



**Women's  
Legal  
Service  
NSW**


# ANNUAL REPORT 2018/19



 **WOMEN'S**  
LEGAL SERVICE NSW

# 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 various colors including yellow, orange, blue, and pink. These lines flow across the lower half of the page, creating a sense of movement and connection.

## 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

Fax: 02 9749 4433

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**

Tuesdays 1:30–4:30pm

Thursdays 9:30am–12:30pm

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

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

**8745 6999 1800 810 784**

Mondays: 1:30–4:30pm

Tuesdays: 9:30am–12:30pm

Thursdays 1:30–4:30pm

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

#### *Indigenous Women's Legal Contact Line:*

**8745 6977 1800 639 784**

Mondays 10:00am–12:30pm

Tuesdays 10:00am–12:30pm

Thursdays 10:00am–12:30pm

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

### *Working Women's Legal Service: 8745 6954*

Tuesdays and Thursdays by telephone appointment.

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

### *Care Project: 8745 6908*

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

### Outreach advice clinics:

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

### 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:

Silverwater	once a month
Emu Plains	once in two months

### Ask LOIS

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

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## CHAIRPERSON'S REPORT

Women's Legal Service NSW, like all community legal centres, endured uncertainty and threatened funding reductions from the Commonwealth Government in the past two years. This year we had another review, this time from the NSW Government, which was fortunately accompanied by a commitment to support us.

We were then obliged to go through a tender process, having to prove, again, how effective, efficient and expert we are at delivering services to the most disadvantaged women in NSW, and advocating for reform of laws and policies that are oppressive to women.

Although there are now more funds in the community sector overall, we had our core funding reduced as an outcome of the tender process. However, we attracted new funding for an outreach to Culturally and Linguistically Diverse women in South-West Sydney.

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

My thanks to the Board members: those whose terms ended this year, Anusha Duray, Liz Simpson, and Heather McKinnon; welcome to new Board members Renata Field, Bronwyn Penrith, Courtney Robertson and Ella Rowe; and the ongoing commitment of Belinda Louis, Sheridan Emerson, Louise Goodchild and Emma Palmer.

On behalf of the Board I would like to acknowledge the members of the Aboriginal Women's Consultation Network: Aunty Elsie Gordon, Anusha Duray, Tina West, Aunty Bronwyn Penrith, Aunty Pam Greer and Vicki Dennison. Thanks to the contribution of these wonderful women we can improve the cultural appropriateness of our services for women across NSW.

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

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

**Denele Crozier**  
**Chairperson**



## WLS NSW STRATEGIC PLAN 2016–2019

### Vision

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

### Purpose

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

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

### 5 Priority Areas

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

#### *Policy and law reform*

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

#### *Community legal education and community development*

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

#### *Improving the lives of individual women*

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

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

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

#### *Infrastructure, sustainability and organisational support*

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

### What we intend to achieve:

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

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

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

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

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

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

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

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

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

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

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

#### 5. Sustainable Development Goals

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

<https://sustainabledevelopment.un.org/post2015/transformingourworld>

## OUR PERSONNEL DURING 2018–2019

### BOARD OF DIRECTORS

Denele Crozier	Chairperson
Belinda Louis	Treasurer
Liz Simpson	Secretary (until 21 November 2018)
Sheridan Emerson	Secretary (from 21 November 2018)
Anusha Duray	AWCN Representative (until 21 November 2018)
Louise Goodchild	
Emma Palmer	
Renata Field	
Bronwyn Penrith	(from 21 November 2018)
Heather McKinnon	(until 21 November 2018)
Courtney Robertson	(from 13 February 2019)
Ella Rowe	(from 13 February 2019)

### ABORIGINAL WOMEN'S CONSULTATION NETWORK

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

### STAFF

#### Management

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

#### Indigenous Women's Legal Program

Dixie Link-Gordon	Senior Community Access Officer
Yasmine Khan	Community Access Officer
Gail Thorne	Community Access Officer

Jacqui Jarrett	Community Access Officer (until 31 December 2018)
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#### Community Legal Education

Jessica Raffal	Community Legal Education Officer (on parenting leave)
Kira Levin	Community Legal Education Officer (locum)

#### Law Reform

Liz Snell	Law Reform and Policy Co-ordinator
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#### Solicitors

Janet Loughman	Principal Solicitor
Pip Davis	Assistant Principal Solicitor
Gabrielle Craig	Senior Solicitor (Indigenous Women's Legal Program)
Karen Mifsud	Senior Solicitor (Indigenous Women's Legal Program)
Carolyn Jones	Senior Solicitor
Rebecca Frost	Senior Solicitor (until 5 September 2018)
Kellie McDonald	Senior Solicitor
Katrina Ironside	Senior Solicitor (from 20 May 2019)
Cecilia Lee	Solicitor
Mari Vagg	Solicitor (on parenting leave)
Jessica Hannam	Solicitor
Julie Howes	Solicitor
Melissa Marshall	Solicitor (locum to 2 April 2019)
Amelia Purcell	Solicitor (from 24 September 2018)
Amy Power	Solicitor (from 13 May 2019)

#### Administrative Staff

Lita Chiv	Accounts clerk (until 11 March 2019)
Daryna Ieth	Administrative Information and Referral Officer
Kuny Chhor	Data and Reporting Officer

#### Consultants and contractors

Niko Ramos	MacCentre
Priscilla McCorristan	Counsellor
Chloe Wyatt	Foundation events co-ordinator

### VOLUNTEERS AND STUDENTS

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

Ruby Catsanos	May Ung
Marie-Cecilia Ferreira	Boran Wang
Emma Blackley	Rita Hajjar
Alex Beynon	Ciara Murphy
Durga KC	Bernice Zhu
Grace Seo	Caroline Snow
Lucy Yue	Thuy Nguyen

### EVENING ADVICE SERVICE VOLUNTEER SOLICITORS

Alecia Thompson	Bianca Failla
Alicia Elliott	Carly Middleton
Dianne Hamey	Denise Tanner
Genevieve Morgan	Kate Vanderfield
Kirrily Buckett	Karen Iles
Helen Larcombe	Laura Donnelly
Lucinda Aboud	Lyndal Gowland
Louise McDermott	Michelle Hutchinson
Melanie Stern	Melinda Winning
Michelle Worner	Natalie Moffett
Rishika Pai	Rose Buttigieg
Rebecca Haynes	Sherlene Heng
Simone Wimalaratne	Victoria Graves
Victoria Broomfield	

### PRO BONO PARTNERS

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

#### *Colin Biggers & Paisley*

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

#### *Victims Support 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 has expanded our capacity to undertake this work in matters where legal argument could make a difference to the awards received.

#### *Gilbert + Tobin*

Thanks to Gilbert + Tobin for making their beautiful premises and hospitality available to us for meetings during the year.

#### *Barristers and Solicitors*

Monica Neville	Sir James Martin Chambers
Tracey Stevens	Maurice Byers Chambers
Thomas Liu	7 Wentworth Selborne Chambers
Sandrine Alexandre-Hughes	6 St James Hall Chambers
Savitha Swami	Frederick Jordan Chambers
Louise Goodchild	Frederick Jordan Chambers
Andrew Bailey	Frederick Jordan Chambers
Heather McKinnon	Bryant McKinnon Lawyers

## WLS NSW FOUNDATION ACTIVITIES AND EVENTS REPORT



Key achievements for the WLS NSW Foundation in the last 12 months include:

### Foundation Committee

In 2018, a new advisory committee was formed to assist and guide the Foundation's activities. The advisory committee have undertaken significant engagement activity to support the Foundation through organising events, distributing fundraising requests, guiding programming and attracting publicity. This committee commenced monthly meetings in August and consists of seven members:

Helen Campbell – WLS Executive Officer

Chloe Wyatt – WLS Foundation Coordinator

Melissa Marshall – Rape and Domestic Violence Services Australia

Klara Major – The Law Society Journal

Lee-May Saw – Barrister

Jenna Lincoln – Legal Associate

Courtney Robertson – WLS Board Representative

### Foundation Events

#### *Feminist Legal Perspectives Seminar Series*

Monthly professional development and networking seminars that focus on recent publications; current advocacy and reform issues; or the latest academic research relevant to a feminist legal perspective. The seminars are hosted on the second Wednesday of each month by Colin Biggers & Paisley who provide the venue and light refreshments.

These events have grown in popularity throughout the year to an average registration of 50–60 guests each month. The series creates awareness of WLS NSW work, builds collaborative relationships with supporters and compatible community organisations, as well as raising awareness of issues affecting women. In May, we began recording the presentations and making audio files available via Vimeo. You can listen here: <https://vimeo.com/wlsnsw>



### Program Details:

- |              |  |
|--------------|--|
| 12 September | <i>Evaluation of a Domestic Violence Intervention service</i> – Associate Professor Trish Mundy and Prof Nan Seuffert  |
| 10 October   | <i>Social and Cultural Resilience and emotional wellbeing of Aboriginal mothers (SCREAM) in prison</i> – Prof Eileen Baldry  |
| 14 November  | <i>Legal and Exploited: sex workers in Australian brothels</i> – Dr Alice Orchiston  |
| 13 February  | <i>Has he been violent before? Domestic Violence Disclosure Schemes</i> – Dr Jane Wangmann   |
| 13 March     | Panel Discussion hosted by The Law Society NSW for International Women's Day <i>Harassment Free Workplaces: A Utopian Fantasy or an Achievable Reality?</i> – Elizabeth Espinosa, Larissa Andelman and Justice Ruth McColl |
| 10 April     | <i>My Blue Sky: Preventing Forced Marriage in Australia</i> – Grace Wong   |
| 8 May        | Abortion Law in NSW – Prof Christine Forster, Dr Deborah Bateson, Dr Mehreen Faruqi  |
| 19 June      | <i>Responses to Sexual Violence in a University Setting</i> – Prof Andrea Durbach  |

**Fundraising:** Guests are asked to donate at the door. During the 2019 financial year, the series raised a total income of \$2,900. Donaldson Law have committed \$3,000 to fund the program for 2020.



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



International Women's Day panel: Elizabeth Espinosa, Justice Ruth McColl, Larissa Andelman and Helen Campbell.

### *Bright Spark Awards – Wednesday 24 July*

A cocktail party to present awards to outstanding women in four categories: Equal Rights; Advocacy or Law Reform; Community Service and Pro Bono Project. The event was hosted by Colin Biggers & Paisley who provided the venue and catering. We received 15 nominations and 77 guests attended the presentation event. The winners were:

- Pro Bono Award: Hannah Rose, Sparke Helmore Lawyers
- Equal Rights Award: Michelle Lloyd, Community Mental Health Support
- Advocacy and Law Reform Award: Gloria Larman, Women's Justice Network
- Community Service Award: Annabelle Daniel, Women's Community Shelters
- Honorable mentions: Renata Field, Domestic Violence NSW, and Amani Hayder, Bankstown Women's Health.

**Fundraising:** The ASU provided support for the Equal Rights Category. Ashurt and Donaldson Law each sponsored an award category for \$1,000, making a total of \$2,300 raised.

### **Marketing and Communications**

#### *Electronic Direct Mailing*

The emailing list currently contains 981 active subscribers, which is a 72% increase of 411 contacts this year. In addition to regular event invites, we sent two newsletters for Autumn and Spring, two campaigns and one end of financial year appeal.

### *Social Media*

Foundation activities have now been integrated into the WLS Facebook page with events and regular posts to followers. WLS has set up a LinkedIn page so Foundation activities are now regularly shared there as well as on Twitter.

### **Publicity**

The Law Society have promoted the Seminar Series in Monday Briefs each month. The Law Society Journal featured WLS in February with an article on *Stalking and Abuse in the Digital Age* by Helen Campbell: [lawsociety.cld.bz/LSJ-February-2019/86](http://lawsociety.cld.bz/LSJ-February-2019/86)

### **Give Now**

There are currently 10 regular monthly donors giving \$780 per month and additional frequent one-off donors. During the 2019 financial year, these donors gave a total of \$12,267.

### **Third Party Events**

As a result of the increased publicity and engagement activities there have been several third-party events and activities that have donated proceeds to the Foundation.

In January, Colin Biggers Paisley donated \$12,266 raised from a Christmas appeal and in April \$1500 from a legal careers event. In March, Peaches Pilates in the Eastern Suburbs donated \$1,329 in proceeds from a sponsored walk event. In May, McCullough Robertson Lawyers held a lunch to celebrate 100 years of women in law and donated \$985 in proceeds.

## WE PROVIDED LEGAL ADVICE AND REPRESENTATION

### State-wide telephone advice services

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

### Evening advice service

Every Tuesday night between 6–8pm, we provided a state-wide telephone advice service. Appointments are made through a website request and family law and employment law solicitors volunteer to assist us provide this service.

### Apprehended Domestic Violence Order duty work

We attended local courts in Western Sydney to represent women in Apprehended Domestic Violence Order (ADVO) matters and provide associated advice. During the year solicitors attended Mt Druitt, Penrith and Blacktown Local Courts on a regular basis as part of the Legal Aid NSW Domestic Violence duty scheme; and at other metropolitan courts in individual matters.

### Outreach advice clinics in western Sydney

We provided face-to-face legal advice through three outreach advice clinics in Women's Health Centres in western Sydney at Liverpool, Penrith and Blacktown. Our Indigenous Women's Legal Program provided outreach advice clinics for Aboriginal women at various locations in Western Sydney. We began the developmental work to establish a new outreach at Bonnie Support Services in south west Sydney.

### Legal Assistance at Family Relationship Centres

We provided advice clinics and lawyer assisted family dispute resolution in family law matters through Family Relationship Centres at Penrith and Blacktown (operated by Relationships Australia) on a regular basis. We also represented clients in Lawyer Assisted Family Dispute Resolution at other Family Relationship Centres and in Legal Aid conferences where as a specialist women's legal service we were able to assist to manage a complex case.

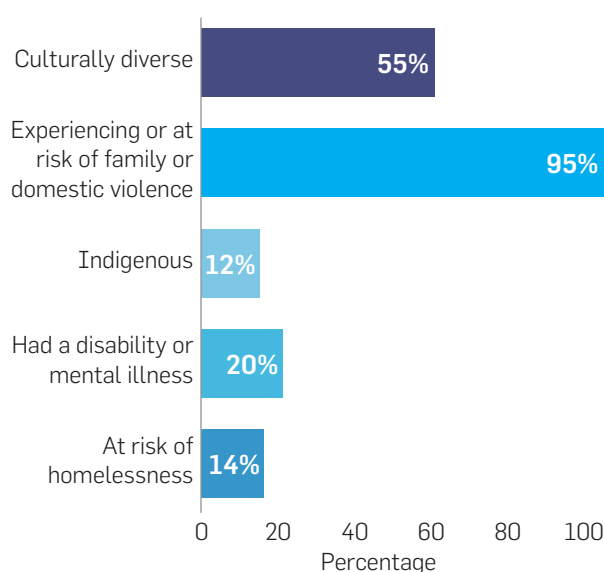
### Legal Education and Advice in Prison (LEAP) for Women

We continued our work in the metropolitan women's prisons through the LEAP for Women project. This collaborative initiative with Wirringa Baiya Aboriginal Women's Legal Centre and Western Sydney Community Legal Centre is now in its 11th year and has identified high level legal needs of women in prison. We mainly worked with women in Silverwater Correctional Centre, the Mary Wade Correctional Centre, located in Lidcombe and with the Miranda Project to provide advice and advocacy for women leaving prison and receiving support through this project. WLS NSW does not receive additional funding to provide this service and it remains a high priority need in terms of access to justice.

### Working Women's Legal Service

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

### Client characteristics





### Examples of our casework

#### Applications to the National Redress Scheme

We are acting for eight clients in applications under the National Redress Scheme for victim / survivors of institutional child sexual abuse. The National Redress Scheme process has proven to be bureaucratic and with lengthy delays. The delays are a matter of public concern and outcry by advocacy groups.

#### Family law cases for Aboriginal clients

Our Indigenous Women's Legal Program team and solicitors acted for Aboriginal women with family law proceedings in the Indigenous List of the Federal Circuit Court, Sydney. The List provides a much more culturally appropriate court experience for Aboriginal and Torres Strait Islander clients and their families. Two cases started as urgent recovery orders.

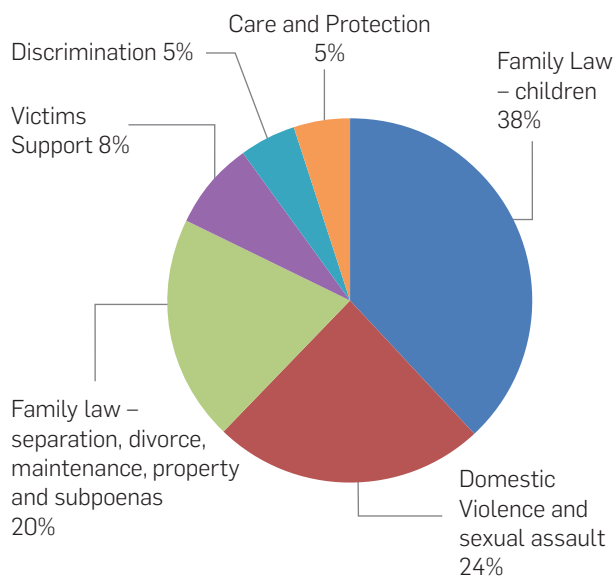
In another matter, our team acted for an Aboriginal mother in the Federal Circuit Court at Parramatta. Our client's child had been retained by the father who relocated with the child. The police returned the child to the mother because the father had been arrested and bail refused. Service of the court documents was effected on the father in prison. Interim and then final orders were made injuncting the father from approaching the mother and child and giving sole parental responsibility to the mother. The judge gave a lengthy ex tempore judgment making reference to WLS' nuanced understanding of family violence and the need for further funding for services such as ours.

#### Defending a defamation case

We acted for a young woman who made a complaint of sexual assault to the police, and was later served with defamation proceedings in the District Court alleging that her story was published in a newspaper. Our client defended the application. The proceedings were withdrawn against her soon after, and we were successful in obtaining an order for costs. It is regrettably the experience that many women report to us that they are threatened with defamation proceedings following a complaint of sexual assault.

This was the first matter we have been involved in which has proceeded to litigation.

### Areas of law in which we assisted women



#### Successful elder abuse case – Sukkar v Sukkar [2019] NSWSC 691 (11 June 2019)

Rose presented with a complex elder financial abuse problem to our advice clinic at a Women's Health Centre. We referred her to Clayton Utz for pro bono representation. Rose had been the victim of psychological abuse by her son for months before she signed financial documents. She was "scared and alone". Excerpts from Justice Darke's judgment (from [170] to [182]) include that:

The transaction embodied in the documents executed by Mrs Sukkar was plainly improvident from her point of view. In short, she acknowledged the existence of a debt of more than \$1.6 million which did not exist. Mrs Sukkar also granted a mortgage over her interest in the property even though she had not previously agreed with the plaintiff to grant any mortgage. The Agreement provided for Mrs Sukkar to pay interest each month on the Advance at the rate of 10% per annum, reducible to 6% per annum if paid on time... The Agreement further provided that the aggregate of

unrepaid Advances were to be repaid by Mrs Sukkar "upon the expiry of three months notice in writing" from the plaintiff. If there was an Event of Default (e.g. a failure to pay interest when due), the plaintiff had the absolute discretion to make the aggregate of unrepaid Advances and any unpaid interest "immediately due for payment".

Mrs Sukkar's financial circumstances were such that there was no possibility that she could meet the interest obligations. There was also no possibility that she could repay the Aggregate Advance the subject of the Deed. Mrs Sukkar gave a mortgage over her interest in the Emu Plains property to secure the performance of obligations she could not meet...

... The pressure applied by the plaintiff was in my view unfair in the circumstances. It may be broadly described as a form of emotional pressure applied by one party to a relationship to the other. It was unfair because of the nature of the relationship, in particular the enduring bond between Mrs Sukkar and her son, and the position of influence he held vis-a-vis his mother. Mrs Sukkar was in my opinion vulnerable to that type of pressure, and in the circumstances was not able to fully protect her own interests.

As a result the various documents were found to be unjust within the meaning of s7(1) of the Contracts Review Act, and were set aside, and the plaintiff's Summons dismissed.

### Victims Support casework

It is unfortunate that we continue to have to assist a considerable number of women with Victims Support cases. Every solicitor has a case load of victims support applications. In addition we supervise victims support casework at Colin Biggers & Paisley and Baker McKenzie who act as volunteers for us. When the Victims Support Scheme was re worked about 5 years ago, the new scheme was promoted as not needing lawyers. Part of the reforms abolished legal fees. However, we have found that the administration of the scheme is so poor that we continue to feel the need to assist vulnerable women. Some of the problems with the scheme include extensive delays; or uncertainty as to how the recognition payment framework is interpreted. We liaise at a high level

including with the Commissioner for Victims Rights and the Attorney General to identify and try to resolve systemic problems, however the need for casework remains.

### Victims Support payments for women in prison

We successfully negotiated the red tape in Corrective Services to enable our client (and subsequently all our future clients) to have her victims support compensation money able to be managed by her in prison. Otherwise people in prison were required to have another person manage a bank account in their names, which was not always either possible or reliable.

# INDIGENOUS WOMEN'S LEGAL PROGRAM

## Staff

Dixie Link-Gordon	Senior Community Access Officer
Yasmine Khan	Community Access Officer
Gail Thorne	Community Access Officer
Jacqui Jarrett	Community Access Officer (until 31 December 2018)
Karen Mifsud	Senior Solicitor
Gabrielle Craig	Senior Solicitor

## Aboriginal Women's Consultation Network

Aunty Elsie Gordon  
Aunty Bronwyn Penrith  
Aunty Pam Greer  
Tina West  
Anusha Duray  
Vicki Dennison



IWLP staff.

## Summary of 2018–2019

The Indigenous Women's Legal Program (IWLP) strives to provide and maintain a comprehensive service for Aboriginal and Torres Strait Islander Women alongside our colleagues within Women's Legal Service NSW (WLS).

On every rural trip we meet with local community women and NGO service providers. Respectfulness when visiting any community across the state, caring with empathy and sharing knowledge to women and community groups is used with community legal education awareness.

The engagement of women accessing legal justice for their basic human right to be safe can more than often be a really challenging journey, where family, community and authority become the biggest barriers. Revictimization is a genuine fear leading to isolation, separation and child removal. IWLP are on occasion engaging with up to two generations of women from the same family.

The impact of traumatic experiences leads to so much disempowerment for women. Ensuring there is an appropriate service provider involved alongside WLS is a priority in our casework.

Whilst working in this sector IWLP staff have access to culturally appropriate supervision and attend training and information events throughout the year, nationally and internationally.

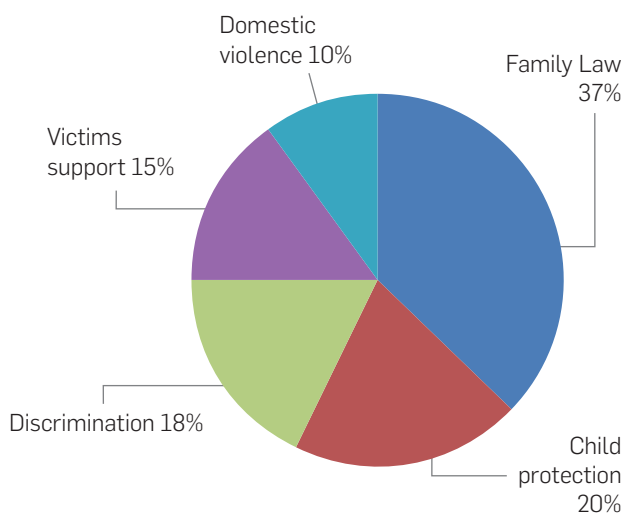
It is important to note WLS has supported our initiatives within the community to lead and partner with other groups including Domestic Violence NSW Aboriginal Steering Committee, Breaking Silent Codes for First Nations Women, University of NSW Gendered Violence Research Network, and Homelessness NSW. Always our focus is on the safety of Aboriginal and Torres Strait Islander women. The big picture of this is our ability and contribution as Aboriginal women workers is recognised for our important role in eliminating violence in Australian society.

The Indigenous Women's Legal Program delivers services to meet the legal needs of Indigenous women, including a focus on supporting victims of violence. We provide culturally appropriate legal advice, casework, and education. We address issues including domestic violence, family law, child protection, discrimination and victims support. We support community organisations such as Baabayn in early intervention and access to justice. We support mothers of infants at risk of removal through our care advice line.

We provide face to face and telephone advice at our office in Lidcombe, and at Emerton, Campbelltown, and Blacktown Local Court. Outreach has been upon request instead of going and waiting for drop in at Macarthur Gateway, Kari Out Reach, Marrin Weejali Aboriginal Corporation. Staff from these services call and make appointments.

We visit women in prison at Silverwater and Mary Wade Correctional Centres.

## Legal issues



## Case Studies

### Grandmother and grand-daughter

We assisted an Aboriginal grandmother in an application to the Federal Circuit Court for parenting orders relating to her granddaughter. At the commencement of the proceedings our client had not spent time with her granddaughter in over two years and her granddaughter was not spending any time with any of her Aboriginal family or her community. The matter was eventually settled by consent with our client obtaining Final Orders for significant contact including overnight time each fortnight, time on special occasions such as Christmas and birthdays as well as extra time during school holidays. The Orders also ensured that our client's granddaughter was able to actively participate in any relevant family, cultural or community events.

### Mother and baby

We represented a young Aboriginal mother. Our client's very young baby had been withheld by it's non-Aboriginal father. Our client had a history of mental health issues. The father's actions distressed her immensely and she admitted herself to the mental health clinic of her local hospital. We filed proceedings in the Federal Circuit Court. Initially

the court made an order for our client to spend time with the baby supervised by a service, and later more time supervised by a family member. After a number of months, further interim orders were negotiated at mediation giving the mother unsupervised time including overnight time.

## Regional Visits:

- July 2018: South Coast: Nowra, Wreck Bay, Warrawong.
- August 2018: Walgett, Moree, Collarenebri, Lightning Ridge
- October 2018: Central West: Dubbo, Wellington, Lake Burrendong.
- April 2019: North Western Slopes & Central Western Plains: Dubbo, Warren, Gulargambone, Narrabri, Weewaa
- April 2019: Far West: Broken Hill, Wilcannia.
- May 2019: Upper Mid-North Coast: Coffs Harbour, Grafton, Nambucca Heads, Macksville, Bowraville.
- June 2019: Lower Mid-North Coast: Kempsey, Bellbrook, Taree, Forster.
- June 2019: North Western Slopes & Central Slopes: Moree, Walgett, Collarenebri, Lightning Ridge.

## South Coast

We visited Shoalcoast Community Legal Centre and spoke with the Aboriginal Support Worker, and other staff, including former employee of Women's Legal Service NSW, Louisa Stewart. Briefly spoke about Shoalcoast major family law cases. We also discussed the Family is Culture consultation and review of out of home care.

In Nowra, we visited Nowra Family Support Services and Waminda, the South Coast Women's Health and Welfare Aboriginal Corporation.

At Nowra Aboriginal Medical Service, we spoke with the Family Support Worker, met a few of the patients and explained to them who we were and what our service provides.

Cullunghutti Aboriginal Child & Family Centre provides support to Aboriginal families and communities. We talked about how our services at

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Wreck Bay Aboriginal Community Council.

times could be a source of support for families in their area, if service providers were stretched to their capacity or if some families wanted a more discreet approach to their situation.

We also visited the community centre in Wreck Bay.

At Illawarra Legal Centre, we spoke about our service and what we provide.

We also visited Warrawong Community, a small centre in the Wollongong area that provides Housing NSW outreach, Centrelink Engagement Office and Housing Communities Programs.

### *Far West*

We travelled to Wilcannia and visited the Safe House. In Broken Hill we went to the Far West Community Legal Centre and met the Principal Solicitor and the Project Officer.

Broken Hill local organisations were celebrating NSW Youth Week event in Sturt Park. We met the following services and provided our information and resources: Catholic Care, WDVCAS – Staying Home Leaving Violence, Warra – Warra Legal Service, Maari Ma Health, Mission Australia and Life without Barriers. We also met with case workers at Catherine Haven Crisis Accommodation.

### *North Western Slopes & Central West*

We attended the Education Centre Against Violence Strong Aboriginal Women course in Dubbo.

At the Warren Family Health Centre we met the Aboriginal Worker.

We visited the Gulargambone Health Centre and spoke to the Aboriginal Worker.

At Narrabri we visited Wahgunay Housing Corporation to drop off some resources and have a talk about our service. We also dropped off some resources and spoke about our service at the Aboriginal Lands Council, and Narrabri Neighbourhood Centre.

At Wee Waa Lands Council we met the CEO and dropped off our resources.

### *Lower Mid-North Coast*

In Kempsey, we had a meeting with the manager and caseworkers from Kempsey Women's Refuge held at the Samaritans Community Hub.

We visited Many Rivers Family Violence Prevention Legal Service.

We returned the following day to participate and meet the women's group, which meets once a week. Around 10 to 15 women participate doing art therapy and having a yarn. We talked about the work we do. The women loved our resources.

We then visited the women's refuge at Taree. The staff wanted to know more about community legal education. They were interested in victims support and family law. We introduced our resources and briefly spoke about *Ask LOIS* and referred to our women's website to sign up for free online workshops.

We visited Biripi Aboriginal Corporation Medical Centre and met the Health Services manager. We spoke about our work and provided our resources and flyers.



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*Biripi Medical Centre.*

At Port Macquarie, we dropped in to see the Mid North Coast Community Legal Centre Staff. We also met the Aboriginal Engagement Officer.

### *North Western Slopes & Central Slopes*

In Moree we met with Dhilyann Aboriginal Centre and spoke about our service and what we provide. We then went to Centacare to talk about our Service and contacted a client there. At Puis Medical Centre in Moree we spoke to a social worker about what we do. We heard that the biggest issue is the drug ice, which is leading to a lot of domestic violence and children being removed.

We travelled to Collarenebri and dropped into their Multi-Purpose Service. They currently don't have an Aboriginal worker so we spoke with one of the registered nurses, gave some of our resources and explained our service.

We travelled on to Walgett where we met with a member of the Social and Emotional Wellbeing Team at the Aboriginal Medical Service and dropped in to the Aboriginal Legal Service.

## **Outreach**

### *Baabayn Aboriginal Corp.*

Baabayn (Ancestral Woman) was founded by five Aboriginal elders from Western Sydney. Their purpose is to connect with individuals and families in a welcoming environment, providing them with 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.

We frequently work with Baabayn throughout the year and provide a regular outreach service. In addition we have contributed to a range of special events and collaborations, including

- Community Access Support networking
- Elders Wills Awareness Day
- Mandatory Reporting Policy assistance
- Mums and Bubs Group
- "Safe signage" workshop with community in shared space

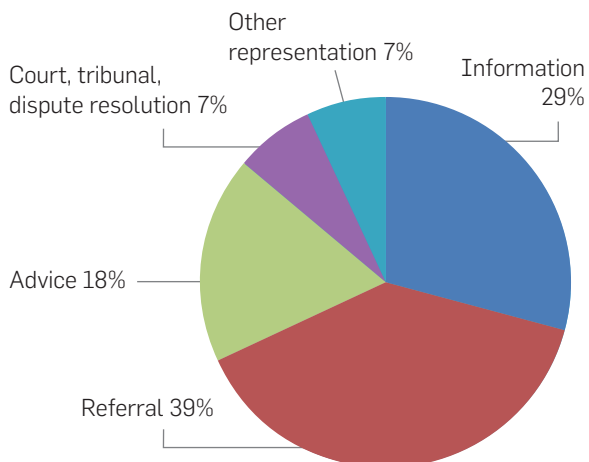


*Aboriginal Legal Service Walgett.*

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### Client services



### Conferences

#### *Healing Our Spirit Worldwide 8th Gathering Indigenous Peoples across the world*

26–29 November 2018, hosted by University of Sydney, Healing Foundation & Healing our Spirit Worldwide.

IWLP presented on our working with Aboriginal and Torres Strait women and their journey of healing through Australian legal system.



*Healing Our Spirit.*

#### *UN Status of Women Forum: 8–26 March 2019, New York*

Dixie Link-Gordon attended representing the Australian Women Against Violence Alliance (AWAVA).

Her presentation gave an international representation of what the majority of us in the sector strive for within Australia, working together in equitable relationships founded on respect, sharing and caring.

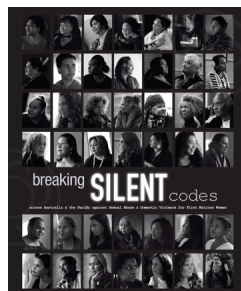
Aboriginal Women are more than overrepresented as victims of domestic violence and sexual assault. But Educators, Healers and women with voices are changing the wider misconceptions of our value in Australian Society.



*UN women: Australia, Aotearoa & Papua New Guinea Dixie Link-Gordon, Caroline Herewini and Lilly Besoer Kolts.*

#### *Hikotanga: Breaking silent codes of Domestic Violence and Sexual Assault across Australia and the Pacific: Wellington, Aotearoa (New Zealand): 10–15 April 2019 for First Nations Women*

"Breaking silent codes" is now a book of shared photos and women's writings supported by the Gendered Violence Research Network, University of NSW.



*Breaking silent codes book.*



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Young women corroboree.

### *5th Corroboree*

Wirringa Baiya Aboriginal Women's Legal Service Biannual Event "Aboriginal Women's Lives Matter" was held in Redfern, December 6, 2018.

IWLP had a "Healing through Justice" space.

### *Lake Burrendong Conference: Partnerships, Prevention and Rural Action IV: 29 October–2 November 2018, Lake Burrendong, Wellington, NSW*

The Aboriginal Women's Gathering at Lake Burrendong aimed to bring Aboriginal women throughout NSW together to share stories, heal, create and learn skills, law and strategies to address sexual assault and domestic violence in their communities.

The conference was a great success with over 140 women and children participating. Welcome to Country was given by Auntie Joyce Williams. It was a packed program featuring guest speakers: Rosemary Wanganeen (griefologist), Mahashini Krishna (Victims Services Commissioner) Nita Dowel, Brianna Martin and

representatives from Mission Australia and NSW police. Gilbert + Tobin staff attended to assist with will-making workshops.

Workshops were held on: discrimination, making a will, dealing with FACS, domestic violence, the National Redress Scheme, claiming victims support, family law, and the criminal court experience for victims of family violence.

Cultural/healing work: yarning circle, traditional performances, smoking ceremony, weaving, art therapy, jewellery making, essential oils, Strong Aboriginal Women (ECAV), massage and hairdressing; and fun with bingo, koori-oke, a movie and cultural trip to Nanima Reserve.

Elders participating included: Auntie Elsie Gordon, Auntie Bronwyn Penrith, Auntie Pam Greer, Auntie Joyce Williams and Auntie Glenda Bell. Elders from Baabayn also attended.

Thanks to the support of our funders and sponsors:

- Department of Prime Minister and Cabinet
- NSW Transport
- NSW Aboriginal Land Council
- Family and Community Services NSW
- Women NSW
- Mission Australia Dubbo
- Kari Aboriginal Resources
- Full Stop Foundation
- Perpetual Impact Philanthropy
- Baker & McKenzie



Lake Burrendong Conference.



IWLP had a tent this year where we shared with Mudjin-gal Women's Centre and a Mums and Bubs space. We distributed 100 information bags to event participants and shared current services we are able to offer here at Women's Legal Service NSW with the many people who dropped by to see what we were about. On the side of the tent we also provided some art supplies for children to do painting. This year has been one the biggest events Yabun has had in recent times. It is with pride to see so many Australians joining in our First Nations people celebrations.

22 February at Homelessness NSW. This alliance was developed with three peak bodies: Domestic Violence NSW, Homelessness NSW & Yfoundations. It advocates to improve the responsiveness and cultural safety of homelessness services and to develop and share resources.



*Yabun Day.*



### Meetings and consultations

- Women's Legal Services Australia Network Meeting
- Auburn Office Ability Links Launch
- National Centre of Indigenous Excellence – UN Women 16 Days of Activism against Gender-Based Violence Campaign meeting
- Women NSW Closing Gap on Domestic Violence
- Domestic Violence NSW – “Voice 4 Change” Steering Committee
- Our Watch – Training for Group Facilitators
- Domestic Violence NSW inaugural Aboriginal Women's Steering Committee

### Law Reform

#### *ParentsNext*

In consultation with the Aboriginal Women's Consultation Network we made a submission to the ParentsNext inquiry raising concerns about the inappropriate and discriminatory aspects of the program in relation to women and in particular, Aboriginal and Torres Strait Islander women.

While supportive of programs that provide training and education to assist women to become employment ready, the Targeted Compliance Framework for those in receipt of parenting payment that comes within the ParentNext eligibility criteria fundamentally misunderstands barriers to gender equality, failing to recognise systemic barriers to women accessing employment.

The mandatory component of the program risks perpetuating inequality such as forcing women into low-paid, insecure work and undermining the value of parenting in our society by forcing women with children as young as six months to place their children in childcare so that they can undertake training and education.

We expressed concern that forcing vulnerable women to comply with the requirements of ParentsNext is setting women up to fail and could lead to increase in homelessness and children being placed in out of home care.

We also expressed concern about how the domestic violence exception would be administered. We called for the end of imposing punitive programs on our communities and instead increase long-term sustainable funding of community led, culturally safe, strengths based and trauma informed parenting and other support programs that are independent of Government support payments.

#### *Special Commission of Inquiry into the Drug 'Ice'*

The Aboriginal Women's Consultation Network met with the Special Commission of Inquiry into the Drug 'Ice'. Concerns were expressed about the growing rates of family violence and elder abuse in communities affected by ice and the increase of removal of children due to ice.

We recommended a greater focus on prevention and support rather than a punitive response of criminalising ice users and called for greater investment in rehabilitation programs that are culturally safe and accessible when people need them.

#### *Australian Law Reform Commission – Review of the Family Law System*

We contributed to the response to the ALRC Review of the family law system, calling for improved access to the family law system for Aboriginal and Torres Strait Islander families.

We reflected on our positive experiences with the Indigenous List, with clients commenting they felt more included in the process and the importance of Aboriginal and Torres Strait Islander families having the choice of accessing this pathway.

We support the expansion of the Indigenous list, including to regional, rural and remote areas, noting the need to consult locally with Aboriginal and Torres Strait Islander communities and organisations about what is needed and how it can be implemented and ensuring the list is adequately funded.

We recommended that all professionals working with Aboriginal and/or Torres Strait Islander clients must be culturally competent and undertake ongoing accreditation and training specific to Aboriginal and



Torres Strait Islander culture that is meaningful, substantive and run by appropriately trained experts as recommended by members of Aboriginal and Torres Strait Islander communities.

We also recommended that the *Family Law Act* be amended to better recognise Aboriginal and Torres Strait Islander concepts of family by amending the provision for persons who have standing to commence parenting proceedings and by amending the definition of parent.

### *Their Futures Matter – Redesign of the Access System consultation*

We contributed to the submission to the Their Futures Matter – Redesign of the Access System – focusing on the need to increase funding of community led, culturally safe, strengths based and trauma informed parenting and other support programs, such as integrated social and legal services, to help parents address issues that may lead to the removal of their children.

Noting the increasing rates of women in prison, particularly Aboriginal women in prison and the pathways to prison as a result of child sexual abuse, sexual assault and family violence, we recommended imprisonment of women and particularly pregnant women and women caring for children should be as a last resort, consistent with human rights obligations. Flexible and accessible, non-custodial alternatives to prison should be available throughout all states and territories, including in rural, regional and remote areas.

We highlighted the work of Legal Education and Advice in Prison (LEAP) program for women in custody, an unfunded program, including civil and family law legal advice clinics provided by Women's Legal Service NSW, Wirringa Baiya Aboriginal Women's Legal Centre and Western Sydney Community Legal Centre to women in correctional centres in metropolitan Sydney.

We called for the funding of the services providing Legal Education and Advice in Prison (LEAP) program for women in custody to undertake a pilot project with Corrective Services, Family and Community Services and relevant support services to provide

intensive early legal advice, social support and case management to pregnant women in custody and women with primary carer responsibilities prior to entering custody with a focus on family preservation and restoration.

We also called for better promotion and implementation of the Housing Pathways policy which prioritises access to social housing if a parent can provide evidence which demonstrates that the lack of appropriate accommodation is impacting their ability to have children restored to their care.

## WE ADVOCATED FOR CHANGES TO LAW AND LEGAL PROCESSES

### Some highlights of our advocacy work

#### *Strengthening protections for domestic violence victims-survivors renting in NSW*

Over the past three years Women's Legal Service NSW has successfully led a campaign calling for the strengthening of protections for domestic violence victims-survivors renting in NSW. After several years of extensive advocacy, the new domestic violence legislative provisions took effect on 28 February 2019.

The legislation strengthens protections for victims-survivors of domestic violence in a number of important ways:

- Victims-survivors of domestic violence are now able to terminate their tenancy immediately without penalty when they provide a domestic violence termination notice to the landlord and each other co-tenant. Evidence of domestic violence includes:
  - a domestic violence order, or
  - a personal protection injunction under the *Family Law Act*, or
  - a copy of a certificate of conviction in proceedings against the relevant domestic violence offender for the domestic violence offence, or
  - a declaration by a medical practitioner.
- Perpetrators of damage to property are now liable for that damage.
- A victim-survivor of domestic violence who terminates their tenancy by providing a domestic violence termination notice cannot be listed on a residential tenancy database.

#### *A ban on direct cross-examination in family law*

We have been part of a campaign over many years advocating for a ban on direct cross-examination of victims-survivors in family law proceedings. This advocacy was informed by the experience of women who told us of the trauma they experienced in being cross-examined and leading to final orders which were not in the best interests of the child, or safe.

The Government introduced legislation to ban direct cross-examination of family violence victims-survivors

in certain circumstances, requiring cross examination be undertaken by a legal practitioner.

#### *Australian Law Reform Commission Review of the Family Law System*



*Liz Snell, Dr Rae Kaspiew, Tina Ng, Her Honour Robyn Sexton, David Roberts. Parramatta Family Law Interagency October 2018.*

We contributed to Women's Legal Services Australia's comprehensive submission which focused on the need to strengthen family violence specialisation in the family law system.

WLS NSW also made a submission focused on key proposals and questions relating to our practice, in particular family violence, protecting sensitive records, information sharing, a skilled and supported workforce and improving the accessibility of the family law system for Aboriginal and Torres Strait Islander families.

#### *Review of consent in relation to sexual offences*



*Sydney University consent laws panel.*

We made an extensive submission to the NSW Law Reform Commission Review of consent in relation to

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*Liz Snell and Bernice Zhu at 1 billion rising event.*

sexual assault offences and participated in the legal roundtable discussion facilitated by the NSW Law Reform Commission.

We advocated for an affirmative model of consent, better recognition of sexual violence within a domestic violence context and supported legislated jury directions on consent and other related issues.

We acknowledge that legislative reform of itself is insufficient to effect real change and advocate for an extensive evidence-based community education campaign about the drivers of gender-based violence, respectful relationships and ethical sexual practice, developed by experts, that challenges rape myths, male entitlement and victim-blaming attitudes. Education of those working within the criminal justice system is also crucial.

We also recommend the need to resource specialisation.

### *Joint report #Me Too: Legal Responses to Sexual Harassment at work*

Women's Legal Service NSW worked with Kingsford Legal Centre, Redfern Legal Centre and the National Association of Community Legal Centres on a joint report: *#Me Too: Legal Responses to Sexual Harassment at Work*.

The report details the endemic nature of sexual harassment in workplaces across Australia which disproportionately affects women and makes 46 recommendations to reduce sexual harassment, increase reporting, and radically change workplace culture.

This report was submitted to the Australian Human Rights Commission's National Inquiry into Sexual Harassment in Australian workplaces.

The report also received media coverage.

### *Moving the system from crisis to early help: connecting children, young people and families to the right support at the right time*

In our submission to the Their Futures Matter Access System Redesign we highlighted the important role of early legal advice and support services for parents/primary caregivers and how a collaborative approach involving families, support services, child protection services and other relevant services is an important early support and can prevent a matter escalating to removal of a child from their family.

We outlined our care and protection work through telephone advice, our Health Justice partnerships with Women's Health Centres and our Legal Education and Advice in Prison (LEAP) program in metropolitan women's correctional centres, unpacking women's pathway to prison as a result of sexual, domestic and family violence and the need for alternatives to imprisonment particularly for pregnant women and women who are primary caregivers.

Our recommendations include funding LEAP to undertake a pilot project with Corrective Services, FACS and relevant support services to provide intensive early legal advice, social support and case management to pregnant women in custody and women with primary carer responsibilities prior to entering custody with a focus on family preservation and restoration.



## Successfully challenging Disability Support Pension policy measure

A policy measure in the 2018 Budget would have reduced the maximum period that the Disability Support Pension could remain suspended while a person is in prison from two years to 13 weeks, to take effect from 1 January 2019.

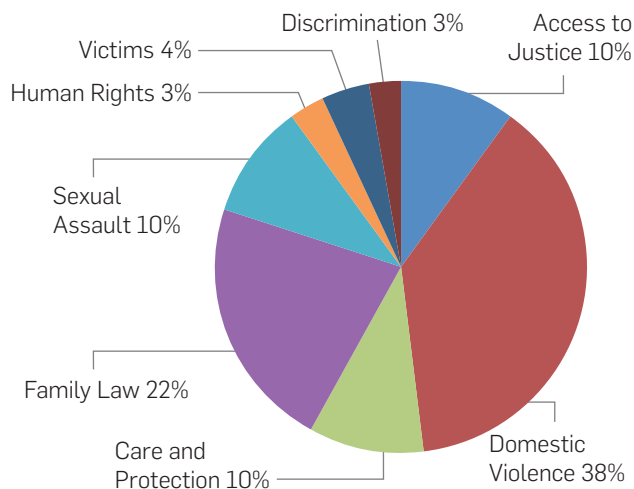
We were very concerned about the impact the policy change would have on women in prison, noting a large proportion of women entering prison have experienced child sexual abuse and/or sexual and family violence, a significant number of women in prison have a disability, and the over-representation of Aboriginal and Torres Strait Islander women in prison.

In response to disability advocates, our advocacy and networks, the Australian Government reversed the measure. The period of time for suspension of a disability support pension while in prison remains up to two years.

## Submissions and hearings

- Contributed to the NSW Women's Alliance Campaign: A Safe State – Acting to end sexual, domestic and family violence
- Submission to the Senate Community Affairs References Committee Inquiry into My Health Record System
- WLSA and WLSNSW Submissions to the National Partnership Agreement on Legal Assistance Services review
- Submission to the Portfolio Committee No 2 – Health and Community Services Inquiry into the implementation of the National Disability Insurance Scheme and the provision of disability services in New South Wales
- Contributed to WLSA's submission to the inquiry into the *Family Law Amendment (Family Violence and Cross-examination of Parties) Bill 2018*.
- Submission to Women NSW in response to the Redesign of the Domestic Violence Disclosure Scheme Consultation Paper
- Contributed to WLSA submission in response to the Family Courts merger bills

## Law Reform issues



- Contributed to the WLSA submission in response to the Australian Law Reform Commission (ALRC) Review of the Family Law System
- WLS NSW submission in response to the ALRC Review of the Family Law System
- Curtin University women who use force survey
- Feedback to NSW Department of Justice about Apprehended Domestic Violence Orders
- Submission to the NSW Law Reform Commission Review into consent in relation to sexual assault offences
- Submission to the Senate Community Affairs References Committee on ParentsNext, including its trial and broader rollout
- Submission to the NSW Sentencing Council – Review of sentencing for murder and manslaughter, including penalties imposed for domestic and family violence homicides
- Report: #MeToo: Legal Responses to Sexual Harassment at Work. A Kingsford Legal Centre, Redfern Legal Centre, Women's Legal Service NSW and National Association of Community Legal Centres Joint Report.
- Submission to Their Futures Matter – Access System Redesign: Moving the system from crisis to early help: connecting children, young people and families to the right support at the right time.

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*Safe State.*

### Consultations and meetings

Some of the consultations and meetings we participated in include:

- Meeting with the Australian Law Reform Commission on the Review of the Family Law System
- Legal roundtable discussion facilitated by the NSW Law Reform Commission on consent in relation to sexual offences
- Meetings with NSW Attorney General and Minister for Prevention of Domestic Violence, Minister for Women, and Minister for Families and Communities and Disability
- Meeting with Parliamentary Secretary for Police and Justice
- Abortion Law Reform Roundtable meetings convened by the Women's Electoral Lobby
- Meetings with the Department of Finance, Services and Innovation about strengthening protections for domestic violence victims-survivors renting in NSW and implementation of these reforms
- Meetings with the Royal Australian College of GPs and the Australian Medical Association NSW to discuss DV and tenancy reforms
- Meeting with academic, Eileen Webb who has been funded by DSS to conduct research about domestic violence and tenancy laws nationally
- Meeting with FACS representatives re the Children and Young Persons (Care and Protection) Amendment Bill 2018

- Meetings with politicians to discuss the NSW Women's Alliance – A Safer State – Acting to end sexual, domestic and family violence
- Meeting with the Legal Enforcement Conduct Commission
- Aboriginal Women's Consultation Network and the Indigenous Women' Legal Program Team meeting with the Special Commission of Inquiry into the Drug 'Ice'

### Media and articles

Our main media and published work during the year includes:

- Media mention: 'Charges pending over unborn twins tragedy', *The Australian*, 2 October 2018, and comment by Helen Campbell to Channel 9 about foetal personhood
- Media release: Tenancy laws to provide stronger protection for victims of domestic violence, 21 September 2018
- Letter to *Sydney Morning Herald* calling for greater investment in early support rather than focus on adoption
- Media comment by Helen Campbell to Channel 10 online about the review of consent laws
- Media mention: 'New plan to stem prison numbers', *Law Society of NSW Journal*, November 2018
- Media mention: 'A day in the life of Carolyn Jones, Senior Solicitor, Women's Legal Service NSW', *Law Society of NSW Journal*, December 2018

- Media mention: 'Supermarket went to 'extraordinary lengths' for sacked domestic violence survivor', Janet Loughman, *Sydney Morning Herald*, 18 December 2018
- Journal article: Helen Campbell, 'Stalking and abuse in the digital age: what you can do to protect your clients', *Law Society Journal of NSW*, February 2019
- Journal article: Kellie McDonald: 'New tenancy reforms strengthen the rights of domestic violence victims', *Law Society Journal of NSW*, March 2019
- Media mention: "Woefully inadequate": harsher penalties and legal overhaul recommended to target sexual harassment', *Sydney Morning Herald*, 1 April 2019

### Committees

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

### Community Legal Centres NSW

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

### National Association of Community Legal Centres

- National Aboriginal and Torres Strait Islander Women's Legal Network
- Human Rights Network
- LGBTQI Network
- Women's Legal Services Australia (convenor until January 2019)

### Interagencies, networks and other external committees

- The Australian National Research Organisation for Women's Safety (ANROWS) Practitioner Engagement Group meeting
- Law Society of NSW Family Law Committee
- Australian Communication Consumers Action Network
- Children's Court – Care Working Party (CLCNSW representative)
- Communications Alliance – Review of Handling of Life-Threatening and Unwelcome Communications Industry Code
- Corrective Services Contact in Custody Working Group
- Department of Justice Domestic Violence Reforms Consultation Group
- Equality Rights Alliance Working Groups (as WLSA representative)
- Greater Sydney Family Law Pathways Network and Parramatta Family Law Interagency Meeting
- Legal Practitioners Consultative Group of Corrective Services NSW
- LGBTQI Domestic Violence Interagency
- NLAF Prisoner's Legal Information Team
- NSW Women's Alliance
- Miranda's Place Steering Committee
- Sexual Assault Review Committee of Office of Director of Public Prosecutions
- Women's Advisory Council of Corrective Services NSW
- Legal Education and Advice in Prison.



## COMMUNITY LEGAL EDUCATION

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

We undertook 82 CLE activities, reaching over 1,354 people face-to-face. The workshops we provided included the following topics:

- Apprehended violence orders
- About WLS NSW
- Child care & protection
- Divorce
- Domestic violence
- Domestic violence & technology
- Domestic violence & tenancy
- Family law
- Minors, violence, sex and the law
- Safety planning in family law
- Sexual assault
- Note taking and subpoenas
- The Victims Support Scheme
- Toolkit for GPs in NSW
- Women in Prison.

We provided community legal education workshops in the following locations:

**Sydney:** Enmore, Kings Cross, University of Technology Sydney, Canley Heights, Emerton, Bankstown, Bonnyrigg, Penrith, Ashfield, Redfern, Mount Druitt, Blacktown, UNSW, the University of Sydney, Campbelltown, Wollondilly, Macquarie Park, and Blacktown.

**Regional NSW:** Dubbo, Wellington, Port Macquarie, Kempsey, Albury/Wodonga, Wollongong, Gold Coast, Newcastle.

**Interstate:** Gold Coast.

**Overseas:** New Zealand.

(see also: Indigenous Women's Legal Program)



*Vietnamese Women's Legal Fair.*

### Conference presentations and workshops

Highlights include:

- Presented to 3 conferences nationally and internationally on *Domestic Violence and Technology: the legal framework, remedies and evidence collection*: Netsafe Conference New Zealand; 3rd Technology Safety Summit held on the Gold Coast and the Annual ACCAN Conference – ACCANect – at UTS, Sydney.
- Joined a panel on *Current issues in NSW Domestic Violence law and collaborative service delivery initiatives* to the Law and Society Association of Australia and New Zealand at the University of Wollongong.
- Presented alongside His Honour Judge Roger Dive, Assistant Commissioner Luke Grant, Melanie Hawyes and Sarah Hopkins to discuss *responses to the growing prison population* in NSW as part of the Law Society's Thought Leadership series.
- Presented alongside His Honour Judge Harman, Mark Palmer (Family Court Family Consultant) Mark MacDiarmid (Independent Children's Lawyer), Lisa Robinson (Child Therapist) and others at the full day forum on *Doing it Differently in family law* organised by the Greater Sydney Family Law Pathways Network.
- Organising committee member and presenter at full day forum on *Family Violence – It's Everybody's Business* by the Parramatta Regional Family Law Interagency. Presenters included His Honour Judge Harman, representatives from men's behaviour change

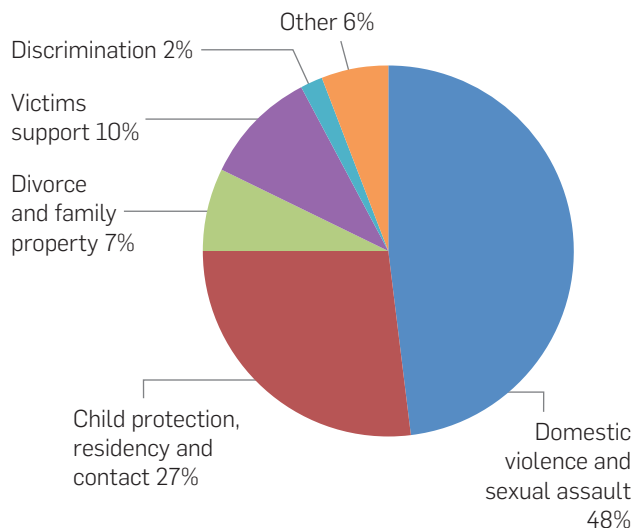
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programs, the Police, victims support services as well as Womens' Legal Service NSW.

- Presented alongside Her Honour Robyn Sexton, Dr Rae Kaspiew (ALRC), David Roberts (Relationships Australia) and Tina Ng solicitor on the *Australian Law Reform Commission Inquiry Report into the family law system* organised by the Parramatta Family Law Interagency.
- Joined a panel discussion about *family violence* at the Australian Women's Lawyers National Conference.
- Presented about *family violence* to a Legalwise School Law Conference.
- Joined a panel at an event hosted by the Sydney University Law Society on *NSW consent laws and proceedings in relation to sexual assault offences*.
- Presented an *update on family law and domestic violence* as part of the CLC NSW Legal Training Day held in Sydney.
- Conducted a half day workshop on *safety planning and victims support* for the Western CLC Domestic Violence Unit in Dubbo.
- Presented a series of workshops on *Domestic Violence and Renting* to provide tenancy and other workers with up to date information about reforms to the law.
- Presented workshops to women participating in the "My Kids and Me" program at both Lou's Place in King's Cross and Guthrie House in Enmore. This was an opportunity to present a workshop to women involved in the criminal justice system in an informal and safe environment about the child protection system, parents' rights and responsibilities, how to vary orders, make complaints and lodge appeals.
- Travelled to Port Macquarie on two occasions, where we were generously hosted by the Mid North Coast Community Legal Centre (MNCCLC), delivering a workshop to staff from MNCCLC and to community workers from around the Port Macquarie/Kempsey area as well as visiting Macleay Vocational College to deliver a workshop to women and staff from the Mothers and Babies program.

### CLE Activities



- Travelled to Dubbo as part of the CLC NSW RRR Roadshow where we delivered workshops on How to Work with Victims of Violence and Victims Support and a workshop to Family Relationship Centre staff on Family Law and Making Arrangements for Children.
- Travelled to Albury and to Newcastle to present a full day workshop with co-presenter Jon Graham on Screening, Risk Assessment and Safety Planning as part of work developed through the Greater Sydney Family Law Pathways Network.

Some feedback from participants in our workshops:

**"I have a better understanding of the AVO process, variations, how much family law impacts a situation and how lengthy the process can be."**

**"I feel more informed and confident about departments involved and level of support."**

**"...better equipped to advocate."**

**"...much greater knowledge of all aspects of DV."**

**"...will further my knowledge to enable me to assist clients."**

**"...it was a great seminar leaving me with a greater understanding of DV and the law."**

**"...good to experience the conversations between services – knowing we are all on the same page."**

## PUBLICATIONS

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

A plain-English guide to domestic violence law in New South Wales, produced by the solicitors at Women's Legal Service NSW. This resource is available online, as an eBook in multiple formats and in hard copy. Published in September 2018 and launched by then-Minister for the Prevention of Domestic Violence, the Hon Pru Goward.

### Factsheet and poster: DV and Renting

With the support of Colin, Biggers and Paisley, we produced a factsheet and poster to provide further understanding of the domestic violence provisions introduced into the residential Tenancies Act.



### Hot Topics: Domestic Violence and the Law

We were asked by the State Library of NSW to update their Hot Topics publication on Domestic Violence. These publications will no longer be produced in hardcopy but are available electronically on the State Library website: <https://legalanswers.sl.nsw.gov.au/hot-topics>



### The Law Handbook

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



Minister Pru Goward launched the Domestic Violence Guide.

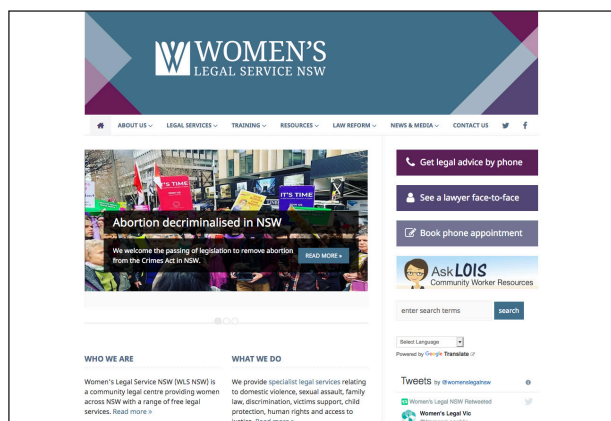
### Women and Family Law

We have been updating the Women and Family Law publication which we know is in hot demand. The publication will hopefully be ready for redistribution before the end of 2019.

### When She Talks to You about the Violence: A Toolkit for GPs in NSW

With the support of Fair Trading NSW, we have updated and redesigned the GP Toolkit to include the new provisions allowing Medical Practitioners to sign a Declaration Form as evidence that a person is in "circumstances of domestic violence" and special reference to strangulation and documentation.

### Website



### Quick statistics about our website:

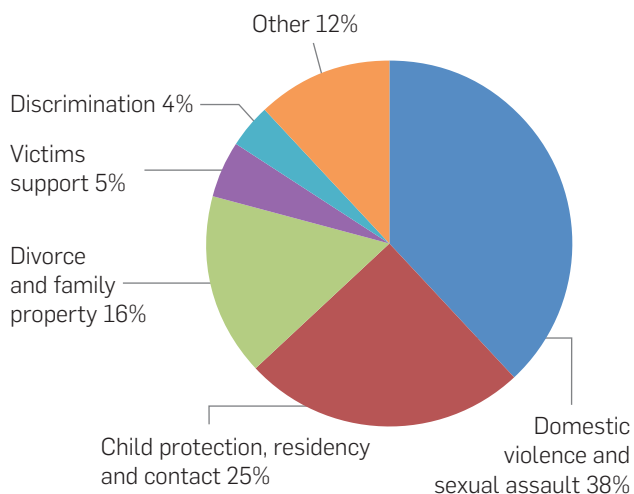
The total number of sessions for the financial year was 95,000. A session is the period of time a user is actively engaged with the website.

The total number of users that have had at least one session during the financial year was 70,000. This includes both new and returning visitors.

## WOMEN'S LEGAL RESOURCES LIMITED

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### CLE Resources



The average number of pages viewed during a single session was 1.49. This includes repeated views of a single page.

The total number of pages viewed during the financial year was 172,726. This includes repeated views of a single page.

Overall, we had 73.13% new visitors and 26.87% returning visitors.

### Ask LOIS



Ask LOIS is a website providing a free legal online information service (LOIS) for community workers in NSW, who are responding to women with legal needs. Ask LOIS is a project created and run by Women's Legal Service NSW.

Ask LOIS provides community workers with free online training and advice on legal issues such as domestic violence, AVOs, family law, child protection, victims

support and much more. It also offers monthly webinars, presented by solicitors and experts across the field. These webinars provide an opportunity for participants to listen live and ask questions of our presenters. Topics covered include domestic violence, apprehended violence orders, family law, child protection, victim's compensation and much more. All past webinars can be downloaded for free at any time along with the summary fact sheets.

In 2018–19, there were 462 live webinar participants. Webinar topics included:

- The proposed ban on direct cross-examination in family law
- Parenting Management Hearings
- Proposed merging of Family Court and Federal Circuit Court
- ALRC Review of the family law system
- Safe Connections: Smartphones for Survivors
- National Redress Scheme for Institutional Child Sexual Abuse
- Children And Young Persons (Care And Protection) Amendment Act
- Strangulation and the new offence under the Crimes Act (NSW)
- New Laws to protect Tenants who are Victims/ Survivors of Domestic Violence
- Update on Changes to the Victims Rights and Support Act (NSW)
- Back to Basics: Apprehended Domestic Violence orders– What is an AVO?
- Domestic Violence and Communications Technology

Past webinars were played 1,509 times.

There were 270 new subscribers this year.

Ask LOIS is being promoted through presentations and workshops delivered throughout the year as well as on Twitter and Facebook.

### Facebook

The WLS Facebook page has 2,876 likes compared to 2,254 at the end of last financial year. Our post with the greatest reach (number of unique people who saw our post) in the past year reached 1,723 people.



## OUR PUBLICATIONS

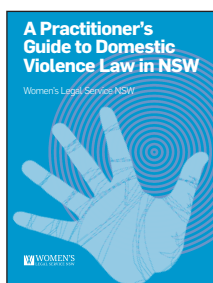
### Books



#### Women and Family Law (2017)

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

This is available for free download from our website: [www.wlsnsw.org.au/resources/women-and-family-law](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: [www.wlsnsw.org.au/resources/dv-law-nsw](http://www.wlsnsw.org.au/resources/dv-law-nsw)



#### Sexual assault: Your Rights and the Law (2016)

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

rights. Available in hard copy or for free download from our website:

Available in hard copy or for free download from our website: [www.wlsnsw.org.au/resources/sexual-assault](http://www.wlsnsw.org.au/resources/sexual-assault)



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

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

The toolkit contains guidelines for patient care as well as some legal information

for doctors such as mandatory reporting and responding to subpoenas. Available in hard copy or from: [tstimetotalk.net.au/gp-toolkit](http://tstimetotalk.net.au/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)

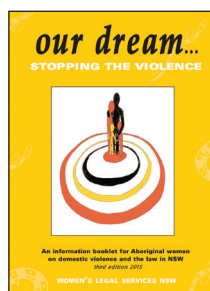
This resource is designed to help women and families deal with FaCS if their children are removed. Available in hard copy or on our website.



#### 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.

## WOMEN'S LEGAL RESOURCES LIMITED

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### 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 Services NSW Brochure

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



### Women's Legal Service NSW Pictorial Brochure

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



### Women's Legal Service NSW Brochures in 10 community languages:

Arabic, Dari, Dinka, Farsi, Filipino (Tagalog), Hindi, Kirundi, Mandarin, Tamil and Vietnamese.



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



### 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 Services NSW.



### Indigenous Women's Legal Program Card

Contact details and numbers for Women's Legal Services NSW

Indigenous Women's Legal Program.



### Domestic Violence Legal Service Card

Contact details for the Domestic Violence Legal Service.



### Indigenous Women's Program Fridge Magnet

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

Publications can be ordered from our website at:  
[www.wlsnsw.org.au/resources/order-publications](http://www.wlsnsw.org.au/resources/order-publications)

## **TREASURER'S REPORT**

I am pleased to present the 2018–19 audited Financial Statements of Women's Legal Resources Limited, trading as Women's Legal Service NSW.

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

In brief, funding income was made up of:

- Women's Legal Resource Centre Program – \$1,428,069
- Indigenous Women's Legal Program – \$305,440
- Domestic Violence Legal Service – \$534,764
- One off funding from:
  - Legal Aid Commission of NSW "CLC Care Partner" – \$39,900
  - Various Sources "Partnership, Prevention & Rural Action IV – Lake Burrendong Conference" – \$192,314

With an overall revenue of \$2,679,860 and total expenditure of \$2,675,479 there is a surplus of \$4,381 for the year.

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

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

**Belinda Louis**  
**Treasurer**



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2019

## Directors' Report For the year ended 30 June 2019

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 2019 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

##### **Denele Crozier**

Director – Chairperson

#### Qualifications, experience and other directorships

Appointed as a Director on 30 November 2011

RNPN, Dip. Acc, Dip. Business.

Order of Australia, Member 2017.

37 years working in the NGO Charity sector.

2001 to present – Chief Executive Officer, Women's Health NSW Peak for community Women's Health Centres. 1993–2001 Administrator, Redfern Legal Centre, 1982–1992 Health Worker, Liverpool Women's Health Centre and Administrator, Women's Health Information Resource and Crisis Centres Association.

Currently involved in range of management and advisory committees including FGM Advisory Committee, NSW Ministry of Health NGO Advisory Committee, Treasurer at Australian Women's Health Network and Domestic Violence NSW.

##### **Belinda Louis (CA)**

Director – Treasurer

Appointed as a Director on 8 February 2011

B Commerce – University of Sydney (2001)

Grad Dip (Chartered Accountancy) – CAANZ (2004)

MBA (Executive) – UNSW (2014)

February 2002 to present – PwC Australia, Director.

Over 16 years of financial advisory experience and currently a Director at PwC Australia, Financial Advisory (Outsourced CFO). Experience across audit, risk, forensic, transaction services (M&A) and finance business partnering, both in Australia and the UK.

January 2016 to present – Member of Finance and Risk Committee for Our Watch.

##### **Anusha Duray**

Director

Appointed as a Director on 8 December 2010 to 21 November 2018

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

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



## WOMEN'S LEGAL RESOURCES LIMITED

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### Directors' Report – (continued) For the year ended 30 June 2019

#### **Sheridan Emerson**

Director

Appointed as a Director on 7 May 2014  
LLB (Hons 1), B Econ, University of Queensland  
Admitted as a solicitor in 2003  
Accredited Family Law Specialist – NSW Law Society  
Over 17 years' experience as a solicitor. Partner at Pearson Emerson Meyer Family Lawyers, a specialist family law firm in Sydney providing advice in respect of all aspects of family law. Prior roles in commercial litigation and finance at Allens Arthur Robinson in Sydney and Linklaters in London. 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.

#### **Renata Field**

Director

Appointed as a Director on 22 November 2017  
Master Social Work – University of Sydney  
BA Arts/Fine Arts – University of NSW  
Currently Coordinator of the NSW Voices for Change project with Domestic Violence NSW. Over 10 years of experience working in the not-for-profit and community sector. Previous roles included director of the peak body, Women's Domestic Violence Court Advocacy Services NSW Inc. social worker at Delvena Women's Refuge and researcher at the Education Centre Against Violence.

#### **Louise Goodchild**

Director

Appointed as a Director 30 November 2011  
BA/LLB MA  
Admitted to practice as a solicitor in 1992, called to the NSW Bar 2005 Part time Judicial Member Administrative Decisions Tribunal 2010–2013.  
Barrister, over 14 years' experience; prior experience over eighteen years including: Law lecturer at University of Western Sydney and University of Technology. Principal Solicitor and Project Co-ordinator National Youth and Children's Law Centre, Legal Aid, Aboriginal Legal Service, Cape York Land Council.

#### **Heather McKinnon**

Director

Appointed as a Director on 5 August 2015 to 21 November 2018  
Admitted as a lawyer in 1983.  
Current – Partner at Bryant McKinnon Lawyers  
Practice Group Leader Slater and Gordon  
Family Law Accredited Specialist,  
Independent Children's Lawyer  
Arbitrator under the Family Law Act  
For the past 30 years, practiced as a Family Law Specialist.  
An Independent Children's Lawyer for over 25 years.  
Has held various board positions and is currently a member of the New South Wales Law Society's Accredited Specialist Family Law Committee.  
Past chair of the Regional Committee of the Family Law Section of the Law Council of Australia.

## WOMEN'S LEGAL RESOURCES LIMITED

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### Directors' Report – (continued) For the year ended 30 June 2019

**Emma Palmer**  
Director

Appointed as a Director on 6 May 2015  
PhD, LLM, LLB/BCom (Fin) UNSW  
Lecturer at Griffith Law School, Griffith University.  
PhD awarded by UNSW Law in 2017.  
Research Assistant for two Australian Research Council (ARC)  
Discovery Projects at UNSW Law 2012–2017.  
Practical Legal Training at Women's Legal Service NSW 2012–13.  
Senior investment analyst at Macquarie Bank 2006–2011.  
Admitted as a lawyer in New South Wales.  
Research interests include international criminal law, international humanitarian law, human rights and social justice, transitional justice, responsible investment, infrastructure governance, criminal law, and gender legal and policy issues in international and domestic law.

**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  
Chair, Mudgin-gal Aboriginal Women's Centre  
Chair, NCOSS Seven Sisters

**Courtney Roberson**  
Director

Appointed as a Director on 13 February 2019  
Master of Laws Columbia University  
Bachelor of Arts, Bachelor of Laws Murdoch University  
Currently Lawyer, Gilbert + Tobin  
Previously Minter Ellison, NT Department of Attorney-General and Justice, Lavan  
Legal Consultant, UN Women (New York)  
Staff Associate Columbia Law School  
Volunteer experience at Refugee Advice and Rights Centre, Planned Parenthood,  
Peace Law Academy, Top End Women's Legal Service and Aboriginal Legal Service.

**Ella Rowe**  
Director

Appointed as a Director on 13 February 2019  
Bachelor of Political, Economic and Social Science – University of Sydney.  
Juris Doctor Candidate – University of New South Wales (present).  
National Legal Assistant, Maritime Union of Australia, Division of the Construction,  
Forestry, Maritime, Mining and Energy Union (CFMMEU)  
Over 5 years' experience in the not for profit and community sector.  
Previously volunteered with Women's Legal Service NSW and Amnesty International.

**Elizabeth Simpson**  
Director

Appointed as a Director on 30 November 2011 to 21 November 2018  
BA (Hons)/Arts – University of Queensland  
Msc (Dist) – London School of Economics  
Admitted as a solicitor of the Supreme Court of Queensland in 2001. Practised in  
NSW since 2008  
Over 10 years' experience as a solicitor.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

Directors' Report – (continued)  
For the year ended 30 June 2019

### 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
Denele Crozier	4	3
Anusha Duray	2	–
Sheridan Emerson	4	3
Renata Field	4	2
Belinda Louis	4	3
Louise Goodchild	4	3
Heather McKinnon	2	–
Emma Palmer	4	3
Bronwyn Penrith	2	2
Courtney Robertson	2	2
Ella Rowe	2	1
Elizabeth Simpson	2	–

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 (from 11 February 2015 to 21 November 2018)

Elizabeth Simpson is a solicitor. Elizabeth has held a number of senior solicitor positions and has a degree in Arts.

### Sheridan Emerson (from 21 November 2018)

Sheridan Emerson is a solicitor, Partner at Pearson Emerson Meyer Family Lawyers. Sheridan has been the company secretary of Women's Legal Resources Limited since 21 November 2018.

### 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 2019, the total amount that members of the company are liable to contribute if the company is wound up is \$2,840 (2018: \$2,780).

### 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 2019

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

### Short-term Objectives

The company's short-term objectives are to:

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

### Long-term Objectives

The company's long-term objectives are to:

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

### 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.


### Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration as required under s.60–40 of the *Australian Charities and Not-for-profits Commission Act 2012* is included in page 41 of this financial report and forms part of the Director's Report.

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



Director



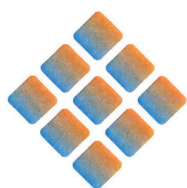
Director

Dated this 9th of October 2019  
Sydney, NSW



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



**mosaic audit  
+ consulting**

Vanessa Patricio  
Principal  
Level 26  
44 Market Street  
Sydney NSW 2000

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

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

In accordance with the requirements of section 60–40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as the auditor of Women's Legal Resources Limited for the year ended 30 June 2019, I declare that, to the best of my knowledge and belief there have been:

- i. No contraventions of the auditor independence requirements of the s60–40 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.

**MOSAIC AUDIT & CONSULTING  
CHARTERED ACCOUNTANTS**

**VANESSA PATRICIO  
PRINCIPAL**

**Registered Company Auditor # 333315**

**DATED THIS 9TH DAY OF OCTOBER 2019  
SYDNEY, NSW**



(02) 9089 8640



(02) 9089 8989



vanessa@mosaicac.com.au



**CHARTERED ACCOUNTANTS**  
AUSTRALIA • NEW ZEALAND

Liability limited by a scheme approved under Professional Standards Legislation

## Statement of Profit or Loss and Other Comprehensive Income for the Year Ended 30 June 2019

	Notes	2019 \$	2018 \$
<b>Revenue</b>	5	<b>2,679,860</b>	<b>2,407,378</b>
Service expenses		(231,497)	(135,984)
Occupancy expenses		(76,972)	(76,653)
Administration expenses		(127,318)	(113,521)
Employee benefits expense	12(a)	(2,239,698)	(2,061,852)
Financing expenses		(699)	(396)
Depreciation Expenses		(2,695)	(7,339)
Doubtful debt expense		3,400	(1,500)
Surplus/(Deficit) before income tax expense		4,381	10,133
Income tax expense	4.9	–	–
Surplus/(Deficit) for the year		4,381	10,133
Other comprehensive income		–	–
Other comprehensive income for the period, net of income tax		–	–
<b>Total comprehensive income (loss) for the period</b>		<b>4,381</b>	<b>10,133</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 Financial Position as at 30 June 2019

	Notes	2019 \$	2018 \$
<b>ASSETS</b>			
<b>CURRENT</b>			
Cash and cash equivalents	6	1,760,293	1,778,292
Trade and other receivables	7	24,672	21,344
Other assets	8	17,014	25,151
CURRENT ASSETS		<u>1,801,979</u>	<u>1,824,787</u>
<b>NON-CURRENT</b>			
Property, plant and equipment	9	<u>524,906</u>	<u>527,601</u>
NON-CURRENT ASSETS		<u>524,906</u>	<u>527,601</u>
<b>TOTAL ASSETS</b>		<b><u>2,326,885</u></b>	<b><u>2,352,388</u></b>
<b>LIABILITIES</b>			
<b>CURRENT</b>			
Trade and other payables	10	1,004,346	826,429
Other liabilities	11	27,404	282,831
Provisions	12(b)	348,679	294,447
CURRENT LIABILITIES		<u>1,380,429</u>	<u>1,403,707</u>
<b>NON-CURRENT</b>			
Borrowings	13	–	4
Provisions	12(b)	<u>18,505</u>	<u>25,107</u>
NON-CURRENT LIABILITIES		<u>18,505</u>	<u>25,111</u>
<b>TOTAL LIABILITIES</b>		<b><u>1,398,934</u></b>	<b><u>1,428,818</u></b>
<b>NET ASSETS</b>		<b><u>927,951</u></b>	<b><u>923,570</u></b>
<b>EQUITY</b>			
Reserves	14	145,424	145,424
Retained Earnings		<u>782,527</u>	<u>778,146</u>
<b>TOTAL EQUITY</b>		<b><u>927,951</u></b>	<b><u>923,570</u></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 2019

	Note	Retained Earnings \$	Special Reserve \$	Total Equity \$
<b>Balance at 1 July 2017</b>		768,013	145,424	913,437
Profit for the year		10,133	–	10,133
Other comprehensive income		–	–	–
<b>Balance at 30 June 2018</b>		<b>778,146</b>	145,424	<b>923,570</b>
Profit for the year		4,381	–	4,381
Other comprehensive income		–	–	–
<b>Balance at 30 June 2019</b>		<b>782,527</b>	<b>145,424</b>	<b>927,951</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 2019

	Note	2019 \$	2018 \$
<b>Receipts from Operating Activities</b>			
• Grants		2,495,109	2,607,262
• Other income		49,270	43,355
• Interest income		46,209	36,865
• Donations		34,095	18,039
• Sale of goods		537	2,673
• Fees and contributions		50,581	47,937
• Payments to suppliers and employees		(2,693,796)	(2,328,357)
<b>Net cash from operating activities</b>	<b>15(b)</b>	<u>(17,995)</u>	<u>427,774</u>
<b>Cash Flows from Investing Activities</b>			
Purchase of plant and equipment		–	(12,000)
<b>Net cash used in investing activities</b>		<u>–</u>	<u>(12,000)</u>
<b>Cash Flows from Financing Activities</b>			
Repayment of bank loans		(4)	–
<b>Net Cash used in Financing Activities</b>		<u>(4)</u>	<u>–</u>
Net increase/(decrease) in cash and cash equivalents		(17,999)	415,774
Cash and cash equivalents at 1 July		1,778,292	1,362,518
<b>Cash and cash equivalents at 30 June</b>	<b>15(a)</b>	<u><b>1,760,293</b></u>	<u><b>1,778,292</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 2019

### **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 requirements of the *Australian Charities and Not-for-profit Commission Act 2012*, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board. A statement of compliance with the International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) cannot be made due to the Company applying not-for-profit specific requirements contained in the Australian Accounting Standards. Women's Legal Resources Limited is a not-for-profit entity, 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 2019 were approved and authorised for issue by the Board of Directors on the 9th of October 2019.

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

#### **3.1 New and revised standards that are effective for these financial statements**

A number of new and revised standards became effective for the first time to annual periods beginning on or after 1 July 2018. Information on the more significant standard(s) is presented below

#### Accounting Standards issued but not yet effective and not been adopted early by the Company

*AASB 15 Revenue from Contracts with Customer, effective from 1 January 2019.*

The Company is yet to undertake a detailed assessment of the impact of AASB 15. However based on the Company's preliminary assessment of the impact of AASB 15, the Standard is not expected to have a material impact on the transactions and balances recognised in the financial statements when it is first adopted for the year ending 30 June 2020.

*AASB 16 Leases, effective from 1 January 2019.*

The Company is yet to undertake a detailed assessment of the impact of AASB 16. However, based on the Company's preliminary assessment, the Standard is not expected to have a material impact on the transactions and balances recognised in the financial statements when it is first adopted for the year ending 30 June 2020. This is due to the low value asset leases.

### **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**

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

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.

Revenue is recognised when the amount of revenue can be measured reliably, collection is probable, the costs incurred or to be incurred can be measured reliably, and when the criteria for each of the Company's different activities have been met. Details of the activity-specific recognition criteria are described below.

### Government grants

A number of the Company's programs are supported by grants received from the federal and state governments.

If conditions are attached to a grant which must be satisfied before the Company is eligible to receive the contribution, recognition of the grant as revenue is deferred until those conditions are satisfied.

Where a grant is received on the condition that specified services are delivered, to the grantor, this is considered a reciprocal transaction. Revenue is recognised as services are performed and at year-end until the service is delivered.

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 Operating expenses**

Operating expenses are recognised in profit or loss upon utilisation of the service or at the date of their origin.

## **4.4 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 4.7.

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.

## **4.5 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.

### **4.6 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. Associated costs, such as maintenance and insurance, are expensed as incurred.

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

For impairment assessment purposes, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash-generating units). As a result, some assets are tested individually for impairment and some are tested at cash-generating unit level.

An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its

recoverable amount, which is the higher of fair value less costs to sell and value-in-use. To determine the value-in-use, management estimates expected future cash flows from each cash-generating unit and determines a suitable interest rate in order to calculate the present value of those cash flows. The data used for impairment testing procedures are directly linked to the Company's latest approved budget, adjusted as necessary to exclude the effects of future reorganisations and asset enhancements. Discount factors are determined individually for each cash-generating unit and reflect management's assessment of respective risk profiles, such as market and asset-specific risks factors.

Impairment losses for cash-generating units reduce first the carrying amount of any goodwill allocated to that cash-generating unit. Any remaining impairment loss is charged pro rata to the other assets in the cash-generating unit. All assets are subsequently reassessed for indications that an impairment loss previously recognised may no longer exist. An impairment charge is reversed if the cash-generating unit's recoverable amount exceeds its carrying amount.

### **4.8 Financial instruments**

#### Recognition, initial measurement and derecognition

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

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

#### Classification and subsequent measurement of financial assets

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price, all financial assets



are initially measured at fair value adjusted for transaction costs (where applicable)

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

- amortised cost
- financial assets at Fair Value Through Profit or Loss (FVTPL)
- equity instruments at fair value through other comprehensive income (FVOCI)

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

Classifications are determined by both:

- the entities business model for managing the financial asset
- the contractual cash flow characteristics of the financial assets

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

### Subsequent measurement financial assets

#### *Financial assets at amortised cost*

Financial assets are measured at amortised cost if the assets meet the following conditions (and are not designated as FVPL):

- they are held within a business model whose objective is to hold the financial assets and collect its contractual cash flows
- the contractual terms of the financial assets give rise to cash flows that are solely payments of principal and interest on the principal amount outstanding

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of

discounting is immaterial. The Company's cash and cash equivalents, trade and most other receivables fall into this category of financial instruments as well as long-term deposit that were previously classified as held-to-maturity under AASB 139.

### Financial assets at fair value through profit or loss (FVPL)

Financial assets that are held within a different business model other than 'hold to collect' or 'hold to collect and sell' are categorised at fair value through profit and loss. Further, irrespective of business model financial assets whose contractual cash flows are not solely payments of principal and interest are accounted for at FVPL. All derivative financial instruments fall into this category, except for those designated and effective as hedging instruments, for which the hedge accounting requirements apply (see below).

### Impairment of Financial assets

AASB 9's impairment requirements use more forward looking information to recognize expected credit losses – the 'expected credit losses (ECL) model'. Instruments within the scope of the new requirements included loans and other debt-type financial assets measured at amortised cost and FVOCI, trade receivables and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss.

The Company considers a broader range of information when assessing credit risk and measuring expected credit losses, including past events, current conditions, reasonable and supportable forecasts that affect the expected collectability of the future cash flows of the instrument.

In applying this forward-looking approach, a distinction is made between:

- the financial instruments that have not deteriorated significantly in credit quality since initial recognition or that have low credit risk ('Stage 1') and
- financial instruments that have deteriorated significantly in credit quality since initial recognition and whose credit risk is not low ('Stage 2').

'Stage 3' would cover financial assets that have objective evidence of impairment at the reporting date.

'12-month expected credit losses' are recognised for the first category while 'lifetime expected credit losses' are recognised for the second category.

Measurement of the expected credit losses is determined by a probability-weighted estimate of credit losses over the expected life of the financial instrument.

### Trade and other receivables

The Company makes use of a simplified approach in accounting for trade and other receivables records the loss allowance at the amount equal to the expected lifetime credit losses. In using this practical expedient, the Company uses its historical experience, external indicators and forward-looking information to calculate the expected credit losses using a provision matrix.

The Company assesses impairment of trade receivables on a collective basis as they possess credit risk characteristics based on the days past due. The Company allows 1% for amounts that are 30 to 60 days past due, 1.5% for amounts that are between 60 and 90 days past due and writes off fully any amounts that are more than 90 days past due.

### Classification and measurement of financial liabilities

As the accounting for financial liabilities remains largely unchanged from AASB 139, the Company's financial liabilities were not impacted by the adoption of AASB 9. However, for completeness, the accounting policy is disclosed below.

The Company's financial liabilities include borrowings and trade and other payables.

Financial liabilities are initially measured at fair value, and, where applicable, adjusted for transaction costs unless the Company designated a financial liability at fair value through profit or loss.

Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVPL, which are carried subsequently at fair value with gains or losses recognised in profit

or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

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

### Accounting policies applicable to comparative period

#### *Recognition, initial measurement and derecognition*

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

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

#### *Classification and subsequent measurement of financial assets*

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

- loans and receivables
- financial assets at Fair Value Through Profit or Loss (FVPL)
- held-To-Maturity (HTM) investments
- available-For-Sale (AFS) financial assets

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

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

### Loans and receivables

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

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

### Financial assets at fair value through profit or loss (FVPL)

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

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

### HTM investments

HTM investments are non-derivative financial assets with fixed or determinable payments and fixed maturity other than loans and receivables. Investments are classified as HTM if the Company has the intention and ability to hold them until

maturity. The Company currently holds long term deposits designated into this category.

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

### AFS financial assets

AFS financial assets are non-derivative financial assets that are either designated to this category or do not qualify for inclusion in any of the other categories of financial assets. The Company's AFS financial assets include listed securities.

All AFS financial assets are measured at fair value. Gains and losses are recognised in other comprehensive income and reported within the AFS reserve within equity, except for impairment losses and foreign exchange differences on monetary assets, which are recognised in profit or loss. When the asset is disposed of or is determined to be impaired the cumulative gain or loss recognised in other comprehensive income is reclassified from the equity reserve to profit or loss and presented as a reclassification adjustment within other comprehensive income. Interest calculated using the effective interest method and dividends are recognised in profit or loss within 'revenue' (see Note 4.2).

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

### Classification and subsequent measurement of financial liabilities

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

Financial liabilities are measured subsequently at amortised cost using the effective interest method,

except for financial liabilities held for trading or designated at FVPL, that are carried subsequently at fair value with gains or losses recognised in profit or loss.

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

### 4.9 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*.

### 4.10 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.

### 4.11 Reserves

Other components of equity include the following:

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

### 4.12 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.

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

#### Post-employment benefits plans

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

#### Defined contribution plans

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

### 4.13 Provisions, contingent liabilities and contingent assets

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 are discounted to their present values, where the time value of money is material.

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.

No liability is recognised if an outflow of economic resources as a result of present obligation is not probable. Such situations are disclosed as contingent liabilities, unless the outflow of resources is remote in which case no liability is recognised.

#### **4.14 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.

#### **4.15 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.

#### **4.16 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.

#### **4.17 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.

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### NOTE 5: REVENUE

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

	2019 \$	2018 \$
<b>Operating activities</b>		
Grants		
– Legal Aid Commission (Commonwealth)	1,298,216	1,277,845
– Legal Aid Commission (State)	970,057	920,410
– Sundry Grants	232,214	52,391
Total Grants	2,500,487	2,250,646
Other income		
– Interest received	48,907	42,784
– Donations	34,095	18,039
– Fees and contributions	45,983	43,579
– Rental income	49,900	49,900
– Sales of publications and merchandise	488	2,430
Total other income	179,373	156,732
<b>TOTAL REVENUE</b>	<b>2,679,860</b>	<b>2,407,378</b>

### NOTE 6: CASH AND CASH EQUIVALENTS

<b>Cash and cash equivalents consist the following</b>	<b>2019 \$</b>	<b>2018 \$</b>
Cash at bank	4,941	41,789
Cash on deposit	1,754,852	1,736,003
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<b>1,760,293</b>	<b>1,778,292</b>

### NOTE 7: TRADE AND OTHER RECEIVABLES

	2019 \$	2018 \$
<b>Current</b>		
Trade receivables	32,633	32,705
Less: Provisions for impairment	(7,961)	(11,361)
	<b>24,672</b>	<b>21,344</b>

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

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### NOTE 8: OTHER ASSETS

	2019 \$	2018 \$
<b>Other assets consist the following:</b>		
Prepayments	17,014	25,151
	<b>17,014</b>	<b>25,151</b>

### NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2019 \$	2018 \$
Building – at cost	515,877	515,877
Plant & equipment – at cost	120,808	120,808
Less accumulated depreciation	(111,779)	(109,084)
	<b>524,906</b>	<b>527,601</b>

	Property, Plant and Equipment	Total
Details of property, plant and equipment and their carrying amount are as follows:		
<b>Cost</b>		
Balance at 1 July 2018	636,685	636,685
Additions	–	–
Disposals	–	–
Balance at 30 June 2019	<b>636,685</b>	<b>636,685</b>
<b>Accumulated depreciation</b>		
Balance at 1 July 2018	109,084	109,084
Depreciation for the year	2,695	2,695
Disposals	–	–
<b>Balance at 30 June 2019</b>	<b>111,779</b>	<b>111,779</b>
<b>Carrying Amounts</b>		
Balance at 1 July 2018	527,601	527,601
<b>Balance at 30 June 2019</b>	<b>524,906</b>	<b>524,906</b>

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

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### NOTE 10: TRADE AND OTHER PAYABLES

	2019 \$	2018 \$
Trade and other payables recognised consist of the following:		
<b>Current</b>		
Trade payables	39,140	46,491
Other creditors and accruals	965,206	779,938
	<b>1,004,346</b>	<b>826,429</b>

### NOTE 11: OTHER LIABILITIES

	2019 \$	2018 \$
<b>Current</b>		
Uncommitted/ Unspent Funds	27,404	282,831
	<b>27,404</b>	<b>282,831</b>

### NOTE 12: EMPLOYEE REMUNERATION

	2019 \$	2018 \$
<b>Current</b>		
(a) Employee benefits expense		
Expenses recognised for employee benefits are analysed below:		
Wages and salaries	1,845,447	1,665,387
Superannuation – defined contribution plans	180,210	165,987
Workers compensation insurance	8,945	8,918
Employee training and development	19,417	17,024
Employee benefit provisions	185,679	204,536
	<b>2,239,698</b>	<b>2,061,852</b>
(b) Employee benefits		
Annual Leave	117,255	106,832
Long Service Leave	231,424	187,615
	<b>348,679</b>	<b>294,447</b>
<b>Non-Current</b>		
Long Service Leave	18,505	25,107
	<b>18,505</b>	<b>25,107</b>



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### NOTE 13: BORROWINGS

	2019 \$	2018 \$
Non-Current		
National Australia Bank	–	4
	<u>–</u>	<u>4</u>

The bank loan was secured against the Company's property. The bank loan facility was closed on 18 December 2018.

### NOTE 14: RESERVES

	2019 \$	2018 \$
Special Reserve	145,424	145,424
	<u>145,424</u>	<u>145,424</u>

### NOTE 15: CASH FLOW INFORMATION

#### (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:

	2019 \$	2018 \$
Cash at bank	4,941	41,789
Cash on deposit	1,754,852	1,736,003
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<u><b>1,760,293</b></u>	<u><b>1,778,292</b></u>

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

Profit/(loss) after income tax for the year	4,381	10,133
Adjustments for:		
Depreciation	2,695	7,339
Changes in assets and liabilities		
Change in other assets	8,137	(14,877)
Change in trade and other receivables	(3,328)	(12,464)
Change in other liabilities	(255,427)	131,551
Change in provisions	47,630	19,896
Change in trade and other payables	177,917	286,196
<b>Net cash from operating activities</b>	<u><b>(17,995)</b></u>	<u><b>427,774</b></u>

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### NOTE 16: AUDITORS' REMUNERATION

	2019 \$	2018 \$
Audit and review of the financial report	9,000	10,000
Audit and review of the financial acquittal	1,000	1,500
Other audit services	1,000	1,000
	<b>11,000</b>	<b>12,500</b>

### NOTE 17: 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:

	2019 \$	2018 \$
Total key management remuneration	288,835	288,544

### NOTE 18: CONTINGENT LIABILITIES

There are no contingent liabilities that have been incurred by the company in relation to 30 June 2019 or 30 June 2018.

### NOTE 19: CAPITAL COMMITMENTS

There are no capital commitments that have been committed by the company in relation to 30 June 2019 or 30 June 2018.

### NOTE 20: LEASES

	2019 \$	2018 \$
Minimum lease payments due		
Within one year	4,343	4,343
Between one and five years	4,342	8,685
Total	<b>8,685</b>	<b>13,028</b>

Lease expense during the period amount to \$4,343 (2018: \$4,343) representing the minimum lease payments.

The company leases two photocopiers under operating lease. The lease runs for a period of five years.

### NOTE 21: 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 2019, the Company is exposed to changes in market interest rates through bank term deposits at variable interest rates.

The following table illustrates the sensitivity of profit and equity to a reasonably possible change in interest rates of +/- 0.50% (2018: +/- 0.50%). 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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

and other receivables are all contractually due within six months.

### NOTE 22: 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 23: POST-REPORTING DATE EVENTS

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

### NOTE 24: 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 2019, the total amount that members of the company are liable to contribute if the company is wound up is \$2,840 (2018: \$2,780).

## DIRECTORS' DECLARATION

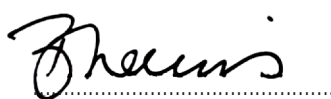
In the opinion of the directors of Women's Legal Resources Limited:

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 2019 and its performance, for the year ended on that date; and
  - b. complying with Australian Accounting Standards – Reduced Disclosure Requirements (including the Australian Accounting Interpretations) and *Australian Charities and Not-for-profits Commission Regulation 2013*; 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.



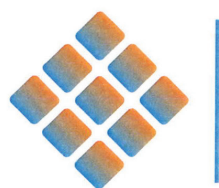
Director



Director

Dated this 9th day of October 2019  
Sydney, NSW





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Vanessa Patricio  
Principal  
Level 26  
44 Market Street  
Sydney NSW 2000

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

**Report on the 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 2019, 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 2019 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Reduced Disclosure Requirements 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 2019 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 be hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.



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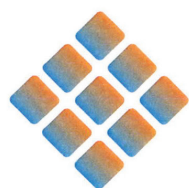


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**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699**

**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 2019, 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.

**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 – Reduced Disclosure Requirements 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.



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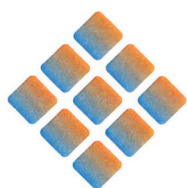


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**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699**

**Auditor's Responsibilities for the Audit of the Financial Report (continued)**

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 misstatements, 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.

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.

**Report on Other Legal and Regulatory Requirements**

In accordance with the requirements of section 60-45(3)(b) of the *Australian Charities and Not-for-profits Commission Act 2012* we are required to describe any deficiency, failure or shortcoming in respect of the matters referred to in paragraph 60-30(3)(b), (c) or (d) of the *Australian Charities and Not-for-profits Commission Act 2012*. We have nothing to report in this regard.

**MOSAIC AUDIT & CONSULTING**

Vanessa Patricio  
Principal  
Registered Company Auditor # 333315

DATED THIS 9TH DAY OF OCTOBER 2019  
SYDNEY, NSW



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