




# WOMEN'S LEGAL SERVICE NSW

# ANNUAL REPORT 2017/18

# 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, flowing across the lower half of the page.

## CONTACT US

### WOMEN'S LEGAL RESOURCES LTD

Trading as Women's Legal Service NSW

PO Box 206

Lidcombe NSW 1825

Administration line: 02 8745 6900

Fax: 02 9749 4433

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

Web: [www.wlsnsw.org.au](http://www.wlsnsw.org.au)

Office hours: 9:00am–4:30pm

(Monday to Friday)

### Telephone advice services

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

**8745 6988      1800 801 501**

Tuesdays 1:30–4:30pm

Thursdays 9:30am–12:30pm

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

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

**8745 6999      1800 810 784**

Mondays: 1:30–4:30pm

Tuesdays: 9:30am–12:30pm

Thursdays 1:30–4:30pm

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

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

**8745 6977      1800 639 784**

Mondays 10:00am–12:30pm

Tuesdays 10:00am–12:30pm

Thursdays 10:00am–12:30pm

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

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

Tuesdays and Thursdays by telephone appointment.

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

### *Care Project: 8745 6908*

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

### Outreach advice clinics:

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

### Local Courts domestic violence duty work:

Mt Druitt	once a month on Monday
Penrith	once a month on Tuesday
Blacktown	once every two months on Wednesday

### Family Relationships Centres:

Blacktown	once every six weeks
Penrith	once every six weeks

### Women's Correctional Centres:

Silverwater	once a month
Emu Plains	once in two months

### Ask LOIS

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

## CONTENTS

Contact Us	xx
Chairperson's report	
Strategic Plan	
Our personnel	
We provided legal advice and representation	
Pro bono services	
We educated women about the law	
We advocated for changes to law and legal processes	
Indigenous Women's Legal Program	
Our publications	
Treasurer's report	
Director's report	
Annual Audited Accounts and Financial Statements	

## CHAIRPERSON'S REPORT

Women's Legal Service NSW, like all community legal centres, continues to operate in an atmosphere of uncertainty and instability in terms of our funding and the requirements imposed on our services. We continue to actively engage with regulators and stakeholders to develop and implement a stable, adequate and evidence based mode of funding allocation.

Despite these challenges we have managed to avoid any further reduction of service provision and staffing levels.

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

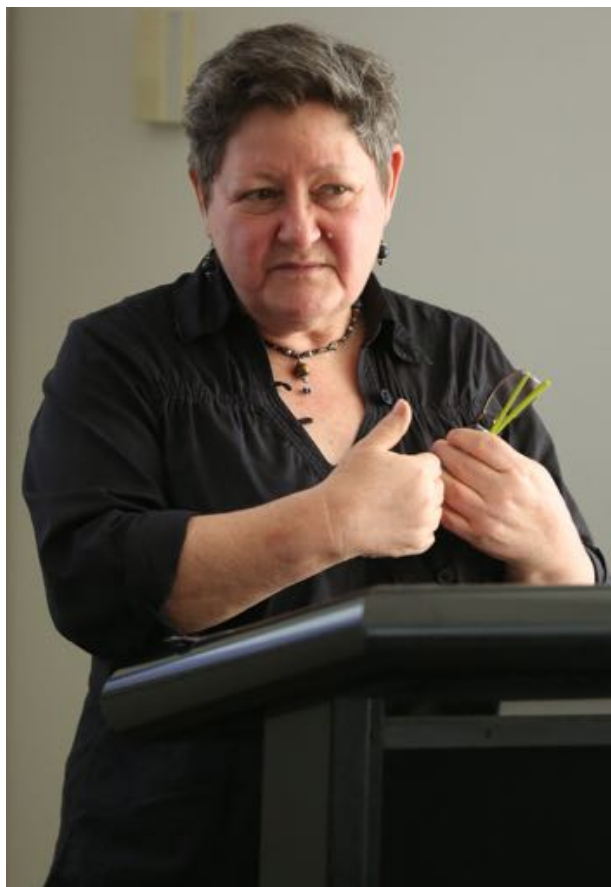
My thanks to the Board: Anusha Duray, Belinda Louis, Louise Goodchild, Liz Simpson, Heather McKinnon, Sheridan Emerson, Renata Field and Emma Palmer.

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

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

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

**Denele Crozier**  
**Chairperson**



## WLS NSW FOUNDATION ACTIVITIES AND EVENTS REPORT

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

### Foundation Events

All have been free of charge, with a suggested door donation amount.

### Feminist Legal Perspectives Seminar Series 2018

Professional development seminar, focused on areas of specific feminist legal perspectives, to create awareness of the work and activities of WLS NSW and of current issues affecting women.

Location:	Sydney University Holmes Building
Attendees:	average 10–15 guests (not including WLS staff and presenters)
March 7th	<i>Sexual Assault and Harassment on Campus</i> , Anna Hush
May 9th	<i>Sexual Assault Trials</i> , Annie Cossins
June 13th	<i>Building Capacity in Health Staff to Recognise Domestic Violence</i> , Melanie Lotfali
Sponsorship:	Sydney University students union provide the venue and catering at cost

PR benefit: Coverage on WLS website & social media channels

Messages to Foundation Mailing List weekly

### Bright Spark Awards – Wednesday 18 July

Format: A cocktail party to present awards to outstanding women in four categories: Equal Rights; Advocacy or Law Reform; Community Service and Pro Bono Project

Location: Colin Biggers and Paisley

Registrations: 75

Details: [www.wlsnsw.org.au/bright-spark-awards-2018](http://www.wlsnsw.org.au/bright-spark-awards-2018)

Sponsorship: The ASU provided small level support and *Travel With Jane* paid for prizes.

Ashurst donated \$2,000

PR benefit: 19 nominations were received, and all nominators & nominees were invited

Coverage on WLS website and social media channels

Messages to Foundation Mailing List



*At the 2018 Bright Spark Awards.*

## WOMEN'S LEGAL RESOURCES LIMITED

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### Campaigns and Marketing

The emailing list contains 570 contacts – an increase of 93 this year.

### Newsletter

In June at the end of financial year a newsletter including an appeal was sent to the mailing list.

<https://mailchi.mp/db24ea98eefc/update-winter-2018>

The screenshot shows the top of a newsletter from the Women's Legal Service NSW Foundation. The header includes the organization's logo and name. The main content area features several articles with images and text. The first article, 'PROBLEMS WITH OUR FAMILY LAW SYSTEM', discusses the challenges of the family law system and mentions a review by the Australian Law Reform Commission. The second article, 'SAFE ACCESS ZONES', reports on a successful petition to the NSW Parliament. The third article, 'DOMESTIC VIOLENCE & TENANCY', discusses a government proposal to amend the Residential Tenancies Act. The newsletter also includes social media links for Facebook and the website, and a call to action for a tax-deductible end-of-year donation.

**WOMEN'S LEGAL SERVICE NSW FOUNDATION**

**PROBLEMS WITH OUR FAMILY LAW SYSTEM**  
The family law system has been criticised for being painstakingly slow and expensive, with legitimate concerns that the rights of victims and children are being overlooked and ignored by demand.

**FAMILY LAW**

To respond to the far-reaching concerns, a far reaching inquiry into the strained family law system has been launched. The review is to be completed by the Australian Law Reform Commission and WLS NSW has made submissions to improve our current family law system. [Read full article...](#)

[Read the ALRC issues paper](#)  
[Read the WLS Australia submission](#)  
[Read the WLS NSW submission](#)

**SAFE ACCESS ZONES**  
We supported the call for the establishment of safe access zones around abortion clinics to protect the privacy and the rights of women seeking reproductive health services. A bill to this effect passed both houses of the NSW Parliament.

**DOMESTIC VIOLENCE & TENANCY**  
WLSNSW welcomes the NSW Government's proposal to amend the Residential Tenancies Act to make it easier for women escaping domestic violence to leave their tenancies without penalty if they need to seek safety urgently.

[Read our media release...](#)

Like us on Facebook | Visit our website

**MAKE YOUR TAX DEDUCTIBLE END OF YEAR DONATION HERE**

### Sponsorship

The Foundation has continued a relationship with Colin Biggers and Paisley as venue providers and hosts for events.

The women's travel insurance company 'Travel With Jane' has continued to support the Bright Sparks Awards with money for prizes.

Ashurst also came on board as a sponsor for the Bright Sparks Awards.

In 2017 Sydney University Union selected Women's Legal Services as their charity partner for two years. They will donate a small percentage of money raised at two student events each year.

### Give Now

Regular monthly donors were acknowledged with a thank you letter at Christmas. One off donors receive an email thanking them and notifying them that they will be added to the mailing list.



## WLSNSW STRATEGIC PLAN 2016–2019

### Vision

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

### Purpose

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

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

### 5 Priority Areas

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

#### *Policy and law reform*

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

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

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

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

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

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

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

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

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



### What we intend to achieve:

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

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

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

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

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

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

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

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

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

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

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

#### 5. Sustainable Development Goals

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

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

## WOMEN'S LEGAL RESOURCES LIMITED

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## OUR PERSONNEL DURING 2017–2018

### BOARD OF DIRECTORS

Denele Crozier	Chairperson
Belinda Louis	Treasurer
Liz Simpson	Secretary
Anusha Duray	AWCN Representative
Louise Goodchild	
Sheridan Emerson	
Emma Palmer	
Heather McKinnon	
Renata Field	<i>(joined 22 November 2017)</i>

### ABORIGINAL WOMEN'S CONSULTATION NETWORK

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

### STAFF

#### Management

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

#### Indigenous Women's Legal Program

Dixie Link-Gordon	Senior Community
	Access Officer
Gabrielle Craig	Senior Solicitor
Karen Mifsud	Senior Solicitor
Yasmine Khan	Community Access Officer
Gail Tobler	Community Access Officer
Jacqui Jarrett	Community Access Officer
	<i>(from 14 August 2017)</i>

#### Community Legal Education

Jessica Raffal	Community Legal
	Education Officer
Kira Levin	<i>(from 20 June 2018)</i>

#### Law Reform

Liz Snell	Law Reform and
	Policy Co-ordinator

#### Solicitors

Janet Loughman	Principal Solicitor
Pip Davis	Assistant Principal Solicitor
Carolyn Jones	Senior Solicitor
Rebecca Frost	Senior Solicitor
Kellie McDonald	Senior Solicitor
Cecilia Lee	Solicitor
Mari Vagg	Solicitor
Jessica Hannam	Solicitor
Melissa Marshall	Solicitor
	<i>(locum from 28 May 2018)</i>

#### Administrative Staff

Lita Chiv	Accounts clerk
Daryna Ieth	Receptionist
Kuny Chhor	Data entry

#### Consultants and contractors

Niko Ramos	MacCentre
Priscilla McCorristan	Counsellor
Pichhorda Phy	Data analysis
Chloe Wyatt	Foundation events co-ordinator

### VOLUNTEERS AND STUDENTS

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

Ruby Catsanos	Isabel Howie
Celia Wan	Rachel Stokker
Monique Dam	Jessica Preston
Ella Rowe	Lillian Cheng
Tina Huang	Bonnie Hart
Kate Wang	Belinda Ramsay
Beatrix Illes	Lihini de Silva
Alanna Simmons	Sina Sao
Jess Bello	

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### EVENING ADVICE SERVICE VOLUNTEER SOLICITORS

Alecia Thompson	Bianca Failla
Alicia Elliott	Carly Middleton
Dianne Hamey	Denise Tanner
Eliza George	Gillian Capel
Kirrily Buckett	Karen Iles
Helen Larcombe	Laura Donnelly
Lucinda Aboud	Lyndal Gowland
Melanie Stern	Michelle Hutchinson
Melinda Winning	Natalie Moffett
Rose Camilleri	Rishika Pai
Sherlene Heng	Victoria Broomfield
Victoria Graves	

### PRO BONO PARTNERS

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

#### *Colin Biggers & Paisley*

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

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

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

#### *Gilbert + Tobin*

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

#### *Barristers/solicitors*

Monica Neville	Sir James Martin Chambers
Tracey Stevens	Maurice Byers Chambers
Thomas Liu	7 Wentworth Selborne Chambers
Ian Neil SC	6 St James Hall Chambers
Larissa Andelman	153 Phillip Chambers
Peter Adams	Solicitor/Notary Public

## WOMEN'S LEGAL RESOURCES LIMITED

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## WE PROVIDED LEGAL ADVICE AND REPRESENTATION

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

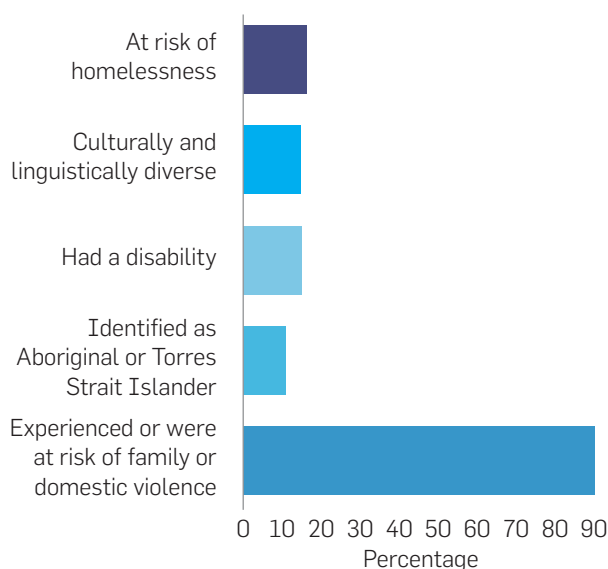
We helped **1,715** clients.

We provided:

- **3,025** information and referral services;
- **2,074** legal advices either by phone or face-to-face at outreach advice clinic locations, women's prisons and Local Courts
- **507** legal tasks
- **495** representation services

Over **90%** of clients who contacted us for legal advice had experienced or were at risk of family or domestic violence;

- **11%** identified as Aboriginal or Torres Strait Islander;
- **15%** had a disability;
- **14%** were culturally and linguistically diverse;
- **15%** were at risk of homelessness.



### 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.

### State-wide telephone advice services

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

### Outreach advice clinics in western Sydney

We provided face-to-face legal advice through four outreach advice clinics in Women's Health Centres in western Sydney at Liverpool, Fairfield, Penrith and Blacktown. Our Indigenous Women's Legal Program provided outreach advice clinics for Aboriginal women at various locations in Western 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 provided representation in Lawyer Assisted Family Dispute Resolution at other Family Relationship Centres in individual matters where a specialist women's legal service was sought to assist assess and manage a complex case.

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

We continued our work in the metropolitan women's prisons through the LEAP for Women project. This collaborative initiative with Wirringa Baiya Aboriginal Women's Legal Centre and Hawkesbury Nepean Community Legal Centre is now in its 10th year and has identified high level legal needs of women in prison. During the year we extended our work to women in prison by engaging with Mary Wade Correctional Centre, a remand centre in Lidcombe. We also worked with the Miranda Project to provide advice and advocacy for women leaving prison and receiving support through this project. The Miranda Project aims to help women live lives free from the

## WOMEN'S LEGAL RESOURCES LIMITED

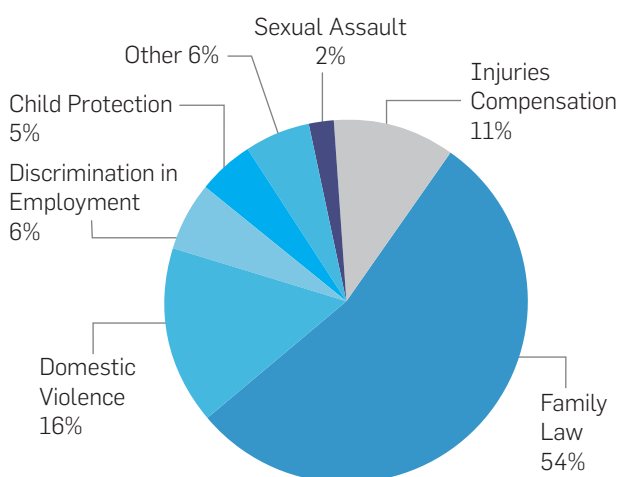
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criminal justice system and free from domestic and family violence. WLS NSW does not receive additional funding to provide this service and it remains a high priority need in terms of access to justice.

### Working Women's Legal Service

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

### Areas of law in which we assisted women



### Examples of our casework

#### Case 1: Family law proceedings in Townsville

We represented an Aboriginal mother in Federal Circuit Court proceedings in relation to her children. The client was referred to us by the Family Violence Prevention Legal Service in Townsville, since the proceedings were in Sydney and the client had moved to Townsville. By the time the case came to hearing, it had been transferred to Townsville. Our solicitor travelled to Townsville for the hearing and counsel who was acting pro bono also travelled to Townsville with WLS paying her expenses only. The outcome

of the case was sole parental responsibility to the mother, with supervised time to the father.

#### Case 2: Family law proceedings in the Indigenous List

We represented an Aboriginal mother in family law proceedings, in the Indigenous List at the Federal Circuit Court in Sydney. The case started as an urgent application for recovery orders, when the father did not return one of the children to the mother. The proceedings became very complicated and intense with the Department of Community Services joined as a party. Our Indigenous Women's Legal Program did an outstanding job supporting the mother and her extended family through very stressful litigation which ultimately resolved in the children returning to live with the mother.

#### Case 3: The need for modern anti-slavery laws – reported decision – Hemali Prajapati v Narshima Tradings Pty Ltd t/a Ziggy's Cafe & Anor – NSD2022/2016

Our client worked for no wages for her brother in laws business and had separated from her husband. She had no entitlement at family law so we filed an unpaid wages claim in the Federal Court which went on appeal to the Federal Court of Appeal. The decision ultimately went against our client with the court finding that the formalities of an employment contract had not been met. The case shows the need for a Modern Anti-Slavery Act.

#### Case 4: Victims Support appeal – reported decision – CRT v Commissioner of Victims Rights NSWCATAD 174

Our client instructed us after her initial claim for a Cat B (\$10,000) payment was refused. She was initially given a Cat C (\$5,000) award for a sexual assault. We acted for her in an external review to NSW Civil and Administrative Tribunal (NCAT) successfully arguing that the act of violence resulted in serious bodily injury and involved an offensive weapon and should therefore be a Category B payment. The case is a reported decision giving good guidance on the meaning of the

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### Case 5: Victims Support – decision clarifying ‘loss of earnings’

## Case 6: Family law property / NCAT proceedings alleging tenancy

### Case 7: Sexual harassment complaint / collaboration with local CLC

**WE CALL FOR  
STRONGER PROTECTIONS  
FOR  
DOMESTIC VIOLENCE  
VICTIMS  
RENTING IN NSW**

Soon victims of DV will be able to end their tenancy without penalty if they report to Police



**WE SURVEYED VICTIMS OF DV:**

**98%**  
Had to leave their rental home because of DV

**53%**  
Did NOT report the violence to Police

**Who do domestic violence victims report the violence to?**

Doctor	38%
DV worker	26%
Only family / friends	26%
Psychologist	23%
Community worker	21%
Social worker	17%
Homelessness worker	15%
Child protection worker	14%
Other	14%
School	6%
Nurse	5%
Disability advocate	3%



**Barriers to reporting DV to Police**

**Fear**

**Belief Police cannot help**

**Shame**

**Victims should also be able to rely on evidence of DV from social/community workers & health professionals**



**www.wlsnsw.org.au**

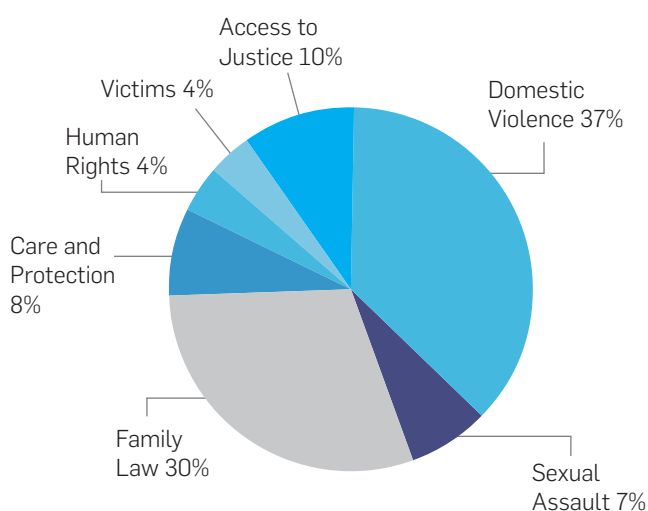
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# WE ADVOCATED FOR CHANGES TO LAW AND LEGAL PROCESSES

We maintained a strong commitment to our objective of engaging in policy and law reform, with over 265 law reform and stakeholder engagement projects completed over the year. Our policy and law reform activities focus on the justice needs of women, and aspects of the law and the legal structures that affect women's lives. We have also been very active in the work of Women's Legal Services Australia (WLSA) whose key focus has been safety for women and children in the family law system.

Women's Legal Service NSW and WLSA were quoted or cited in Hansard and in reports, including reports published following inquiries on over 75 occasions. Over 24 of our recommendations were adopted in part or in full in reports and 16 of our recommendations were supported in government responses.



## Some highlights of our advocacy work

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

We continued to advocate for better protections for domestic violence victims-survivors renting in NSW.

We sent an Open Letter to Minister Kean and Minister Goward on behalf of 88 organisations calling on the NSW Government to expand evidence of domestic violence in the context of ending a tenancy immediately without penalty in circumstances of domestic violence to also include a statutory declaration from a list of "competent persons".

We also published *Prioritising Safety at Home: 2017 Survey results about domestic violence and renting in NSW*. Of those who responded to this survey, 98% had to leave their rental home because of domestic violence and 53% did not report the violence to police.

In May 2018, the government announced it would extend evidence of domestic violence to include a statutory declaration by a medical practitioner.

### *Strengthening the NSW Victims Support Scheme*

The *Victims Rights and Support Amendment (Statutory Review) Act 2018* was introduced into Parliament on 6 June 2018, has passed and at the time of writing (September 2018) is awaiting proclamation.

Informed by the experiences of our clients, Women's Legal Service has been a key advocate for improvements to the Victims Support scheme and has encouraged other organisations to also express their concerns.

There are some positive changes – the most significant for our clients is the change to documentary evidence requirements, which will include a report to NGOs funded by government to provide support services to victims of crime. Other important changes include extending internal review of victims support decisions to 90 days; improving the scheme for family members of homicide victims; and improving access to counselling in rural and remote areas of NSW.

WLS NSW will continue to advocate for improvements to better recognise domestic violence, sexual assault, child sexual abuse and child abuse through increased recognition payments and softening strict time limits which mean some victims miss out.

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

We took the lead in drafting Women's Legal Services Australia (WLSA) response to the ALRC Review of the family law system Issues Paper which was endorsed by over 20 organisations. This submission built on WLSA's 5 step plan for safety first in family law advocating to elevate safety through:



- changes to the law – such as the removal of the presumption of equal shared parental responsibility and a ban on direct cross-examination of victims-survivors by their alleged abuser
- changes in practice and attitudes – the whole system needs to be family violence and trauma-informed, culturally competent – with respect to working with Aboriginal and Torres Strait Islander people, CALD communities, LGBTIQ communities; and disability aware
- increased funding to reduce delays.

WLS NSW also made a submission, informed by our Indigenous Women's Legal Program team, which provided further comments on improving the accessibility of the family law system for Aboriginal and Torres Strait Islander families, including recommendations:

- to expand the Indigenous list within Federal Circuit Courts;
- amend the law to give standing to members of a child's Aboriginal and Torres Strait Islander kinship group as recognised by the Aboriginal and Torres Strait Islander community to which the child or young person belongs to apply for a parenting order;
- amending s60CC of the *Family Law Act* to reflect the importance of considerations of culture when determining the best interests of Aboriginal and Torres Strait Islander children, including removal of the term "enjoy" from the Act
- further consultation with Aboriginal and Torres Strait Islander people and Aboriginal and Torres Strait Islander organisations about the establishment of a Council of Elders in each family court registry;
- principles be developed for guidance in family law matters involving Aboriginal and Torres Strait Islander children.

### *ALRC Incarceration Rates of Aboriginal and Torres Strait Islander Peoples inquiry*

We wrote an extensive submission informed by the experiences of our clients in prison.

We outlined the pathway to prison for many Aboriginal and Torres Strait Islander women as a result of family violence and sexual assault and called for alternatives to imprisonment. Some of our recommendations included:

- Imprisonment as a last resort, especially for women caring for children and pregnant women
- Flexible and accessible, non-custodial alternatives to prison should be available throughout all states and territories, including in rural, regional and remote areas
- Each state and territory should develop and implement a women's strategy that responds to the unique needs of women in custody
- Culturally safe, strengths based, trauma-informed programs which respond to the specific needs of Aboriginal and Torres Strait Islander women prisoners should be developed and readily available to all Aboriginal and Torres Strait Islander women in prison who would like to access these programs, including those on remand.

### Submissions and hearings

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

- WLSA Submission to the Australia Law Reform Commission Review into the family law system
- WLS NSW Submission to the Australia Law Reform Commission Review into the family law system
- WLS NSW submission to the NSW Law Reform Commission Review into consent in relation to sexual assault offences
- WLSA Submission to Senate Legal and Constitutional Affairs Committee in response to the Family Law Amendment (Parenting Management Hearings) Bill 2017
- WLSA Submission to the Senate Legal and Constitutional Affairs Committee in response to the Family Law Amendment (Family Violence and Other Measures) Bill 2017
- Liz Snell, on behalf of WLSA appeared before

## WOMEN'S LEGAL RESOURCES LIMITED

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*We celebrated marriage equality.*

the Senate Legal and Constitutional Affairs Committee to give evidence on the Parenting Management Hearing and Family Violence and Other Measures Bills.

- Submission in response to the Review of the Legal Aid NSW Eligibility Policies Consultation Paper
- Submission in response to the Family is Culture independent review of Aboriginal children in out-of-home care
- Submission in response to FACS Discussion Paper: Shaping a Better Child Protection System
- Submission to NSW Parliamentary inquiry into better support for new parents
- Submission in response to NSW Department of Justice Discussion Paper on Strengthening child sexual abuse laws in NSW
- Provided feedback on NSW Police Force Domestic and Family Violence Code of Practice
- Submission in response to the NSW Department of Justice Discussion Paper on Strengthening child sexual abuse laws in NSW
- Submission in response to the Senate Standing Committees on Finance and Public Administration

inquiry into the delivery of National Outcome 4 of the National Plan to Reduce Violence Against Women and Their Children 2010-2022, 'Services meet the needs of women and their children experiencing violence,' insofar as that Outcome is given effect by the 1800 RESPECT Domestic and Sexual Violence National Counselling Service.

- Submission in response to the Australian Law Reform Commission Incarceration Rates of Aboriginal and Torres Strait Islander Peoples inquiry
- Submission in response to the Department of Communications and the Arts on Civil Penalties Regime for Non-consensual Sharing of Intimate Images
- Provided input to Women NSW regarding the development of a Women's Strategy
- Women's Legal Services Australia submission in response to the Family Law Amendment (Family Violence and Cross-examination of Parties) Bill 2017
- Women's Legal Services Australia submission in response to the Law Council of Australia's Justice Project consultations

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

- Provided feedback on Australia's National Research Organisation for Women's Safety (ANROWS) resources

### Media and articles

Our main media and published work during the year includes:

- Janet Loughman interviewed on ABC SE radio about the ban on direct cross-examination of victims-survivors in family law proceedings, 29 June 2018
- Kellie MacDonald media mention: 'Tenancy reforms help women leave violence', *City News*, 6 June 2018
- Dixie Link-Gordon media mention 'Family law system 'should recognise Aboriginal kinship', *The Australian*, 17 May 2018
- Helen Campbell interviewed by Peter Lloyd about the DV disclosure scheme
- Helen Campbell media mention Triple M about review into sexual consent laws in NSW
- Helen Campbell media mention 'Shame and fear silence Northern Rivers rape victims', *The Northern Star*, 4 May 2018
- Helen Campbell media mention: Shame and fear silence Clarence rape victims', *Grafton Daily Examiner*, 4 May 2018
- Helen Campbell interviewed by Crikey News about sexual assault and consent
- Liz Snell media mention: 'Avenues for compensation around family violence', *Law Report*, ABC Radio National, 27 March 2018.
- Media mention: Janet Loughman in "Family Wars" by Jane Southward, *Law Society of NSW Journal*, December 2018
- Media mention: 'We all have the right to be safe': Dixie Link-Gordon is breaking down the code of silence on family violence' by Cathy Jacobs, *ABC Online*
- Media mention: 'Give DV victims a chance to flee, lawyers tell government,' *Lawyers Weekly*, 18 August 2017
- Journal article by Liz Snell: 'Recording and sharing intimate images without consent', *The Law Society of NSW Journal*, August 2017
- Helen Campbell interviewed by Julie Carr of the *Sydney Morning Herald* about access to utilities for women escaping domestic violence

### Committees

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

#### Community Legal Centres NSW

- Aboriginal Advisory Group (Co-convened by WLS NSW)
- Care and Protection Network (convened by WLS NSW)
- Domestic Violence and Victims Compensation Subcommittee (co-convened by WLS NSW)
- Law Reform and Policy Committee
- Prisoner's Rights Working Group (co-convened by WLS NSW)

#### National Association of Community Legal Centres

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

#### Interagencies, networks and other external committees

- Aboriginal Women's Experiences in Criminal Courts and Beyond: from suffering in silence to writing the story Advisory Group
- The Australian National Research Organisation for Women's Safety (ANROWS) Practitioner Engagement Group meeting
- Australian Communication Consumers Action Network

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

- Children's Court – Care Working Party (CLCNSW representative)
- Communications Industry – Review of Handling of Life-Threatening and Unwelcome Communications Industry Code
- Corrective Services Contact in Custody Working Group
- Domestic Violence Reforms Consultation Group
- Equality Rights Alliance Working Groups (as WLSA representative)
- Greater Sydney Family Law Pathways Network and the Parramatta Family Law Interagency
- Law Society of NSW Family Law Committee
- Legal Education and Advice in Prison
- Legal Practitioners Consultative Group of Corrective Services NSW
- NLAF Prisoner's Legal Information Team meeting
- NSW Women's Alliance
- Miranda's Place Steering Committee
- Sexual Assault Review Committee of Office of Director of Public Prosecutions
- Women's Advisory Council of Corrective Services NSW
- Women's Electoral Lobby Abortion Decriminalisation Roundtable
- Women NSW Sexual Assault Expert 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 community workers with the goal of reaching more women in the community. However, **presentations** were also attended by judicial officers, legal aid and private legal practitioners, family dispute resolution practitioners and policy makers.

This year we have made some significant changes to Ask LOIS, our Legal Online Information Service, including a website that is now open, accessible and user-friendly.

We also finalized the Practitioner's Guide to Domestic Violence Law in NSW. The Guide will be officially launched in November 2018.

This year we undertook over 40 CLE activities and produced 51 resources. The workshops we provided included the following topics:

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

We provided workshops, seminars and presented at forums and conferences face-to-face to over 1000 people in Parramatta, Broken Hill, Macquarie Park, Melbourne, Eastlakes, Penrith Wollongong and Sydney CBD.

### Workshops

Highlights include:

- Presentation to over 250 people at the "Online Safety on the Edge" conference co-hosted by the Office of the eSafety Commissioner and Netsafe NZ in Sydney
- Presentations to legal practitioners and community workers on the Victims Support Scheme in Broken Hill
- Panel member at the Greater Sydney Family Law Pathways annual seminar and dinner "Family Law: What Does the Future Hold?"
- Presentation on "Sense and Sensitivity", Couple, Child & Family Psychotherapy Association of Australasia
- Domestic Violence Legal Training Day, jointly arranged with CLC NSW for CLCs and other legal assistance services.

### Publications

- *A Practitioner's Guide to Domestic Violence Law in NSW*
- *Help. FACS has removed my children.*
- *Smart Safe Legal Guides* on the following topics for each state and territory:
  - Legal Guide to Apprehended Violence Orders
  - Legal Guide to Domestic Violence Orders
  - Legal Guide to Image Based Abuse
  - Legal Guide to Relevant Criminal Offences
  - Legal Guide to Surveillance Legislation
- *Just a Piece of Paper* update for Southern Women's Group.

### Networking and service promotion

- Law and Justice Foundation Legal Information and Referral Forum
- Australian Human Rights Commission's Australia-China Human Rights Technical Cooperation Program





### Ask LOIS

Ask LOIS is a website providing a free legal online information service (LOIS) for community workers in NSW, who are responding to women with legal needs.

Ask LOIS provides community workers with free online training and advice on legal issues such as domestic violence, AVOs, family law, child protection, victims support and much more. It offers fortnightly webinars, a comprehensive resource library, case studies, videoconference appointments and a national DV service directory.

During the year, Ask LOIS had a makeover to increase efficiency and reduce time spent on the administration of the site. We continue to make improvements to the site and are in the process of recruiting volunteers with legal knowledge, a passion for legal education and improving access to justice as well as well-developed and creative IT skills to assist with the website.

In 2017–18, there were 219 live webinar participants.

Webinar topics included:

- Women, Fines and Work and Development Orders
- Back to Basics: Divorce and Separation
- Back to Basics: Property Settlement
- Introduction to "Special Benefit"
- Transgender Kids and the Law
- New Laws Covering Image-Based Abuse

- NSW laws covering sex work
- Stolen Generations Reparation Scheme

Past webinars were viewed 1,493 times.

Webinar Plain English summary factsheets downloaded approximately 938 times.

There are 406 new subscribers to Ask LOIS this year.

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

### Website

The number of visitors to our website has remained stable over the last two years.

	2017/18	2016/17
<b>Users</b>	45,185	46,846
<b>Sessions</b>	62,712	64,923
<b>Page views</b>	122,078	128,281
<b>% New visitors</b>	72.2%	71.1%

### Facebook

The WLS Facebook page has 2,254 likes, compared to 2,084 at the end of last financial year. Our post with the greatest reach (number of unique people who saw our post) in the past year reached over 2,000 people.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### INDIGENOUS WOMEN'S LEGAL PROGRAM

Thanks to the WLS staff and management and Aboriginal Women's Consultation Network for their ongoing support in recognising our contribution to addressing domestic violence and sexual assault in the pathway of justice for Aboriginal women.

The Indigenous Women's Legal Program provides legal advice, court support and systemic advocacy for Indigenous women throughout NSW through our telephone advice lines, outreach drop in clinics, and rural community visits.

We promote awareness of Aboriginal women's rights and advocate for reforming access to justice.

#### *Aboriginal Women's Consultation Network:*

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

#### Staff

Dixie Link-Gordon	Senior Community Access Officer
Yasmine Khan	Community Access Officer
Gail Tobler	Community Access Officer
Jacqui Jarrett	Community Access Officer
Gabrielle Craig	Senior solicitor
Karen Mifsud	Senior solicitor

#### Community Outreach Western Sydney

Fortnightly/monthly attendance

- Macarthur Gateway, Campbelltown
- Blacktown Court – Domestic Violence Advocacy Service.
- Kari out of home care, Liverpool
- Kooly<sup>y</sup>angarra Aboriginal Services, Penrith
- Marrin Weejali Aboriginal Corporation Mt Druitt by appointment
- Baabayn Aboriginal Corporation fortnightly meeting with Elders Group
- and Mums and Bubs Group.



*The Indigenous Women's Legal Program stall.*



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Community Events, Consultations and Meetings

#### *The Streets Our Women No violence*

In partnership with Wayside Chapel Aboriginal Program and IWLP we held a roundtable discussing and building stronger support networks for the workers who are assisting women who experience homelessness and violence on the streets.

An outcome of the meeting has been the start of the First Nation Women's Alliance with a focus on domestic violence.

#### *Ochre Ribbon Day*

Mudgin-Gal Aboriginal Women's Centre Redfern – 16 Days of Activism

#### *NAIDOC Week*

IWLP hosted a luncheon for our outreach organisations acknowledging our partnerships and ongoing support.

#### *Breaking Silent codes across the Pacific*

A two-day workshop was held in Sydney specifically for Aboriginal, Torres Strait, Maori and Pacific Islander women. The workshop was to facilitate



*The Breaking Silent codes across the Pacific workshop.*

conversations on sexual violence and domestic/sexual abuse and the particular struggle it presents within the Indigenous communities where there are additional spiritual and cultural overlays.

Capturing the tradition of 'trading' and enabling cultural exchange across Australia and the Pacific Islands as Indigenous Women.

Supported by the National Centre of Indigenous Excellence Redfern and the Gendered Violence Research Network, UNSW.

### Contributions to policy and law reform systemic advocacy

WLS NSW made a submission, informed by our Indigenous Women's Legal Program team, which provided further comments on *improving the accessibility of the family law system* for Aboriginal and Torres Strait Islander families.

*ALRC Incarceration Rates of Aboriginal and Torres Strait Islander Peoples inquiry:* We wrote an extensive submission informed by the experiences of our clients accessing the Legal Education and Advice in Prison (LEAP) for Women program we run along with Wirringa Baiya Aboriginal Women's Legal Centre and Western Sydney Community Legal Centre.

In our submission, we outlined the pathway to prison for many Aboriginal and Torres Strait Islander women as a result of family violence and sexual assault and called for alternatives to imprisonment.



*Indigenous Women's Legal Program during NAIDOC Week.*

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

We made a submission in response to the FaCS *Family is Culture* independent review of Aboriginal children in out-of-home care.

### Meetings, training, workshops and conferences

- Aboriginal Women's Consultation Network Meeting Quarterly
- "Understanding Trauma Awareness in Aboriginal Communities". Alice Springs NT and Brisbane QLD
- e-safety training
- Safety Action meetings training Blacktown
- Sisters Inside conference, Queensland
- Community Legal Centres NSW Quarterly Yarn Up, family law training
- Vicarious trauma training for IWLP staff – Sigrid Herring
- National conference attendance supported by building better lives for ourselves (Federal Govt project) Dixie Link-Gordon.

### Rural NSW Trips

#### Far South Coast

- Twofold Corporation, Eden
- South East Women's and Children's Centre
- Women's Refuge
- Eurobodalla Family Support Services.

#### Upper Mid North Coast

- Nambucca Heads, Bowraville, Macksville and Coffs Harbour
- Darrimba Maara Aboriginal Health Clinic
- Nambucca Heads Land Council
- Bowraville Land Council
- Mimi Aboriginal Corporation
- Ngurrula Family Safety Service
- Bawrunga Aboriginal Medical Service
- Warrina Domestic and Family Violence Specialist Services.

### Wilcannia–Broken Hill

- Wilcannia Safe House offers various points of engagement for mothers and grandmothers to enhance their caring and sharing experience with family
- Broken Hill: Warra Warra Legal Centre and Maari Ma Health.

### South Coast

- Shoal Coast Community Legal Centre
- Nowra Family Support services.
- Waminda: South Coast Women's Health and Welfare Aboriginal Corporation.
- Nowra Aboriginal Medical Service
- Cullunghutti Aboriginal Child and Family Centre
- Wreck Bay Aboriginal Community
- Illawarra Community Centre
- Illawarra Aboriginal Medical Service
- Warrawong Community Centre.

### North Western Slopes and Central Slopes

- Gilgandra Aboriginal Land Council
- Weilwan Gulargambone Aboriginal Land Council
- Gulargambone community Hospital
- Coonamble Aboriginal Health Service
- Narrabri Neighbourhood Centre
- Wahgunyah Housing Corporation
- Wellington Neighbourhood Centre
- Wellington Aboriginal Health Service
- Mission Australia, Dubbo.

### Client advice and court support

Weekly IWLP staff have ongoing commitment to clients engaging in home visits, court support, follow up phone calls **and** briefings with our lawyers. Callers to the advice line had issues such as divorce, tenancy, custody, care matters and AVOs, both defendants and applicants.

In regards to the clients there been a concern of the rising issue of Aboriginal identity, therefore we

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

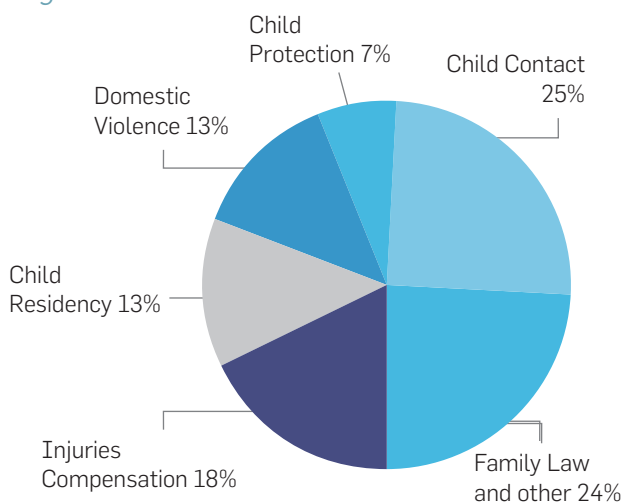
are now more conscious following up people's direct connection to family community and country.

Some clients had their matters dealt with quite quickly, whilst other clients are still ongoing with rather complex matters.

### *Client statistics:*

- Information and referral: 111
- Legal advices and tasks: 112
- Representation: 90

### *Legal issues:*



## Young Black Chicks Talking

### *Safe and healthy options in relationships Social Media Project*

The project is a social media clip of Young Black Chicks talking safe and healthy options in relationships. (The title is loosely based around Leah Purcell's "Black Chicks talking" series).

The project is based around social media, young girls and reaching a wide mob of other young people and those who are interested in the lives of young people. We wanted to get young girls together to have a yarn about relationships and what they saw as healthy options in a relationship, to then upload the clip, to have other, young mob have a look too. A lot of our work is around DV and sexual assault, so we wanted to hear the voices of our young ones and how they **are** shaping up to manage their lives as young girls for now and how they maybe as young adult women.

The final stages of the clip, is to upload to all social media apps and generate views and discussions.

It has been uploaded to the IWLP Facebook page and can be viewed here:

[www.facebook.com/IndigenousWomensLegalProgramWLSNSW/videos/1413825638721782](https://www.facebook.com/IndigenousWomensLegalProgramWLSNSW/videos/1413825638721782)



*The recording of Young Black Chicks Talking social media project.*



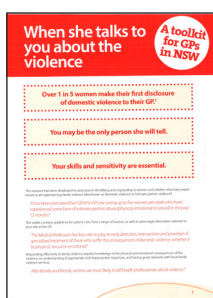
## OUR PUBLICATIONS



### Women and Family Law (2014 Edition)

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)

and is up to date at December 2016.



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

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

care as well as some legal information for doctors such as mandatory reporting and responding to subpoenas. Available in hard copy or from:

[www.itstimetotalk.net.au/gp-toolkit](http://www.itstimetotalk.net.au/gp-toolkit)

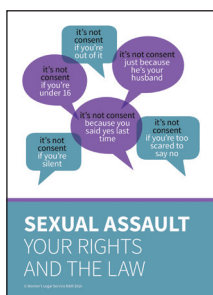


### Dealing with FACS – Top Ten Tips (2016)

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

be called DoCS (Department of Community Services) but their name changed in 2011.

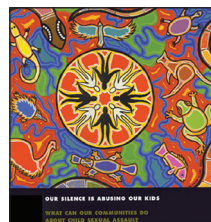
This resource is also useful for non-Aboriginal parents. Available in hard copy or on our website.



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

This resource has information for women and girls who have been sexually assaulted including: What sexual assault means; Getting medical help and counselling after a sexual

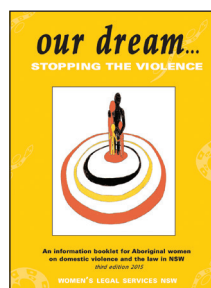
assault; Reporting to the police; and Legal process and your rights.



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

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

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



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

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



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

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Brochures and Cards



#### Women's Legal Service NSW Brochure

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



#### 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.

Cost: Free



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

Cost: Free



#### Women's Legal Service NSW Card

Cost: Free

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



#### Indigenous Women's Legal Program Card

Cost: Free

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



#### Domestic Violence Legal Service Card

Cost: Free

Contact details for the Domestic Violence Legal Service.



#### Indigenous Women's Program Fridge Magnet

Cost: Free

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



#### Is this Love? (Indigenous pamphlet)

Cost: Free

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



#### Is this Love? (Non-Indigenous pamphlet)

Cost: Free

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

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 2017–2018 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 – \$1,367,031
- Indigenous Women's Legal Program – \$302,561
- Domestic Violence Legal Service – \$528,663
- One off funding from:
  - Legal Aid Commission of NSW "CLC Care Partners" – \$39,900
  - Law and Justice Foundation "Grandmothers' Rights and Advocacy Needs" – \$7,244

With an overall revenue of \$2,407,378 and total expenditure of \$2,397,245 there is a surplus of \$10,133 for the year.

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

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

**Belinda Louis**  
**Treasurer**



## DIRECTORS' REPORT

### Directors' Report

For the year ended 30 June 2018

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 2018 and the Independent Audit Report thereon.

### Directors Details

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

#### Names and responsibilities

##### **Denele Crozier**

Director – Chairperson

#### Qualifications, experience and other directorships

Appointed as a Director on 30 November 2011

RPN, Dip. Acc, Dip. Business.

Order of Australia, Member 2017.

36 years working in the NGO Charity sector.

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

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

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

Director – Treasurer

Appointed as a Director on 8 February 2011

B Commerce – University of Sydney (2001)

Grad Dip (Chartered Accountancy) – CAANZ (2004)

MBA (Executive) – UNSW (2014)

February 2002 to present – PwC Australia, Director.

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

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

##### **Anusha Duray**

Director

Appointed as a Director on 8 December 2010

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

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



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Directors' Report – (continued) For the year ended 30 June 2018

#### **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 14 years' experience as a solicitor. Partner at Pearson Emerson Meyer Family Lawyers, a specialist family law firm in Sydney providing advice in respect of all aspects of family law. Prior roles in commercial litigation and finance at Allens Arthur Robinson in Sydney and Linklaters in London. Regularly presents to members of the legal profession on family law related issues. Accredited Family Dispute Resolution Practitioner. Member of the Family Law Section of the Law Council of Australia, the International Academy of Collaborative Professionals, Collaborative Professionals (NSW) Inc and the Central Sydney Collaborative Forum.

#### **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 Director of the peak body, Women's Domestic Violence Court Advocacy Services NSW Inc. Over 10 years of experience working in the not-for-profit and community sector. Previous roles included social worker at Delvena Women's Refuge, researcher at the Education Centre Against Violence and support worker at Guthrie House.

#### **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 13 years' experience; prior experience over eighteen years including: Law lecturer at University of Western Sydney and University of Technology. Principal Solicitor and Project Co-ordinator National Youth and Children's Law Centre, Legal Aid, Aboriginal Legal Service, Cape York Land Council.

#### **Heather McKinnon**

Director

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

**Directors' Report – (continued)**  
**For the year ended 30 June 2018**

**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.

**Elizabeth Simpson**

Director

Appointed as a Director on 30 November 2011  
BA (Hons)/Arts – University of Queensland  
Msc (Dist) – London School of Economics  
Admitted as a solicitor of the Supreme Court of Queensland in 2001. Practised in NSW since 2008  
Over 10 years' experience as a solicitor. Currently Solicitor – Immigration Advice & Rights Centre. Previous roles included Manager/Principal Solicitor, MOSAIC Program, Justice Connect, senior solicitor at the Public Interest Advocacy Centre, NSW Co-convenor of Australian Lawyers for Human Rights, and committee member of the NSW Council for Civil Liberties, solicitor in the UK Government and at Ashurst Australia.

**Directors' Report – (continued)**  
**For the year ended 30 June 2018****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
Anusha Duray	4	1
Sheridan Emerson	4	2
Renata Field	2	1
Belinda Louis	4	3
Louise Goodchild	4	3
Heather McKinnon	4	1
Emma Palmer	4	4
Elizabeth Simpson	4	3

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**

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

**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 2018, the total amount that members of the company are liable to contribute if the company is wound up is \$2,780 (2017: \$1,360).

**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.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Directors' Report – (continued) For the year ended 30 June 2018

#### Short-term Objectives

The company's short-term objectives are to:

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

#### Long-term Objectives

The company's long-term objectives are to:

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

#### Strategy for achieving short and long-term objectives

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

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

#### Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration as required under s60–40 of the *Australian Charities and Not-for-profits Commission Act 2012* is included in page 6 of this financial report and forms part of the Director's Report.

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



Director



Director

Dated this 10th of October 2018  
Sydney, NSW

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



Vanessa Patricio  
Principal  
Level 26  
44 Market Street  
Sydney NSW 2000

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

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

In accordance with the requirements of section 60–40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as the auditor of Women's Legal Resources Limited for the year ended 30 June 2018, I declare that, to the best of my knowledge and belief there have been:

- i. No contraventions of the auditor independence requirements of the s60–40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. No contraventions of any applicable code of professional conduct in relation to the audit.

**MOSAIC AUDIT & CONSULTING**  
**CHARTERED ACCOUNTANTS**

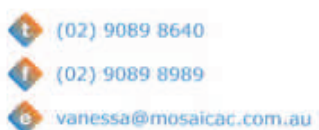
A handwritten signature in black ink, appearing to read 'Vanessa Patricio', followed by a dotted line.

**VANESSA PATRICIO**

**PRINCIPAL**

**Registered Company Auditor # 333315**

**DATED THIS 10TH DAY OF OCTOBER 2018**  
**SYDNEY, NSW**



Liability limited by a scheme approved under Professional Standards Legislation



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2018

	Notes	2018 \$	2017 \$
<b>Revenue</b>	4	<b>2,407,378</b>	<b>2,285,056</b>
Service expenses		(135,984)	(146,381)
Occupancy expenses		(76,653)	(75,091)
Administration expenses		(113,521)	(131,474)
Employee benefits expense	11(a)	(2,061,852)	(2,006,042)
Financing expenses		(396)	(395)
Depreciation Expenses		(7,339)	(11,188)
Doubtful debt expense		(1,500)	–
Loss on sale of fixed asset		–	(1,035)
Surplus/(Deficit) before income tax expense		<u>10,133</u>	<u>(86,550)</u>
Income tax expense	3.10	–	–
Surplus/(Deficit) for the year		<u>10,133</u>	<u>(86,550)</u>
Other comprehensive income		–	–
Other comprehensive income for the period, net of income tax		–	–
<b>Total comprehensive income (loss) for the period</b>		<b><u>10,133</u></b>	<b><u>(86,550)</u></b>

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2018

	Notes	2018 \$	2017 \$
<b>ASSETS</b>			
<b>CURRENT</b>			
Cash and cash equivalents	5	1,778,292	1,362,518
Trade and other receivables	6	21,344	8,880
Other assets	7	25,151	10,274
CURRENT ASSETS		<u>1,824,787</u>	<u>1,381,672</u>
<b>NON-CURRENT</b>			
Property, plant and equipment	8	<u>527,601</u>	<u>522,940</u>
NON-CURRENT ASSETS		<u>527,601</u>	<u>522,940</u>
<b>TOTAL ASSETS</b>		<b><u>2,352,388</u></b>	<b><u>1,904,612</u></b>
<b>LIABILITIES</b>			
<b>CURRENT</b>			
Trade and other payables	9	826,429	540,233
Other liabilities	10	282,831	151,280
Provisions	11(b)	294,447	267,887
CURRENT LIABILITIES		<u>1,403,707</u>	<u>959,400</u>
<b>NON-CURRENT</b>			
Borrowings	12	4	4
Provisions	11(b)	25,107	31,771
		<u>25,111</u>	<u>31,775</u>
NON-CURRENT LIABILITIES		<u>25,111</u>	<u>31,775</u>
<b>TOTAL LIABILITIES</b>		<b><u>1,428,818</u></b>	<b><u>991,175</u></b>
<b>NET ASSETS</b>		<b><u>923,570</u></b>	<b><u>913,437</u></b>
<b>EQUITY</b>			
Reserves	13	145,424	145,424
Retained Earnings		778,146	768,013
<b>TOTAL EQUITY</b>		<b><u>923,570</u></b>	<b><u>913,437</u></b>

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



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2018

Note	Retained Earnings \$	Special Reserve \$	Total Equity \$
<b>Balance at 1 July 2016</b>	854,563	145,424	999,987
Loss for the year	(86,550)	–	(86,550)
Other comprehensive income	–	–	–
<b>Balance at 30 June 2017</b>	<b>768,013</b>	145,424	<b>913,437</b>
Profit for the year	10,133	–	10,133
Other comprehensive income	–	–	–
<b>Balance at 30 June 2018</b>	<b>778,146</b>	<b>145,424</b>	<b>923,570</b>

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2018

	Note	2018 \$	2017 \$
<b>Receipts from Operating Activities</b>			
• Grants		2,607,262	2,404,616
• Other income		43,355	79,334
• Interest income		36,865	38,015
• Donations		18,039	61,632
• Sale of goods		2,673	9,207
• Fees and contributions		47,937	43,835
• Payments to suppliers and employees		(2,328,357)	(2,538,121)
<b>Net cash from operating activities</b>	<b>14(b)</b>	<u>427,774</u>	<u>98,518</u>
<b>Cash Flows from Investing Activities</b>			
Proceeds from sale of property		–	17,273
Purchase of plant and equipment		(12,000)	–
<b>Net cash used in investing activities</b>		<u>(12,000)</u>	<u>17,273</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		415,774	115,791
Cash and cash equivalents at 1 July		<u>1,362,518</u>	<u>1,246,727</u>
<b>Cash and cash equivalents at 30 June 2018</b>	<b>14(a)</b>	<u><b>1,778,292</b></u>	<u><b>1,362,518</b></u>

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 1: General information and statement of compliance**

The financial report includes the financial statements and notes of Women's Legal Resources Limited (the Company).

These financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profit Commission Act 2012*. Women's Legal Resources Limited is a not-for-profit entity, limited by guarantee for the purpose of preparing the financial statements.

The financial statements for the year ended 30 June 2018 were approved and authorised for issue by the Board of Directors on the 10th of October 2018.

**NOTE 2: Changes in accounting policies**

**2.1 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 2017. Information on the more significant standard(s) is presented below

**AASB 2016-2 Amendments to Australian Accounting Standards – Disclosure Initiative: Amendments to AASB 107**

AASB 2016-2 amends AASB 107 Statement of Cash Flows to require entities preparing financial statements in accordance with Tier 1 reporting requirements to provide disclosures that enable users of financial statements to evaluate changes in liabilities arising from financing activities, including both changes arising from cash flows and non-cash changes.

AASB 2016-2 is applicable to annual reporting periods beginning on or after 1 January 2017.

**AASB 2016-4 Amendments to Australian Accounting Standards – Recoverable Amount of Non-Cash-Generating Specialised Assets of Not-for-Profit Entities**

This Standard amends AASB 136 Impairment of Assets to:

- remove references to depreciated replacement cost as a measure of value in use for not-for-profit entities; and
- clarify that the recoverable amount of primarily non-cash-generating assets of not-for-profit entities, which are typically specialised in nature and held for continuing use of their service capacity, is expected to be materially the same as fair value determined under AASB 13 Fair Value Measurement, with the consequence that:
  - AASB 136 does not apply to such assets that are regularly revalued to fair value under the revaluation model in AASB 116 Property, Plant and Equipment and AASB 138 Intangible Assets; and
  - AASB 136 applies to such assets accounted for under the cost model in AASB 116 and AASB 138

AASB 2016-4 is applicable to annual reporting periods beginning on or after 1 January 2017.

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies**

**3.1 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.

**3.2 Revenue**

Revenue comprises revenue from government grants, fundraising activities and sale of goods. Revenue from major products and services is shown in Note 4.

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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies (Continued)**

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.

**3.3 Operating expenses**

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

**3.4 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 3.7.

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.

**3.5 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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies (Continued)**

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.

**3.6 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.

**3.7 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.

Where the future economic benefits of an asset are not primarily dependent on the asset's ability to generate net cash inflows and where the entity would, if deprived of the asset, replace its remaining future economic benefits, value in use is determined as the depreciated replacement cost of the asset.

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.



**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies (Continued)**

**3.8 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.

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

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

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

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

All financial assets except for those at FVTPL are subject to review for impairment at least at each reporting date to identify whether there is any objective evidence that a financial asset or a group of financial assets is impaired.

Different criteria to determine impairment are applied for each category of financial assets, which are described below.

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

*Loans and receivables*

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

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies (Continued)**

*Financial assets at fair value through profit or loss (FVTPL)*

Financial assets at fair value through profit or loss (FVTPL) include financial assets that are either classified as held for trading or that meet certain conditions and are designated at FVTPL upon initial recognition.

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

*Held-to-maturity (HTM) investments*

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

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

*Available-for-sale (AFS) financial assets*

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

All Available-for-sale (AFS) financial assets are measured at fair value. Gains and losses are recognised in other comprehensive income and reported within the AFS reserve within equity, except for impairment losses and foreign exchange differences on monetary assets, which are recognised in profit or loss. When the asset is disposed of or is determined to be impaired the cumulative gain or loss recognised in other comprehensive income is reclassified from the equity reserve to profit or loss and presented as a reclassification adjustment within other comprehensive income. Interest calculated using the effective interest method are recognised in profit or loss within 'revenue' (see Note 3.2).

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

*Classification and subsequent measurement of financial liabilities*

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

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

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

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies (Continued)**

**3.10 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*.

**3.11 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.

**3.12 Reserves**

Other components of equity include the following:

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

**3.13 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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies (Continued)**

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

Post-employment benefits plans

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

Defined contribution plans

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

**3.14 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.

**3.15 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.

**3.16 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.

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**NOTE 3: Summary of Accounting Policies (Continued)**

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.

**3.17 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.

**3.18 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.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

#### NOTE 4: REVENUE

	2018 \$	2017 \$
<b>Operating activities</b>		
Grants		
- Legal Aid Commission (Commonwealth)	1,277,845	1,116,435
- Legal Aid Commission (State)	920,410	890,403
- Sundry Grants	52,391	59,141
Total Grants	<u>2,250,646</u>	<u>2,065,979</u>
Other income		
- Interest received	42,784	38,015
- Donations	18,039	61,632
- Fees and contributions	43,579	39,850
- Costs recovered and retained	-	21,310
- Rental income	49,900	49,900
- Sales of publications and merchandise	2,430	8,370
Total other income	<u>156,732</u>	<u>219,077</u>
<b>TOTAL REVENUE</b>	<u><b>2,407,378</b></u>	<u><b>2,285,056</b></u>

#### NOTE 5: CASH AND CASH EQUIVALENTS

##### Cash and cash equivalents consist the following

	2018 \$	2017 \$
Cash at bank	41,789	49,757
Cash on deposit	1,736,003	1,312,261
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<u><b>1,778,292</b></u>	<u><b>1,362,518</b></u>



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

#### NOTE 6: TRADE AND OTHER RECEIVABLES

	2018 \$	2017 \$
<b>Current</b>		
Trade receivables	32,705	18,741
Less: Provisions for doubtful debt	(11,361)	(9,861)
	<b>21,344</b>	<b>8,880</b>

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

#### NOTE 7: OTHER ASSETS

	2018 \$	2017 \$
<b>Other assets consist the following:</b>		
Prepayments	25,151	10,274
	<b>25,151</b>	<b>10,274</b>

#### NOTE 8: PROPERTY, PLANT AND EQUIPMENT

	2018 \$	2017 \$
Building – at cost	515,877	515,877
Plant & equipment – at cost	120,808	138,510
Less accumulated depreciation	(109,084)	(131,447)
	<b>527,601</b>	<b>522,940</b>

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

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

#### Cost

	Property, Plant and Equipment	Total
Balance at 1 July 2017	654,387	654,387
Additions	12,000	12,000
Disposals	(29,702)	(29,702)
Balance at 30 June 2018	636,685	636,685

#### Accumulated depreciation

Balance at 1 July 2017	131,447	131,447
Depreciation for the year	7,339	7,339
Disposals	(29,702)	(29,702)
<b>Balance at 30 June 2018</b>	<b>109,084</b>	<b>109,084</b>

#### Carrying Amounts

Balance at 1 July 2017	522,940	522,940
<b>Balance at 30 June 2018</b>	<b>527,601</b>	<b>527,601</b>

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

### NOTE 9: TRADE AND OTHER PAYABLES

Trade and other payables recognised consist of the following:

#### Current

	2018 \$	2017 \$
Trade payables	46,491	31,489
Other creditors and accruals	779,938	508,744
	<b>826,429</b>	<b>540,233</b>

### NOTE 10: OTHER LIABILITIES

#### Current

	2018 \$	2017 \$
Uncommitted/ Unspent Funds	282,831	151,280
	<b>282,831</b>	<b>151,280</b>

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

#### NOTE 11: EMPLOYEE REMUNERATION

	2018 \$	2017 \$
<b>Current</b>		
(a) Employee benefits expense		
Expenses recognised for employee benefits are analysed below:		
Wages and salaries	1,665,387	1,636,097
Superannuation – defined contribution plans	165,987	156,470
Workers compensation insurance	8,918	8,328
Employee training and development	17,024	22,614
Employee benefit provisions	204,536	182,533
	<b>2,061,852</b>	<b>2,006,042</b>
(b) Employee benefits		
Annual Leave	106,832	101,537
Long Service Leave	187,615	166,350
	<b>294,447</b>	<b>267,887</b>
<b>Non-Current</b>		
Long Service Leave	25,107	31,771
	<b>25,107</b>	<b>31,771</b>

#### NOTE 12: BORROWINGS

	2018 \$	2017 \$
Non-Current		
National Australia Bank	4	4
	<b>4</b>	<b>4</b>

The bank loan is secured against the Company's property. The bank loan facility is for \$4,679 (2017: \$27,704) with \$4,675 (2017: \$27,700) unused at year end.

#### NOTE 13: RESERVES

	2018 \$	2017 \$
Special Reserve	145,424	145,424
	<b>145,424</b>	<b>145,424</b>

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 30 JUNE 2018**

**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:

	<b>2018</b>	<b>2017</b>
	<b>\$</b>	<b>\$</b>
Cash at bank	41,789	49,757
Cash on deposit	1,736,003	1,312,261
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<b><u>1,778,292</u></b>	<b><u>1,362,518</u></b>

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

Profit/(loss) after income tax for the year	10,133	(86,550)
Adjustments for:		
Depreciation	7,339	11,188
Loss on sale of property	–	1,035
Changes in assets and liabilities		
Change in other assets	(14,877)	8,766
Change in trade and other receivables	(12,464)	8,124
Change in other liabilities	131,551	132,039
Change in provisions	19,896	(1,005)
Change in trade and other payables	286,196	24,921
Net cash from operating activities	<u>427,774</u>	<u>98,518</u>

**NOTE 15: AUDITORS' REMUNERATION**

	<b>2018</b>	<b>2017</b>
	<b>\$</b>	<b>\$</b>
Audit and review of the financial report	10,000	9,000
Audit and review of the financial acquittal	1,500	1,500
Other audit services	1,000	2,000
	<u>12,500</u>	<u>12,500</u>

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018

#### 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:

	2018 \$	2017 \$
Total key management remuneration	288,544	284,023

#### NOTE 17: CONTINGENT LIABILITIES

There are no contingent liabilities that have been incurred by the company in relation to 30 June 2018 or 30 June 2017.

#### NOTE 18: CAPITAL COMMITMENTS

There are no capital commitments that have been committed by the company in relation to 30 June 2018 or 30 June 2017.

#### NOTE 19: LEASES

	2018 \$	2017 \$
Minimum lease payments due		
Within one year	4,343	4,343
Between one and five years	8,685	13,028
Total	13,028	17,371

Lease expense during the period amount to \$4,343 (2017: \$4,343) representing the minimum lease payments.

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

## **WOMEN'S LEGAL RESOURCES LIMITED**

ABN 88 002 387 699

### **NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2018**

#### **NOTE 20: POST-REPORTING DATE EVENTS**

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

#### **NOTE 21: 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 2018, the total amount that members of the company are liable to contribute if the company is wound up is \$2,780 (2017: \$1,360).



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### DIRECTORS' DECLARATION

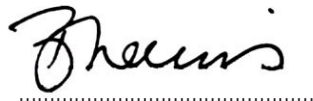
In the opinion of the directors of Women's Legal Resources Limited:

1. The financial statements and notes, of Women's Legal Resources Limited, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
  - a. giving a true and fair view of the financial position as at 30 June 2018 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 10th day of October 2018  
Sydney, NSW

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



Vanessa Patricia  
Principal  
Level 26  
44 Market Street  
Sydney NSW 2000

**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 2018, 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 2018 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 2018 included on the Women's Legal Resources Limited website. The Company's Directors are responsible for the integrity of the Women's Legal Resources Limited's website. We have not been engaged to report on the integrity of the Women's Legal Resources Limited's website. The auditor's report refers only to the financial report. It does not provide an opinion on any other information which may be hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.



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## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



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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**

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 2018, but does not include the financial report and our auditor's report thereon.

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

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

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

### **Responsibilities of Directors for the Financial Report**




The Directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards – Reduced Disclosure Requirements and the *Australian Charities and Not-for-profits Commission Act 2012*, and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

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

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

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

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## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699



**mosaic audit  
+ consulting**

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

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

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

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

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

### **Report on Other Legal and Regulatory Requirements**

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

### **MOSAIC AUDIT & CONSULTING**

**Vanessa Patricio  
Principal  
Registered Company Auditor # 333315**

**DATED THIS 10TH DAY OF OCTOBER 2018  
SYDNEY, NSW**



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**CHARTERED ACCOUNTANTS**  
AUSTRALIAN - NEW ZEALAND

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