




**Women's  
Legal  
Service  
NSW**

# ANNUAL REPORT 2019/20

# Women's Legal Service NSW

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

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

## CONTACT US

### WOMEN'S LEGAL RESOURCES LTD

Trading as Women's Legal Service NSW

PO Box 206

Lidcombe NSW 1825

Administration line: 02 8745 6900

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.

### 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

### Community Legal Education:

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

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

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## CHAIRPERSON'S REPORT

Our funding situation changed in 2019-20 as a result of the NSW component of our core funding (Community Legal Centres Program) being put out to tender. The result of the tender was that our core funding was reduced by \$200,000. However we received additional funds of \$227,107 to set up a new outreach service for Culturally and Linguistically Diverse women in south-west Sydney.

This outreach, in partnership with Bonnie Support Services, was formally launched by the Attorney-General on 23 August.

Our care partners funding (about \$39,900 pa) ceased at the end of October 2019. Unfortunately this lack of resources led to the closure of our Care Advice Line. However we continue to advocate for women impacted by child welfare issues through our general service and Indigenous Women's Legal Program.

We know from research and our own experience that family, domestic violence and child welfare problems increase at times of natural disaster. Despite our reduced financial resources, we contacted generalist community legal centres in the most bushfire-affected areas to offer additional assistance.

### **Changes in service procedures and capacity due to COVID19**

We had to suspend our volunteer evening advice service and student volunteer program. We continued outreach services by telephone, but there was reduced demand for this from women who could not safely call us. Duty work at courts on Domestic Violence list days was also conducted by telephone at reduced levels as women in need of protection were discouraged from attending court, thus missing the referral.

We anticipated that the impact of the pandemic would reduce demand for our services, at least in the short term as women would have reduced opportunity to safely and confidentially contact us. However, the January-March quarter 2020 compared to the same period in 2019 showed an INCREASE in demand overall, and across nearly all problem types.

There was a big increase in child contact and contact orders. (COVID-19-related). There was also an increase in domestic violence, victims support and



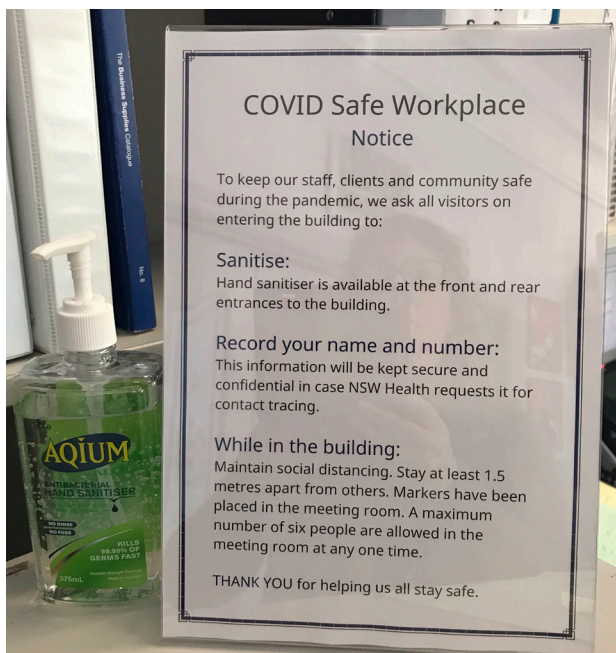
police complaints. Inquiries to our working women's service about carer's responsibility discrimination also increased, no doubt COVID-19-related.

Our legal advice lines continued to operate as usual and solicitors attended the centre when rostered to those lines. Otherwise, solicitors had the option to work from home providing advice where clients have made appointments by way of outreaches or warm referrals, casework and other work such as developing community education resources. We have a COVID-safe workplace plan.

There was much additional funding for domestic violence and legal services announced by state and Federal governments in response to the pandemic. However by the end of June 2020, we had not received any additional funding.

Our resource challenges have been compounded by our inability to hold our usual fundraising events in 2020.

In spite of these circumstances, our staff, volunteers, and Board members continue to provide excellent and dedicated work to address the legal needs of women throughout NSW.



My thanks to the Board members: Louise Goodchild, Alexandra Richardson, Emma Palmer, Sheridan Emerson, Renata Field, Bronwyn Penrith, Ella Rowe and Courtney Robertson.

Special thanks to Belinda Louis, who has been our Treasurer for eight years, and welcome to Alexandra Richardson who is our new Treasurer.

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, and Aunty Bronwyn Penrith. 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.

In particular I acknowledge the magnificent work of Janet Loughman, Principal Solicitor, who retired at the end of 2019 after a career of forty years dedicated to community legal centres, and fifteen years leading Women's Legal Service. We all wish her well in her retirement.

**Denele Crozier**  
**Chairperson**

## WLSNSW STRATEGIC PLAN 2016–2019 (extended to 2020)

### 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, LGBTQI 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)

[www.sustainabledevelopment.un.org/post2015/transformingourworld](http://www.sustainabledevelopment.un.org/post2015/transformingourworld)

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

## PERSONNEL DURING 2019–2020

### BOARD OF DIRECTORS

Denele Crozier	Chairperson
Belinda Louis	Treasurer (until November 2019)
Alexandra Richardson	Treasurer (from February 2020)
Sheridan Emerson	Secretary
Bronwyn Penrith	AWCN Representative
Louise Goodchild	
Emma Palmer	
Renata Field	
Courtney Robertson	
Ella Rowe	

### ABORIGINAL WOMEN'S CONSULTATION NETWORK

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

### STAFF

#### Management:

Helen Campbell	Executive Officer
Janet Loughman	Principal Solicitor (until December 2019)
Pip Davis	Principal Solicitor (from December 2019)
	Assistant Principal Solicitor (until December 2019)
Gabrielle Craig	Assistant Principal Solicitor (from December 2019)
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

#### Community Legal Education:

Jessica Raffal	Community Legal Education Officer (on parenting leave)
Kira Levin	Community Legal Education Officer (locum to October 2019)
Chloe Wyatt	Community Legal Education Officer (locum from October 2019)

#### Law Reform:

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

Janet Loughman	Principal Solicitor (until December 2019)
Pip Davis	Principal Solicitor (from December 2019)
	Assistant Principal Solicitor (until December 2019)
Gabrielle Craig	Assistant Principal Solicitor (from December 2019)
	Senior Solicitor (Indigenous Women's Legal Program) (until December 2019)
Karen Mifsud	Senior Solicitor (Indigenous Women's Legal Program)
Amy Power	Solicitor (Indigenous Women's Legal Program) (from February 2020)
	Solicitor (until February 2020)
Carolyn Jones	Senior Solicitor
Kellie McDonald	Senior Solicitor
Katrina Ironside	Senior Solicitor (from 20 May 2019 to October 2019)
Cecilia Lee	Solicitor
Mari Vagg	Solicitor (on parenting leave until 16 March 2020)
Jessica Hannam	Solicitor
Julie Howes	Solicitor (on parenting leave from December 2019)
Amelia Purcell	Solicitor
Fern Hoang	Solicitor (from November 2019)
Hannah Muller	Solicitor (from January 2020)
Rosetta Lee	Solicitor (from March 2020)



## WOMEN'S LEGAL RESOURCES LIMITED

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### *Administrative Staff:*

Daryna Ieth	Administrative Information and Referral Officer
Kuny Chhor	Data and Reporting Officer

### *Consultants and contractors:*

Chloe Wyatt	Foundation co-ordinator
Niko Ramos	MacCentre
Priscilla McCorristan	Counsellor (until November 2019)
RDVSA	Trauma-informed practice support (from February 2020)
Sigrid Herring	Cultural support counsellor (IWLP)

## 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	Isabella Vargas
Olivia Power	Alex Beynon
Rita Hajjar	Juliet Heydon
May Ung	Lucy Hughes
Mazie Ferreira	Judith Devaraj
Boran Wang	Rubisha Giri
Ciara Murphy	Emma Holloway

## EVENING ADVICE SERVICE VOLUNTEER SOLICITORS

Annabelle Peacock	Ewa Zieba
Simone Wimalaratne	Annabel Pope
Laura Donnelly	Genevieve Morgan
Lucinda Aboud	Melinda Winning
Rishika Pai	Rose Buttigieg
Michele Worner	Lucy Adams
Amanda Syme	Rebecca Haynes
Louisa Lo-Cao	Kirstie Barfoot

## 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 partnership has increased our capacity to represent clients in making applications.

### *Gilbert + Tobin*

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

### *Hall & Wilcox*

Thanks for providing pro bono advice to the Indigenous Women's Legal Program about guardianship and funeral arrangements.

### *Ashurst*

Thanks for advice on cultural issues in family report writing and for research assistance provided to inform systemic advocacy.

### *Barristers and Solicitors*

Tracey Stevens	Maurice Byers Chambers
Sandrine Alexandre-Hughes	6 St James Hall Chambers
Savitha Swami	Frederick Jordan Chambers
Louise Goodchild	Frederick Jordan Chambers
Kylie Nomchong SC	Denman Chambers
Tim Hammond	Samuel Griffith Chambers
Michelle Yu	Frederick Jordan Chambers
Karen Shea	Frederick Jordan Chambers
Carolina Soto	Macquarie Chambers
Sarah McCarthy	PG Hely Chambers
Heather McKinnon	Bryant McKinnon Lawyers
Belinda Li	International Social Services

## WLS NSW FOUNDATION REPORT



### Foundation Committee

Helen Campbell	WLS Executive Officer
Chloe Wyatt	WLS Foundation Coordinator
Melissa Marshall	Department of Communities and Justice
Klara Major	The Law Society Journal
Lee-May Saw	Barrister
Jenna Lincoln	Legal Associate
Courtney Robertson	WLS Board Representative

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

### Foundation Events

#### *Feminist Legal Perspectives Seminar Series 2019–20*



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. These seminars create awareness of WLS NSW work, build collaborative relationships with supporters and compatible community organisations, as well as raising awareness of issues affecting women. A total of 403 people engaged with WLS by registering for one of these seminars.

The seminars are hosted on the second Wednesday of each month by Colin Biggers & Paisley who provide the venue and light refreshments. There was a two-

month break in the seminar schedule after Colin Biggers & Paisley closed their office due to COVID-19, and then the seminars moved online.

The 2019–20 Program:

- Wed 21 August: *Legal Responses to Intimate Partner Violence: Unintended Consequences* – Dr Heather Nancarrow, CEO, ANROWS 79
- Wed 11 September: *See What You Made Me Do* – Jess Hill, Author and Journalist
- Wed 9 October: *Bright Spark Award Winners* – Gloria Larman, CEO, Women's Justice Network and Renata Field, Coordinator, Voices for Change
- Wed 13 November: *Bright Spark Award Winner* – Annabelle Daniel, CEO, Women's Community Shelters
- Wed 4 March: *Eggshell Skull* – Bri Lee, Author and Journalist
- Wed 17 June: *The Gendered Impact of COVID-19* – Larissa Andelman, Barrister in workplace law; Dr Danielle McMullen, President of the Australian Medical Association; Prof. Louise Chappell, Director of Australian Human Rights Institute UNSW

We began recording the seminars and making them available online via Vimeo: [www.vimeo.com/wlsnsw](http://www.vimeo.com/wlsnsw)

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### *Wine Tasting Night*

A wine tasting event was held in September as a social networking and fundraising activity organised by the Foundation Committee. Gilbert + Tobin hosted the event and provided some catering. The event was well received and succeeded as a donor engagement and public relations activity. A total of 61 people attended.



*Lee-May Saw, Foundation Committee, with members of Pink Elite Businesswomen's Group.*

### **Impact of COVID-19**

The lack of capacity to hold gatherings has impeded our seminar program and other fundraising activities. The Bright Sparks Awards night 2020 has been cancelled.

We had to cancel two Feminist Legal Perspectives seminars but then moved the series online from June 2020.

## **Marketing and Communications**

### *Electronic Direct Mailing*

The emailing list currently contains 1,228 active subscribers which is an increase of 247 contacts this year. In addition to regular event invites and reminders, we sent two newsletters, one campaign and one EOFY appeal.

### *Social Media*

Foundation events and activities are promoted on WLS Facebook, LinkedIn and Twitter pages with registration links included and presenters tagged to increase reach.

## **Fundraising**

In total for the financial year, we raised \$38,430.

### *Seminar Series – total \$7,283*

Some seminars were ticketed and for others, guests were invited to make donations on the door, raising a total of \$5,283. Donaldson Law became a sponsor of the Seminar Series in October 2019 by providing \$3,000 of funding. Special thanks are extended to Marguerite Donaldson and Jacqueline Townsend for this partnership.

In total the Seminar Series received \$8,283 and spent \$1,000 on speaker fees.

### *Bright Spark Awards 2019 – total \$1,760*

Ashurst, Donaldson Law and the ANU sponsored Award Categories and guests were invited to make donations on the door.

In total the awards received \$2,786 and spent \$1,026 on certificates, winners' gifts and live entertainment.

### *Wine Time – total \$1,344*

In total the event received \$3,859 from ticket sales and spent \$2,515 on fees for the wine and hosts.

### *Third Party Events and Activities – total \$15,810*

In August the Family Law Dinner raised \$13,000 for WLS NSW. In July The Most Wuthering Heights Day donated \$1,373 in proceeds from their event. In December Pink Elite businesswomen's group held an afternoon tea to mark the UN Orange the



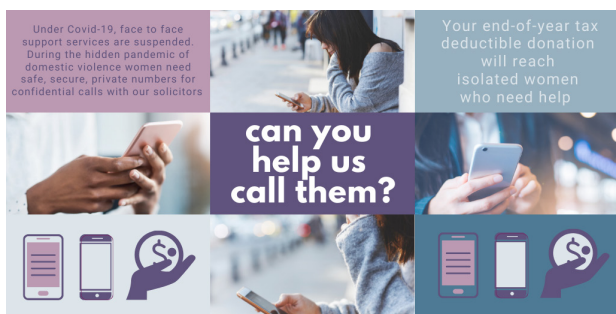
## WOMEN'S LEGAL RESOURCES LIMITED

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World day and donated \$1,495 in proceeds. In June Colin Biggers Paisley donated \$1,315 from a staff fundraiser.

### *End of Tax Year Appeal – total \$3,313*

We ran a crowdraiser campaign in June to raise money to purchase new mobile devices. We focussed on the COVID-19 restrictions preventing face to face appointments and outreach clinics and identified our increased need for phone contact with clients and solicitors needing to work remotely to meet an increased demand of women in crisis during lockdown. The appeal raised \$3,313.



### *Donors – total \$8,920*

There are 10 regular monthly donors giving \$750 per month and additional one-off donors. In FY2020 these donors gave a total of \$8,920

### *Ways to Support Our Work*

Help women in crisis to access justice:

<https://hub.benojo.com/connect/org/wlsnsw/donate>

- Become a regular giver
- Make a one-off gift
- Nominate us for your workplace giving
- Attend an event
- Join our mailing list
- Follow us on Socials.



*Volunteers Ragavi Srikantha, Luiza Pradella, and Julia Gorman.*

## **TRIBUTE TO JANET LOUGHMAN, PRINCIPAL SOLICITOR 2005–2019**



*Janet Loughman with Pip Davis, who took on the role of Principal Solicitor following Janet's retirement.*

In December 2019, Janet Loughman retired after a distinguished career in the law spanning over forty years, the last fifteen of which she spent leading Women's Legal Service NSW.

Throughout her career Janet dedicated herself to the pursuit of justice and the creation of a legal system that responded to the needs of the most disadvantaged in our community, in particular, women and children.

After a short stint in private practice in a small firm in regional NSW, Janet put her passion and commitment to social justice into practice and in 1987, joined Illawarra Legal Centre as its Principal Solicitor. In 1990, Janet made the move to Principal Solicitor of Marrickville Legal Centre where she also worked as the Centre's Children's Legal Service solicitor. Her dedication to the work and clients of community legal centres and particularly, her work ensuring the voices and experiences of children and young people were heard and acknowledged by the legal system was evident by the awards recognising her work, including National Children's Lawyer of the Year (2000), Highly Commended NSW Justice Medal (2001) and Justice

Medal (2005). In 2004, Janet acted as Director of Kingsford Legal Centre.

In 2005, Women's Legal Service NSW was lucky enough to have Janet join its ranks as Principal Solicitor. Over the next fifteen years, Janet lead the organisation with an unwavering commitment to ensuring equal access to justice for women and girls and shining a spotlight on the need to challenge and change the gendered impact of laws and policies, in particular for First Nations women and women who have experienced violence and abuse.

Janet's leadership, wisdom, compassion, empathy and friendship is very missed, but we wish her a wonderful and much deserved retirement.



## LEGAL ADVICE AND REPRESENTATION

Our work providing legal advice and representation to clients over the year has been as busy as always. It has been a difficult year for clients and services alike due to the range of natural disasters throughout the year, including fires, floods and the COVID-19 pandemic.

This year we assisted 1,859 clients, provided 2,466 legal advices, undertook 351 legal tasks and represented women in 510 cases.

Our advice lines are heavily utilised by clients from across Sydney and the State and our advice clinics for face to face advice are generally booked out at least weeks, and sometimes months in advance.

Demand for representation always exceeds our capacity so we try to prioritise those clients who are most disadvantaged and likely to struggle navigating the legal system without legal representation. Over the year, we have acted for clients in the Local Court, District Court, Supreme Court, Civil and Administrative Tribunal, the Federal Circuit Court of Australia and the Family Court of Australia. We have acted in apprehended violence order matters, name change applications, adoption order matters, victims support matters, discrimination matters, national redress scheme matters, parenting matters, divorce matters, property settlement matters, care and protection matters, police complaints, breaches of duty of care matters, privacy matters and defamation matters.

The COVID-19 pandemic led to a rapid changes in the ways we had to deliver our services and appear in matters in Courts and Tribunals. The adaptations in ever changing circumstances illustrated the flexibility WLS NSW has to adjust to changing conditions and situations and the commitment of the whole WLS team to ensuring our clients can continue to access legal services, even during a pandemic, and that those services are delivered within a trauma-informed framework.

### State-wide telephone advice services

We provided state-wide telephone advice services for family law, sexual assault, domestic violence and care and protection legal advice, discrimination in employment 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. Law firm Collin Biggers & Paisley host this service so that our volunteers can utilise a more accessible city-based location. This service was suspended from March 2020 due to the COVID-19 pandemic.

### 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 fortnightly 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



*Attorney-General Mark Speakman with Helen Campbell and Bonnie's CEO Tracy Phillips at the launch of the Bonnies' outreach service.*

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provided outreach advice clinics for Aboriginal women at various locations in Western Sydney. We also established a new weekly 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. As a specialist women's legal service, we were able to assist to represent clients in complex cases involving violence.

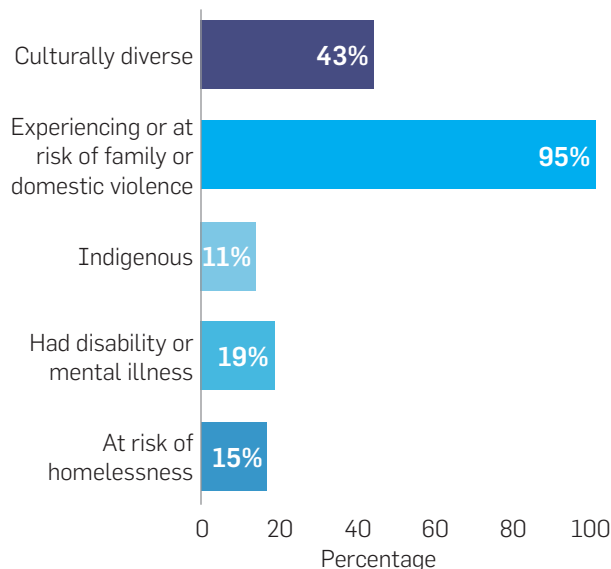
### Legal Education and Advice in Prison (LEAP) for Women

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 12th year and has identified high level legal needs of women in prison. Through this project, we advised and represented women in Silverwater Correctional Centre, Emu Plains Correctional Centre, Dillwynia Correctional Centre, the Mary Wade Correctional Centre and also regularly advised women in correctional centres outside of the metropolitan area. In addition to this work, we also worked with the Miranda Project to provide advice and advocacy for women leaving prison. WLS NSW does not receive additional funding to provide this service and it remains a high priority need in terms of access to justice.

### Working Women's Legal Service

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

### Client characteristics



### Examples of our casework

#### Family law litigation

In addition to representing clients in a large number of family dispute resolution matters both at Family Relationship Centres and in Legal Aid Conferences, we have also represented clients in complex cases in the Federal Circuit Court and Family Court, many of which are ongoing. Some of these matters have been in the Indigenous List in the Sydney Registry, while others have been in the Federal Circuit Court in Sydney and Parramatta and in the Family Court in Parramatta. The Indigenous Women's Legal Program team has provided invaluable support to clients and solicitors for those matters in the Indigenous List.

#### Parenting matter

We represented a client in an application for parenting orders for a child who was conceived while our client and her ex-partner were in a same sex relationship but where the sperm donor was named as the child's father on the child's birth certificate. Our client sought a declaration of parentage so that the child's birth certificate could be amended to reflect that her ex-partner was the other legal parent and also parenting orders as to parental responsibility and where the child should live. In a reported decision known as *McAuley & Salberg & Anor [2020] FCCA 1538* (15 June 2020), the Court made the orders sought by our client.

## Property matter

We represented a client in a de facto property matter where there was a history of domestic violence perpetrated against our client and no children of the relationship. Our client's former partner opposed the application arguing the parties had never been in a de facto relationship, but he ultimately agreed to settle the matter in exchange for our client withdrawing her application.

## Sexual harassment complaint – NSW Civil and Administrative Tribunal

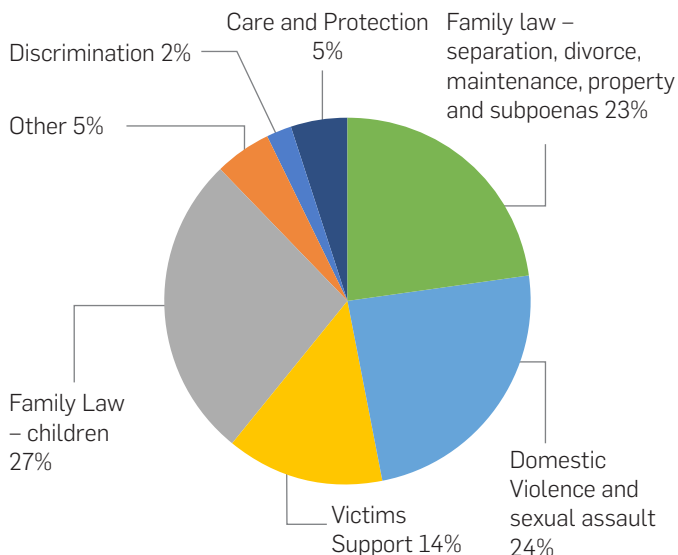
We represented a client in a conciliation conference at the NSW Anti-Discrimination Board in her sexual harassment complaint. Our client complained she was sexually harassed by a number of male co-workers at the factory where she was working as a labour hire employee. She also complained that she reported the sexual harassment to her manager in the factory, who failed to act (in effect aiding and abetting the ongoing sexual harassment) and the labour hire company, which also failed to act. The matter was complex with a number of grounds to her complaint and 2 employer respondents and 3 individual respondents.

Unfortunately, the matter failed to settle at conciliation. Our client asked the Board to refer her complaint to the NSW Civil and Administrative Tribunal and we agreed to represent her in those proceedings. Louise Goodchild of counsel appeared for our client on a pro bono basis because our client was not eligible for a grant of legal aid. Prior to the hearing, the parties agreed to a further conciliation conference convened by the Tribunal and the matter settled with damages to our client in the amount of \$60,000.

## Advocacy to Police regarding Apprehended Domestic Violence Order breaches

We represented a client in a complaint to NSW Police about their failure to act on reported breaches of an Apprehended Domestic Violence Order (ADVO). The complaint led to our client's former partner being charged in relation to the breaches and a variation of the ADVO to include greater protection for our client and her children. We also represented our client with a victims support application for an immediate needs payment so she could change her locks and install security doors.

## Areas of law in which we assisted women



## External review of victims support applications – NSW Civil and Administrative Tribunal (NCAT)

We represented a client in an application to the NSW Civil and Administrative Tribunal (NCAT) for a review of a decision of Victims Services not to award a recognition payment for serious bodily injury. Our client was sexually abused as a child and sustained scarring on her vagina as a result of a laceration. We argued that this amounted to serious bodily injury and Victims Services ultimately conceded the appeal with the victim receiving \$10,000 as a recognition payment.

In another matter, we represented a client in a claim for a recognition payment in relation to domestic violence perpetrated by a recent partner. While Victims Services found she was the victim of acts of domestic violence, it determined initially and on internal review that because of her history of trauma as a child, the decision maker could not be satisfied that she suffered a psychological injury which was serious enough to be grievous bodily harm as a result of these later acts of violence and awarded her a category D recognition payment of \$1,500.

In NCAT, our client argued that there is evidence which establishes our client suffered grievous bodily

harm as a direct result of the assaults of domestic violence notwithstanding her pre-existing injury and in the alternative that her pre-existing injury was exacerbated by the domestic violence and that her injury was so severe to meet the threshold of grievous bodily harm. In a reported judgment called *EGM v Commissioner of Victims Rights* [2020] NSWCATAD 181, Senior Member Riordan agreed and awarded our client a category C recognition payment of \$5,000.

### *Name change applications – District Court*

We represented a client in an application to the NSW District Court for orders to change her 16 year old child's name. Notwithstanding that our client had family law orders which provided for equal shared parental responsibility between her and the father, our client sought ex-parte orders for a name change on the basis that the orders were made when the child was young and that the father had continued to perpetrate significant violence over the years, including threats to find the mother and child, and the child was very scared of him and had not spent time with him for a long period of time. On this basis, the Court agreed to the change of name orders sought.

In another case, we represented a client in an ex parte application to the District Court to change her teenage children's names to their mother's surname. Our client's ex-partner and father of the children had perpetrated a long history of sexual and domestic violence including threats to kill and our client and her children had a current ADVO for their protection. The children, who had not seen their father for many years, were distressed by having their father's surname and sought to change it to their mother's surname. The District Court made orders which allowed for the change of name.

### *Pregnancy & disability discrimination*

We represented a client in a complaint of pregnancy and disability discrimination in a conciliation at the Australian Human Rights Commission. The matter settled with the client receiving a settlement sum of \$35,000 which included payment for economic and non-economic loss as well as a statement of service.



# INDIGENOUS WOMEN'S LEGAL PROGRAM

## Staff

Dixie Link-Gordon	Senior Community Access Officer
Yasmine Khan	Community Access Officer
Gail Thorne	Community Access Officer
Karen Mifsud	Senior Solicitor
Gabrielle Craig	Senior Solicitor (until December 2019)
Amy Power	Solicitor (from February 2020)

## Aboriginal Women's Consultation Network

Aunty Elsie Gordon  
Aunty Bronwyn Penrith  
Tina West  
Anusha Duray



IWLP staff Yasmine Khan and Dixie Link-Gordon.

## Summary of 2019–2020

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. Revictimisation is a genuine fear leading to isolation, separation and child removal. IWLP are on occasion engaging with 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.

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. It is important that our ability and contribution as Aboriginal women workers is recognised for our 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.

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

In February 2020 the updated GP's tool kit and also some IWLP resources were sent to 40 Aboriginal

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Medical Centres in NSW and eight Centacare offices in Orange, Bourke, Cobar, Condobolin, Forbes, Lake Cargelligo, Parkes and Wilcannia.

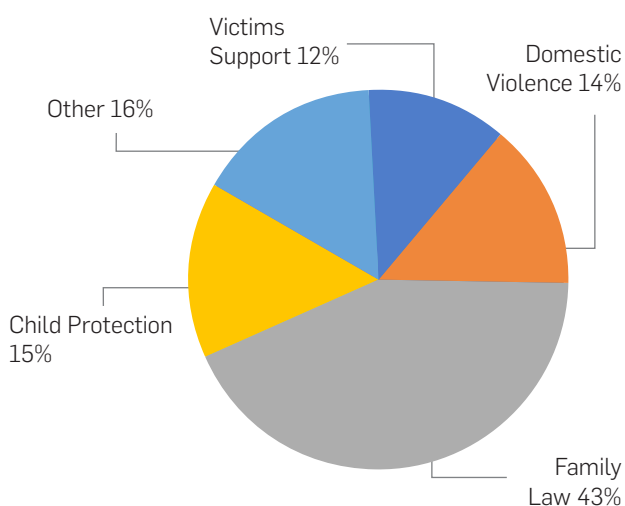
Due to the impact of COVID-19, all outreaches and rural visits were suspended from March 2020. We continue to support clients by phone, at home and community visits, and provide court support even when the court proceedings are conducted remotely.

### Case Studies

#### *National Redress Scheme applications*

We act for a number of Aboriginal women in their applications to the National Redress Scheme in relation to abuse perpetrated against them as children in an institution. We argued to the Scheme that damages paid in a civil claim with respect to a breach of duty of care on the part of the State for their failure to protect rather than for the sexual abuse itself should not be treated as "relevant prior payments." Unfortunately, the decision makers in the Scheme disagreed with our position and took this prior payment into account when determining whether or not to award a redress payment.

### Legal issues



#### *Care and protection matters – Children's Court*

We represented a young Aboriginal mother whose child was removed at birth due to concerns about our client's drug use. While our client's application for restoration was ultimately unsuccessful, we were able to negotiate a placement that provides for the opportunity for our client and her child to spend significant time with each other, which she hopes will ultimately lead to a favourable outcome in any future restoration application she may make.

### Regional Visits

#### *South Coast and Far South Coast 18–21 November 2019*

Gail Thorne and Karen Mifsud travelled 1,074 kilometres over four days and met with 14 services.

In Wollongong, they met with the Social Emotional Wellbeing Manager from Illawarra Aboriginal Corporation. They had a discussion around some of the issues happening in Wollongong. They also spoke about our service and what we do and left some of our resources and flyers.

They also stopped in at Illawarra Aboriginal Corporation Wollongong. Some of their services include Disability Services, Homeless, Employment, Housing.

In Nowra, they met with an Aboriginal Domestic Violence worker at Waminda. They spoke about our service and what we provide and dropped off some of our resources and flyers.

They also stopped in at Shoalhaven Women's Homelessness and Domestic and Family Violence Support Service.

In Narooma, they stopped in at Katungal Aboriginal Corporation. Some of their services include Social and Emotional programs, Women's Health, NDIS, Drug and Alcohol and Health Services. They spoke to a Aboriginal Worker about our service and what we provide and dropped off resources and flyers.

In Moruya, they stopped at Campbell House Youth and Family Services and Moruya Community Health and spoke about our service, what we provide and gave them some of our resources and flyers.



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In Eden, they went to Twofold Aboriginal Corporation and spoke to an Aboriginal worker. Some of their services include Social and Emotional Wellbeing, Housing, Aged Care, and Employment.

They then went to Eden Community Health and spoke with a worker about our service and what we provide and gave them some of our resources and flyers.

In Bega, they stopped at Katungal Office where they spoke with an Aboriginal worker about our service and what we provide. We also dropped some of our resources and flyers.

They then travelled back to Nowra and met with four staff members from Shoalhaven Women's Resource Centre. They had a lengthy meeting. Some of the issues that were discussed were drug and alcohol problems and homelessness. They also spoke about our service and dropped off some of our resources and flyers.

They went to Jerrinja near Orient Point and stopped in at Jerrinja Local Aboriginal Land Council. They spoke with an Aboriginal Worker about our service and what we provide and we also gave them some of our resources and flyers.

### *Far North Coast 3–6 December 2019*

Dixie Link-Gordon and Yasmine Khan visited Lismore, Casino, Tabulam and Ballina.

In Lismore, they went to Bugalma Bihyn Aboriginal Women and Children's Refuge and Women's Up North Housing. The refuge has a handful of Aboriginal women and is staffed by Aboriginal women. They work closely with Women Up North, which provides social transitional housing throughout the Northern Rivers to assist women and their children who have experienced domestic and family violence and abuse. They provided some resource bags and recommended that the staff register for ASKLOIS webinars through WLS website.

At the Women's and Children's Refuge they met the manager and residential support worker. They talked about the range of services IWLP and the Women's Legal Service provides.

At Lismore Women's Health and Resource Centre they dropped in to see the manager and staff. They

talked about hosting an event in the New Year. The aim of the event is to work collaboratively with local Aboriginal women's groups, focusing on the impacts and awareness of domestic and family violence. They were invited to come back in the new year to support and to present at the event.

At Ngulingah Local Aboriginal Lands Council they met the CEO and the administration staff. They were provided with our resources and flyers.

At Northern Rivers Community Legal Centre they met with the centre manager, who would also like to work in partnership in the new year to deliver a workshop focusing on Aboriginal women's issues.



*At Northern Rivers Community Legal Centre, Yasmine Khan, Dixie Link-Gordon and centre manager Nicole Jenkins.*

The Women's Domestic Violence Court Advocacy Service (NRWDVCAS) is auspiced by Northern Rivers CLC. The manager took some IWLP resources over to the team at NRWDVCAS. The IWLP team hopes that on their next visit to Northern Rivers they can deliver a presentation in collaboration with the Women's Health Resource Centre and Northern Rivers CLC.

At Casino, they visited Buyinbin Aboriginal Corporation and Boolangle Aboriginal Lands Council and provided resources and flyers.

They visited the OAKS Centre – Momentum Collective and learned that since the fire at Jubullum Aboriginal Community (Tabulam) in February 2019, most of the

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residents had moved into Casino and were utilising the centre. The OAKS Centre is aiming to provide specialised programs for youth, mums & bubs and men's behavioural change programs. The centre works closely with Brighter Futures, NDIS, Casino Youth Services and Casino Neighbourhood Centre.

Bunjum Aboriginal Corporation provides programs and services to the community, including social housing, Jarjum Bugal Nah Childcare and Family Centre, Changing Ways— family relationships counselling, Advocacy and Referrals Support, After violence care, Family Liaison Officers, Work Development Orders, and to assist with reducing SDRO fines.

### *New England 16–19 March 2020*

Karen Mifsud and Gail Thorne travelled over 1,300 kilometres visiting towns such as Singleton, Muswellbrook, Tamworth, Glenn Innes, Inverell, Tingha and Armidale. They visited fourteen different services.

At Singleton, they visited Ungooroo Aboriginal Corporation. Ungooroo provides services such as health, social services, NDIS, and employment. They also have a partnership with Legal Aid. They were provided with resources and flyers.

At Muswellbrook, they stopped at Upper Hunter Community Services which provides a number of services and such as Mental Health Services, the Neighbourhood Centre, Community and Youth Development Project and Upper Hunter Family Support Service which has an Aboriginal Family Support worker.

At Glen Innes, they stopped at the Glen Innes Local Aboriginal Land Council to drop off resources and flyers. They visited Armajun Aboriginal Health Service Glen Innes. Some of their services include Social Emotional Wellbeing, Mental Health, Drug and Alcohol and Health Services. They spoke to one of the Aboriginal Workers and left some resources and flyers there.

At Inverell, they met with six staff members from Inverell Family Youth Service which also includes Pathfinders and Ability Links. They discussed some of the issues in Inverell which included a lot of drugs and domestic violence.

At Tingha, they stopped at the Local Aboriginal Land Council to drop off resources and flyers. Tingha LALC have a number of different services that use their space.

In Armidale, they had a meeting with four Women's Domestic Violence Court Advocacy Service workers. They were struggling at that time as it was the start of COVID-19 and they were worried about some of their clients. Karen and Gail talked about IWLP and what we provide and also left some resources and flyers.

They met with an existing client at Armajun Health Service in Armidale and while they were there they also spoke with the Practice manager regarding the service and what we do.

They also met with a solicitor at the North and North West Community Legal Centre in Armidale.

## Outreach

### *BaaBayn Aboriginal Corporation*

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 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.

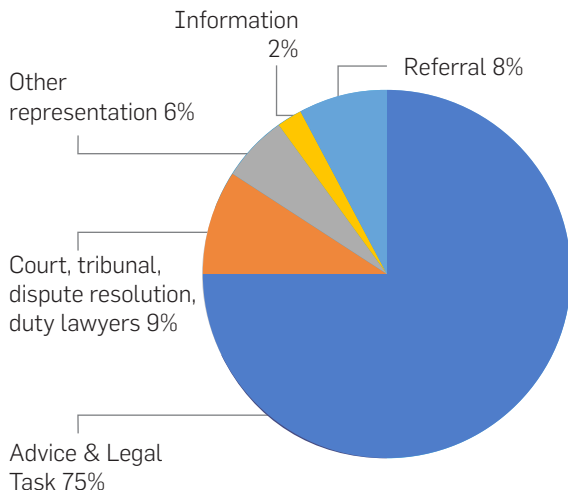


We frequently work with Baabayn throughout the year and provide a regular outreach service. In addition we have contributed to a range of special events and collaborations.

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### Client services



## Conferences and Events

### NAIDOC Week – VOICE TREATY TRUTH

With attendance from local women we celebrated with truth telling and wonderful voices on Wednesday 20 July 2019 at the Hub, Mt Druitt. BaaBayn Elders performed the Opening Dance and there was a performance by Angeline Penrith, followed by a panel talk featuring Kowana Welsh and Jennah Dungay of Tribal Mentoring for Young Women and Yatungka Gordon, Community Development Worker from SAMSN Survivors and Mates Support Service.



BaaBayn Elders Dance.

### Building Better Lives For Ourselves: Cairns August 2019

The Department of the Prime Minister and Cabinet have supported the *Building Better Lives For Ourselves* (BBLFO) Project for five years and this year's conference and workshop was hosted by the newly established National Indigenous Australians Agency.

More than fifty women from across Australia came together in Cairns to review progress in building better lives for ourselves, take stock of where things are up to now, and focus on what needs to happen to sustain efforts towards building better lives over the next 5–10 years. The two key goals of the conference/workshop were to attain accreditation in trauma training and strengthen progress through targeted leadership development.

The women who participated in the four-day program demonstrated at all times intelligence, insight, hard



Dixie Link-Gordon and young relatives celebrate NAIDOC week.



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work and respect. This reflected their on-going commitment to strengthening their leadership and growing their knowledge base so as to continue to build better lives for themselves, their families and communities.

### *National Association of Community Legal Centres Conference Brisbane August 2019*



*Liz Snell, Karen Mifsud, Gabrielle Craig, Helen Campbell and Gail Thorne.*

### *Healing Foundation– Brisbane Gathering 29 October 2019*

The women's knowledge circle included Dixie Link-Gordon (Women's Legal Service NSW), Antoinette Braybrook (FVPLS National Convenor), Prof. Victoria Hovane (UWA Law School), Boni Robertson (Griffith University), Vicky Welgraven (Our Watch Board), Prof. Gracelyn Smallwood (Central QLD University), Mandy Young (FACS NSW), Rayleen Councillor (Consultant- 'Changem way's'), Suraya Bin Talib (Helping Minds), Muriel Bamblett (Researcher), Regina Bennett (DAIWS), Olive Whap (Mura Kosker), Sandra Creamer (CEO NATSIWA, (Dorinda Cox (Research Consultant), Louise Villanova (Healing Foundation QLD FDV Workforce) and our scribe Antonia Burke and Facilitator Christine Ross. Aunty Margaret Lawton performed the welcome to country accompanied by Suzanne Demosthenous.

By providing this opportunity for input from key women experts the women's knowledge circle will aim to keep focused on the topics for discussion

during the breakout sessions to maximise the time and achieve the desired outcomes, which will be used to help strengthen the men's 'framework guide', which has always been a focus and commitment from the women.

### *# NSW FIRST NATION WOMENS TALKOUT Woolloomooloo 11 November 2019*

The rise in Aboriginal women who have and are experiencing domestic, family violence, sexual assault, racism and homelessness is at crisis point. The challenges of balancing cultural obligations within the work place and communities are not fully recognised in a way that provides adequate support for workers and women. The NSW First Nation Women's Talk Out is where women can share their experiences, get support and start the conversation to create a resource booklet for women across NSW for better outcomes for themselves and for Aboriginal women people who access services.

### *Human Rights Day 10 December 2019*

Following a wonderful gathering of Aboriginal, Torres Strait, Maori and Pacific Islander Women speaking about sexual assault and domestic violence in 2018 and to mark Human Rights Day 2019, the University of NSW launched a stunning book of their words and images.

### *Domestic and Family Violence Law and Policy Futures Workshop UTS, UOW, ANROWS, 2–3 December 2019*

This two day workshop considered law and policy futures, women as mothers encountering family law and child protection, women and financial resources, and encounters with criminal law and ADVOs as victims and offenders. Dixie Link-Gordon participated on a panel of First Nations women discussing current issues, gaps and research.

### *Cooee Festival Emu Plains 26 January 2020*

Gail Thorne held an information stall on the day. 80 information and resource bags were handed out.

### *ICE awareness day Mt Druitt Saturday 29 February 2020*

Yasmine and Dixie held a stall with information and resource bags.

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*CLC Quarterly February 2020 Cultural training workshop Presenters: LaToya Smith North Coast CLC, Dixie Link-Gordon, Women's Legal Service, Mark Holden Financial Rights and Zac Armitage Community Legal Centres NSW.*

### *Aboriginal Women's Pamper Day Bankstown 10 March 2020*

Yasmine Khan attended the Bankstown Arts Centre Aboriginal Pampering Day. She shared a table with Bankstown Women's Health Service and handed out of information and resources on the day. There were a

number of information stalls from services like Dress for Success, NDIS, Western Sydney Aboriginal Health Service. It appeared that the women had a special day and took away some useful information as well. There were approximately 45 Aboriginal women who attended the event.

### Meetings and consultations

- DVNSW Aboriginal Women's Steering Committee
- Victims Services meeting
- NSW Parliament House Roundtable
- Yarn Up Aboriginal workers Quarterly meeting, Community Legal Centres NSW
- Aboriginal Women's Domestic Violence Forum, Warringa Baiya.
- DVNSW Aboriginal and Torres Strait Steering Committee
- DCJ with Liz Snell "Bail Act Monitoring Group"
- CLC – Zac Aboriginal Legal Access Program Coordinator.
- Family is Culture Report – (Cultural Working group sharing responses).
- Homeless NSW – Breaking Silent Codes.
- Visit to Aboriginal Health Women's Group.



*Participants from the Public Interest and Advocacy Centre domestic violence roundtable meeting.*



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*UN Working Group Discrimination Against Women Roundtable September 2019.*

### Law Reform

Dixie Link-Gordon and Gail Thorne met with Terri Libesman from UTS to discuss a project on Aboriginal and Torres Strait Islander participation in child protection decision-making in NSW.

The Public Interest and Advocacy Centre organised a roundtable with domestic violence experts to discuss the arrest of domestic violence complainants who fail to attend court to give evidence.

If a domestic violence complainant is subpoenaed to give evidence and fails to attend, a warrant can be issued for their arrest. At the time of the roundtable, once police arrested the complainant, only a Registrar or Magistrate could grant bail. This has resulted in domestic violence complainants being held in custody. The *Bail Act* was amended in late 2019 to give police the power to make a bail decision. Further advocacy continues to improve support for domestic violence complainants to safely participate in proceedings. Dixie Link-Gordon, Yasmine Khan and Liz Snell attended the roundtable.

They also participated in the United Nations Working Group on Discrimination against Women and Girls Roundtable.

Dixie Link-Gordon, Carolyn Jones and Liz Snell met with Prof Gail Mason, University of Sydney to discuss her research project on sexual assault and public education.

They also met with Victims Services to discuss the Commissioning Community Support for victims and survivors of sexual assault project

## ADVOCACY FOR CHANGES TO LAW AND LEGAL PROCESSES

### Some highlights of our advocacy work

#### *Reproductive Health Care Reform Bill*

We, along with many others, have long advocated that abortion is a healthcare issue and people should not fear being prosecuted and criminalised for seeking the healthcare they need. We were a proud member of the NSW Pro Choice Alliance, led by the Women's Electoral Lobby.

During the campaign we advocated and provided expert legal advice. We made a submission to the NSW Legislative Council inquiry and Janet Loughman gave evidence to the Committee.

Women's Legal Service NSW welcomed the passing of legislation to remove abortion from the *Crimes Act* in NSW, acknowledging the many decades of work by so many women and other supporters as well as the 15 co-sponsors of the Bill.



Denele Crozier, Helen Campbell and Janet Loughman at the rally for reproductive rights, 14 September 2019.

#### *Joint letter to NSW AG about arrests of DV complainants*

The Public Interest Advocacy Centre hosted a roundtable with domestic violence experts to discuss the arrest of domestic violence complainants who fail to attend court to give evidence.

Following the roundtable a joint letter was sent to the NSW Attorney General recommending:

- Limiting the circumstances in which a court can issue a warrant for the arrest of a person who has been subpoenaed as a witness in proceedings involving domestic violence
- Empowering police to grant bail in these circumstances
- Other measures to support complainants.

Amendments have since been made to the *Bail Act* to give police the power to make a bail decision. Further advocacy continues to improve support for DV complainants to safely participate in proceedings.

#### *Expansion of list of people who can sign a declaration to end a tenancy early without penalty in circumstances of domestic violence*

The Government introduced important reforms to strengthen protections for victims-survivors of domestic violence which commenced in February 2019. The reforms included allowing victim-survivors of domestic violence to end their tenancy immediately without penalty, by giving a notice of termination, attaching a copy of a domestic violence (protection) order, a family law injunction, a record of conviction or a declaration from a 'competent person', defined to include only medical practitioners.

After continued extensive advocacy, further legislation was passed in November 2019 to expand the list of 'competent person' who can provide a declaration. These changes are yet to take effect.

We will continue to work with Government to ensure these protections can be accessed by those who most need them.



### *Joint Select Committee on Australia's Family Law System*

We made a comprehensive submission to this inquiry raising issues we have raised in numerous other previous submissions on the issue of family law and family violence and advocating for the implementation of Women's Legal Services Australia's updated 5 step plan for Safety First in Family Law which was re-launched by Rosie Batty AO in October 2019.

Liz Snell, Pip Davis and Gabrielle Craig appeared before the Committee at the Sydney hearing representing Women's Legal Service NSW and Women's Legal Services Australia, along with Nassim Arrage from Community Legal Centres Australia.



*Gabrielle Craig, Pip Davis, Nassim Arrage and Liz Snell preparing to appear at the Joint Select Committee on Australia's Family Law System.*

### *Changes to Victims Support Scheme*

During COVID-19, the Commissioner Victims Rights sought to make significant detrimental changes to the NSW Victims Support Scheme without warning and without any consultation, including with bodies designed for such consultation: the Victims Advisory Board and Victims of Crime Interagency.

One of the key reforms proposed included victim-survivors being forced to collect their own evidence to support their Victims Support claim within a limited timeframe.

We are deeply concerned this support has been removed. There has been no satisfactory rationale offered for this decision. We can only assume it is a cost saving exercise, where efficiencies are prioritised over a victim-survivor centric, trauma informed response.

We continue to call for an independent review and for the publishing of baseline data and collection of data to evaluate the impact of changes.



*We participated in the Day of Online Action: #IStandWithVictimsSurvivors*

### *Submission to Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability: Response to Criminal Justice System Issues Paper*

This submission focused on the experience of women with disability who have experienced sexual, domestic and family violence, including criminalised women. We also focused on the impacts of the proposed changes to Victims Support on women with a disability.

Recommendations included:

- Courts are better informed about the pathways to prison for women as a result of child sexual abuse, sexual assault and family violence
- Victim-survivors are supported to address their trauma
- Need for specialised disability support in custody and as people with disability transition into the community
- A new victims support payment called a Disability and Domestic and Family Violence Crisis payment
- The proposed victims support changes not proceed and instead a statutory review commence immediately.

### *Submissions and hearings*

- Submission to the Legislative Council Standing Committee on Social Issues on the Reproductive



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Health Care Reform Bill 2019. Janet Loughman gave evidence before the Committee.

- Submission to Department of Communities and Justice on Options for improving the family violence competency of legal practitioners
- Submission to the NSW Law Reform Commission – Consent in relation to sexual offences – Draft Proposals
- Submission to the Legislative Council Standing Committee on Social Issues – Inquiry into the Modern Slavery Act 2018 and associated matters. Liz Snell and Kellie McDonald gave evidence before the Committee.
- Submission to the Attorney-General's Department – Religious Discrimination Bill 2019 Exposure Draft

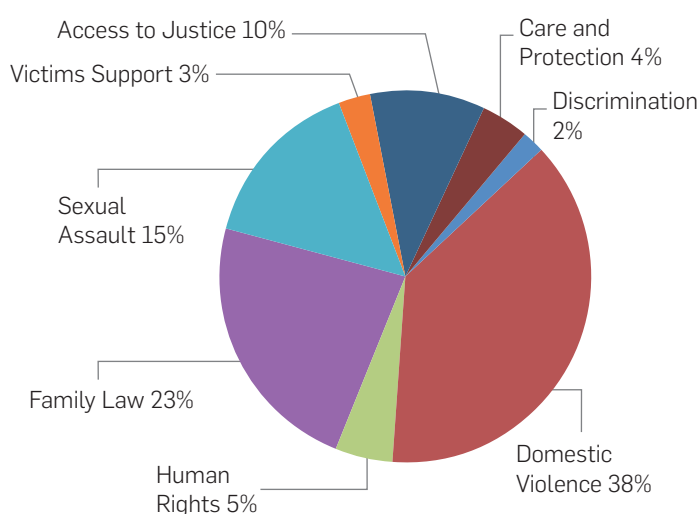


- Submission to the Australian Human Rights Commission on Human Rights Consultation and federal anti-discrimination reform
- Submission to the Joint Select Committee on Australia's Family Law System. Liz Snell, Pip Davis and Gabrielle Craig gave evidence before the Committee on behalf of Women's Legal Service NSW and Women's Legal Services Australia
- Submission to the Department of Communications and the Arts on Online Safety Legislative Reform
- Submission to the NSW Sentencing Council on Homicide Consultation Paper
- Submission to Joint NSW Parliamentary Committee on Children and Young People –

Inquiry into Support for Children of Imprisoned Parents in NSW

- Women's Legal Services Australia's submission to Senate Legal and Constitutional Affairs Committee on the Federal Circuit and Family Court of Australia Bill 2019 and Federal Circuit and Family Court of Australia (Consequential Amendments and Transitional Provisions) Bill 2019 (Family Court Merger Bills)
- Submission to Department of Communities and Justice – Overturning prior unjust child abuse settlements
- Submission in response to NSW Police Multicultural Strategy
- Submission to Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability: Response to Criminal Justice System Issues Paper
- Women's Legal Services Australia submission to Select Committee on COVID-19 to inquire into the Australian Government's response to the COVID-19 pandemic
- Submission in response to the House of Representatives Standing Committee on Social Policy and Legal Affairs Inquiry into homelessness.

### Law Reform issues



### Consultations and meetings

- Janet Loughman attended a meeting in Canberra with the Cth Attorney-General's Department along with WLS Qld and WLSV on behalf of Women's Legal Services Australia to discuss response to the ALRC Family Law for the Future — An Inquiry into the Family Law System report
- Liz Snell attended a briefing by NSW Minister for Families and Communities and Disability on the NSW Stronger Communities Investment Unit 2018 Insights Report
- Liz Snell attended Department of Communities and Justice consultation on their Domestic and Family Violence Strategy
- Liz Snell attended Attorney-General Roundtable about Family Court Restructure, on behalf of Women's Legal Services Australia
- Liz Snell participated in roundtable of victim-survivors organised by NSW Sentencing Council to discuss Homicide Consultation Paper
- Liz Snell attended roundtable on animal abuse and domestic and family violence facilitated by the Hon Emma Hurst MLC, member of the Animal Justice Party
- Helen Campbell, Pip Davis and Liz Snell met with Prime Minister's advisor to discuss Safety First in Family Law
- Meeting with Assistant Police Commissioner Mark Jones and Police Domestic and Family Violence Unit along with DV NSW and Women's Safety to discuss policing of domestic violence and sexual assault during COVID-19
- Meeting with Australian Institute of Family Studies and Women's Legal Services Australia representatives to discuss compliance with parenting orders research project
- Meetings with the Chief Justice of the Family Court and Chief Judge of the Federal Circuit Court and court staff about the COVID-19 list and other initiatives responding to family violence
- Meeting with the Department of Communities and Justice to discuss contact in a care and protection context during COVID-19
- Meetings with the Commissioner Victims Rights to discuss our concerns about proposed changes to Victims Support and alternative proposals.
- Participated in Roundtable discussions about the implementation of the Family is Culture Report hosted by David Shoebridge MLC
- Participated in a Department of Communities and Justice consultation about the Young Offenders Act Review.



### Media and articles

- Media mention: Community legal centres in NSW outraged by funding cuts to early intervention programs, *ABC News*, 30 August 2019
- A fraction of fathers lose access to their kids: why the Family Court isn't anti-men, *SMH*, 18 September 2019
- Media mention: 'Flawed', 'window dressing', 'bargaining chip': Family lawyers rubbish new inquiry, *Lawyers Weekly*, 19 September 2019
- Media mention: 'Stitch Up': Labor and Greens fail to stop family law inquiry, *SMH*, 20 September 2019
- Media mention: Video shows One Nation Senator Malcolm Roberts blaming family law system for male violence, *ABC News*, 21 September 2019
- Media mention: New tenancy laws offer victims of domestic violence a way out, *The Big Smoke, Australia*, 5 October 2019

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- Helen Campbell interviewed about GP toolkit, Breakfast with Scott Levi, *ABC News*, 30 October 2019
- Media mention: 'Father's rights group invited to Family Law Inquiry', *The Canberra Times*, 31 October 2019
- Joint media with WLSA, CLC Australia, Law Council of Australia, National Aboriginal and Torres Strait Islander Legal Services and Australian Women Against Violence Alliance re Open Letter to Attorney General opposing proposed family court merger, November 2019
- Liz Snell, 'Urgent action needed now to put Safety First in Family Law', *Community Legal Centres NSW Law Reform Bulletin*, 12 November 2019
- Media release: 'Consent laws an improvement but require widespread community education campaign, a specialist response, further research and regular ongoing legislative reviews', 19 November 2019
- Joint media release: 'Sector welcomes important reforms to tenancy laws to further protect victims-survivors of domestic violence', 20 November 2019
- Media mention: Women's court advocates face growing domestic violence referrals, *SMH*, February 27, 2020
- Media mention: Urgent letter to NSW gov: Act on damning child protection review, *NITV*, 2 March 2020
- Media mention: Victims Of Violence Will Now Have To Gather Evidence Themselves To Get Compensation In NSW, *BuzzFeed News*, 28 April 2020
- Media mention: Fury as Carr Cuts DV Probe Short, *Daily Telegraph*, 21 May 2020
- Media mention: Domestic Violence Victims to Gather Own Evidence Under Reform, *SMH*, 22 May 2020
- Media mention: Slain Wife Had an AVO, *Daily Telegraph*, 22 May 2020

- Media mention: Victims of violent crime alarmed at changes to victims support scheme, *The Sun Herald*, 28 June 2020
- Media mention: NSW victims of crime now have a new obstacle to collecting compensation, *Crikey*, 29 June 2020.

### Committees

We built alliances and worked strategically with others by participating in Community Legal Centres NSW, Community Legal Centres Australia 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).

#### Community Legal Centres Australia

- 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
- ANROWS Advisory Group – Self represented litigants in family law
- ANROWS Reference Group – Misidentification of domestic and family violence aggrieved respondents

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- Children's Court – Care Working Party (CLCNSW representative)
- Corrective Services Contact in Custody Working Group
- Domestic Violence NSW Reference Group – Voices for Change
- Domestic Violence Review Committee of Office of Director of Public Prosecutions
- Equality Rights Alliance Working Groups (as WLSA representative)
- Greater Sydney Family Law Pathways Network and Parramatta Family Law Interagency Meeting
- Law Society of NSW Family Law Committee
- Legal Education and Advice in Prison
- Legal Practitioners Consultative Group of Corrective Services NSW
- LGBTQI Domestic Violence Interagency
- NLAFF 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
- Trans and Gender Diverse Criminal Justice System Advisory Council
- Victims of Crime Interagency
- Women's Advisory Council of Corrective Services NSW
- We are a founding member of the recently established NSW Economic Abuse Reference Group.

### 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 45 CLE workshops and seminars, and presented across NSW to more than 1,300 people. The workshops we provided included the following topics:

- Apprehended violence orders
- About WLS NSW
- Criminal Justice issues
- COVID-19 legal updates
- DV for Medical Practitioners
- DV and Renting Reforms
- DV and Sexual Assault Laws
- DV and the Law
- Ethics and Family Law
- Image Based Abuse
- LGBTQI Discrimination Law
- Minors, Sexual Violence and the Law
- Record Keeping, Subpoenas and Privilege
- Safety Planning
- Sexual Harassment in the Workplace
- Strong Aboriginal Women
- Victim Support Scheme changes.



*Presenters: (left to right) Anita Will – Solicitor and Clinical Legal Education Supervisor, Kingsford Legal Centre, Larissa Andelman – President, Women Lawyers Association of NSW, Ruth Nocka – Partner, Dentons, Pip Davis, Principal Solicitor, WLSNSW.*

#### Highlights include the following activities by a number of our solicitors:

- The delivery of two Legal Basics Community Worker Training Days hosted by Colin, Biggers & Paisley, which were attended by 35 people, many from regional locations. The training days were ticketed and raised over \$5,000. The feedback was very good and several additional CLE requests arose as a result.
- The delivery of full day training on Safety Planning to a range of legal and non-legal professional in Orange, organised by the Family Law Pathways Network.
- Presenting on behalf of the Illawarra Committee Against Domestic Violence to their local services about domestic violence and the law.
- Participating on a panel by NSW Young Lawyers in Newcastle discussing working in the area of Human Rights.
- Participating in the DV NSW conference on the subject of domestic violence and renting reforms.
- Participating in a special panel for NSW Young Lawyers about Sexual Assault in the Workplace, held on Human Rights Day and hosted by Dentons. Pip Davis presented alongside Larissa Andelman and Anita Will.
- A two-day forum about Domestic and Family Violence Law and Policy Futures at Wollongong University with ANROWS. Dixie Link-Gordon participated on a panel about First Nations Women, Liz Snell presented a short session on mothering and parenting – family law and child protection and Carolyn Jones did a presentation about criminalised women.
- Anglicare had a half day training on Safety Planning with Pip Davis.
- Presenting a workshop to Cystic Fibrosis Community Care on DV and the Law for Medical Practitioners.
- Presenting an overview of our services, as well as workplace discrimination and a domestic violence survivor story to the Pink Elite businesswomen's charity afternoon tea.



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- As a result of working with the Australian Medical Association to promote and distribute the GP Toolkit, we were invited to participate in a special panel webinar for medical practitioners to address domestic violence concerns using Telehealth during the COVID-19 lockdown.
- The Legal Basics Community Worker Training Days were delivered online over three consecutive days to the entire team at Carrie's Place and the Hunter Valley Domestic Violence service.
- The 'Meet our new LOIS' Launch Event was held at Gilbert + Tobin on Wednesday 19 February, with a keynote presentation by Rosalind Croucher, President, Australian Human Rights Commission, who gave an inspiring and heart-warming presentation about the importance of our work and her personal history and experiences in advocacy for women's rights.

***"It was a fine night last night! Well done to you, Helen and all at WLS... You are all so inspiring" – Rosalind Croucher.***

Some feedback from participants:

***"Fantastic presentation, very helpful concrete examples and resources which can be utilised within a social work framework to support clients. Very detailed and considerate of many of the nuances of DV."***



*Pink Elite hosts with Ruby Catsanos, Talie Star, Voices for Change, Helen Campbell and Gail Giles-Gidney, Mayor of Willoughby Council.*

***"Good insight into systemic barriers that women who experience DV encounter. The presenter was amazing in discussing ways to support victims of DV."***

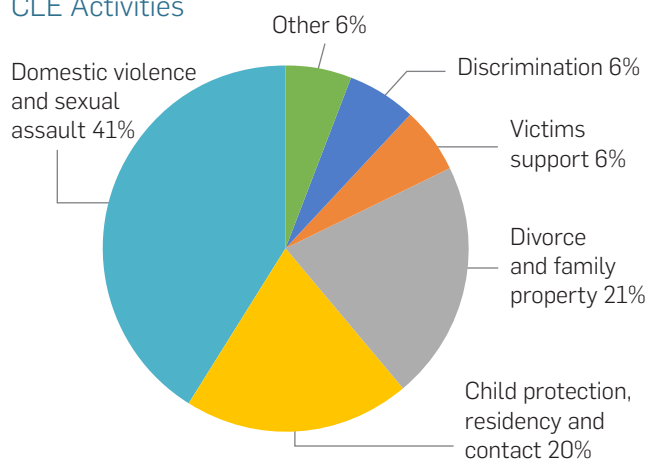
***"I am more informed about the issues, ways of working and services."***

***"I feel more empowered to deal with and understand AVOs."***

***"Positive impact, feel more confident in my work now."***

***"The presenter clearly had done a lot of research and tailored the presentation to the audience – I appreciate the time and effort that this must have taken."***

### CLE Activities



To enquire about community legal education or training for your organisation, contact: [cle-request@wlsnsw.org.au](mailto:cle-request@wlsnsw.org.au)

### Impact of COVID-19

Following the success of the Legal Basics Community Worker Training Days held in September, two new topics were scheduled for delivery on the 25–26 March, covering safety planning, record keeping and subpoenas. Once again hosted by Colin Biggers & Paisley, both days were sold out with 31 attendees each day and we were set to raise over \$6,000. Unfortunately, these training days had to be postponed as CBP closed their offices in response to COVID-19. Initially, all CLE workshops and presentations were cancelled or postponed, but we began delivering sessions online using our Ask LOIS webinar platform. We increased our subscription to accommodate higher numbers of registrations.

## PUBLICATIONS

### Women and Family Law – 11<sup>th</sup> Edition

The updates to Women and Family Law were completed in November 2019 and the eleventh edition was redesigned with brighter, more colourful images and graphics. Distribution of the book occurred during the early months of 2020 following the official launch in February. The State Library purchased 500 copies and distributed one to every public library in NSW, a further 300 copies were sent to Women's Health Centres, WDVCS offices, regional Legal Aid offices and CLCs across NSW.

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

The new edition of the GP Toolkit was printed in October 2019 and widely distributed over the following six months. The Australian Medical Association supported the publication with free

promotion in *The NSW Doctor* magazine, running a feature article in the Jan/Feb edition and full-page advertisements in the March/April and May/June editions. We were also invited to participate in an online panel to assist medical practitioners in responding to domestic violence during the COVID-19 lockdown. Additional hard copy distribution to medical practitioners was also facilitated by the NSW Health Education Centre Against Violence, Family Planning NSW and the Women's Health Centres. Electronic promotion in e-newsletters included the Rural Doctors Association, The Royal Australian College of GPs, and the NSW Rural Doctors Network. We have responded to requests for hard copies from around 10 medical centres and GPs around the state.

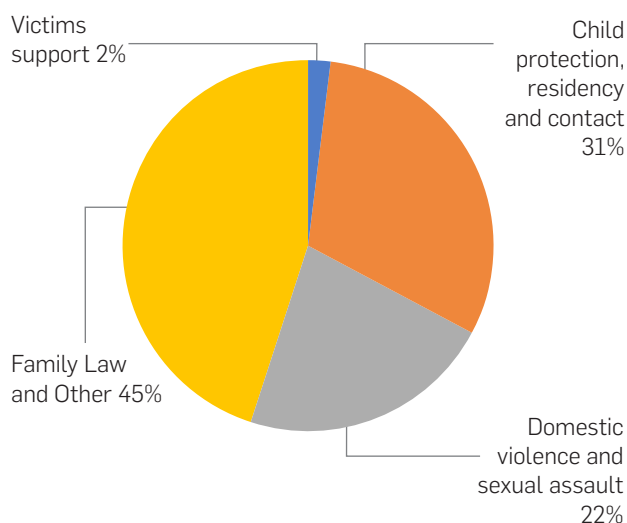
### Natural Disasters Factsheets

In response to the Bushfire disasters of the summer of 2019 and then the following floods we produced two factsheets providing information for those affected by natural disasters. One factsheet focussed on domestic violence and Apprehended Violence Order issues and the other focussed on Parenting and Child Support issues. These were promoted on social media and distributed to CLCs and community service agencies across NSW. The content was also delivered in an Ask LOIS webinar.



Full page advertisement placed in 2 editions of the AMA NSW Doctor magazine.

### CLE Resources



## WOMEN'S LEGAL RESOURCES LIMITED

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### Website

#### *Quick statistics about our website:*

The total number of sessions for the financial year was 116,385. A session is a period of time that 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 87,853. This includes both new and returning visitors, but on average 72.5% are new users.

The total number of pages viewed during the financial year was 206,419. This includes repeated views of a single page.

The average number of pages viewed during a single session was 1. for an average duration of 1.46 minutes. This includes repeated views of a single page.



### Ask LOIS



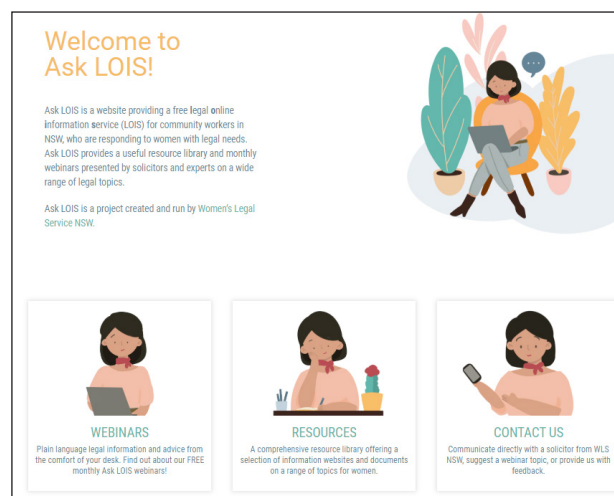
Ask LOIS is a free **legal online information service** (LOIS) providing training, advice and resources for community workers in NSW, who are responding to women with legal needs. The service includes a website with a comprehensive library of resources, an 'Ask A Lawyer' contact form for

email assistance and a monthly webinar broadcast presented by solicitors and experts across the field.

Ask LOIS covers legal issues such as domestic violence, Apprehended Violence Orders, family law, child protection, victims support and much more. The webinars provide an opportunity for participants to listen live and ask questions of our presenters. All past webinars can be viewed at any time along with summary fact sheets.

### The Ask LOIS Rebrand Project

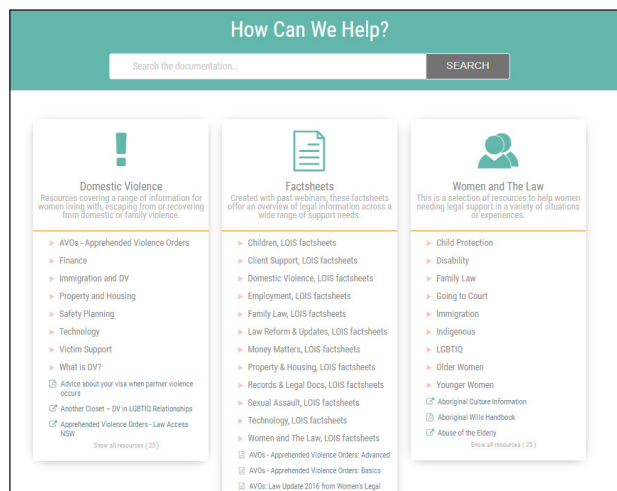
In 2019 we successfully applied to the UTS Shopfront program for a team of design students to update and rebrand LOIS. This involved creating a new set of illustrations for the character of LOIS along with a new logo and set of graphic assets to use in the various online elements of the program (webinar invites, social media posts, web links, etc). The design students also mocked up a 'look and feel' for a fresher, simpler website.



The UTS project was completed at the end of October and design files were delivered. We then commissioned a website developer, Marzipan Media, to assist with turning the student's mock-up into a live site. The project involved an overhaul of the resource library containing over 300 documents on the old website, many of which were outdated. The list was culled and a new categorisation system adopted, so that the new library has been created with a very effective search function. The new library works on URL links to third-party resources rather than storing



the actual documents so that when other sites make updates our link-checker will notify us. The new site is smaller and lighter so that it is much faster to load up. Other features include improved contact us forms, direct webinar registrations and cleaner layout.



In 2019–20, there were 484 live webinar participants. Webinar topics were:

- Thurs 18 July: WLS Indigenous Women's Legal Program. Presented by Dixie Link Gordon, Senior Community Access Officer, Indigenous Women's Legal Program, WLS NSW
- Thurs 22 Aug: Policing, Domestic Violence and the Law Enforcement Conduct Commission (LECC). Presented by Louisa Dear, Manager, Community Engagement, LECC
- Thurs 19 Sept: The Impact of the Modern Slavery Act (NSW) on Victims Support Legislation. Presented by Rebecca Dominguez, Senior Associate, Baker McKenzie
- Thurs 17 Oct: Preparing for Family Dispute Resolution. Presented by Jessica Hannam, Solicitor, WLS NSW
- Thurs 19 Nov: The Implications of a Recent Sperm Donor Ruling. Presented by Michelle McMahon, Barrister
- Thurs 19 Dec: Inside a Case of Elder Abuse. Presented by David Hillard, Pro-Bono Partner, Clayton Utz

- Weds 19 Feb: Breaching Court Orders. Presented by Gabrielle Craig, Assistant Principal Solicitor, WLS NSW
- Weds 11 March: Legal Assistance for Women Affected by Natural Disasters. Presented by Amy Power, Solicitor, WLS NSW
- Weds 8 April: Abuse Claims & Civil Liability. Presented by Jacqueline Townsend – Special Counsel, Donaldson Law
- Weds 6 May: Understanding Legal Changes Under COVID-19. Presented by Kellie McDonald – Senior Solicitor, WLS NSW
- Weds 3 June: Victims Support Scheme – Updates and Advance. Presented by Kellie McDonald – Senior Solicitor, WLS NSW.

Special thanks are extended to all the Ask LOIS presenters.

Past webinars were played 1,069 times and on average viewers watched 44% of the video, or 12 minutes.

- There were 404 new subscribers this year.
- Ask LOIS is being promoted through presentations and workshops delivered throughout the year as well as on Twitter and Facebook.
- To subscribe to the Ask LOIS mailing list or learn more about the service: [asklois.org.au](https://asklois.org.au).

## Social Media

### Facebook

The WLS Facebook page has increased to 3,496 followers compared to 2,876 at the end of last financial year. The post with the greatest reach in the past year reached 6,217 people.

### LinkedIn

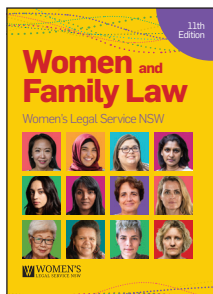
A LinkedIn page was created last year, and we began posting regularly in November 2019. The page had acquired 256 followers at the end of this reporting period.

### Twitter

The WLS Twitter page acquired 296 new followers with a total of 4,797 followers at the end of this reporting period.

## OUR PUBLICATIONS

### Books



#### Women and Family Law (2019)

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

This is available for free download from our website:

[www.wlsnsw.org.au/resources/women-and-family-law](http://www.wlsnsw.org.au/resources/women-and-family-law)

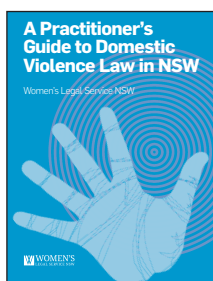


#### When she talks to you about the violence: A toolkit for GPs in NSW (2019)

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

Available in hard copy or from our website:

[www.wlsnsw.org.au/newly-updated-gp-toolkit](http://www.wlsnsw.org.au/newly-updated-gp-toolkit)



#### 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)



#### 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.



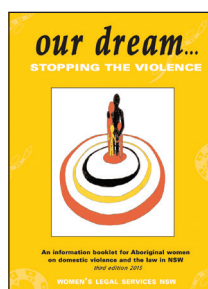
#### Dealing with FaCS – Top Ten Tips (2016)

This resource is designed to help women and families deal with the government services in charge of keeping children safe. Available in hard copy or on our website.



#### 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 the legal process and your rights. 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)

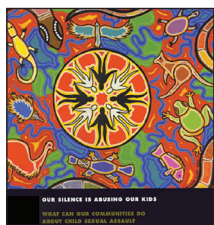


#### Our Dream... Stopping the Violence (2015)

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.

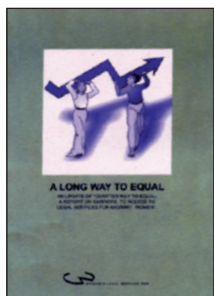
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### Our Silence is Abusing our Kids (2011)

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.



### A Long Way to Equal (2007)

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

## Brochures and Cards



### Women's Legal Service NSW Brochure

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

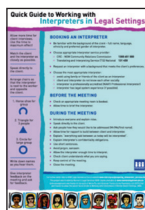


### Women's Legal Service NSW Pictorial Brochure

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



**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 Service NSW.



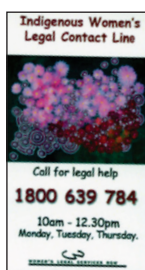
### Indigenous Women's Legal Program Card

Contact details and numbers for Women's Legal Service 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 2019–20 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 – \$1,810,910
- Indigenous Women's Legal Program – \$308,340
- NSW Pool 2: Bonnie Project – \$227,107
- One off funding from Legal Aid Commission of NSW "CLC Care Partner" – \$13,300

With an overall revenue of \$2,601,122 and total expenditure of \$2,586,492 there is a surplus of \$14,630 for the year.

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

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

**Alexandra Richardson**  
**Treasurer**





## WOMEN'S LEGAL RESOURCES LIMITED

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### FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2020

#### General Purpose Tier 2 Financial Report (Reduced Disclosure Requirements) For the year ended 30 June 2020

#### Directors' Report For the year ended 30 June 2020

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 2020 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

##### Qualifications, experience and other directorships

###### Denele Crozier

Director – Chairperson

Appointed as a Director on 30 November 2011

RNPN, Dip. Acc, Dip. Business.

Order of Australia, Member 2017.

38 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.

###### Alexandra Richardson

Director – Treasurer

Appointed as a Director on 12 February 2020

B Commerce – University of Sydney (2007)

Grad Dip (Chartered Accountancy) – CAANZ (2010)

July 2007 to present – PwC Australia, Director.

Over 13 years of experience supporting Australia's largest financial institutions.

Currently a Director at PwC Australia, Financial Services Assurance.

###### Belinda Louis (CA)

Director – Treasurer

Appointed as a Director on 8 February 2011 to 20 November 2019

B Commerce – University of Sydney (2001)

Grad Dip (Chartered Accountancy) – CAANZ (2004)

MBA (Executive) – UNSW (2014)

February 2002 to present – PwC Australia, Director.

Over 17 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.

## WOMEN'S LEGAL RESOURCES LIMITED

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### Directors' Report – (continued) For the year ended 30 June 2020

**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 18 years' experience as a solicitor. Partner at Pearson Emerson Family Lawyers, a specialist family law firm in Sydney providing advice in respect of all aspects of family law. Prior roles in commercial litigation and finance at Allens Arthur Robinson in Sydney and Linklaters in London. Regularly presents to members of the legal profession on family law related issues Australia-wide. Accredited Family Dispute Resolution Practitioner. A NSW Law Society Accredited Specialist in Family Law and an AIFLAM accredited Arbitrator. Member of the Family Law Section of the Law Council of Australia.

**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 11 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 15 years' experience; prior experience over 19 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.

**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.

## WOMEN'S LEGAL RESOURCES LIMITED

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### Directors' Report – (continued) For the year ended 30 June 2020

**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 Robertson**  
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 6 years' experience in the not for profit and community sector.  
Previously volunteered with Women's Legal Service and Amnesty International.

### 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	4
Sheridan Emerson	4	3
Renata Field	4	3
Louise Goodchild	4	4
Belinda Louis	2	1
Emma Palmer	4	4
Bronwyn Penrith	4	3
Alexandra Richardson	2	2
Courtney Robertson	4	3
Ella Rowe	4	3

### Directors' Report – (continued) For the year ended 30 June 2020

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

##### Sheridan Emerson (from 21 November 2018)

Sheridan Emerson is a solicitor, Partner at Pearson Emerson 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 2020, the total amount that members of the company are liable to contribute if the company is wound up is \$2,880 (2019: \$2,840).

#### Principal Activities

The principal activities of the Company during the financial year were the provision of free community legal services, including legal advice and information, education, training and resources across metropolitan and regional areas of New South Wales. The Company provides free service for all women in the community, particularly for those who are socially and economically disadvantaged.

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

#### Short-term Objectives

The company's short-term objectives are to:

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

#### Long-term Objectives

The company's long-term objectives are to:

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



Directors' Report – (continued)  
For the year ended 30 June 2020

### 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.

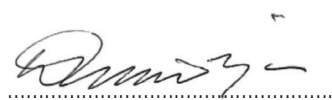
### COVID-19 Assessment on Operations

The Company is primarily funded under the state and federal government via Legal Aid NSW, Community Legal Centres Program Unit. They have provided assurance that funding would continue per existing funding agreements and there would be no penalties imposed on service providers for not meeting their output targets, deadlines for the submissions of reports or other program objectives due to the COVID-19 pandemic. During the nearly 4 months leading up to 30 June 2020 suspended face to face programs at outreaches and court services and directed services towards delivering critical services, such as ensuring clients are still able to access services. Updated infection control systems and safety procedures have been implemented to ensure the safe resumption of programs for staff, volunteers, contractors and clients. Every effort has been made to continue normal service delivery as long as it is safe and reasonable to do so.

### 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 46 of this financial report and forms part of the Director's Report.

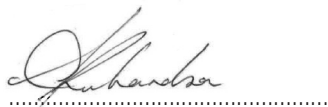
Signed in accordance with a resolution of the Board of Directors.



Director

Dated this 6th of November 2020

Sydney, NSW



Director



**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 2020, 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.

**MNSA PTY. LTD.**

**CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND**

.....  
**Mark Schiliro**

**Director**

**Registered Company Auditor # 335255**

**DATED THIS 6TH DAY OF NOVEMBER 2020**

**SYDNEY, NSW**

.....  
MNSA Pty Ltd  
ABN 59 133 605 400

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

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Statement of Profit or Loss and Other Comprehensive Income for the Year Ended 30 June 2020

	Notes	2020 \$	2019 \$
<b>Revenue</b>	5	<b>2,601,122</b>	<b>2,679,860</b>
Service expenses		(122,336)	(231,497)
Occupancy expenses		(97,587)	(76,972)
Administration expenses		(149,470)	(127,318)
Employee benefits expense	12(a)	(2,219,697)	(2,239,698)
Financing expenses		–	(699)
Depreciation Expenses		(3,062)	(2,695)
Doubtful debt expense		5,660	3,400
Current Year Surplus before income tax		<u>14,630</u>	<u>4,381</u>
Income tax expense	4.9	–	–
Surplus for the year		<u>14,630</u>	<u>4,381</u>
Other comprehensive income		–	–
Other comprehensive income for the period, net of income tax		–	–
<b>Total Comprehensive Income attributable to members of the entity</b>		<b><u>14,630</u></b>	<b><u>4,381</u></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 2020

	Notes	2020 \$	2019 \$
<b>ASSETS</b>			
<b>CURRENT</b>			
Cash and cash equivalents	6	1,965,344	1,760,293
Trade and other receivables	7	15,012	24,672
Other assets	8	15,617	17,014
CURRENT ASSETS		<u>1,995,973</u>	<u>1,801,979</u>
<b>NON-CURRENT</b>			
Property, plant and equipment	9	<u>521,844</u>	<u>524,906</u>
NON-CURRENT ASSETS		<u>521,844</u>	<u>524,906</u>
<b>TOTAL ASSETS</b>		<u><b>2,517,817</b></u>	<u><b>2,326,885</b></u>
<b>LIABILITIES</b>			
<b>CURRENT</b>			
Trade and other payables	10	1,086,557	1,004,346
Other liabilities	11	65,589	27,404
Provisions	12(b)	409,747	348,679
CURRENT LIABILITIES		<u>1,561,893</u>	<u>1,380,429</u>
<b>NON-CURRENT</b>			
Provisions	12(b)	<u>13,343</u>	<u>18,505</u>
NON-CURRENT LIABILITIES		<u>13,343</u>	<u>18,505</u>
<b>TOTAL LIABILITIES</b>		<u><b>1,575,236</b></u>	<u><b>1,398,934</b></u>
<b>NET ASSETS</b>		<u><b>942,581</b></u>	<u><b>927,951</b></u>
<b>EQUITY</b>			
Reserves	13	145,424	145,424
Retained Earnings		<u>797,157</u>	<u>782,527</u>
<b>TOTAL EQUITY</b>		<u><b>942,581</b></u>	<u><b>927,951</b></u>

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



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Statement of Changes in Equity for the Year Ended 30 June 2020

	Note	Retained Earnings \$	Special Reserve \$	Total Equity \$
<b>Balance at 1 July 2018</b>		778,146	145,424	923,570
Surplus for the year		4,381	–	4,381
Other comprehensive income		–	–	–
<b>Balance at 30 June 2019</b>		<b>782,527</b>	145,424	<b>927,951</b>
Surplus for the year		14,630	–	14,630
Other comprehensive income		–	–	–
<b>Balance at 30 June 2020</b>		<b>797,157</b>	<b>145,424</b>	<b>942,581</b>

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

## Statement of Cash Flows for the Year Ended 30 June 2020

	Note	2020 \$	2019 \$
<b>Receipts from Operating Activities</b>			
Grants – Commonwealth & state		2,633,808	2,495,109
Receipts from donations and others		169,211	134,483
Interest income		37,228	46,209
COVID-19 Cash Flow Boost		50,000	–
Payments to suppliers and employees		(2,685,196)	(2,693,796)
<b>Net cash (used in) from operating activities</b>	<b>14(b)</b>	<u>205,051</u>	<u>(17,995)</u>
 Cash Flows from Investing Activities			
Net cash used in investing activities		<u>–</u>	<u>–</u>
 Cash Flows from Financing Activities			
		<u>–</u>	<u>(4)</u>
Net Cash (used in) Financing Activities		<u>–</u>	<u>(4)</u>
 Net increase/(decrease) in cash and cash equivalents			
		205,051	(17,999)
Cash and cash equivalents at 1 July		<u>1,760,293</u>	<u>1,778,292</u>
<b>Cash and cash equivalents at 30 June</b>	<b>14(a)</b>	<u><b>1,965,344</b></u>	<u><b>1,760,293</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 2020

### **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-profits 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 2020 were approved and authorised for issue by the Board of Directors on the 6th of November 2020.

### **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 2019. Information on the more significant standard(s) is presented below:

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

The income recognition for each grant has been assessed on a high-level basis to determine whether it is enforceable and whether its performance obligations are sufficiently specific. For those grant contracts that are not enforceable or the performance obligations are not sufficiently specific, this will result in immediate income recognition under AASB 1058. Income will be deferred under AASB 15 otherwise.

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

The main change introduced by the new standards is recognition of right-of-use asset and liability for leases. As the leased assets of the Company are of low values, the Company has assessed the impact of this new and amended standard (to the extent relevant to the Company) and conclude that it is not applicable. Hence, AASB 16 has not been adopted and as a result, lease payments will continue to be expensed on a straight-line basis over the lease term.

### **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. This is due to the low value asset leases.

#### **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.

## **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.

### Employee Provisions

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

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

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

### Post-employment benefits plans

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

### Defined contribution plans

The Company pays fixed contributions into independent entities in relation to several state plans and insurance for individual employees. The Company has no legal or constructive obligations to pay contributions in addition to its fixed contributions, which are recognised as an expense in the period that relevant employee services are received.

### **4.13 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.

Accounts Payable and Other Payables

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 5: REVENUE

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

	2020 \$	2019 \$
<b>Operating activities</b>		
Grants		
– Legal Aid Commission (Commonwealth)	1,317,252	1,298,216
– Legal Aid Commission (State)	1,029,105	970,057
– Sundry Grants	13,300	232,214
Total Grants	2,359,657	2,500,487
Other income		
– Interest received	37,228	48,907
– Donations	51,211	34,095
– Fees and contributions	47,396	45,983
– Rental income	49,900	49,900
– Sales of publications and merchandise	5,730	488
– COVID-19 Cashflow Boost	\$50,000	–
Total other income	241,465	179,373
<b>TOTAL REVENUE</b>	<b>2,601,122</b>	<b>2,679,860</b>

### NOTE 6: CASH AND CASH EQUIVALENTS

<b>Cash and cash equivalents consist the following</b>	<b>2020 \$</b>	<b>2019 \$</b>
Cash at bank	96,717	4,941
Cash on deposit	1,868,127	1,754,852
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<b>1,965,344</b>	<b>1,760,293</b>

### NOTE 7: TRADE AND OTHER RECEIVABLES

	2020 \$	2019 \$
<b>Current</b>		
Trade receivables	17,313	32,633
Less: Provisions for impairment	(2,301)	(7,961)
	<b>15,012</b>	<b>24,672</b>

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 8: OTHER ASSETS

	2020 \$	2019 \$
<b>Other assets consist the following:</b>		
Prepayments	15,617	17,014
	<b>15,617</b>	<b>17,014</b>

### NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2020 \$	2019 \$
Building – at cost	515,877	515,877
Plant & equipment – at cost	120,808	120,808
Less accumulated depreciation	(114,841)	(111,779)
	<b>521,844</b>	<b>524,906</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 2019	636,685	636,685
Additions	–	–
Disposals	–	–
Balance at 30 June 2020	636,685	636,685
<b>Accumulated depreciation</b>		
Balance at 1 July 2019	111,779	111,779
Depreciation for the year	3,062	3,062
Disposals	–	–
<b>Balance at 30 June 2020</b>	<b>114,841</b>	<b>114,841</b>
<b>Carrying Amounts</b>		
Balance at 1 July 2019	524,906	524,906
<b>Balance at 30 June 2020</b>	<b>521,844</b>	<b>521,844</b>

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

## WOMEN'S LEGAL RESOURCES LIMITED

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### NOTE 10: TRADE AND OTHER PAYABLES

	2020 \$	2019 \$
Trade and other payables recognised consist of the following:		
<b>Current</b>		
Trade payables	78,669	39,140
Other creditors and accruals	1,007,888	965,206
	<b>1,086,557</b>	<b>1,004,346</b>

### NOTE 11: OTHER LIABILITIES

	2020 \$	2019 \$
<b>Current</b>		
Uncommitted/Unspent Funds	65,589	27,404
	<b>65,589</b>	<b>27,404</b>

### NOTE 12: EMPLOYEE REMUNERATION

	2020 \$	2019 \$
<b>Current</b>		
(a) Employee benefits expense		
Expenses recognised for employee benefits are analysed below:		
Wages and salaries	1,823,473	1,845,447
Superannuation – defined contribution plans	175,312	180,210
Workers compensation insurance	9,150	8,945
Employee training and development	17,812	19,417
Employee benefit provisions	193,950	185,679
	<b>2,219,697</b>	<b>2,239,698</b>
(b) Employee benefits		
Annual Leave	149,919	117,255
Long Service Leave	259,828	231,424
	<b>409,747</b>	<b>348,679</b>
<b>Non-Current</b>		
Long Service Leave	13,343	18,505
	<b>13,343</b>	<b>18,505</b>



## WOMEN'S LEGAL RESOURCES LIMITED

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### NOTE 13: RESERVES

	2020 \$	2019 \$
Special Reserve	145,424	145,424
	<b>145,424</b>	<b>145,424</b>

### NOTE 14: 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:

	2020 \$	2019 \$
Cash at bank	96,717	4,941
Cash on deposit	1,868,127	1,754,852
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<b>1,965,344</b>	<b>1,760,293</b>

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

Surplus after income tax for the year	14,630	4,381
Adjustments for:		
Depreciation	3,062	2,695
Changes in assets and liabilities		
Change in other assets	1,397	8,137
Change in trade and other receivables	15,320	(3,328)
Change in other liabilities	38,185	(255,427)
Change in provisions	50,247	47,630
Change in trade and other payables	82,210	177,917
<b>Net cash from operating activities</b>	<b>205,051</b>	<b>(17,995)</b>

### NOTE 15: AUDITORS' REMUNERATION

	2020 \$	2019 \$
Audit and review of the financial report	9,000	9,000
Audit and review of the financial acquittal	2,000	1,000
Other audit services	1,500	1,000
	<b>12,500</b>	<b>11,000</b>

## WOMEN'S LEGAL RESOURCES LIMITED

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### NOTE 16: RELATED PARTY TRANSACTIONS

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

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

#### Transactions with key management personnel

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

Key management personnel remuneration includes the following expenses:

	2020 \$	2019 \$
Total key management remuneration	296,881	288,835

### NOTE 17: CONTINGENT LIABILITIES

There are no contingent liabilities that have been incurred by the company in relation to 30 June 2020 or 30 June 2019.

### NOTE 18: CAPITAL COMMITMENTS

There are no capital commitments that have been committed by the company in relation to 30 June 2020 or 30 June 2019.

### NOTE 19: LEASES

	2020 \$	2019 \$
Minimum lease payments due		
Within one year	4,343	4,343
Between one and five years	3,981	4,342
Total	8,324	8,685

Lease expense during the period amount to \$4,343 (2019: \$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 20: 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 2020, the Company is exposed to changes in market interest rates through bank term deposits at variable interest rates.

The sensitivity of profit and equity to a reasonably possible change in interest rates of +/- 0.75% amounting to +/- \$14,739 (2019: +/- 0.50% amounting to +/- \$8,802). These changes are considered to be reasonably possible based on observation of current market conditions. The calculations are based on a change in the average market interest rate for each period, and the financial instruments held at each reporting date that are sensitive to changes in interest rates. All other variables are held constant.

#### Credit risk analysis

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

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

In respect of trade and other receivables, the Company is not exposed to any significant credit risk exposure to any single counterparty or any group of counterparties having similar characteristics. Based on historical information about customer default rates management consider the credit quality of trade receivables that are not past due or impaired to be good.

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

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

#### Liquidity risk analysis

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

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

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 21: 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 22: POST-REPORTING DATE EVENTS

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

### NOTE 23: 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 2020, the total amount that members of the company are liable to contribute if the company is wound up is \$2,880 (2019: \$2,840).

### 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 2020 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 6th day of November 2020  
Sydney, NSW



WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699



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

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Women's Legal Resources Limited, being a general purpose financial report, which comprises the statement of financial position as at 30 June 2020, 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 2020 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 2020 included on the Women's Legal Resources Limited website. The Company's Directors are responsible for the integrity of the Women's Legal Resources Limited's website. We have not been engaged to report on the integrity of the Women's Legal Resources Limited's website. The auditor's report refers only to the financial report. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.

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

Those charged with governance are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2020, 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.

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ABN 59 133 605 400

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WOMEN'S LEGAL RESOURCES LIMITED  
ABN 88 002 387 699

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

**Information Other than the Financial Report and Auditor's Report Thereon (Continued)**

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.

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Directors.

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

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

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

- 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.

**MNSA PTY. LIMITED**

**CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND**

**Mark Schiliro**

**Director**

**Registered Company Auditor # 335255**

**DATED THIS 6TH DAY OF NOVEMBER 2020  
SYDNEY, NSW**

MNSA Pty Ltd  
ABN 59 133 605 400

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



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

**By EFT:**

BSB – 082-330

Account: 56170-6265

Reference: Donation Gift

**By cheque to:**

Women's Legal Service NSW

PO BOX 206, Lidcombe NSW 1825

**Other ways to support WLS:**

Attend our events:

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

Follow us on social media:

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

**facebook.com/wlsnsw**

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

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

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