




**Women's  
Legal  
Service  
NSW**

# ANNUAL REPORT 2022/23

# Women's Legal Service NSW

would like to acknowledge the Wongal and  
Burramattagal people who are the traditional  
owners of the land on which we work.

A decorative graphic consisting of several overlapping, wavy lines made of small dots in yellow, blue, pink, and orange, spanning the width of the page below the text.

## CONTACT US

### WOMEN'S LEGAL RESOURCES LTD

Trading as Women's Legal Service NSW

PO Box 206

Lidcombe NSW 1825

Administration line: 02 8745 6900

Email: [reception@wlsnsw.org.au](mailto:reception@wlsnsw.org.au)

Web: [www.wlsnsw.org.au](http://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      9:30 – 12:30

Tuesdays      1:30 – 4:30

Thursdays      9:30 – 12:30

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

#### *Domestic Violence Legal Advice Line:*

**8745 6999**      **1800 810 784**

Mondays      1:30 – 4:30

Tuesdays      9:30 – 12:30

Thursdays      1:30 – 4:30

Fridays      9:30 – 12:30

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

#### *First Nations Women's Legal Contact Line:*

**8745 6977**      **1800 639 784**

Mondays      10:00 – 12:30

Tuesdays      10:00 – 12:30

Thursdays      10:00 – 12:30

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

#### *Working Women's Legal Service:*

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.

Warm referral call-back service: Wednesdays and Fridays.

### Outreach advice clinics:

Blacktown      every second Friday  
Phone: 9831 2070

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 every two months on  
Wednesday

### Family Relationships Centres:

Blacktown      once every six weeks

Penrith      once every six weeks

### Women's Correctional Centres:

By CADL call

### Community Legal Education:

Ask LOIS – A legal on-line information service for community workers: [www.asklois.org.au](http://www.asklois.org.au)

Enquire about training and education for your organisation: [cle-request@wlsnsw.org.au](mailto:cle-request@wlsnsw.org.au)

## CONTENTS

Contact us	3
Chairperson's Report	5
WLS NSW Strategic Plan 2021–2027	6
Personnel During 2022–2023	8
WLS NSW Foundation Report	10
Advice and Representation	12
First Nations Women's Legal Program	16
Advocacy for Changes to Law and Legal Processes	21
Community Legal Education	29
Our Publications	33
Treasurer's Report	35
Financial Report	36
Directors' Report	37
Statement of Profit or Loss and Other Comprehensive Income	44
Statement of Financial Position	45
Statement of Changes in Equity	46
Statement of Cash Flows	47
Notes to the Financial Statements	48

## CHAIRPERSON'S REPORT

This year the demand for the services Women's Legal Service NSW provides to women across the state has continued to surge and we at Women's have continued to rise to the many challenges we always face in defending and promoting women's rights and access to justice. We celebrated the 40th birthday of WLS in grand style at the Ivy with a party that couldn't leave you feeling anything but energised for all the dynamic, hard-working and committed women and supporters of WLS in the room. It was a real highlight of the year.

My thanks to the Board members: Ella Rowe, Alexandra Richardson, Lisa Pusey, Bronwyn Penrith, Jilly Field and Courtney Robertson. Louise Goodchild, who had been on the Board for ten years, resigned in February when she was appointed as a judge of the Federal Circuit and Family Court of Australia (Division 2). We congratulate Louise on her appointment and thank her for her many years of dedication to Women's Legal Service. We welcomed Dr Kate Gleeson, a distinguished feminist academic, and Jacqui Swinburne, who brings over twenty years of experience in the community legal sector, to the board this year.

On behalf of the Board, I would also like to acknowledge the members of the Aboriginal Women's Consultation Network: Aunty Elsie Gordon, Anusha Duray, Tina West, Monique Wiseman and Aunty Bronwyn Penrith. The commitment of these terrific women to WLS enables us to improve the cultural appropriateness of our services for First Nations women across NSW.

To the staff, your commitment to not only providing legal advice but to the excellence of that advice, in the most challenging of circumstances, is an inspiration to us all. I salute the work you all do in bettering the lives of women.

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

To all those who have contributed to the work of Women's Legal Service NSW, the Board extends its gratitude. To anyone reading this who has not yet contributed, find out how you can lend a hand in 2024!

Our Executive Officer Helen Campbell will be retiring at the end of 2023, so I also want to take this opportunity to thank her for her relentless dedication, leadership and tenacity over ten

years at the helm of Women's Legal Service. Our Principal Solicitor, Pip Davis, continues to lead our legal practice and we are excited to meet the challenges ahead with Katrina Ironside joining us as our new Chief Executive Officer at the start of 2024.

**Sheridan Emerson, Chairperson**



# WLS NSW STRATEGIC PLAN 2021–2027

## Vision

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

## Purpose

Women's Legal Service NSW works from a feminist perspective to promote access to justice for women in NSW. We seek to promote women's human rights, redress inequalities experienced by women and to foster legal and social change through strategic legal services, community development, community legal education and law and policy reform work. We prioritise women who are disadvantaged by their cultural, social and economic circumstances.

We focus on areas of law that most directly have a gendered impact on women. This includes domestic violence, sexual assault, family law, care and protection, and discrimination.

## 5 Priority Areas

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

### *Policy and Law Reform*

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

### *Community Legal Education and Community Development*

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

### *Improving the Lives of Individual Women*

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

### *Enhance access to justice for, and self-determination by, First Nations women*

- Provide a specialised and culturally safe First Nations Women's Legal Program, with respect for First Nations decision-making and a commitment to supporting community empowerment.

### *Infrastructure, Sustainability and Organisational Support*

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

## What we intend to achieve:

### 1. Women will be safe from violence.

We prioritise services for women experiencing domestic violence and sexual assault. We will practice within a sexual, domestic and family violence informed and trauma-informed framework.

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

We assist women to make decisions about their families and care for their children.

We support women who have been discriminated against on grounds of gender, race, marital status and caring responsibilities, and who have experienced sexual harassment.

### 3. Women will be resourced to make choices.

We will work collaboratively with other services to offer holistic responses to our clients' needs.

We will use systemic advocacy to enhance our clients' access to justice.

### 4. Our services will be inclusive of all women.

We will provide services in a manner that is inclusive of the needs and interests of all women, including First Nations women, women of all cultures and races, women in regional rural and remote areas, older women, young

women, criminalised women, homeless women and women at risk of homelessness, LGBTIQ+ women and women with disabilities. Our services are available to all persons who identify as women, non-binary and gender diverse who have been adversely impacted by patriarchal structures and practices.

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

Our services will be accessible for women with disabilities.

### 5. Sustainable Development Goals.

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



## PERSONNEL DURING 2022–2023

### BOARD OF DIRECTORS

Sheridan Emerson	Chairperson
Ella Rowe	Secretary
Alexandra Richardson	Treasurer
Bronwyn Penrith	AWCN Representative
Louise Goodchild	until 6 February 2023
Emma Palmer	until 3 August 2022
Jacqui Swinburne	from 3 May 2023
Jilly Field	from 3 August 2022
Kate Gleeson	from 3 August 2022
Courtney Robertson	
Lisa Pusey	

### ABORIGINAL WOMEN'S CONSULTATION NETWORK

Aunty Elsie Gordon	TAFE NSW, Dubbo
Anusha Duray	Aboriginal Projects Co-ordinator, Coffs Harbour
Tina West	Aboriginal Health Service, Central Coast
Bronwyn Penrith	Mudgin-Gal Aboriginal Women's Centre
Monique Wiseman	Homelessness NSW

### STAFF

Helen Campbell	Executive Officer
Pip Davis	Principal Solicitor
Gabrielle Craig	Assistant Principal Solicitor
Kim Ly	Management Accountant
Karen Mifsud	Senior Solicitor, First Nations Women's Legal Program
Amy Power	Senior Solicitor, First Nations Women's Legal Program
Dixie Link-Gordon	Senior Community Access Officer (until 2 November 2022)
Gail Thorne	Community Access Officer and Senior Community Access Officer (from 2 November 2022)
Yasmine Khan	Community Access Officer (until 28 April 2023)

Taritah Ambrum	Community Access Officer (from 6 February 2023)
Kellie McDonald	Senior Solicitor
Rishika Pai	Senior Solicitor
Anna Blacket	Solicitor
Ella McDougall	Solicitor
Cecilia Lee	Solicitor (until 3 March 2023)
Rosetta Lee	Solicitor (until 7 October 2022)
Loren Ovens	Solicitor (until 5 August 2022)
Isabella Daley	Solicitor (from 27 March 2023)
Luci Hughes	Solicitor (from 26 July 2022)
Mehzabin Farazi	Solicitor (from 5 September 2022)
Pauline Challita	Solicitor (from 12 April 2023)
Rebecca Keys	Solicitor (from 19 September 2022)
Jess Sharpe	Solicitor (from 12 September 2022 to 11 December 2022)
Ruby Catsanos	Solicitor, Working Women's Legal Service
Chloe Wyatt	Community Legal Education Co-ordinator
Liz Snell	Law Reform and Policy Co-ordinator
Joy Reid	Senior Financial Counsellor (from 31 October 2022)
Daryna Ieth	Administrative Information and Referral Officer
Charlotte Regan	Administrative Information and Referral Officer (locum)
Shehani Hettiarachchi	Administrative Information and Referral Officer (casual)
Kuny Chhor	Data and Reporting Officer
Mirabelle Lim	Clerical Assistant (casual)



### *Consultants and contractors:*

Alan Wong	Stanfield IT
Kate Turner	Counsellor and vicarious trauma trainer
RDVSA	Trauma-informed practice support
Sigrid Herring	Cultural support counsellor (FNWLP)
Daria O'Neil	Fundraising Consultant

### **VOLUNTEERS AND STUDENTS**

Tallulah Thangathurai  
Zoe Szetu  
Sphephelo Shembe  
Carmen Castrignano

### **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 & Paisley who have provided us with a range of support; in-kind, pro bono, legal research 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 WLS NSW one of its priority clients. Colin Biggers & Paisley have also supported our community engagement activities by hosting Foundation events, and CLE training workshops.

### *Victims Support Projects with Colin Biggers & Paisley and Baker McKenzie*

We continue our partnerships with Colin Biggers & Paisley and Baker McKenzie to enable their solicitors to act as WLS NSW volunteers to undertake victims support casework. This partnership has increased our capacity to represent clients in making applications.

### *Ashurst*

Thanks very much to Ashurst for pro bono assistance.

### *Gilchrist Connell*

Thanks very much to Gilchrist Connell for pro bono law reform research.

### *Barristers and Solicitors*

Sarwa Abdelraheem	Waratah Chambers
Karen Shea	Frederick Jordan Chambers
Louise Goodchild	Frederick Jordan Chambers
Tim Hammond	Samuel Griffith Chambers
Maria Gerace	Maurice Byers Chambers
Carolina Soto	Black Chambers
Sarah McCarthy	PG Hely Chambers
Matthew Varley	Nine Wentworth
Heather McKinnon	Bryant McKinnon Lawyers
Tony Allen	Hunter Street Chambers
Claire Cantrell	Waratah Chambers

## WLS NSW FOUNDATION REPORT



### Foundation Committee

Helen Campbell	WLS Executive Officer
Chloe Wyatt	WLS Foundation Coordinator
Klara Major	General Manager, Council of Law Reporting for NSW
Janet Loughman	Retired WLS Principal Solicitor
Daria O'Neill	Fundraising Consultant
Amy Power	WLS Staff Representative
Ella McDougall	WLS Staff Representative
Jilly Field	WLS Board Representative
Karen Iles	Violet Co Legal & Consulting
Rezana Karim	Senior Lawyer (ICAC)

### Foundation Events

*Bright Spark Awards night – Thursday 15 September*



Colin Biggers & Paisley generously hosted an in-person event again, having been forced online last year.

There were 19 nominations across three categories and we presented the 'Mob-ilise' First Nations Award again as this was so well received last year.

The award categories reflect the professional service areas that WLS works with and whilst the awards are aligned with workplace activity, the core focus and philosophy of these awards remains much more personal.

When calling for nominations the emphasis is on the opportunity for colleagues and friends to extend appreciation for the outstanding efforts of inspiring and enlightening women in their lives.

For the first time we were able to secure sponsorship for every award category:

#### *Innovation & Leadership Award (sponsored by Gilchrist Connell)*

- **Winner: Natalie Lang**, for her tireless activism behind the highly successful We Won't Wait campaign for a universal entitlement to 10 days paid family and domestic violence leave for all workers.

#### *Advocacy & Reform Award – (sponsored by Pearson Emerson)*

- **Winner: Yumi Lee**, for driving many Older Women's Network campaigns, particularly #ReadyToListen to improve responses to sexual assault in residential aged care.

#### *Community Service Award – (sponsored by The Australian Services Union)*

- **Winner: Judith Burgess**, for years of generous volunteering at Anti-Slavery Australia.

#### *MOB-ilise First Nations Award (sponsored by Ashurst)*

- **Winner: Maryanne Brown**, for decades of assistance to DV survivors and to Youth mental health services.



### *CPD family law day – Saturday 25 February*

In February 2023, we delivered our first ticketed intensive family law CPD day, offering expert training sessions and a panel discussion with four family law specialists: Judge Monica Neville, Senior Judicial Registrar Sharney Jenkinson, solicitor Jacqueline Dawson and Women's Legal Service NSW Assistant Principal Solicitor Gabrielle Craig. The panel discussion was moderated by Judicial Registrar Julianne Bardetta. Despite scheduling difficulties resulting in the event being held on the day of the World Pride Mardi Gras Parade, we sold enough tickets to make over \$6,000.



### **Marketing and Communications**

The emailing list currently contains over 1,500 active subscribers. In addition to event invites and information, we promoted two fundraising appeals, and an announcement about the launch of the Willow microsite with a special thank you to those who donated for our fundraising campaign for that project. Foundation events and fundraising appeals were also promoted on WLS Facebook, LinkedIn and Twitter pages.

### **Fundraising**

In this financial year we raised just under \$50,000 through a combination of special appeals, regular donors and events.

#### *Special Appeals*

In September we ran another 'matched donations' appeal with Ethical Jobs funding and raised over \$5,000 which Ethical Jobs doubled. The campaign focussed on funding for the triage and intake project, and the need to make it easier for women to reach us on the advice lines.

The End of Financial Year Appeal focussed on the travel expenses for the First Nations Women's Legal Program. This was promoted throughout late May and June across all socials and both mailing lists. We received nearly \$10,000 from this appeal.



We continue to receive monthly donations from regular givers, as well as one-off donations from community supporters.

#### *Ways to Support Our Work*

- Help women in crisis to access justice: <https://hub.givar.com/connect/org/wlsnsw>
- Become a regular giver
- Make a one-off gift
- Nominate us for your workplace giving
- Attend an event
- Join our mailing list
- Follow us on socials.

## ADVICE AND REPRESENTATION

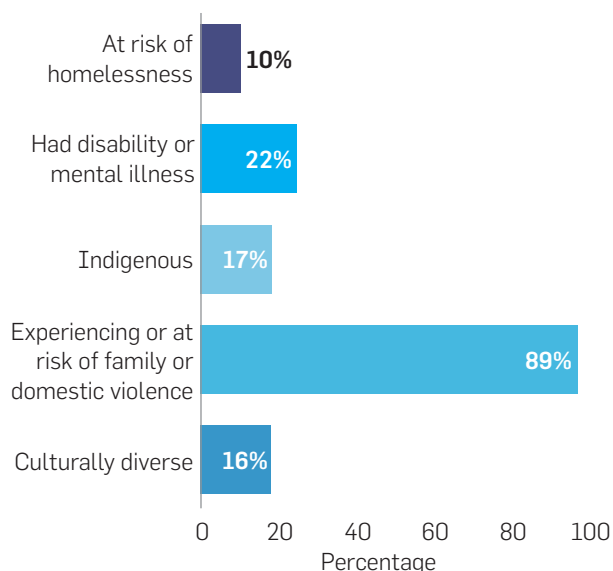
Our work providing legal advice and representation to clients over the year has been as busy as always.

This year we assisted 1,824 clients; providing 2,255 legal advices, 146 legal tasks, 39 duty lawyer services and representing women in 395 cases.

Demand for representation always exceeds our capacity, so we continue to prioritise casework services for those clients who are most disadvantaged and likely to struggle navigating the legal system without legal representation.

Over the year, we have acted for clients in the Local Court, District Court, NSW Civil and Administrative Tribunal, Fair Work Commission, Anti-Discrimination NSW, Australian Human Rights Commission and the Federal Circuit and Family Court of Australia. We have acted in apprehended violence order matters, name change applications, victims support matters, discrimination matters, national redress scheme matters, parenting matters, divorce matters, property matters, care and protection matters, police complaints, and breaches of duty of care matters.

### Client characteristics



### State-wide advice services

We have had continued high demand for advice through our advice lines, for appointments through outreaches and warm referrals from other service providers and from women in prison.

#### *Full return to services which were changed / reduced due to COVID and / or solicitor shortages*

In January 2023, we returned to the full complement of WLS NSW legal advice services given the appointment of new solicitors and reduced COVID risks. This included a return to face to face appointments at all of our outreaches.

### Evening advice service

This service has relied on volunteers and the donation of office facilities in the CBD from Colin, Biggers & Paisley and closed during COVID. Due to ongoing changes in the way we work post COVID, we have been unable to re-open the service and it has been discontinued.

### Outreach advice clinics in western Sydney

We provided fortnightly legal advice through three outreach advice clinics in Women's Health Centres in western Sydney at Liverpool, Penrith and Blacktown. Services were provided by phone for part of this period due to COVID restrictions, but returned to in person appointments in January 2023.

### Legal Assistance at Family Relationship Centres

We provided monthly advice clinics and lawyer assisted family dispute resolution in family law matters through Family Relationship Centres at Penrith and Blacktown. Services were provided by phone for part of this period due to COVID restrictions, but returned to in person appointments in January 2023.

We also represented clients in Lawyer Assisted Family Dispute Resolution at other Family Relationship Centres and in Legal Aid conferences. As a specialist women's legal service, we are able to use our expertise to represent clients in complex cases involving violence.



## **Apprehended Domestic Violence Order matters**

In our role as duty lawyers for the Legal Aid NSW Domestic Violence duty practitioner scheme, we continued in our regular attendance at the local court in Mt Druitt, Penrith and Blacktown to appear for women in Apprehended Domestic Violence Order (ADVO) matters and provide associated advice.

In addition to our duty work, we also appeared in other courts representing women in defending, seeking or varying ADVOs.

## **Legal Education and Advice in Prison (LEAP) for Women**

We have increased the availability of our legal services to clients in the eight women's correctional centres across NSW via our free call number on the Corrective Services NSW Common Auto Dial List.

## **Working Women's Legal Service**

We continued to provide an advice and representation service in relation to discrimination on the basis of sex, pregnancy, breastfeeding, carer/family responsibilities and sexual harassment in employment.

## **Examples of our cases**

### *NSW Civil and Administrative Tribunal (NCAT) – Victims Support*

We represented a client who was awarded a Category C recognition payment with respect to multiple acts of sexual assault. It was our view that this was an error and that the client should have been awarded a Category B recognition payment. However, the client was well out of time to apply for an internal review. We filed an out of time application to the NSW Civil and Administrative Tribunal. Victims Services agreed to settle the matter before it proceeded to a hearing and awarded our client a Category B recognition payment.

### *Children's matter – Federal Circuit and Family Court of Australia (Division 2) (FCFCoA)*

We represented a mother in proceedings in the FCFCoA after the father withheld the child and stopped the equal time arrangements after the child saw the mother asleep in bed with a new partner. The matter was resolved at FDR with an agreement that the child live with the father but spend five nights a fortnight, half school holidays and special days with the mother.

### *Divorce*

We assisted a client to obtain a divorce who had limited English language skills, had escaped a violent marriage and was known by different names on multiple legal documents. Our client's application for divorce was successful without the need for an appearance.

### *NSW Civil and Administrative Tribunal (NCAT) – Victims Support*

We represented a client who had been very seriously injured by her ex-partner. She applied for victims support and sought a Category C recognition payment of \$5,000 on the basis that she suffered grievous bodily harm. Victims Services only awarded her a Category D Recognition payment of \$1,500 and the Assessor failed to provide any reasons for the decision to award only a Category D payment. We filed an application to NCAT on the basis that the Assessor failed to provide adequate reasons. In addition to this application, we filed an Internal Review of the decision but sought a stay on the determination of the Internal Review until the NCAT proceedings were determined. We had the pro bono assistance of Matthew Varley, of counsel.

The matter went to hearing at NCAT and was strongly contested by Victims Services, with Victims Services arguing that NCAT did not have jurisdiction because it was not a reviewable decision. Our application was successful and Victims Services was directed to provide adequate reasons. Victims Services ultimately settled the matter by consent and agreed to pay our client the Category C recognition payment.

This case is significant and we hope it will lead to systemic changes in Assessors at Victims Services providing adequate reasons for their decisions. It

also confirms that where adequate reasons have not been provided, victims of violence can file an application at NCAT.

### *Victims Support*

We represented a First Nations woman who was sexually assaulted by a group of female inmates in prison in an application for Victims Support. She was awarded a Category B payment of \$10 000. The Assessor found that there was an exception to non-payment of a recognition payment to convicted inmates due to the seriousness of the psychological injury suffered by the Applicant.

### *Children's matter – Federal Circuit and Family Court of Australia (Division 2) (FCFCoA)*

We represented a mother in an application to the FCFCoA for sole parental responsibility and for the child to live with the mother and spend no time with the father due to the extensive family violence perpetrated by the father against our client and the children. The father disengaged from the proceedings and the matter proceeded to an undefended final hearing with orders made as sought by our client.

### *Australian Human Rights Commission*

We acted for a client in a sexual harassment complaint lodged in the AHRC. The complaint was against the perpetrator of sexual harassment, his employer and our client's employer.

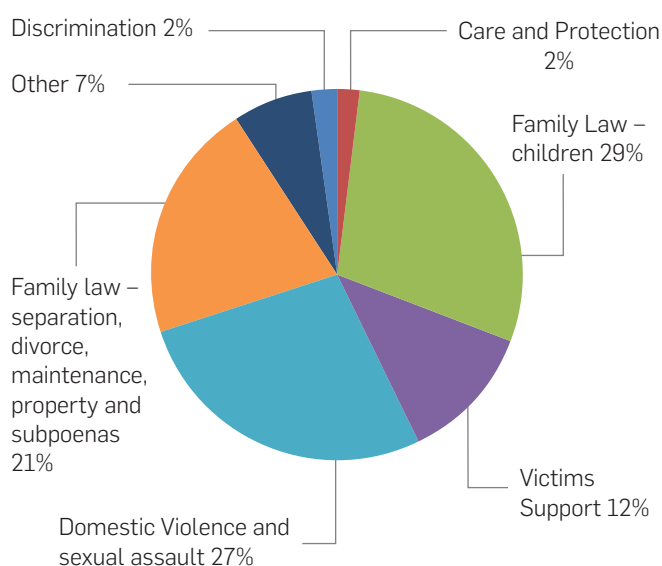
While the matter did not resolve at conciliation, we continued negotiations post conciliation and ultimately the matter settled, with our client paid damages of \$3,000 by the perpetrator and \$5,000 by each employer.

### *Victims Support – Internal Review*

We acted for a client who initially lodged her own application for victims support. Victim Services dismissed her claim on the basis of section 44 factors, with Victims Services finding that because our client was charged with DV offences against the other party and an ADVO was taken out against her, she should not receive any payments in relation to the many other acts of violence perpetrated against her.

We lodged an Internal Review and submitted that no section 44 factors should apply. Our client was ultimately awarded \$5,000 on Internal Review.

## Areas of law in which we assisted women



### *Children's matter – Federal Circuit and Family Court of Australia (Division 2) (FCFCoA)*

We appeared on behalf of the mother of two teenage children in parenting proceedings in the FCFCoA.

Our client had Consent Orders made six years prior that provided for her to have sole parental responsibility and the children to spend no time with the father. These orders were made in circumstances of significant family violence perpetrated by the father against our client and the children.

The family violence included sexual assault by the father against our client. The children had spent no time with the father since the orders were made, the family had been in hiding and our client had changed the children's names to keep them safe.

The father filed proceedings seeking orders for the children to spend significant time with him.

The application was fiercely defended by our client and we did not concede that the Rice and Asplund threshold had been met. The father withdrew his application at the first return and our client agreed to a minor amendment to the Consent Orders which provided for the father to be notified if the children suffered a life-threatening illness or injury.

### *NSW Civil and Administrative Tribunal – Victims Support*

At first instance and on Internal Review, Victims Services awarded our client a Category C recognition payment in relation to sexual assaults perpetrated against her by a family member when she was a child. On behalf of our client, we sought an external review of this decision and successfully argued that the sexual assaults were one of a series of related acts. The Tribunal accepted our submissions that she should have been awarded a Category B recognition payment and awarded her \$10,000.

### *District Court Change of Name Application*

We represented a mother who had to go into hiding to escape domestic violence. She has two sons and wanted to change their names so that they couldn't be located by their violent father. We assisted our client with two change of name applications to the NSW District Court. The Applications were dealt with on an ex parte basis and on the papers without the client needing to attend a hearing. The Applications were successful, and the children's names were changed. The family was able to relocate safely.

### *Apprehended Domestic Violence Order (ADVO)*

We represented a client who was the defendant in ADVO proceedings. In these proceedings, the Protected Person was our client's mother-in-law. However, our client had previously been the protected person in multiple prior ADVO proceedings in relation to acts of violence perpetrated by her mother-in-law and our client instructed that her mother-in-law was the primary aggressor. At the time our client sought advice from us, the Interim ADVO against her had been in place for some time and there had been no breach allegations.

WLS NSW made representations to Police arguing that the allegations were not sufficient to meet the test for an ADVO and, given the length of time the Interim Order had been in place and with no breach allegations, the ADVO should be withdrawn. Police ultimately agreed that there were no prospects of success and agreed that the AVO be withdrawn and dismissed.

### *Financial counselling service*

WLS NSW welcomed Joy Reid, who took up the position of Financial Counsellor on 31 October 2022. Joy is a proud Wailwan women and brought with her a wealth of knowledge and experience as a financial counsellor.

### **Examples of our Financial counselling casework**

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#### *Credit card debt*

We assisted a client with a credit card debt incurred after her ex-husband used her card without her permission while she was incarcerated. After some negotiation with the financial institution, the bank returned the monies to our client's account.

#### *Toll debt*

We assisted a client who had a toll debt of more than \$21,000. Her ex-partner took her car in 2017 and refused to return it to her for a lengthy period of time. During this time, he racked up the debt using toll roads in the car, which was registered to our client. We spoke with the toll provider and explained the history of extensive violence perpetrated by the client's partner and her ongoing fears of him and the debt was waived in full.



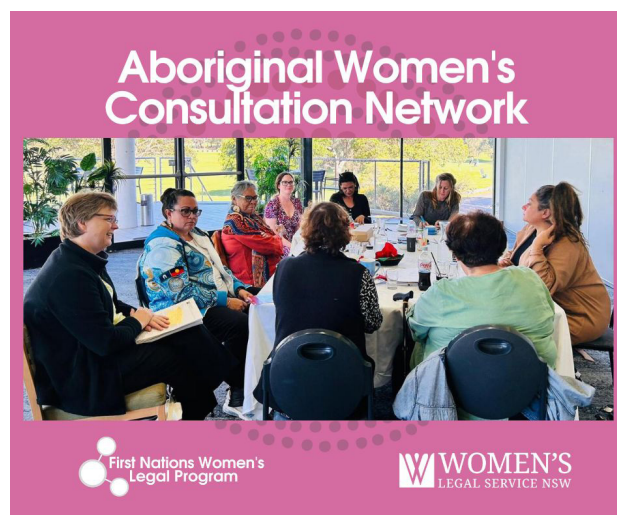
## FIRST NATIONS WOMEN'S LEGAL PROGRAM

### Aboriginal Women's Consultation Network

Aunty Elsie Gordon  
Aunty Bronwyn Penrith  
Tina West  
Anusha Duray

### Staff

Dixie Link-Gordon	Senior Community Access Officer (until 2 November 2022)
Gail Thorne	Community Access Officer Senior Community Access Officer (from 2 November 2022)
Yasmine Khan	Community Access Officer (until 28 April 2023)
Taritah Ambrum	Community Access Officer (from 6 February 2023)



### Summary of 2022–2023

The First Nations Women's Legal Program continues to provide services that best meet the needs of First Nations women through a number of different pathways.

Congratulations to the First Nation team for nomination for a Human Rights Award, for its work in Australian and international courts to defend the rights of an Aboriginal child to be with their mother and culture.



*First Nations Women's Legal Program HR Awards: Gail Thorne, Dixie Link-Gordon and Gabrielle Craig.*

### Advises:

Advice line: 1800 639 784  
Monday, Tuesday & Thursday  
10:00am – 12:30pm

### Outreaches:

#### *Baabayn Aboriginal Services Emerton*

- Tuesday once a fortnight Elders group.
- Wednesday once a fortnight Mums and Bubs.

Baabayn Aboriginal Corporation was founded by five Aboriginal elders from Western Sydney. Their purpose is to connect with individuals and families in a welcoming environment, providing them supports and links to services that help them heal from the past and nurture their sense of confidence and pride in the future. The group has strong knowledge of the community and has built contacts within and outside the community.

#### *Koolyangarra Aboriginal Family Centre, Cranebrook*

- Koori Cuppa Wednesday once a fortnight.

Koolyangarra Aboriginal Family Centre (known as "Kooly") is an Aboriginal services hub running Aboriginal programs and providing a base for outreach services in the Penrith area. It is part of Nepean Community and Neighbourhood Services (NCNS). Services include but are not limited to playgroups,

girl's dance groups, women's groups, men's groups, carer support groups, art groups, family support, sport and recreation, young men's mentoring program, parenting workshops, young mums group, boxing academy and cultural programs.

### *Macarthur Gateway Aboriginal Women's Resource Centre, Campbelltown*

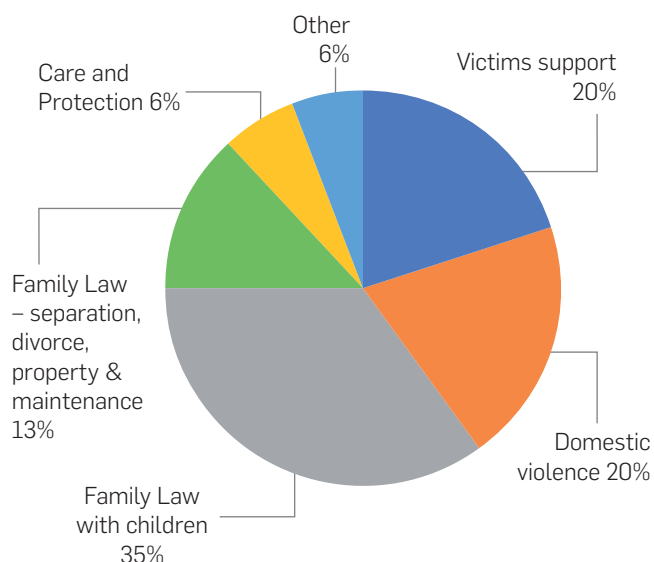
Improved access to appropriate specialist services for Aboriginal women experiencing domestic and or family violence, women in recovery from drug and or alcohol addiction/dependency and recovery, women who are homeless and or facing eviction and women who are receiving support from Specialist Homelessness Services within the south western region of Bankstown, Liverpool and Macarthur.

### *Hippy Program*

- Emerton once a month on a Wednesday.

The Home Interaction Program for Parents and Youngers (HIPPY) is a fun free home-based early learning and parenting program we attend the Emerton office to speak to staff who deliver the HIPPY program with First Nations Families.

### Legal issues



### Client Support

Client support has been ongoing with the First Nations staff supporting the WLS lawyers. A reoccurring concern for the clients has been the lack of complex counselling services available within the wider community. Unfortunately, a majority of the clients have had many traumatic experiences by the time they reach the service.

The team continues to seek accessible culturally safe services to address their other needs across NSW.

First Nations staff have done various trips with WLS lawyers to stay in contact with the clients face to face in the communities where they live. One outstanding ongoing matter is with the women who were victims of child sexual assault at the Beth Carr children's' home. Women's Legal Service have been representing these women for nearly 18 years. This work is significant because:

- The clients' stories are heard and responded to by the justice system
- Sexual Abuse in First Nations communities is taken seriously by the appropriate services available to all Australian women
- Community awareness is valued in the way we work.

The value of doing face to face has been very important to most of the clients. It's been so important to get back out to communities after the COVID travel restrictions ended.

### Rural Trips

The First Nations team have done various trips with WLS lawyers to meet with clients in the communities where they live.

### *North Western Slopes and Central Western Plains*

Karen Mifsud and Gail Thorne visited Coonabarabran, Narrabri and Wee Waa. They visited a client in Coonabarabran and had meetings at Australian Unity Aboriginal Service, the Aboriginal Land Council, and the Aboriginal health worker at the community health centre. In Narrabri, they visited community aid and the land council. In Wee Waa, they saw another client and went to the land council.

### *Broken Hill*

Karen Mifsud and Amy Power attended Broken Hill in January to support Warra Warra Legal Centre to see clients as they had no current solicitor.

### *North Western Slopes & Central West NSW Walgett, Moree, Lightning Ridge, Collarenebri*

On this trip the following services were visited:

- Aboriginal Intensive Family Based Service in Moree
- Walgett Safe House
- Aboriginal Legal Service office in Walgett
- Lightning Ridge Neighbourhood Centre
- Safe House Lightning Ridge
- Mission Australia Office in Lightning Ridge
- Service NSW mobile van in Collarenebri
- Mackillop Family Service Walgett.

Community Legal Education Victim Services applications was provided in the Walgett Mission Australia Office. It was attended by Staying Home Leaving Violence workers from Walgett, Coonamble, Lightning Ridge, and Coonabarabran. A staff member from Thiyamali Family Violence Walgett Office also attended.

### *South Coast, Wollongong and Nowra*

On this trip the following services were visited:

- Illawarra Aboriginal Medical Centre, Wollongong
- Illawarra Aboriginal Corporation, Wollongong
- Illawarra Women's Information Centre, Wollongong
- Illawarra Women's Health Centre, Wollongong
- Cullunghutti Aboriginal Family and Child Centre, Nowra
- South Coast Aboriginal Medical Centre, Nowra
- Waminda Aboriginal Health Service, Nowra
- Shoalcoast CLC, Nowra
- Shoalhaven Women's Homeless Service, East Nowra
- Rose Mumbler Village, Elders Village Nowra.

### *Far South West, Mildura, Balranald, Hay and Wentworth*

On this trip the following services were visited:

- Coomealla Aboriginal Health Service Dareton
- Mission Australia Dareton
- Two Rivers Kidscape
- Dareton Youth Centre
- Gyndarna Pre-School
- Barkindji Marura Elders
- Maari Ma Health Service
- Dareton Primary School
- Coomella High School.



*Dareton Women.*

### **Community Events:**

#### *16 days of activism against Violence*

was held at Baabayn in December.



*Baabayn community day December 2022.*

## 15<sup>th</sup> Anniversary National Apology

Mount Druitt.

## Domestic Violence Sexual Assault Awareness day

FNWLP and Macarthur Gateway hosted a full day workshop on Sexual assault and Domestic Violence.



Macarthur Gateway full-day workshop.

## Reconciliation week

Gandangara Local Aboriginal Land Council community event.

## Illawarra

Illawarra Women's Health Service Community Event.

## Kari

Well Being Expo, Liverpool Catholic Club.

## Meetings and Consultations:

The First Nations staff have been involved in the ongoing conversation about coercive control and participated in a forum organised by Wirringa Baiya and Domestic Violence NSW.

With the Law Reform Coordinator, the team made a submission and gave evidence at the Parliamentary Inquiry into coercive control laws.

Gail Thorne and Dixie Link-Gordon participated in the First Nations Women's Round Table discussion on coercive control hosted by the NSW Department of Communities and Justice. They spoke about first responders and especially the police, systemic racism and lack of accountability of first responders. They highlighted the need for cultural change in the police force. They also raised misidentification of the primary aggressor issues and concern that criminalising coercive control will not be effective for First Nations women.

The team is represented on the First Nations Reference Group for Coercive Control, which advises the Task force for Coercive Control.

In October, Liz Snell, Gail Thorne and Dixie Link-Gordon met with the Federal Shadow Assistant Minister for the Prevention of Family Violence and Social Services to discuss how to reduce domestic and family violence. The team advocated for better police response, more accountability for police and health services, and the need to address the lack of culturally appropriate services for First Nations people.

In March, Gail Thorne attended the First Aboriginal Women Advisory Network (AWAN) meeting. AWAN is a Network established through Close the Gap Target 13 and is auspiced through Wirringa Baiya. Dixie Link-Gordon is the Coordinator for AWAN.

In May, Gail Thorne spoke on Panel for Domestic Violence NSW about misidentification of the primary aggressor, with Regan Mitchell from Weave and Evie Rankmore from Supported Accommodation and Homelessness Services Illawarra Shoalhaven Regions.



## Training and Conferences:

In November Gail Thorne co-presented cultural awareness training with Sigrid Herring for all WLS staff.



*Gail Thorne presents cultural training, October 2022.*

In May the team attended Wiyi Yani First Nations Women's Voices National Conference, Canberra.



*First Nations Women's Legal Program Canberra Summit.*

## Law Reform

### *Coercive Control First Nations Reference Group*

- Strengthening the provisions relating to a child's right to enjoyment of their Aboriginal and/or Torres Strait Islander culture in the Family Law Amendment Bill 2023
- Submission in response to the Family is Culture implementation consultation
- Submission to Senate Standing Committees on Legal and Constitutional Affairs: Inquiry into Missing and murdered First Nations women and children
- Response to the Consultation on the development of Aboriginal and Torres Strait Islander Action Plan to implement National Plan to End Violence against Women and Children.

## ADVOCACY FOR CHANGES TO LAW AND LEGAL PROCESSES

### Law Reform Highlights 2022–2023

#### *Criminalising coercive control in NSW*

We engaged in consultation undertaken by the Department of Communities and Justice on laws to criminalise coercive control in NSW. Working with many in the domestic and family violence and community legal sectors, including Wirringa Baiya Aboriginal Women's Legal Centre, DV NSW and Dr Jane Wangmann, we advocated for a phased approach, starting first with the introduction of domestic and family abuse in the *Crimes (Domestic and Personal Violence) Act* followed by a new criminal offence. We met with the then Attorney-General and Minister for Women's Safety.

Significantly, we advocated vital cultural and systems reform must occur prior to the further criminalising of coercive control. This is important for the safety of women and children, particularly women who are frequently misidentified as the predominant aggressor rather than the person most in need of protection. Legislation of itself is not a panacea. Systemic discrimination, including systemic racism across all systems, including the criminal legal system as well as systemic misidentification of the person most in need of protection must be addressed. We looked to the Queensland *Hear Her Voice* review and recommendations, including the recommendation of the appointment of an independent implementation supervisor to oversee implementation of the Taskforce recommendations and monitor achievement of systems outcomes as best practice we wanted to see implemented in NSW.

When the Bill was introduced into Parliament, we called for a longer consultation process as there were several concerns about the Bill including:

- the higher threshold for the mental element of intent of a course of conduct to coerce or control (rather than also including recklessness)
- limiting the offence to intimate partner violence
- a failure to address systemic misidentification of the predominant aggressor in the *Crimes (Domestic and Personal Violence) Act*, the legislation which governs apprehended violence orders
- little detail on the cultural and systems reform required to accompany these reforms
- the need for immediate establishment of an independent implementation, monitoring and evaluation taskforce

A joint letter was sent to the then Attorney-General and Minister for Women's Safety as well as every member of the Legislative Council endorsed by over 60 organisations. A further joint letter was sent to all members of the NSW Legislative Assembly and Legislative Council. We met with Shadow Minister for Women and Prevention of Domestic and Sexual Violence, Ms Harrison MP, The Greens spokesperson for women and domestic violence, Ms Boyd and encouraged organisations in the electorates of cross benchers to meet with their local member. We also met with the then Attorney-General's advisor and engaged in advocacy with several cross benchers.

The Legislative Council referred the Coercive Control Bill for a short inquiry to the Legislative Council Standing Committee on Social Issues. We contributed to a joint submission endorsed by over 40 organisations. Dixie Link-Gordon and Liz Snell gave evidence at the hearing.



*Liz Snell, Coercive control Inquiry October 2022.*

Extracts of Dixie and Liz giving evidence at the inquiry were included in ABC News coverage of the issue and we received media mentions in ABC online reporting and a *Sydney Morning Herald* article.

The focus of the collective campaign has been to highlight the vital importance of cultural and systems reform which must accompany any reform responding to coercive control if it is to be effective and the need for greater transparency and accountability.

Important achievements include:

- a legislated taskforce – and conversations about what is expected of the taskforce
- regular public reporting requirements,
- more regular and frequent reviews, and
- additional review provisions that will pick up on the effectiveness or otherwise of cultural and systems reform.

The offence will commence sometime between 1 February 2024 and 1 July 2024. The definition of “domestic abuse” in the *Crimes (Domestic and Personal Violence) Act* will commence on proclamation and no later than 1 February 2024.

A number of reference groups have been established to advise the Coercive Control Implementation and Evaluation Taskforce. We have been appointed to the Coercive Control First Nations Reference Group, the Domestic and Family Violence Service Delivery Sector Reference Group and after extensive advocacy to the Legal Sector Reference Group.

We continue to raise the issue of responding effectively to misidentification. The legislation only seeks to address this through a narrow application of a new offence (limited to intimate partner violence and requiring a mental element of intent for a course of conduct to coerce or control). This will not address systemic misidentification, including in relation to apprehended domestic violence orders. Collectively, we advocated for the inclusion of legislative guidance to identify the person most in need of protection similar to Queensland and legislative guidance to limit as much as possible the use of cross-applications. We are now advocating for the Government and all political parties to commit to a timely review of the *Crimes (Domestic and Personal Violence) Act* which governs our apprehended domestic violence order scheme to update this legislation as well as to address the issue of misidentification.

We continue to also use other inquiries and forums to raise the need for cultural and systems reform to ensure effective implementation of coercive control reforms. This includes through:

- Women's Legal Services Australia's response to the draft National Principles to address coercive control

- a joint submission to the NSW Sentencing Council inquiry into sentencing for fraud offences (raising fraud in the context of coercive control)
- input into the Experts Workshop with the NSW Anti-Slavery Commissioner NSW to discuss Service Provision
- meetings including with:
  - the Attorney-General and Minister for Women, Minister for Seniors, and Minister for the Prevention of Domestic Violence and Sexual Assault
  - The NSW Women's Safety Commissioner
  - NSW Police
  - the Department of Communities and Justice, and
  - the Sexual Assault Review Committee meetings convened by the NSW Office of the Public Prosecutor and the Domestic Violence Review Committee meetings co-convened by the NSW Office of the Public Prosecutor and NSW Police.

### *Joint advocacy to remove the requirement to prove injury in Victims Support applications*

We led the development of a Joint Position Statement to remove the requirement to prove injury in NSW Victims Support applications. This is an issue on which many in the sexual, domestic and family violence sector, community legal sector and health sector have long raised concerns.

The fact of the act of violence should be sufficient to access Victims Support recognition payments and financial assistance for economic loss. The requirement to separately prove injury in NSW Victims Support applications means survivors have to keep retelling their story – first to police, a government agency or a service funded by government to assist victim-survivors and then to a medical professional. This compounds trauma. The harm arising from sexual, domestic and family violence is well known. It is offensive to ask survivors to prove such harm.

The Position Statement has been endorsed by over 85 organisations and 75 individuals, including peak medical bodies, specialist sexual domestic and family violence services and survivors. It was sent to the then NSW Attorney-General, the Hon Mark Speakman



SC MP and the then NSW Minister for Women's Safety and Prevention of Domestic and Sexual Violence, the Hon Natalie Ward MLC. It was also a key ask in the NSW Women's Alliance Election Platform 2023: *Action to End Gendered Violence*.

In November, along with Wirringa Baiya Aboriginal Women's Legal Centre and DVNSW, we met with the then NSW Attorney-General, the Hon Mark Speakman SC MP and Acting Commissioner Victims Rights, Annette Farrell to outline the importance of removing the requirement to prove injury in Victims Support applications, increase recognition payments and the cultural and systems reforms required to implement coercive control reforms.

Through the NSW Women's Alliance, we sought commitments from political parties to remove the requirement to prove injury in Victims Support applications.

### *Response to the statutory review of the Victims Rights and Support Act*

Women's Legal Service NSW worked with many others in the sexual, domestic and family violence and community legal sector on a joint submission endorsed by over 35 organisations in response to the statutory review of the *Victims Rights and Support Act*. We also made an extensive submission.

Recommendations included:

- Removing the requirement to provide injury in Victims Support applications
- Appointment of an independent Commissioner Victims Rights
- Removing time limits to accessing different components of Victims Support, particularly for victim-survivors of sexual, domestic and family violence, including child sexual abuse and child abuse as well as victim-survivors of modern slavery, and to seeking review of decisions
- Providing greater recognition of domestic violence, including child abuse, sexual violence, child sexual abuse and modern slavery through higher recognition payments
- Improving access to counselling and culturally safe healing
- Expand eligibility for Victims Support to all people who are victims of crime whilst incarcerated.

- Improving consultation by Victims Services
- Strengthening the Charter of Victims Rights.

### *Family Law Amendment Bill 2023*

The Attorney-General's Department undertook a consultation on the Exposure Draft Family Law Amendment Bill 2023 earlier this year.

Women's Legal Service NSW co-ordinated Women's Legal Services Australia's (WLSA) response. We also contributed to the drafting of a WLSA guide to help organisations respond to the Exposure Draft Bill. We warmly welcomed draft legislation to remove the presumption of equal shared parental responsibility and consideration of equal time and substantial and significant time.

WLSA has long advocated for the removal of the presumption of equal shared parental responsibility on the basis that it incentivises violent fathers to litigate through the family law courts, enables violent men to exert ongoing power and control, and has created a well-entrenched community misunderstanding that both parents are entitled to equal time regardless of family violence and abuse. This is particularly concerning because a significant number of family law matters are settled "in the shadow of the law", that is, without legal advice and based on misconceptions and fear. This has been to the detriment of the safety of children and adult victim-survivors and often leads to continued exposure to violence and abuse on the part of the child and adult victim-survivor.

We also made suggestions on how the Bill could be strengthened, including:

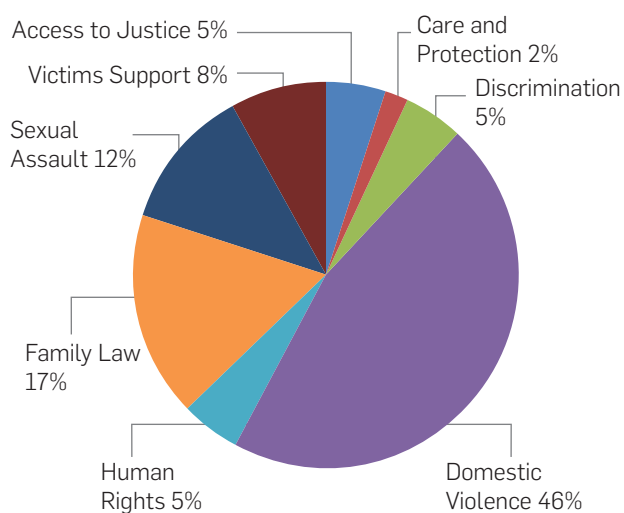
- In having a single list of best interests of the child factors, ensuring safety of children and adult survivors is clearly prioritised
- Strengthening the provisions relating to a child's right to enjoyment of their Aboriginal and/or Torres Strait Islander culture
- Requiring Independent Children's Lawyers to meet with the child and provide the child with the opportunity to express their views immediately prior to and after major court events including interim hearings, court-based and external family dispute resolution and final hearings.

- Removal of the proposed costs provisions and the continued use of existing costs provisions which allow judicial discretion
- Strengthening safety considerations in relation to harmful proceeding orders
- Once passed, the changes take effect as soon as possible and apply to all proceedings.

The Bill was introduced into the House of Representatives on 29 March 2023 and a further Senate Inquiry took place. Members of WLSA met with the Attorney-General the Hon Mark Dreyfus KC MP shortly after this to provide feedback on the Bill.

Gabrielle Craig, Chair of Women's Legal Services Australia Family Law and Domestic and Family Violence Committee appeared before the Senate Inquiry on behalf of Women's Legal Services Australia.

### Law Reform issues



### Other Submissions and Hearings

- Contributed to the NSW Women's Alliance 2023 Election Platform: Action to End Gendered Violence – Ensure A Safe State for New South Wales
- Submission in response to the Family is Culture implementation consultation
- Submission to the NSW Legislative Council Standing Committee on Social Issues Inquiry into homelessness amongst older people aged over 55 in New South Wales
- Contributed to Community Legal Centres NSW Law Reform Platform
- Submission to the NSW Department of Communities and Justice about the implementation of Recommendation 39 of the Respect@Work Report
- Contributed to Women's Legal Services Australia submission to the Attorney-General's Department in response to the Family Law Amendment (Information Sharing) Bill 2022
- Submission to Senate Education and Employment Legislation Committee: Response to Anti-Discrimination and Human Rights Legislation Amendment (Respect at Work) Bill 2022
- Submission to NSW Department of Customer Service: Statutory review of the domestic violence provisions in the *Residential Tenancies Act 2010*
- Submission to NSW Department of Customer Service: Consultation on Keeping Pets in Residential Tenancies
- Submission to Senate Standing Committees on Legal and Constitutional Affairs: Inquiry into Missing and murdered First Nations women and children
- Contributed to WLSA's response to the Attorney-General's Department consultation on arbitration in family law
- Contributed to Women's Legal Services Australia's response to the Family Law Council survey about children and young people's participation in family law matters

- Contributed to Women's Legal Services Australia's response to the AIFS Survey Evaluating Child Contact Centres
- Contributed to Women's Legal Services Australia's response to the Senate Legal and Constitutional Affairs References Committee Inquiry into Current and proposed sexual consent laws in Australia
- Contributed to Women's Legal Services Australia's response to the Consultation on the development of a National Gender Equality Strategy
- Response to the Consultation on the development of Aboriginal and Torres Strait Islander Action Plan to implement National Plan to End Violence against Women and Children
- Responses to the Local Court Pilot of Domestic and Family Violence List
- Submission to Treasury in response to the Discussion Paper: Access to offenders' superannuation for victims and survivors of child sexual abuse
- Letter on behalf of Women's Legal Service NSW, Community Legal Centres NSW and DVNSW to the A/Commissioner Victims Rights re publishing further data on Victims Support
- Co-ordinated Community Legal Centres NSW response providing feedback to Victims Services about their existing forms and how they can be improved
- Women's Legal Services Australia's submission in response to the Review into an Appropriate Cost Model for Commonwealth Anti-Discrimination Laws (2023)
- Women's Legal Services Australia's submission to the Senate Legal and Constitutional Affairs Legislation Committee: Inquiry into the Family Law Amendment (Information Sharing) Bill 2023
- Submission to Parliamentary Joint Committee on Human Rights: Inquiry into Australia's Human Rights Framework.

## Consultations and meetings

Some of the consultations and meetings we participated in outside of our regular committee work include:

- Meeting with then Attorney-General, the Hon Mark Speakman SC MP
- Meeting with the NSW Attorney-General, the Hon Michael Daley MP and Minister for Women, Minister for Seniors, and Minister for the Prevention of Domestic Violence and Sexual Assault, the Hon Jodie Harrison MP
- Meetings with Mr Daley as Shadow Attorney-General and Ms Harrison as Shadow Minister for Women, Shadow Minister for Seniors and Shadow Minister for Prevention of Domestic and Sexual Violence
- Meetings with Ms Boyd MLC, The Greens spokesperson for Gendered Violence and Abuse and Ms Leung MP, The Greens spokesperson for Women
- Meeting with Mr Pat Conaghan MP, Shadow Assistant Minister for Social Services and Shadow Assistant Minister for the Prevention of Family Violence
- Meetings with the Chief Justice of the Family Court and Chief Judge of the Federal Circuit Court and court staff about initiatives to respond to family violence in the family courts
- Meeting with Deputy Commissioner Mal Lanyon, NSW Police Force Corporate Sponsor Domestic and Family Violence
- Meeting with Assistant Commissioner Stacey Maloney, NSW Police Force Corporate Spokesperson on Victims of Crime, Superintendent Christopher Nicholson, the new NSW Police Force Corporate Spokesperson on Victims of Crime and other members of police to discuss issues impacting on victim-survivors of crime
- Joined Wirringa Baiya Aboriginal Women's Legal Centre, DVNSW and Legal Aid WDVCA in meetings with Assistant Commissioner Stuart Smith, Corporate Spokesperson for Domestic and Family Violence, NSW Police

- Meetings with representatives from the NSW Police Domestic and Family Violence Registry
- Meeting with Jayne Doherty, Commander of the Sex Crimes Squad NSW Police and Kira Harris, Project Officer NSW Police
- Meeting with Superintendent Marco Carlon, Commander InfoLink, PoliceLink Command to discuss access to vetted COPS reports for Victims Support matters
- Participated as panellists in the Misidentification of the predominant aggressor forum hosted by DVNSW
- Meetings with the Department of Communities and Justice about coercive control and consent reforms
- Expert Workshop with NSW Anti-Slavery Commissioner NSW to discuss Service Provision
- Meetings with the Law Council of Australia
- Participated in an interview with KPMG and RMIT on behalf of the Bureau of Crime Statistics and Research for a research project about the experiences of complainants of sexual offences in the NSW criminal legal system
- Consultation held by Anti-Slavery Australia about a National Compensation Scheme for Survivors of Modern Slavery and provided feedback on the proposed scheme
- Consultation hosted by the Department of Communities and Justice with legal stakeholders about the implementation of Family is Culture recommendations
- Meeting with the Financial Rights Abuse Service and pro bono law firms and barristers
- Meeting with Assoc Prof Kyllie Cripps
- Meeting with members of the Prevention and Response to Violence, Abuse and Neglect team within NSW Health
- Meetings with Wirringa Baiya Aboriginal Women's Legal Centre and the Aboriginal Women's Advisory Network
- Meetings with NGO Victims of Crime Interagency members
- Meetings with DVNSW
- Meetings with Knowmore
- Meetings with the Law Society of NSW
- Meetings with the NSW Office of the Director of Public Prosecutions
- Meetings with representatives from the Women's and Girls' Emergency Centre
- Participated in an interview with the University of New England commissioned by DCJ on responses to sexual violence in rural and remote NSW
- Meeting with the Domestic Violence Strategy Team, Department of Communities and Justice
- Participated in NSW Labor's forum on Victims Rights, raising issues about increasing access to victims support, removing requirement to prove injury in victims support applications, the need for improvement in police response to sexual, domestic and family abuse including addressing systemic issue of misidentification and accountability mechanisms including to address systemic discrimination, such as racism, sexism and other forms of discrimination
- Meeting with Cth Attorney-General's Department to discuss response to sexual violence
- WLSA Meetings with the Attorney-General's Department
- Meetings chaired by Office of the Chief Magistrate about Local Court Domestic and Family Violence Specialist List Pilot
- Meetings with the NSW Women's Safety Commissioner Dr Hannah Tonkin
- Meetings with Youth Law Australia
- Meetings with NSW Legal Aid
- Meetings with Aboriginal Legal Service
- Meeting with Assoc Prof Camilla Nelson
- Participated in roundtable hosted by the Sex Workers Outreach Project and the Department of Communities and Justice on barriers to sex workers reporting DFV
- Meetings with Manager, DFV Law and Policy, Department of Communities and Justice and Senior Policy and Project Officer DFV Law and Policy, DCJ

- Contributed to WLSA's response to the Chief Justice of the Federal Circuit and Family Court of Australia about development of videos about family violence
- Meeting with representative from With You We Can who are advocating for improvements to the criminal legal response to sexual violence
- Meeting with Lachlan Malloch, Property Services Commissioner's Office to discuss domestic violence and renting review
- Meetings on costs in federal discrimination matters
- Meeting with representatives from the Sydney University Law Society
- Participated in consultations on 10 year DFV Workforce Development Plan
- Meeting with Director of Legal Services DCJ (child protection)
- Meetings with Safe and Equal (Vic)
- Participated in Respect@Work Industry Forum.
- Media mention: **NSW parliament makes coercive control a criminal offence, passes lower house vote**, ABC News, 16 November 2022
- Media comment: **Federal Circuit and Family Court of Australia launches major family law reform to improve safety and support for children and families**, 5 December 2022
- Media mention- Gabrielle: Call for a more diverse family law workforce, *Law Society Journal*, March 2023
- Interview on 2GB about LECC Review and Police response to domestic and family violence, 15 June 2023
- Media Mention: Police who face DV charges investigated by colleagues, keep weapons, *Sydney Morning Herald*, 15 June 2023.

## Media and articles

- Media comment to ABC News about DFV and brain injury
- Media Mention: **Push to give sexual assault complainants 'complete immunity' from defamation suits** *Sydney Morning Herald*, 3 October 2022
- Media Mention: **NSW government rushes to pass coercive control bill despite opposition from domestic violence advocates**, ABC News, 12 October 2022
- Appeared on ABC News with excerpts of evidence at the NSW Legislative Council inquiry on Coercive Control included, ABC News, 31 October 2022
- Media comment to ABC news welcoming paid DV leave and discussing insecure work and need to extend eligibility for entitlements and implement respect@work reforms
- Media mention: **'Life sentence of pain and grief': Sister withdraws support for law targeting controlling partners**, *Sydney Morning Herald*, 14 November 2022

## Committees

### *Community Legal Centres NSW*

- Aboriginal Advisory Group
- Family Law and Care and Protection Network
- Domestic Violence and Victims Compensation Subcommittee (co-convened by WLS NSW)
- Law Reform and Policy Committee
- PII and Co-ordinators and Directors Committees
- Prisoner's Rights Working Group
- Regional, Rural and Remote Network
- Community Legal Educators Network
- Communications and Media Network.

### *Community Legal Centres Australia*

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

### *Interagencies, networks and other external committees*

- Australian Communication Consumers Action Network
- Australian Women Against Violence Alliance (AWAVA) Advisory Group (as Women's Legal Services Australia representative)
- Care and Protection Legal Advisory Group meetings chaired by Department of Communities and Justice
- Corrective Services Contact in Custody Working Group
- Domestic Violence Interagencies
- Domestic Violence Review Committee co-convened by the NSW Office of Director of Public Prosecutions and NSW Police
- Equality Rights Alliance (as Women's Legal Services Australia representative)
- Greater Sydney Family Law Pathways Network and Parramatta Family Law Interagency
- Law Society of NSW Family Law Committee
- Legal Education and Advice in Prison Steering Committee

- Legal Information and Referral Forum
- Legal Practitioners Consultative Group of Corrective Services NSW
- National and NSW Economic Abuse Reference Group
- National Women's Safety Alliance Sexual Harassment Working Group (as Women's Legal Services Australia representative)
- NSW Legal Assistance Forum Prisoner's Legal Information Team
- NSW Domestic and Family Violence and Sexual Assault Council (chaired by the Minister for Women's Safety and the Prevention of Domestic and Sexual Violence)
- NSW Women's Alliance
- Miranda's Place Steering Committee
- Sexual Assault Review Committee convened by NSW Office of Director of Public Prosecutions
- Trans and Gender Diverse Criminal Justice System Advisory Council
- Victims of Crime Interagency
- Women's Advisory Council of Corrective Services NSW.

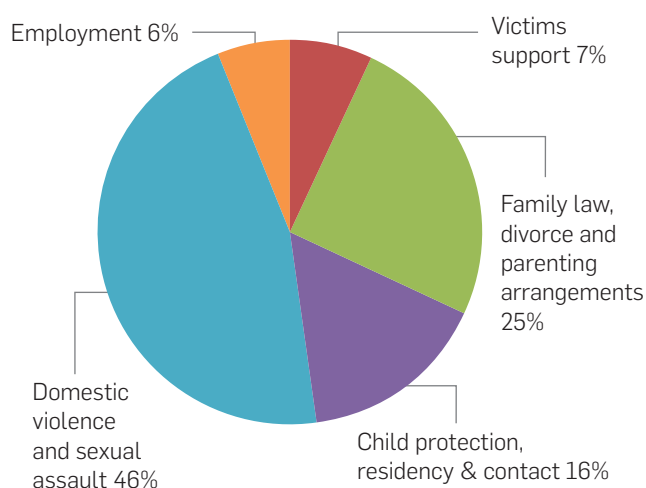


## COMMUNITY LEGAL EDUCATION

Our community legal education (CLE) activities aim to increase women's awareness of the law, their legal rights and access to legal services. We reach women in the community indirectly through training seminars, workshops, webinars and publications for the legal profession and community workers, as well as directly through community engagement events, publications, websites and social media.

The 3-day per week CLE Coordinator position was made full-time on 1 March 2023 for a 12-month period.

### CLE Activities



### Workshops and training

We delivered a total of 47 online and in-person presentations. Due to our staff shortages during September we had to put a hold on CLE presentations and reschedule activities into late October and November.

Some highlights include:

- In August, Gab participated in a half day panel presentation titled 'The Right to Consent', for a range of community workers in the Hills Shire Council district. The panel included presenters from SAMS (Survivors And Mates Support) Network, The Sanctuary Hills Womens Shelter, JK Diversity Consultant and the Local Police. This promoted requests from other local councils to participate in similar events about the consent laws.

- After a COVID hiatus and a period of online training provision, we were finally able to recommence our participation in regular face-to-face ECAV training workshops. In October, we were sent four new solicitors to observe a session to increase the pool of staff that can assist with delivering that program in 2023.
- In December, Kellie travelled to Port Macquarie and Taree to deliver a presentation for community and social workers from a number of different organisations about Sexual Assault Law and the new consent laws. She also delivered a training workshop for the team at Mid-North Coast CLC covering DV and Technology, Record-Keeping and Subpoena's.



*Kellie training Mid-North Coast CLC in Port Macquarie, December 2022.*



*Kellie and Mel Kallmier Mid-North Coast CLC visit, December 2022.*



- In March, we marked International Women's Day with the delivery the first of our two-day Family Law and Family Violence workshops for CLC NSW. Kellie presented seven modules, Gail presented a cultural safety session and Kate Turner presented a vicarious trauma session. There were 29 attendees from 18 different CLCs across NSW. The training was very well received, and we had excellent feedback.



CLC NSW FL-FV Training, March 2023.

- Pip and Helen both presented sessions at the CLC Australia National Conference in Hobart. Pip also ran a full day masterclass on Screening and Risk Assessment on the final day of the conference.



Pip Davis with Angela Lynch in Hobart.

## Ask Lois

We presented 10 monthly webinars with a total of 889 people attending. Six of the webinars were presented by external organisations. In September we presented 'A Conversation about Coercive Control' which achieved once of the highest ever attendances with 204 people tuning in.

Some feedback from Ask Lois evaluation surveys:

*"Great presenter, very clear and poignant."*

*"Very useful information for the work that I do with women"*

*"Very good presentation – it is excellent to be able to get this information in a short presentation at our work desk, as the sector is very time poor."*

*"Great overview and information, well presented – really helpful".*

## Digital communications

### Social Media

Our **Twitter** has 5,141 followers, a small decrease since last year. There were 111 tweets over the year.

Our **LinkedIn** followers increased by 1,332 from 2,010 to 3,342 this year. There were 128 posts over the year.

Our **Facebook – WLS** page followers increased by 1,040 from 4,141 to 5,181 this year. There were 111 posts over the year.

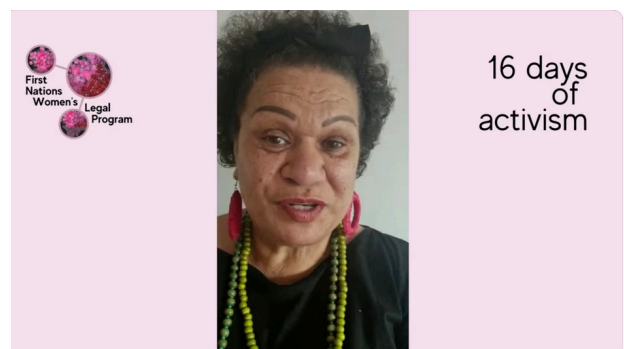
Our **Facebook – First Nations Women's Legal Program** page followers increased by 103 from 516 to 619. There were 93 posts over the year.

Our **Instagram – First Nations Women's Legal Program** page followers increased by 186 from 195 to 381 this year. There were 66 posts over the year.

Our highest reaching social media posts were the announcement of First Nations Women's Legal Program team as finalists for the Human Rights Award; the release of the new edition of *Women and Sexual Violence Law*; and the launch of the Willow microsite.



The #16Days of Activism campaign to elevate #FirstNationsWomensVoices was the conclusion of our two-year digital upgrade project for the First Nations Women's Legal Program. The campaign focussed on women uniting together to share and promote key messages about the safety of women and children. Placards provided a talking point with community and an opportunity for content creation by inviting others to share their story and add their voice to the campaign. Over time we collected enough photos of women holding the message placards to compile a powerful #16DaysOfActivism campaign as well as videos or some of those women speaking their message. We worked with services all over NSW to compile the images and videos in the campaign. See the videos here: <https://vimeo.com/fnwlp>



## Websites

### [wlsnsw.org.au](http://wlsnsw.org.au)

There were over 200,000 sessions, on our website during the year with around 80% of users being new but only around 35% being Australian sessions.

### [asklois.org.au](http://asklois.org.au)

There were an average of 600 sessions per month, with around 65% being Australian sessions. People most commonly visit the past webinars page, and send enquiries via the 'Ask A Lawyer' form.

### [willow.org.au](http://willow.org.au)

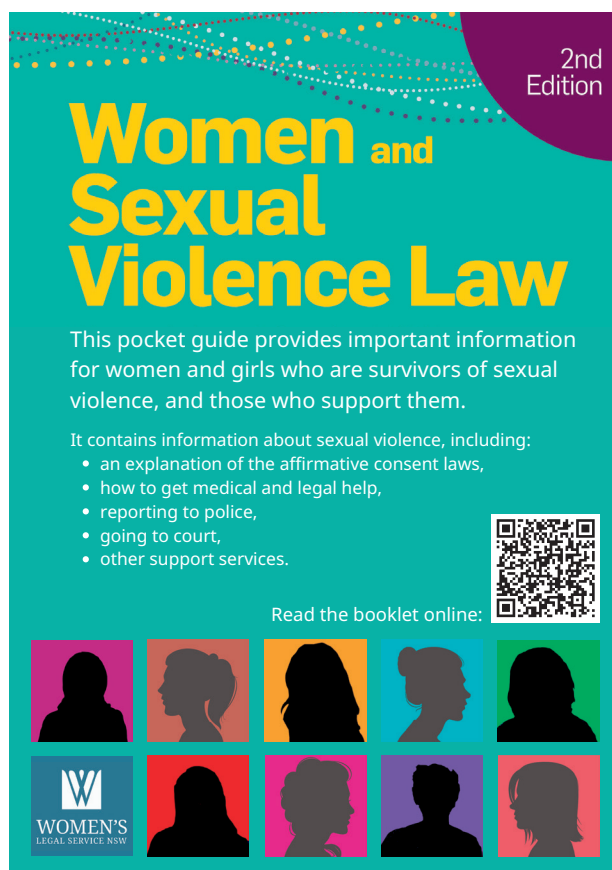
In June we went live with our new microsite 'Willow – women's legal on the go'. We promoted the resource across all social channels and both mailing lists, including an online order form for A4 promotional posters. We distributed 1,500 posters to state-wide CLCs, legal aid offices and WDVCS offices, women's health centres, family relationship centres, DV NSW members (refuges, housing services, community social support services), and various community events. We also distributed discreet business cards with only the logo and a QR code that can be given to clients.

The resource has been extremely well received with consistently excellent feedback. We are progressing to develop an App version. The site has been provisionally approved by Correctional Services to make available on the in-cell prison tablets.

## Publications

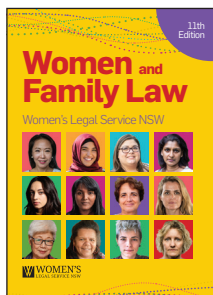
*Women and Sexual Violence Law* was published in late April is an update of our previous publication *Sexual Assault – Your Rights and the Law*, (published in 2016). The new book was promoted on all social channels and to both mailing lists with a link for ordering copies. The first print run of 1,500 copies was distributed within three weeks, to every library in NSW via the State Library, every CLC, legal aid office and WDVCS office across NSW, women's health centres, family relationship centres, sexual assault clinics in every hospital, DV NSW members, and via an online order request form.

Many organisations requested bulk orders of copies to give to clients, and as we didn't have enough resources to send out to this many, we created an A4 poster with the QR code linking to the online version that could be displayed in client areas. These continue to be distributed.





## OUR PUBLICATIONS

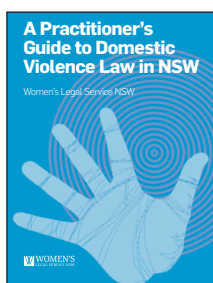


### Women and Family Law (2019)

This plain-English guide to family law covers a range of topics such as divorce, children, property settlements and Apprehended Violence Orders.

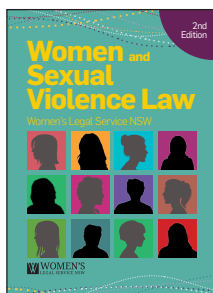
This is available for free download from our website

<http://www.wlsnsw.org.au/resources/women-and-family-law>



### A Practitioner's Guide to Domestic Violence Law in NSW (2018)

A plain-English guide to domestic violence law in NSW. Available in hard copy or for free download from our website: <https://www.wlsnsw.org.au/resources/dv-law-nsw>



### Women and Sexual Violence Law (2023)

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

Available in hard copy or for free download from our website: <https://www.wlsnsw.org.au/resources/women-and-sexual-violence-law>



### When she talks to you about the violence: A toolkit for GPs in NSW (2019)

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 our website:

<https://www.wlsnsw.org.au/newly-updated-gp-toolkit>



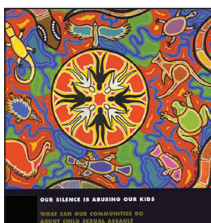
### Dealing with FaCS – Top Ten Tips (2016)

This resource is designed to help women and families deal with the government services in charge of keeping children safe. The main department with this job is called Family and Community Services, or 'FaCS' for short. Available in hard copy or on our website.



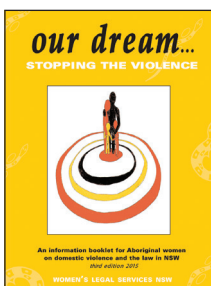
### HELP! FaCS has removed my children (2017)

This resource is designed to help women and families deal with FaCS if their children are removed. Available in hard copy or on our website.



### Our Silence is Abusing our Kids (2011)

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



### Our Dream... Stopping the Violence (2015)

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



### A Long Way to Equal (2007)

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

## Brochures and Cards



### Women's Legal Service NSW Brochure

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



### Women's Legal Service NSW Pictorial Brochure

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



### Is this Love?

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



### Women's Legal Service NSW Card

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



### First Nations Women's Legal Program Card

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



### Domestic Violence Legal Service Card

Contact details for the Domestic Violence Legal Service.



### First Nations Women's Program Fridge Magnet

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

Publications can be ordered from our front desk at [reception@wlsnsw.org.au](mailto:reception@wlsnsw.org.au)

## TREASURER'S REPORT

I am pleased to present the 2022–23 audited Financial Statements of Women's Legal Resources Limited, trading as Women's Legal Service NSW.

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

In brief, funding income was made up of:

- Women's Legal Resource Centre Program – \$2,804,590
- Indigenous Women's Legal Program – \$311,218
- NSW Pool 2: Bonnie Project – \$119,231
- Financial Counselling Foundation – \$57,962

With an overall revenue of \$3,583,148 and total expenditure of \$3,527,281, leading to a surplus of \$55,867 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.

**Alexandra Richardson**  
**Treasurer**



# General Purpose Financial Report For The Year Ended 30 June 2023



## Directors' Report

### For the year ended 30 June 2023

The directors of Women's Legal Resources Limited present their report together with the financial statements of the Company, being Women's Legal Resources Limited, for the year ended 30 June 2023 and the Independent Audit Report thereon.

#### Directors Details

The following persons were Directors of Women's Legal Resources Limited during or since the end of the financial year:

##### Names and responsibilities

**Sheridan Emerson**  
Director – Chairperson

##### Qualifications, experience and other directorships

Appointed as a Director on 7 May 2014  
Appointed as Chairperson on 17 November 2021  
LLB (Hons 1), B Econ, University of Queensland  
Admitted as a solicitor in 2003  
Accredited Family Law Specialist – NSW Law Society  
Over 19 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. Regularly presents to members of the legal profession on family law related issues Australia-wide. Accredited Family Dispute Resolution Practitioner. A NSW Law Society Accredited Specialist in Family Law and an AIFLAM accredited Arbitrator. Member of the Family Law Section of the Law Council of Australia.

**Alexandra Richardson**  
Director – Treasurer

Appointed as a Director on 12 February 2020  
B Commerce – University of Sydney (2007)  
Grad Dip (Chartered Accountancy) – CAANZ (2010)  
July 2007 to present – PwC Australia, Partner.  
Over 15 years of experience supporting Australia's largest financial institutions. Currently a partner at PwC Australia, Financial Services Assurance.

**Jillian Field**  
Director

Appointed as a Director on 3 August 2022  
LLB, BCom 2002. Admitted as a solicitor 2004.  
Ethical Fellowship Cranlana Centre for Ethical Leadership (Monash) to graduate November 2023  
Pro bono partner with over 20 years experience, including at DLA Piper, Henry Davis York, Ashurst, and currently at Gilchrist Connell.  
Worked as Senior Lawyer in Animal Rights PILCH NSW and on secondment to Aboriginal Legal Services and the Public Interest Advocacy Centre.  
Board member of Community Legal Centres NSW  
Previously served on the board of Wear it Purple and remains an advocacy advisor.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Directors' Report – (continued) For the year ended 30 June 2023

**Dr Kate Gleeson**

Director

Appointed as a Director on 3 August 2022  
BA Hons 1st class, 1998, PhD 2005, UNSW  
Currently Manager, Respect. Now. Always; leading the University's taskforce responding to campus sexual assault.  
Senior Research Fellow, Workplace Research Centre, University of Sydney 2005–2006  
Post-doctoral Research Fellow, Macquarie Law School, 2006–09  
Australian Postdoctoral Fellow, Department of Modern History, Macquarie University 2009–2013  
Associate Professor, Program Director Public Policy, Law and Governance, Macquarie University 2014–2022.

**Louise Goodchild**

Director

Appointed as a Director on 30 November 2011 to 6 February 2023  
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 17 years experience; prior experience over 21 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.

**Bronwyn Penrith**

Director

Appointed as a Director on 21 November 2018  
Diploma of business, Indigenous Governance  
Registered Family Dispute Resolution Practitioner  
NSW Legal Aid Mediators Panel  
Current – Director, Burbangana Consultancy Group and  
DV NSW Aboriginal and Torres Strait Islander Working Group.  
Previous – Chair, Mudgin-gal Aboriginal Women's Centre and NCOSS Seven Sisters

**Lisa Pusey**

Director

Appointed as a Director on 21 November 2020  
BA/LLB, University of NSW  
Masters of Law, University of NSW  
Admitted as a Solicitor in 2004  
Over 16 years experience working in law, policy and practice reform including as Advisor to the Sex Discrimination Commissioner at the Australian Human Rights Commission, roles in several international women's human rights organisations overseas, and in community legal centres in Australia, including Women's Legal Services NSW. Lisa is currently working with several organisations including Elizabeth Broderick & Co, the University of Sydney, and the Champions of Change Coalition leading the Coalition's work on workplace responses to domestic and family violence.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Directors' Report – (continued) For the year ended 30 June 2023

**Courtney Robertson**  
Director

Appointed as a Director on 13 February 2019  
Master of Laws Columbia University  
Bachelor of Laws, Murdoch University  
Bachelor of Arts, Murdoch University  
Current – Barrister, 12 Wentworth Selborne Chambers  
Prior to being called to the Bar, Courtney was a senior lawyer in Gilbert + Tobin's disputes and investigations team. Courtney has both commercial and public law experience having also worked at the Department of the Attorney General and Justice in the Northern Territory and Lavan in Western Australia.  
Courtney is passionate about the empowerment of women and creating an environment in which both women and men can succeed, particularly in the workplace. Courtney has extensive experience in this regard having worked at UN Women (New York) in a policy role and having provided pro bono assistance to countless women through the Refugee Advice and Rights Centre, Planned Parenthood (New York), the Top End Women's Legal Service and the Aboriginal Legal Service.

**Ella Rowe**  
Director/Secretary

Appointed as a Director on 13 February 2019  
Juris Doctor – University of New South Wales.  
Bachelor of Political, Economic and Social Science – University of Sydney.  
Admitted to practice as solicitor in June 2021.  
Current – National Legal Officer, Maritime Union of Australia  
Over 5 years' experience advocating for workers in the trade union movement and more than 10 years' experience in the not for profit and community sector.  
Previously worked at Slater and Gordon Lawyers in their National Industrial and Employment team  
Volunteered with Women's Legal Service NSW and Amnesty International Australia

**Jacqueline Swinburne**  
Director

Appointed as a Director on 3 May 2023  
Diploma of Management 2014, BA/LLB 2012.  
Currently Operations Manager Brain and Mind Centre, Gambling Treatment Clinic, University of Sydney.  
Chief Operations Officer, acting CEO Redfern Legal Centre, various periods 2012–2023.  
Redfern Legal Centre, team leader various periods 2003–2016  
Redfern Legal Centre employment solicitor. 2012–2013  
Board member, Chair, Inner Sydney Regional Council for Social Development 2009–2014  
Board member, Community Legal Centres NSW 2010–2013

Directors' Report – (continued)  
For the year ended 30 June 2023

**Directors' Meetings**

The number of meetings of Directors held during the year, and the number of meetings attended by each director are as follows:

	Directors' Meetings	
	A	B
Sheridan Emerson	4	4
Jilly Field	4	4
Kate Gleeson	3	3
Louise Goodchild	2	2
Bronwyn Penrith	4	2
Lisa Pusey	4	3
Alexandra Richardson	4	4
Courtney Robertson	4	4
Ella Rowe	4	4
Jacqui Swinburne	1	1

Where:

- Column A is the number of meetings the Director was entitled to attend
- Column B is the number of meetings the Director attended

**Company Secretary**

Ella Rowe (from 17 November 2021)

Ella Rowe, National Legal Officer, Maritime Union of Australia. Ella has been the company secretary of Women's Legal Resources Limited since 17 November 2021.

**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 2023, the total amount that members of the company are liable to contribute if the company is wound up is \$2,980 (2022: \$2,920).

**Review of Operations**

The surplus of the Company for the financial year amounted to \$55,867 (2022: Deficit \$50,982).

A review of the operations of the Company during the financial year and the results of those operations found that the changes in fundings have seen an increase in revenue of 23.40% to \$3,583,148. This is due to an additional 3-year funding from the Federal Government.

**Significant Changes in the State of Affairs**

No significant changes in the Company's state of affairs occurred during the financial year.

**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.

### Directors' Report – (continued) For the year ended 30 June 2023

There were no other significant changes in the nature of the Company's principal activities during the financial year.

#### Events Subsequent to the End of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years.

#### Environmental Regulation

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

#### Future Developments

##### 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.

#### Strategy 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 2023

### Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration for the year ended 30 June 2023 is included in page 43 of this financial report.

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



Director  
Dated this 25th of October 2023  
Sydney, NSW

*Sheridan Jane Emerson*



Director  
**Alexandra Richardson**



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



### 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 Subdivision 60-C 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 2023, I declare that, to the best of my knowledge and belief there have been:

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

*MNSA Pty Ltd*

**MNSA PTY. LIMITED**

**CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND**

*Mark Schiliro*

**Mark Schiliro**

**Director**

**Registered Company Auditor # 335255**

**DATED THIS 25TH DAY OF OCTOBER 2023**

**SYDNEY, NSW**

MNSA Pty Ltd  
ABN 59 133 605 400

Level 1, 283 George St  
Sydney NSW 2000  
GPO Box 2943 Sydney 2001

Tel (02) 9299 0901  
Fax (02) 9299 8104  
Email [admin@mnsa.com.au](mailto:admin@mnsa.com.au)

Liability limited by the  
Accountants Scheme,  
approved under the  
Professional Standards  
Act 1994 (NSW)

## 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 2023

	Notes	2023 \$	2022 \$
<b>Revenue</b>	5	3,583,148	2,903,797
Service expenses		(234,815)	(146,074)
Occupancy expenses		(118,424)	(101,040)
Administration expenses		(143,824)	(142,057)
Employee benefits expense	12(a)	(3,006,794)	(2,542,092)
Depreciation Expenses		(23,424)	(23,516)
Doubtful debt expense		–	–
Current Year Surplus (Deficit) before income tax		<u>55,867</u>	<u>(50,982)</u>
Income tax expense	4.8	–	–
Surplus (Deficit) for the year		<u>55,867</u>	<u>(50,982)</u>
Other comprehensive income		–	–
Other comprehensive income for the period, net of income tax		<u>–</u>	<u>–</u>
<b>Total Comprehensive Surplus (Deficit) attributable to members of the entity</b>		<u>55,867</u>	<u>(50,982)</u>

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Statement of Financial Position as at 30 June 2023

	Notes	2023 \$	2022 \$
<b>ASSETS</b>			
<b>CURRENT</b>			
Cash and cash equivalents	6	3,995,984	3,258,174
Trade and other receivables	7	65,632	8,020
Other assets	8	21,362	29,216
CURRENT ASSETS		4,082,978	3,295,410
<b>NON-CURRENT</b>			
Property, plant and equipment	9	547,894	571,318
NON-CURRENT ASSETS		547,894	571,318
TOTAL ASSETS		<b>4,630,872</b>	<b>3,866,728</b>
<b>LIABILITIES</b>			
<b>CURRENT</b>			
Trade and other payables	10	1,069,557	986,973
Other liabilities	11	2,013,045	1,479,444
Provisions	12(b)	560,098	482,433
CURRENT LIABILITIES		3,642,700	2,948,850
<b>NON-CURRENT</b>			
Provisions	12(b)	41,036	26,609
NON-CURRENT LIABILITIES		41,036	26,609
<b>TOTAL LIABILITIES</b>		<b>3,683,736</b>	<b>2,975,459</b>
<b>NET ASSETS</b>		<b>947,136</b>	<b>891,269</b>
<b>EQUITY</b>			
Reserves	13	145,424	145,424
Retained Earnings		801,712	745,845
<b>TOTAL EQUITY</b>		<b>947,136</b>	<b>891,269</b>

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

## Statement of Changes in Equity for the Year Ended 30 June 2023

	Note	Retained Earnings \$	Special Reserve \$	Total Equity \$
<b>Balance at 1 July 2021</b>		<b>796,827</b>	<b>145,424</b>	<b>942,251</b>
Deficit for the year		(50,982)	–	(50,982)
Other comprehensive income		–	–	–
<b>Balance at 30 June 2022</b>		<b>745,845</b>	<b>145,424</b>	<b>891,269</b>
Surplus for the year		55,867	–	55,867
Other comprehensive income		–	–	–
<b>Balance at 30 June 2023</b>		<b>801,712</b>	<b>145,424</b>	<b>947,136</b>

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Statement of Cash Flows for the Year Ended 30 June 2023

	Note	2023 \$	2022 \$
<b>Receipts from Operating Activities</b>			
• Grants – Commonwealth & state		3,311,476	2,738,902
• Receipts from donations and others		327,533	148,450
• Interest income		105,620	8,685
• Payments to suppliers and employees		(3,006,819)	(2,106,238)
<b>Net cash generated from operating activities</b>	<b>14(b)</b>	<u>737,810</u>	<u>789,799</u>
Cash Flows from Investing Activities		–	–
<b>Net cash used investing activities</b>		<u>–</u>	<u>–</u>
Cash Flows from Financing Activities		–	–
<b>Net Cash generated by/(used in) Financing Activities</b>		<u>–</u>	<u>–</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		737,810	789,799
Cash and cash equivalents at 1 July		3,258,174	2,468,375
<b>Cash and cash equivalents at 30 June</b>	<b>14(a)</b>	<u><b>3,995,984</b></u>	<u><b>3,258,174</b></u>

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



## Notes to the Financial Statements for the Year Ended 30 June 2023

### **NOTE 1: Nature of Operations**

The principal activities of the Women's Legal Resources Limited (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.

### **NOTE 2: General information and statement of compliance**

The financial report includes the financial statements and notes of the Company.

These financial statements are general purpose financial statements that have been prepared in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and Australian Accounting Standards and Interpretations of the Australian Accounting Standards Board. Women's Legal Resources Limited is a not-for-profit entity, for financial reporting purposes under Australian Accounting Standards, a Public Company limited by guarantee incorporated and domiciled in Australia for the purpose of preparing the financial statements.

The financial statements for the year ended 30 June 2023 were approved and authorised for issue by the Board of Directors on the 25th of October 2023.

### **NOTE 3: Changes in accounting policies**

#### ***New and Amended Accounting Standards Adopted by The Company***

*AASB 2022-3: Amendments to Australian Accounting Standards – Illustrative Examples for Not-for-Profit Entities accompanying AASB 15*

AASB 2022-3 amends the Australian illustrative examples for not-for-profit entities accompanying AASB 15: Revenue from Contracts with Customers to illustrate how AASB 15 applies to the recognition and measurement of upfront fees. The amendments do not change the requirements of AASB 15.

*AASB 2020-3: Amendments to Australian Accounting Standards – Annual Improvements 2018–2020 and Other Amendments*

The Entity adopted AASB 2020-3 which makes some small amendments to a number of standards including the following: AASB 1, AASB 3, AASB 9, AASB 116, AASB 137 and AASB 141.

The adoption of the amendment did not have a material impact on the financial statements.

#### ***New and Amended Accounting Policies Not Yet Adopted by the Entity***

*AASB 2021-2: Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*

The amendment amends AASB 7, AASB 101, AASB 108, AASB 134 and AASB Practice Statement 2.

These amendments arise from the issuance by the IASB of the following International Financial Reporting Standards: Disclosure of Accounting Policies (Amendments to IAS 1 and IFRS Practice Statement 2) and Definition of Accounting Estimates (Amendments to IAS 8).

The Entity plans on adopting the amendment for the reporting period ending 30 June 2024. The impact of the initial application is not yet known.

*AASB 2022-7: Editorial Corrections to Australian Accounting Standards and Repeal of Superseded and Redundant Standards*

AASB 2022-7 makes editorial corrections to the following standards: AASB 7, AASB 116, AASB 124, AASB 128, AASB 134 and AASB as well as to AASB Practice Statement 2. It also formally repeals superseded and redundant Australian Account Standards as set out in Schedules 1 and 2 to the Standard.

The Entity plans on adopting the amendments for the reporting period ending 30 June 2024. The amendment is not expected to have a material impact on the financial statements once adopted.

**NOTE 4: Summary of Accounting Policies****4.1 Overall Considerations**

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.

**4.2 Revenue and other Income**

Revenue comprises revenue from government grants, fundraising activities and sale of goods. Revenue from major products and services is shown in Note 5.

The Company is first required to determine whether amounts received are accounted for as Revenue per AASB 15: Revenue from Contracts with Customers or Income per AASB 1058: Income of Not-for-Profit Entities.

Funding arrangements which are enforceable and contain sufficiently specific performance obligations are recognised as revenue under AASB 15. Otherwise, such arrangements are accounted for under AASB 1058, where upon initial recognition of an asset, the Company is required to consider whether any other financial statement elements should be recognised (eg financial liabilities representing repayable amounts), with any difference being recognised immediately in profit or loss as income.

Revenue is measured by reference to the fair value of consideration received or receivable by the Company for goods supplied and services provided, excluding sales taxes, rebates, and trade discounts.

When the company receives operating grant revenue, donations or bequests, it assesses whether the contract is enforceable and has sufficiently specific performance obligations in accordance to AASB 15.

When both these conditions are satisfied, the Entity:

- identifies each performance obligation relating to the grant;
- recognises a contract liability for its obligations under the agreement;

- recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations, the Company:

- recognises the asset received in accordance with the recognition requirements of other applicable accounting standards;
- recognises related amounts;
- recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Details of the activity-specific recognition criteria are described below.

Government grants

The majority of the Company's programs are supported by grants received from the federal and state governments. The Company has assessed that the majority of its grant agreements are enforceable and contain sufficiently specific performance obligations. This determination was made on the basis that the funding agreements require the Company to carry out various 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. The types of services to be provided and duration of such programs prescribed within the relevant agreements. The Company therefore recognises funding received under such agreements as Revenue under AASB 15. Revenue is recognised as the Company delivers the required services, which is on a straight-line basis over the duration of the underlying program.

Revenue from a non-reciprocal grant that is not subject to conditions is recognised when the Company obtains control of the funds, economic benefits are probable and the amount can be measured reliably. Where a grant may be required to be repaid if certain conditions are not satisfied, a liability is recognised at year end to the extent that conditions remain unsatisfied.

Where the Company receives a non-reciprocal contribution of an asset from a government or other party for no or nominal consideration, the asset is recognised at fair value and a corresponding amount of revenue is recognised.

#### Donations and bequests

Donations collected, including cash and goods for resale, are recognised as revenue when the Company gains control, economic benefits are probable and the amount of the donation can be measured reliably.

Bequests are recognised when the legacy is received. Revenue from legacies comprising bequests of shares or other property are recognised at fair value, being the market value of the shares or property at the date the Company becomes legally entitled to the shares or property.

#### Interest income

Interest income is recognised on an accrual basis using the effective interest method.

#### Sale of goods

Revenue from the sale of goods comprises revenue earned from the sale of goods such as publications. Sales revenue is recognised when the control of goods passes to the customer.

### **4.3 Intangible assets**

Recognition of other intangible assets

#### Acquired intangible assets

Acquired computer software licences are capitalised on the basis of the costs incurred to acquire and install the specific software.

#### Subsequent measurement

All intangible assets are accounted for using the cost model whereby capitalised costs are amortised on a straight-line basis over their estimated useful lives, as these assets are considered finite. Residual values and useful lives are reviewed at each reporting date. In addition, they are subject to impairment testing as described in Note 4.6.

Amortisation has been included within depreciation and amortisation.

Subsequent expenditures on the maintenance of computer software and brand names are expensed as incurred.

When an intangible asset is disposed of, the gain or loss on disposal is determined as the difference between the proceeds and the carrying amount of the asset, and is recognised in profit or loss within other income or other expenses.

### **4.4 Property, plant and equipment**

#### Land

As no finite useful life for land can be determined, related carrying amounts are not depreciated.

#### Buildings, plant and other equipment

Buildings, plant and other equipment (comprising fittings and furniture) are initially recognised at acquisition cost or manufacturing cost, including any costs directly attributable to bringing the assets to the location and condition necessary for it to be capable of operating in the manner intended by the Company's management.

Buildings, plant and other equipment are subsequently measured using the cost model, cost less subsequent depreciation and impairment losses.

Depreciation is recognised on a straight-line basis to write down the cost less estimated residual value of buildings, plant and other equipment. The following useful lives are applied:

- Building: 25–50 years
- Plant & equipment: 3–10 years

Material residual value estimates and estimates of useful life are updated as required, but at least annually.

Gains or losses arising on the disposal of property, plant and equipment are determined as the difference between the disposal proceeds and the carrying amount of the assets and are recognised in profit or loss within other income or other expenses.

### **4.5 Leases**

#### Operating leases

Where the Company is a lessee, payments on operating lease agreements are recognised as an

expense on a straight-line basis over the lease term (as the contracts are classified as short-term leases, with remaining term of 12 months or less). Associated costs, such as maintenance and insurance, are expensed as incurred. This is due to the low value asset leases.

There were no long-term leases (over 12 months) entered into by the Company.

#### **4.6 Impairment testing of intangible assets and property, plant and equipment**

At the end of each reporting period, the Company reviews the carrying amounts 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 of disposal and value in use, is compared to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised in profit or loss.

Where the assets are not held primarily for their ability to generate net cash inflows – that is, they are specialised assets held for continuing use of their service capacity – the recoverable amounts are expected to be materially the same as fair value.

Where it is not possible to estimate the recoverable amount of an individual asset, the Company estimates the recoverable amount of the cash-generating unit to which the asset belongs.

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

#### **4.7 Financial instruments**

##### Initial recognition and measurement

Financial assets and financial liabilities are recognised when the Company becomes a party to the contractual provisions to the instrument. For financial assets, this is the date that the Company commits itself to either the purchase or sale of the asset.

Financial instruments (except for trade receivables) are initially measured at fair value plus transaction costs except where the instrument is classified "at fair value through profit or loss", in which case transaction costs are expensed to profit or loss immediately. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Trade receivables are initially measured at the transaction price if the trade receivables do not contain a significant financing component or if the practical expedient has been applied as specified in AASB 15.63.

##### Classification and subsequent measurement

##### Financial liabilities

Financial liabilities are subsequently measured at:

- amortised cost; or
- fair value through profit and loss.

A financial liability is measured at fair value through profit and loss if the financial liability is:

- a contingent consideration of an acquirer in a business combination to which AASB 3 applies;
- held for trading; or
- initially designated as at fair value through profit or loss.

All other financial liabilities are subsequently measured at fair value, amortised cost using the effective interest method. The effective interest method is a method of calculating the amortised cost of a debt instrument and of allocating interest expense in profit or loss over the relevant period.

The effective interest rate is the internal rate of return of the financial asset or liability. That is, it is the rate that exactly discounts the estimated future cash flows through the expected life of the instrument to the net carrying amount at initial recognition.

A financial liability is held for trading if it is:

- incurred for the purpose of repurchasing or repaying in the near term;
- part of a portfolio where there is an actual pattern of short-term profit taking; or

- a derivative financial instrument (except for a derivative that is in a financial guarantee contract or a derivative that is in an effective hedging relationship).

Any gains or losses arising on changes in fair value are recognised in profit or loss to the extent that they are not part of a designated hedging relationship.

The change in fair value of the financial liability attributable to changes in the issuer's credit risk is taken to other comprehensive income and is not subsequently reclassified to profit or loss. Instead, it is transferred to retained earnings upon derecognition of the financial liability.

If taking the change in credit risk in other comprehensive income enlarges or creates an accounting mismatch, then these gains or losses should be taken to profit or loss rather than other comprehensive income.

A financial liability cannot be reclassified.

### Financial asset

Financial assets are subsequently measured at:

- amortised cost;
- fair value through other comprehensive income; or
- fair value through profit and loss on the basis of the two primary criteria, being:
- the contractual cash flow characteristics of the financial asset; and
- the business model for managing the financial assets.

A financial asset is subsequently measured at amortised cost when it meets the following conditions:

- the financial asset is managed solely to collect contractual cash flows; and
- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates.

A financial asset is subsequently measured at fair value through other comprehensive income when it meets the following conditions:

- the contractual terms within the financial asset give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding on specified dates; and
- the business model for managing the financial asset comprises both contractual cash flows collection and the selling of the financial asset.

By default, all other financial assets that do not meet the conditions of amortised cost and the fair value through other comprehensive income's measurement condition are subsequently measured at fair value through profit and loss.

The Company initially designates financial instruments as measured at fair value through profit or loss if:

- it eliminates or significantly reduces a measurement or recognition inconsistency (often referred to as "accounting mismatch") that would otherwise arise from measuring assets or liabilities or recognising the gains and losses on them on different bases;
- it is in accordance to the documented risk management or investment strategy and information about the groupings was documented appropriately, so the performance of the financial liability that was part of an entity of financial liabilities or financial assets can be managed and evaluated consistently on a fair value basis; and
- it is a hybrid contract that contains an embedded derivative that significantly modifies the cash flows otherwise required by the contract.

The initial designation of the financial instruments to measure at fair value through profit and loss is a one-time option on initial classification and is irrevocable until the financial asset is derecognised.

### Derecognition

Derecognition refers to the removal of a previously recognised financial asset or financial liability from the statement of financial position.



### Derecognition of financial liabilities

A liability is derecognised when it is extinguished (ie when the obligation in the contract is discharged, cancelled or expires). An exchange of an existing financial liability for a new one with substantially modified terms, or a substantial modification to the terms of a financial liability, is treated as an extinguishment of the existing liability and recognition of a new financial liability.

The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable, including any non-cash assets transferred or liabilities assumed, is recognised in profit or loss.

### Derecognition of financial assets

A financial asset is derecognised when the holder's contractual rights to its cash flows expires, or the asset is transferred in such a way that all the risks and rewards of ownership are substantially transferred.

All of the following criteria need to be satisfied for derecognition of a financial asset:

- the right to receive cash flows from the asset has expired or been transferred;
- all risk and rewards of ownership of the asset have been substantially transferred; and
- the entity no longer controls the asset (ie it has no practical ability to make unilateral decisions to sell the asset to a third party).

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

On derecognition of a debt instrument classified as fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investment revaluation reserve is reclassified to profit or loss.

On derecognition of an investment in equity which was elected to be classified under fair value through other comprehensive income, the cumulative gain or loss previously accumulated in the investments revaluation reserve is not reclassified to profit or loss, but is transferred to retained earnings.

### Impairment

The Company recognises a loss allowance for expected credit losses on:

- financial assets that are measured at amortised cost or fair value through other comprehensive income;
- lease receivables;
- contract assets;
- loan commitments that are not measured at fair value through profit or loss; and
- financial guarantee contracts that are not measured at fair value through profit or loss.

Loss allowance is not recognised for:

- financial assets measured at fair value through profit or loss; or
- equity instruments measured at fair value through other comprehensive income.

Expected credit losses are the probability-weighted estimate of credit losses over the expected life of a financial instrument. A credit loss is the difference between all contractual cash flows that are due and all cash flows expected to be received, all discounted at the original effective interest rate of the financial instrument.

The Company used the following approaches to impairment, as applicable under AASB 9:

- the general approach;
- the simplified approach;
- the purchased or originated credit impaired approach; and
- low credit risk operational simplification.

### General approach

Under the general approach, at each reporting period, the entity assessed whether the financial instruments are credit impaired, and if:

- the credit risk of the financial instrument increased significantly since initial recognition, the entity measured the loss allowance of the financial instruments at an amount equal to the lifetime expected credit losses; and

- there was no significant increase in credit risk since initial recognition, the entity measured the loss allowance for that financial instrument at an amount equal to 12-month expected credit losses.

### Simplified approach

The simplified approach does not require tracking of changes in credit risk in every reporting period, but instead requires the recognition of lifetime expected credit loss at all times.

This approach is applicable to:

- trade receivables; and
- lease receivables.

In measuring the expected credit loss, a provision matrix for trade receivables was used taking into consideration various data to get to an expected credit loss (ie diversity of its customer base, appropriate groupings of its historical loss experience, etc).

### Purchased or originated credit-impaired approach

For a financial asset that is considered to be credit impaired (not on acquisition or originations), the entity measured any change in its lifetime expected credit loss as the difference between the asset's gross carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. Any adjustment was recognised in profit or loss as an impairment gain or loss.

Evidence of credit impairment includes:

- significant financial difficulty of the issuer or borrower;
- a breach of contract (eg default or past due event);
- where a lender has granted to the borrower a concession, due to the borrower's financial difficulty, that the lender would not otherwise consider;
- it is probable that the borrower will enter bankruptcy or other financial reorganisation; and
- the disappearance of an active market for the financial asset because of financial difficulties.

### Low credit risk operational simplification approach

If a financial asset is determined to have low credit risk at the initial reporting date, the entity assumed that the credit risk has not increased significantly since initial recognition and accordingly can continue to recognise a loss allowance of 12-month expected credit loss.

In order to make such determination that the financial asset has low credit risk, the entity applied its internal credit risk ratings or other methodologies using a globally comparable definition of low credit risk.

A financial asset is considered to have low credit risk if:

- there is a low risk of default by the borrower;
- the borrower has strong capacity to meet its contractual cash flow obligations in the near term; and
- adverse changes in economic and business conditions in the longer term, may, but not necessarily, reduce the ability of the borrower to fulfill its contractual cash flow obligations.

A financial asset is not considered to carry low credit risk merely due to existence of collateral, or because a borrower has a lower risk of default than the risk inherent in the financial assets, or relative to the credit risk of the jurisdiction in which it operates.

### Recognition of expected credit losses in financial statements

At each reporting date, the entity recognised the movement in the loss allowance as an impairment gain or loss in the statement of profit or loss and other comprehensive income.

The carrying amount of financial assets measured at amortised cost includes the loss allowance relating to that asset.

Assets measured at fair value through other comprehensive income are recognised at fair value with changes in fair value recognised in other comprehensive income. An amount in relation to change in credit risk is transferred from other comprehensive income to profit or loss at every reporting period.

For financial assets that are unrecognised (eg loan commitments yet to be drawn, financial guarantees), a provision for loss allowance is created in the statement of financial position to recognise the loss allowance.

#### **4.8 Income Taxes**

No provision for income tax has been raised as the Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997*.

#### **4.9 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 an insignificant risk of changes in value.

#### **4.10 Reserves**

Other components of equity include the following:

- reserves
- retained earnings include all current and prior period retained profits.

#### **4.11 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 high quality corporate 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.

##### Employee Provisions

Employee provisions represent amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the Company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within 12 months. However, these amounts must be classified as current liabilities since the Company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

##### 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 state plans and insurance 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.

#### **4.12 Provisions**

Provisions are measured at the estimated expenditure required to settle the present obligation, based on the most reliable evidence available at the reporting

date, including the risks and uncertainties associated with the present obligation. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Any reimbursement that the Company can be virtually certain to collect from a third party with respect to the obligation is recognised as a separate asset. However, this asset may not exceed the amount of the related provision.

#### **4.13 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.

#### **4.14 Goods 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. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

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

#### **4.15 Economic dependence**

The Company is dependent upon the ongoing receipt of Federal and State Government grants and community and donations to ensure the ongoing continuance of its programs. At the date of this report management has no reason to believe that this financial support will not continue.

#### **4.16 Significant management judgement in applying accounting policies**

When preparing the financial statements, management undertakes a number of judgements, estimates and assumptions about the recognition and measurement of assets, liabilities, income and expenses.

##### Estimation uncertainty

Information about estimates and assumptions that have the most significant effect on recognition and measurement of assets, liabilities, income and expenses is provided below. Actual results may be substantially different.

##### Impairment

In assessing impairment, management estimates the recoverable amount of each asset or cash-generating unit based on expected future cash flows and uses an interest rate to discount them. Estimation uncertainty relates to assumptions about future operating results and the determination of a suitable discount rate.

##### Useful lives of depreciable assets

Management reviews its estimate of the useful lives of depreciable assets at each reporting date, based on the expected utility of the assets. Uncertainties in these estimates relate to technical obsolescence that may change the utility of certain software and IT equipment.

##### Long service leave

The liability for long service leave is recognised and measured at the present value of the estimated cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

##### Accounts Payable and Other Payables

Accounts Payable and Other Payables represent a liability outstanding at the end of the reporting period for goods and services received by the entity during the reporting period which remain unpaid. The balance is recognised as a current liability with the amount normally paid within 30 days of recognition of the liability.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 5: REVENUE

The Company's revenue may be analysed as follows for each major product and service category (excluding revenue from discontinued operations):

	2023 \$	2022 \$
<b>Operating activities</b>		
Grants		
– Legal Aid Commission (Commonwealth)	2,402,440	1,402,117
– Legal Aid Commission (State)	832,599	1,040,092
– Sundry Grants	76,437	296,693
Total Grants	3,311,476	2,738,902
Other income		
– Interest received	105,620	8,685
– Donations	38,828	53,962
– Fees and contributions	80,940	51,047
– Rental income	43,400	49,900
– Sales of publications and merchandise	2,884	1,301
Total other income	271,672	164,895
<b>TOTAL REVENUE</b>	<b>3,583,148</b>	<b>2,903,797</b>

### NOTE 6: CASH AND CASH EQUIVALENTS

#### Cash & cash equivalents consist of the following

	2023 \$	2022 \$
Cash at bank	22,565	447,240
Cash on deposit	3,973,292	2,810,434
Cash on hand	127	500
<b>Cash and Cash Equivalents</b>	<b>3,995,984</b>	<b>3,258,174</b>

### NOTE 7: TRADE AND OTHER RECEIVABLES

#### Current

	2023 \$	2022 \$
Trade receivables	65,632	10,215
Less: Provisions for impairment	–	(2,195)
	<b>65,632</b>	<b>8,020</b>

All trade and other receivables have been reviewed for indicators of impairment.



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 8: OTHER ASSETS

	2023 \$	2022 \$
<b>Other assets consist of the following:</b>		
Deposits and Prepayments	21,362	29,216
	<u>21,362</u>	<u>29,216</u>

### NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2023 \$	2022 \$
Building – at cost	515,877	515,877
Plant & equipment – at cost	202,866	202,866
Less accumulated depreciation	(170,849)	(147,425)
	<u><b>547,894</b></u>	<u><b>571,318</b></u>

Details of property, plant and equipment and their carrying amount are as follows:

	Property, Plant and Equipment	Total
<b>Cost</b>		
Balance at 1 July 2022	718,743	718,743
Additions	–	–
Disposals	–	–
Balance at 30 June 2023	<u>718,743</u>	<u>718,743</u>
<b>Accumulated depreciation</b>		
Balance at 1 July 2022	147,425	123,909
Depreciation for the year	23,424	23,516
Disposals	–	–
<b>Balance at 30 June 2023</b>	<u>170,849</u>	<u>147,425</u>
<b>Carrying Amounts</b>		
Balance at 1 July 2022	571,318	594,834
<b>Balance at 30 June 2023</b>	<u><b>547,894</b></u>	<u><b>571,318</b></u>

All depreciation charges (or reversal if any) are included within 'depreciation'.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 10: TRADE AND OTHER PAYABLES

2023

2022

\$

\$

Trade and other payables recognised consist of the following:

#### Current

Trade payables	133,341	107,933
Other creditors and accruals	936,216	879,040
	<b>1,069,557</b>	<b>986,973</b>

### NOTE 11: OTHER LIABILITIES

2023

2022

\$

\$

#### Current

Unearned Revenue	2,013,045	1,479,444
	<b>2,013,045</b>	<b>1,479,444</b>

### NOTE 12: EMPLOYEE REMUNERATION

2023

2022

\$

\$

#### Current

##### (a) Employee benefits expense

Expenses recognised for employee benefits are analysed below:

Wages and salaries	2,347,657	2,082,925
Superannuation – defined contribution plans	265,785	215,248
Workers compensation insurance	10,064	9,049
Employee training and development	26,065	22,412
Employee benefit provisions	357,223	212,458
	<b>3,006,794</b>	<b>2,542,092</b>

##### (b) Employee benefits

Annual Leave	280,891	233,216
Long Service Leave	279,207	249,217
	<b>560,098</b>	<b>482,433</b>

#### Non-Current

Long Service Leave	41,036	26,609
	<b>41,036</b>	<b>26,609</b>

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 13: RESERVES

	2023	2022
	\$	\$
Special Reserve	145,424	145,424
	<u>145,424</u>	<u>145,424</u>

### NOTE 14: CASH FLOW INFORMATION

	2023	2022
	\$	\$

#### (a) Reconciliation of Cash

Cash at the end of financial year as shown in the statement of cash flows is reconciled in the statement of financial position as follows:

Cash at bank	22,565	447,240
Cash on deposit	3,973,292	2,810,434
Cash on hand	127	500
<b>Cash and Cash Equivalents</b>	<b><u>3,995,984</u></b>	<b><u>3,258,174</u></b>

#### (b) Reconciliation of cash flows from operating activities

Surplus (Deficit) after income tax for the year	55,867	(50,982)
Adjustments for:		
Depreciation	23,424	23,516
Changes in assets and liabilities		
Change in other assets	7,854	(9,636)
Change in trade and other receivables	(57,613)	1,876
Change in other liabilities	616,185	1,006,701
Change in provisions	29,991	19,718
Change in trade and other payables	62,102	(201,394)
Net cash from operating activities	<u>737,810</u>	<u>789,799</u>

### NOTE 15: AUDITOR'S REMUNERATION

	2023	2022
	\$	\$
Audit and review of the financial report	9,000	9,000
Audit and review of the financial acquittal	2,000	2,000
Other audit services	1,790	1,500
	<u>12,790</u>	<u>12,500</u>

## NOTE 16: 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.

### Transactions with key management personnel

Key management of the Company are the board of directors, Executive Officer and Principal Solicitor.

Key management personnel remuneration includes the following expenses:

	2023 \$	2022 \$
Total key management remuneration	374,625	328,695

## NOTE 17: CONTINGENT LIABILITIES

There are no contingent liabilities that have been incurred by the company in relation to 30 June 2023 or 30 June 2022.

## NOTE 18: CAPITAL COMMITMENTS

There are no capital commitments that have been committed by the company in relation to 30 June 2023 or 30 June 2022.

## NOTE 19: FINANCIAL INSTRUMENT RISK

### Risk management objectives and policies

The Company is exposed to various risks in relation to financial instruments. The main types of risks are market risk, credit risk and liquidity risk.

The Company's risk management is coordinated at its offices, in close cooperation with the Board of Directors, and focuses on actively securing the Company's short to medium-term cash flows by minimising the exposure to financial markets. There is no long-term financial investments.

The Company does not actively engage in the trading of financial assets for speculative purposes nor does it write options. The most significant financial risks to which the Company is exposed are described below.

### Market risk analysis

The Company is exposed to market risk through its use of financial instruments and specifically to interest rate risk and certain other price risks,

which result from both its operating and short term investing activities.

### Interest rate sensitivity

At 30 June 2023, the Company is exposed to changes in market interest rates through bank term deposits at variable interest rates.

The sensitivity of profit and equity to a reasonably possible change in interest rates of +/- 0.75% amounting to +/- \$29,970 (2022: +/- 0.75% amounting to +/- \$24,436). These changes are considered to be reasonably possible based on observation of current market conditions. The calculations are based on a change in the average market interest rate for each period, and the financial instruments held at each reporting date that are sensitive to changes in interest rates. All other variables are held constant.

### Credit risk analysis

Credit risk is the risk that a counterparty fails to discharge an obligation to the Company. The Company's maximum exposure to credit risk is limited to the carrying amount of financial assets recognised at the reporting date.

The Company's management considers that all the above financial assets that are not impaired or past due for each of the reporting dates under review are of good credit quality.

In respect of trade and other receivables, the Company is not exposed to any significant credit risk

exposure to any single counterparty or any group of counterparties having similar characteristics. Based on historical information about customer default rates management consider the credit quality of trade receivables that are not past due or impaired to be good.

The credit risk for cash and cash equivalents and short-term deposits is considered negligible, since the counterparties are reputable banks with high quality external credit ratings.

The carrying amounts disclosed are the Company's maximum possible credit risk exposure in relation to these instruments.

### Liquidity risk analysis

Liquidity risk is that the Company might be unable to meet its obligations. The Company manages its liquidity needs by monitoring its forecast cash inflows and outflows due in day-to-day business. The data used for analysing these cash flows is consistent with that used in the contractual maturity analysis below. Liquidity needs are monitored in various time bands, on a day-to-day and week-to-week basis, as well as on the basis of a rolling 30-day projection. Long-term liquidity needs for a 180-day and a 360-day lookout period are identified monthly.

The Company's objective is to maintain cash and marketable securities to meet its liquidity requirements for 30-day periods at a minimum. This objective was met for the reporting periods. Funding for long-term liquidity needs is additionally secured by an adequate amount of committed credit facilities and the ability to sell long-term financial assets.

The Company considers expected cash flows from financial assets in assessing and managing liquidity risk, in particular its cash resources and trade receivables. The Company's existing cash resources and trade receivables significantly exceed the current cash outflow requirements. Cash flows from trade and other receivables are all contractually due within six months.

### **NOTE 20: CAPITAL MANAGEMENT POLICIES AND PROCEDURES**

Management controls the capital of the Company to ensure that adequate cash flows are generated to fund its programs and that returns from investments are maximised. The Board and management ensure that the overall risk management strategy is in line with this objective.

The Company's capital consists of financial liabilities, supported by financial assets.

Management effectively manages the Company's capital by assessing the Company's financial risk and responding to changes in these risks and in the market. These responses may include the consideration of debt levels. There have been no changes to the strategy adopted by management to control capital of the Company since the previous year.

### **NOTE 21: POST-REPORTING DATE EVENTS**

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

### **NOTE 22: 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 2023, the total amount that members of the company are liable to contribute if the company is wound up is \$2,980 (2022: \$2,920).

## WOMEN'S LEGAL RESOURCES LIMITED

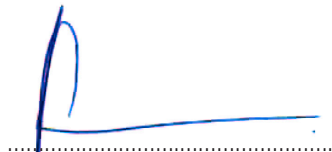
ABN 88 002 387 699

### DIRECTORS' DECLARATION

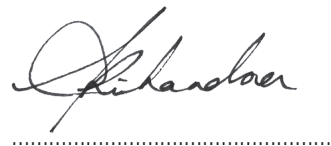
In the opinion of the directors of Women's Legal Resources Limited:

1. The financial statements and notes, of Women's Legal Resources Limited, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
  - a. giving a true and fair view of the financial position as at 30 June 2023 and its performance, for the year ended on that date; and
  - b. complying with Australian Accounting Standards applicable to the entity; and
2. There are reasonable grounds to believe that the Women's Legal Resources Limited will be able to pay its debts as and when they become due and payable.

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

  
.....  
Director  
Dated this 25th day of October 2023  
Sydney, NSW

*Sheridan Jane Emerson*

  
.....  
Director  
Alexandra Richardson





**WOMEN'S LEGAL RESOURCES LIMITED**  
ABN 88 002 387 699

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

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Women's Legal Resources Limited, being a general purpose financial report, which comprises the statement of financial position as at 30 June 2023, 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, and notes to the financial statements including a summary of significant accounting policies, and the Directors' Declaration.

In our opinion, the financial report of Women's Legal Resources Limited has been prepared in accordance with Division 60 of 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 2023 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

#### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other responsibilities in accordance with the Code.

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

#### Matters Relating to the Electronic Presentation of the Audited Financial Report

This auditor's report relates to the financial report of Women's Legal Resources Limited for the year ended 30 June 2023 included on the Women's Legal Resources Limited website. The Company's Directors are responsible for the integrity of the Women's Legal Resources Limited's website. We have not been engaged to report on the integrity of the Women's Legal Resources Limited's website. The auditor's report refers only to the financial report. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.

#### Information Other than the Financial Report and Auditor's Report Thereon

Those charged with governance are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2023, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

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

**Responsibilities of Directors for the Financial Report**

The Directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control 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.

In preparing the financial report, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

**Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.
- Conclude on the appropriateness of the Directors use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

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

### Auditor's Responsibilities for the Audit of the Financial Report (Continued)

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

MNSA PTY. LIMITED

CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND

Mark Schiliro

Director

Registered Company Auditor # 335255

DATED THIS 25TH DAY OF OCTOBER 2023  
SYDNEY, NSW

MNSA Pty Ltd  
ABN 59 133 605 400

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Accountants Scheme,  
approved under the  
Professional Standards  
Act 1994 (NSW)



**With your help  
we can keep our  
essential advice  
lines open, our  
outreach clinics  
running, and  
support women  
desperately  
seeking urgent  
legal advice  
and ongoing  
representation.**



Join others like you and help women across NSW by making a donation – no matter how large or small, every dollar helps. You can donate online at: **[wlsnsw.org.au/support-our-work](https://wlsnsw.org.au/support-our-work)**

**By EFT:**

BSB – 082-330

Account: 56170-6265

Reference: Donation Gift

**By cheque to:**

Women's Legal Service NSW

PO BOX 206, Lidcombe NSW 1825

**Other ways to support WLS:**

Attend our events:

[foundation@wlsnsw.org.au](mailto:foundation@wlsnsw.org.au)

Follow us on social media:

**Twitter:** [@womenslegalnsw](https://twitter.com/womenslegalnsw)

**facebook.com/wlsnsw**

**LinkedIn:** [@womenslegalservicensw](https://www.linkedin.com/company/womenslegalservicensw)

You can even buy a bag as a gift for your favourite feminist friend!

**[wlsnsw.org.au/support-our-work](https://wlsnsw.org.au/support-our-work)**