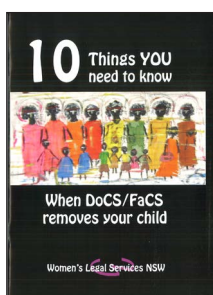
(Hard copy). Also available on our website.



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

This resource has been developed to assist doctors in identifying and responding to women and children who have experienced family violence. The toolkit contains guidelines for patient care as well as some legal

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



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

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

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



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

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

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



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

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

Australia. The 2007 report considers government and community sector responses to recommendations made in 2004 and considers strategies for change. (An update of A Quarter Way to equal: a report on barriers to access to legal services for migrant women.)

Brochures and Cards (free)



Women's Legal Services NSW Brochure

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



Women's Legal Services NSW Pictorial Brochure

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



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



Indigenous Women's Legal Program Card

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



Domestic Violence Legal Service Card

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

Women's Legal Services 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

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

Ordering publications: Please download order forms at www.wlsnsw.org.au

TREASURER'S REPORT

I am pleased to present the 2014–2015 audited Financial Statements of Women's Legal Resources Limited, trading as Women's Legal Services NSW.

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

In brief, funding income was made up of:

- Women's Legal Resources Centre Program – \$903,250
- Outreach Program – \$205,544
- Indigenous Women's Legal Program – \$293,882
- Domestic Violence Legal Service – \$477,623
- One off funding from:
 - Attorney General's Department "Aboriginal Care Matters" – \$34,373
 - Legal Aid Commission of NSW "CLC Care Partner" – \$57,000 (unspent \$38,232)
 - Attorney General's Department "Domestic Violence Back up Service – Ask Lois" – \$70,647
 - ACCAN – Technology Facilitated Stalking and Abuse Project, "ReCharge" – \$24,320.

With an overall revenue of \$2,349,505 and total expenditure of \$2,349,100 there is a profit of \$405 for the year.

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

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



Belinda Louis
Treasurer

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report For the year ended 30 June 2015

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 2015 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 and responsibilities Qualifications, experience and other directorships

Denele Crozier

Director – Chairperson

Appointed as a Director on 30 November 2011

RPN, Dip. Acc, Dip. Business

33 years working in the NGO sector.

2001-2015 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 Senior Programmer for National Indigenous Television a division of SBS. Experienced board member. Member of the Australian College of Educators. Current member of the Aboriginal Women's Consultation Network. Film Producer.

Sheridan Emerson

Director

Appointed as a Director on 7 May 2014

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

Admitted as a solicitor in 2003

Accredited Family Law Specialist – NSW Law Society

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

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued) For the year ended 30 June 2015

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.

Lynda Maitland

Retired Director

Director from 21 November 2012 to 11 February 2015
Bachelor of Business (Economics and Finance), RMIT
Master of Law and Legal Practice (Honours), majoring in Family Law, UTS
12 years in Banking, Financial Markets
Admitted as a solicitor in 2006, worked at ASIC
Since 2007 worked solely in family law, at Legal Aid NSW family litigation, child support service and early intervention unit. Also spent time working at Law Access NSW and in family law Private Practice.

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".

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued) For the year ended 30 June 2015

Emma Palmer

Director (continued)

Previously worked in commercial law, with 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 Services 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 Manager / Principal Solicitor – MOSAIC Project at Justice Connect. Previous roles included senior solicitor at the Public Interest Advocacy Centre, NSW Co-convenor of Australian Lawyers for Human Rights, committee member of the NSW Council for Civil Liberties, solicitor in the UK Government and at Ashurst Australia.

Felicity Lee

Retired Director

Director from 21 November 2012 to 6 August 2014
LLB, B Commerce – University of New South Wales
LLM (in progress) – University of Melbourne
Admitted as a solicitor of the Supreme Court of NSW in 2013
Lawyer at the Australian Competition and Consumer Commission; Guardian ad Litem at the NSW Department of Attorney-General and Justice; Volunteer at Women's Legal Services NSW, Wirringa Baiya Aboriginal Women's Legal Centre and Kingsford Legal Centre.

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	4
Anusha Duray	4	3
Sheridan Emerson	4	4
Anna Hartree	4	4
Belinda Louis	4	2
Louise Goodchild	4	4
Lynda Maitland	2	1
Emma Palmer	1	1
Elizabeth Simpson	4	1
Felicity Lee	1	–

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 2015

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 2015, the total amount that members of the company are liable to contribute if the company is wound up is \$1,260 (2014: \$1,240).

Operating Results

The profit of the Company for the financial year amounted to \$405 (2014 profit: \$891,276).

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

	2015 \$	2014 \$
Operating profit/(loss) for the year	405	891,276
Income	2,349,505	3,360,824
Expenditure	2,349,100	2,469,548

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.

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.

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued) For the year ended 30 June 2015

Matters Subsequent to the End of the Financial Year

Subsequent to 30 June 2015 the Board approved sale of 21 Wee Waa Street, Walgett was completed and settled. The property is unsecured and unoccupied.

Other than the matter discussed above, 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.

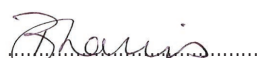
Auditor's Independence Declaration

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 39 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 28th of September 2015
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 2015, 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 28TH DAY OF SEPTEMBER 2015
SYDNEY, NSW



(02) 9089 8640



(02) 9089 8989



vanessa@mosaicac.com.au



CHARTERED ACCOUNTANTS
AUSTRALIA • NEW ZEALAND

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 2015

	Note	2015 \$	2014 \$
Revenue	2	2,349,505	3,360,824
Service expenses		299,015	330,143
Occupancy expenses		89,329	84,454
Administration expenses		135,462	160,388
Employee benefits expense	14	1,808,799	1,881,440
Financing expenses		727	395
Depreciation Expenses		15,768	12,728
Total Expenses		2,349,100	2,469,548
Profit / (Loss) before income tax expense		405	891,276
Income tax expense	1(b)	–	–
Profit/(loss) after income tax		405	891,276

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 2015**

	Note	2015 \$	2014 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	1,695,295	1,911,577
Trade and other receivables	4	25,275	36,763
Prepayments	5	18,675	19,356
TOTAL CURRENT ASSETS		<u>1,739,245</u>	<u>1,967,696</u>
NON-CURRENT ASSETS			
Property, plant and equipment	6	<u>675,962</u>	<u>682,619</u>
TOTAL NON-CURRENT ASSETS		<u>675,962</u>	<u>682,619</u>
TOTAL ASSETS		<u>2,415,207</u>	<u>2,650,315</u>
CURRENT LIABILITIES			
Trade and other payables	7	879,863	1,166,894
Deferred income	8	149,244	157,021
Short-term employee benefits	9	257,591	224,082
TOTAL CURRENT LIABILITIES		<u>1,286,698</u>	<u>1,547,997</u>
NON-CURRENT LIABILITIES			
Borrowings	10	4	4
Long-term employee benefits	9	<u>58,145</u>	<u>32,359</u>
TOTAL NON-CURRENT LIABILITIES		<u>58,149</u>	<u>32,363</u>
TOTAL LIABILITIES		<u>1,344,847</u>	<u>1,580,360</u>
NET ASSETS		<u>1,070,360</u>	<u>1,069,955</u>
EQUITY			
Reserves	11	145,424	145,424
Retained Earnings		<u>924,936</u>	<u>924,531</u>
TOTAL EQUITY		<u>1,070,360</u>	<u>1,069,955</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 2015

	Note	Retained Earnings \$	Special Reserve \$	Total \$
Balance at 1 July 2013		<u>33,255</u>	<u>145,424</u>	<u>178,679</u>
Profit for the year		891,276	–	891,276
Balance at 30 June 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>

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 2015**

	Note	2015 \$	2014 \$
Cash Flows from Operating Activities			
Cash receipts from grants	2	2,065,384	2,237,905
Other cash receipts		231,193	1,068,487
Interest received		65,097	63,971
Cash paid to suppliers and employees		(2,568,845)	(2,798,302)
Net cash from operating activities	12(b)	(207,171)	572,061
Cash Flows from Investing Activities			
Purchase of property, plant and equipment		(9,111)	–
Net cash used in investing activities		(9,111)	–
Net increase/(decrease) in cash and cash equivalents		(216,282)	572,061
Cash and cash equivalents at 1 July		1,911,577	1,339,516
Cash and cash equivalents at 30 June 2015	12(a)	1,695,295	1,911,577

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 2015

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 2015 were approved and authorised for issue by the Board of Directors on 28 September 2015.

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) Employee Benefits

Short-term employee benefits

Short-term employee benefits are benefits, other than termination benefits, that are expected to be settled wholly within twelve (12) months after the end of the period in which the employees render the related service. Examples of such benefits include wages and salaries, non-monetary benefits and accumulating sick leave. Short-term employee benefits are measured at the undiscounted amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The company's liabilities for annual leave and long service leave are included in other long term benefits as they are not expected to be settled wholly within twelve (12) months after the end of the period in which the employees render the related service. They are measured at the present value of the expected future payments to be made to employees. The expected future payments incorporate anticipated future wage and salary levels, experience of employee departures and periods of service, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the timing of the estimated future cash outflows. Any re-measurements arising from experience adjustments and changes in assumptions are recognised in profit or loss in the periods in which the changes occur.

The company presents employee benefit obligations as current liabilities in the statement of financial position if the company does not have an unconditional right to defer settlement for at least twelve (12) months after the reporting period, irrespective of when the actual settlement is expected to take place.

Post-employment benefits plans

The company provides post-employment benefits through defined contribution plans.

Defined contribution plans

The company pays fixed contributions into independent entities in relation to several plans 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.

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 Standards and Interpretations Not Yet Adopted

A number of new standards, amendments to standards and interpretations are effective for annual reporting periods beginning after 1 January 2014. Those which may be relevant to the Company are set out below.

AASB 2013-9 Amendments to AASB 136 arising from Reduced Disclosure Requirements

AASB 2013-6 makes amendments to AASB 136 *Impairment of Assets* to establish reduced disclosure requirements for entities preparing general purpose financial statements under Australian Accounting Standards – Reduced Disclosure Requirements arising from AASB 2013-3 *Amendments to AASB 136 – Recoverable Amount Disclosures for Non-Financial Assets*. AASB 2013-3 made narrow scope amendments to AASB 136, addressing disclosure of information about the recoverable amount of impaired assets if that amount is based on fair value less costs of disposal.

AASB 2013-6 became applicable to annual reporting periods beginning on or after 1 January 2014.

The adoption of these amendments has not had a material impact on the Company.

NOTE 2 – REVENUE

	2015 \$	2014 \$
Operating activities		
Grants		
– Legal Aid Commission (Commonwealth)	1,048,923	1,040,744
– Legal Aid Commission (C'th & State) – Prior Year	–	219,401
– Legal Aid Commission (Commonwealth) – One off	57,000	–
– Legal Aid Commission (State)	831,375	803,719
– Less: Uncommitted / unspent funds	(38,232)	–
– Sundry Grants	166,318	174,041
Total Grants	2,065,384	2,237,905
Other income		
– Interest received	65,097	63,971
– Donations	8,927	–
– Settlement of costs	–	892,000
– Fees and contributions	65,142	86,742
– Costs recovered and retained	92,628	28,696
– Rental income	50,500	50,300
– Sales of publications and merchandise	1,827	1,210
Total other income	284,121	1,122,919
TOTAL REVENUE	2,349,505	3,360,824

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 3 – CASH AND CASH EQUIVALENTS

	2015 \$	2014 \$
Current		
Cash at bank	18,808	3,704
Cash on deposit	1,675,987	1,907,373
Cash on hand	500	500
	<u>1,695,295</u>	<u>1,911,577</u>

NOTE 4 – TRADE AND OTHER RECEIVABLES

	2015 \$	2014 \$
Current		
Trade receivables	25,275	36,733
Deposits / Bonds	–	30
	<u>25,275</u>	<u>36,763</u>

NOTE 5 – PREPAYMENTS

	2015 \$	2014 \$
Prepayments	18,675	19,356
	<u>18,675</u>	<u>19,356</u>

NOTE 6 – PROPERTY, PLANT AND EQUIPMENT

	2015 \$	2014 \$
Building – at cost	623,564	623,564
Plant & equipment – at cost	177,037	167,926
Less accumulated depreciation	(124,639)	(108,871)
	<u>675,962</u>	<u>682,619</u>

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 2014	791,490	791,490
Additions	9,111	9,111
Disposals	–	–
Balance at 30 June 2015	<u>800,601</u>	<u>800,601</u>

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

NOTE 6 – PROPERTY, PLANT AND EQUIPMENT (continued)

	2015 \$	2014 \$
Accumulated depreciation		
Balance at 1 July 2014	108,871	108,871
Depreciation for the year	15,768	15,768
Balance at 30 June 2015	124,639	124,639
Carrying Amounts		
Balance at 1 July 2014	682,619	682,619
Balance at 30 June 2015	675,962	675,962

NOTE 7 – TRADE AND OTHER PAYABLES

	2015 \$	2014 \$
Current		
Trade payables	165,970	108,632
Payroll liabilities	33,803	82,613
GST Payable	30,036	35,491
Other creditors and accruals	202,909	250,831
Employee liabilities	447,145	689,327
	879,863	1,166,894

NOTE 8 – DEFERRED INCOME

	2015 \$	2014 \$
Current		
Uncommitted/ Unspent Funds	149,244	157,021
	149,244	157,021

NOTE 9 – EMPLOYEE BENEFITS

	2015 \$	2014 \$
Current		
Liability for annual leave	135,533	116,746
Liability for long service leave	122,058	107,336
	257,591	224,082
Non-Current		
Liability for long service leave	58,145	32,359
	58,145	32,359

WOMEN'S LEGAL RESOURCES LIMITED

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NOTE 9 – EMPLOYEE BENEFITS (continued)

	2015 \$	2014 \$
Movement in employee benefits		
Opening balance at 1 July	256,441	183,407
Adjustments	59,295	73,034
Closing balance at 30 June	315,736	256,441

NOTE 10 – BORROWINGS

	2015 \$	2014 \$
Non-Current		
National Australia Bank	4	4
	4	4

NOTE 11 – RESERVES

	2015 \$	2014 \$
Special Reserve	145,424	145,424
	145,424	145,424

NOTE 12 – CASH FLOW INFORMATION

(a) Reconciliation of Cash

	2015 \$	2014 \$
Cash at bank	18,808	3,704
Cash on deposit	1,675,987	1,907,373
Cash on hand	500	500
	1,695,295	1,911,577

WOMEN'S LEGAL RESOURCES LIMITED

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NOTE 12 – CASH FLOW INFORMATION (continued)

(b) Reconciliation of cash flows from operating activities

	2015 \$	2014 \$
Cash flows from operating activities		
Profit/(loss) after income tax for the year	405	891,276
Adjustments for:		
Depreciation	15,768	12,728
Changes in assets and liabilities		
Change in prepayments	681	(4,320)
Change in trade and other receivables	11,488	13,859
Change in deferred income	(7,777)	(319,246)
Change in employee benefits	59,295	73,033
Change in trade and other payables	(287,031)	(95,269)
Net cash from operating activities	<u>(207,171)</u>	<u>572,061</u>

NOTE 13 – AUDITORS' REMUNERATION

	2015 \$	2014 \$
Remuneration of the auditor for:		
– Audit and review of the financial report	8,400	7,500
– Audit and review of the financial acquittal	600	600
– Other services	1,000	1,000
	<u>10,000</u>	<u>9,100</u>

NOTE 14 – EMPLOYEE BENEFITS EXPENSE

	2015 \$	2014 \$
Expenses recognised for employee benefits are analysed below.		
Wages and salaries	1,466,273	1,541,641
Superannuation – defined contributions plan	138,803	136,483
Workers compensation insurance	11,296	11,573
Employee training and development	26,912	25,121
Employee benefit provisions	165,515	166,622
	<u>1,808,799</u>	<u>1,881,440</u>

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

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 \$280,622 (2014: \$272,263).

NOTE 16 – CONTINGENT LIABILITIES

There are no contingent liabilities that have been incurred by the company in relation to 30 June 2015 or 30 June 2014.

NOTE 17 – CAPITAL COMMITMENTS

There are no capital commitments that have been committed by the company in relation to 30 June 2015 or 30 June 2014.

NOTE 18 – LEASES

There are no lease agreements held by the company in relation to 30 June 2015 or 30 June 2014.

NOTE 19 – POST-REPORTING DATE EVENTS

Subsequent to 30 June 2015 the Board approved sale of 21 Wee Waa Street, Walgett was completed and settled. The property is unsecured and unoccupied.

Other than the matter discussed above, no adjusting or significant non-adjusting events have occurred between the reporting date and the date of authorisation.

NOTE 20 – MEMBER'S 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 2015, the total amount that members of the company are liable to contribute if the company is wound up is \$1,260 (2014: \$1,240).

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

DIRECTORS' DECLARATION

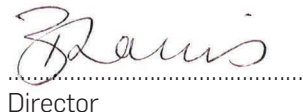
In the opinion of the directors of Women's Legal Resources Limited ("the Company"):

1. The Company is not publically accountable.
2. The financial statements and notes, as set out on pages 40 to 55, 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 2015 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

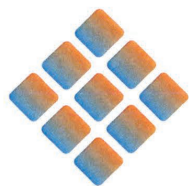


Director

Dated this 28th day of September 2015
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

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 2015 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.

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*.

 (02) 9089 8640

 (02) 9089 8989

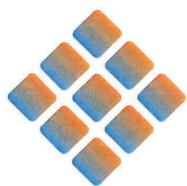
 vanessa@mosaicac.com.au



Liability limited by a scheme approved under Professional Standards Legislation

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



**mosaic audit
+ consulting**

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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

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 2015 and of its performance for the year ended on that date; and

Complying with Australian Accounting Standards - Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and *Australian Charities and Not-for-profits Commission*

- (b) *Regulation 2013*.

**MOSAIC AUDIT & CONSULTING
CHARTERED ACCOUNTANTS**

VANESSA PATRICIO

PRINCIPAL

Registered Company Auditor # 333315

**DATED THIS 28TH DAY OF SEPTEMBER 2015
SYDNEY, NSW**



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vanessa@mosaicac.com.au



CHARTERED ACCOUNTANTS
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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 2015

	2015 \$	2014 \$
INCOME		
Rental Income	50,500	50,300
Interest	13,001	12,789
Donation	8,927	–
Other Income	586	9,245
Costs Recovered and Retained	57,670	20,895
TOTAL INCOME	130,684	93,229
EXPENDITURE		
Employee Related Expenses		
Salaries & Wages	67,213	32,781
Superannuation	5,738	2,557
Workers' Compensation Insurance	569	260
	73,520	35,598
Service Expenses		
Service Promotion & Consultancy Expenses	5,607	11,160
	5,607	11,160
Other Operating Expenses		
Audit & Accountancy Fees	2,000	2,000
Legal & Filing Fees	1,445	72
Depreciation Expenses	15,768	12,728
Equipment / Asset Replacements	19,200	9,133
Printing & Publications	–	13,815
Bank Fees & Interest Expenses	727	395
Property Insurance	964	1,459
Property Repairs & Maintenance	4,930	256
Rates & Levies	6,144	6,862
	51,178	46,720
TOTAL EXPENSES	130,305	93,478
SURPLUS/(DEFICIT) for the year	379	(249)

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 2015

	2015 \$	2014 \$
INCOME		
Grants		
Legal Aid Commission – Commonwealth	488,708	475,365
Legal Aid Commission – State	353,752	342,042
Legal Aid Commission – FRC	60,790	59,129
Legal Aid Commission – Prior Year	–	71,195
Sundry Grants – CLC Care Partner / ACCAN / DVB	188,914	133,414
less : Unspent Funds	(38,232)	–
Sub Total	1,053,962	1,081,145
Interest Received	19,593	19,209
Fees and Contributions Received	64,556	963,584
Cost Recovered and Retained	28,641	7,164
Sale of Books and Publications	1,827	1,210
Sub Total	114,617	991,167
TOTAL INCOME	1,168,579	2,072,312
EXPENDITURE		
Employee Related Expenses		
Salaries & Wages	821,842	857,717
Superannuation	74,270	67,330
Workers' Compensation Insurance	5,866	5,805
Conferences, Training and Development	12,806	10,698
	914,784	941,550
Service Expenses		
Client Disbursements	4,507	3,367
Committee Expenses	1,080	948
Communication (Telephone & Internet)	10,281	8,975
Community Education and Travel	13,149	6,048
Service Promotion & Other Expenses	16,765	11,739
Sundry Grants	125,352	119,112
	171,134	150,189
Other Operating Expenses		
Audit & Accountancy Fees	4,500	4,500
Bank Charges	365	324
Computer Running Costs	8,387	9,783
Equipment Repairs and Maintenance	1,404	2,822
Insurance	5,719	5,238
Library Resources & Subscriptions	10,111	11,128
Office Amenities	2,398	3,308
Office Maintenance	10,902	8,675
Postage & Freight	2,941	3,516
Printing & Stationery	12,868	15,743
Rent and Accommodation	20,000	20,000
Utilities	2,962	3,665
	82,577	88,702
TOTAL EXPENSES	1,168,495	1,180,441
SURPLUS/(DEFICIT) for the year	84	891,871

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 2015

	2015 \$	2014 \$
INCOME		
Grants		
Legal Aid Commission	293,882	306,318
One Off – Aboriginal Care Matters	34,373	40,627
Legal Aid Commission – Prior Year	–	87,850
Sub Total	328,255	434,795
Interest Received	9,751	9,592
Cost Recovered and Retained	5,273	–
Sub Total	15,024	9,592
TOTAL INCOME	343,279	444,387
EXPENDITURE		
Employee Related Expenses		
Salaries and Wages	201,918	246,604
Superannuation	16,587	20,035
Workers' Compensation Insurance	1,396	1,623
Staff Conferences, Training and Development	4,450	5,218
Staff Recruitment	455	145
	224,806	273,625
Service Expenses		
Client Disbursements	6,883	11,653
Committee Expenses	561	317
Communication (Telephone & Internet)	4,704	3,663
Community Education & Travel	24,403	18,362
AWCN Expenses	11,649	11,957
Management Fees	29,388	30,632
Service Promotion & Other Expenses	4,668	54,297
	82,256	130,881
Other Operating Expenses		
Audit & Accountancy Fees	2,000	2,000
Bank Charges	59	183
Computer Running Costs	3,537	4,217
Equipment Repairs and Maintenance	1,735	1,924
Insurance	2,383	2,466
Library, Resources & Subscriptions	3,091	3,827
Office Amenities	1,011	738
Office Maintenance	3,525	3,056
Postage & Freight	1,415	1,481
Printing & Stationery	5,601	8,077
Rent & Accommodation	10,400	10,400
Utilities	1,443	1,671
	36,200	40,040
TOTAL EXPENSES	343,262	444,546
SURPLUS/(DEFICIT) for the year	17	(159)

WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Outreach Program

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2015

	2015 \$	2014 \$
INCOME		
Grants		
Legal Aid Commission	205,544	199,931
Legal Aid Commission – Prior Year	–	17,484
Sub Total	205,544	217,415
Interest Received	6,500	6,395
Cost Recovered and Retained	55	75
Sub Total	6,555	6,470
TOTAL INCOME	212,099	223,885
EXPENDITURE		
Employee Related Expenses		
Salaries and Wages	149,053	159,158
Superannuation	12,202	12,942
Workers' Compensation Insurance	1,011	1,092
Conferences, Training and Development	3,275	3,108
	165,541	176,300
Service Expenses		
Client Disbursements	290	541
Committee Expenses	212	132
Communication (Telephone and Internet)	2,097	1,831
Community Education and Travel	1,074	2,336
Management Fees	20,555	19,990
Service Promotion & Other Expenses	2,114	1,361
	26,342	26,191
Other Operating Expenses		
Audit & Accountancy fees	1,500	1,500
Bank Charges	32	80
Computer Running Costs	1,793	2,038
Equipment Repairs and Maintenance	1,051	487
Insurance	1,312	1,192
Ubrary, Resources & Subscriptions	2,270	2,404
Office Amenities	288	320
Office Maintenance	1,517	2,010
Postage & Freight	736	676
Printing & Stationery	2,530	3,400
Rent & Accommodation	6,500	6,500
Utilities	721	836
	20,250	21,443
TOTAL EXPENSES	212,133	223,934
SURPLUS/(DEFICIT) for the year	(34)	(49)

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 2015

	2015 \$	2014 \$
INCOME		
Grants		
Legal Aid Commission – State	477,623	461,676
Legal Aid Commission – Prior Year	–	42,872
Sub Total	477,623	504,548
Interest Received	16,251	15,987
Cost Recovered and Retained	989	561
Sub Total	17,240	16,548
TOTAL INCOME	494,863	521,096
EXPENDITURE		
Employee Related Expenses		
Salaries and Wages	391,761	412,003
Superannuation	30,006	33,620
Workers' Compensation Insurance	2,454	2,792
Staff Conferences, Training and Development	5,927	5,952
	430,148	454,367
Service Expenses		
Client Disbursements	1,570	2,404
Committee Expenses	742	502
Communication (Telephone & Internet)	4,852	4,438
Community Education & Travel	8,604	6,275
Service Promotion and Other Expenses	3,514	3,349
	19,282	16,968
Other Operating Expenses		
Audit & Accountancy fees	2,500	2,500
Bank Charges	170	171
Computer Running Costs	4,541	5,544
Equipment Repairs and Maintenance	912	794
Insurance	3,039	2,979
Library, Resources & Subscriptions	5,064	4,974
Office Amenities	871	735
Office Maintenance	5,392	5,434
Postage & Freight	1,722	1,690
Printing & Stationery	6,370	9,989
Rent & Accommodation	13,000	13,000
Utilities	1,893	2,089
	45,474	49,899
TOTAL EXPENSES	494,904	521,234
SURPLUS/(DEFICIT) for the year	(41)	(138)

