



**Women's  
Legal  
Service  
NSW**


# ANNUAL REPORT 2021/22



 **WOMEN'S**  
LEGAL SERVICE NSW

# Women's Legal Service NSW

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

A decorative graphic consisting of several overlapping, wavy lines made of small dots in 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**

Mondays                      9:30 – 12:30

Tuesdays                      1:30 – 4:30

Thursdays                      9:30 – 12:30

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

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

**8745 6999                      1800 810 784**

Mondays                      1:30 – 4:30

Tuesdays                      9:30 – 12:30

Thursdays                      1:30 – 4:30

Fridays                      9:30 – 12:30

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

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

**8745 6977                      1800 639 784**

Mondays                      10:00 – 12:30

Tuesdays                      10:00 – 12:30

Thursdays                      10:00 – 12:30

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

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

Warm referral call-back service: Wednesdays and Fridays.

### Outreach advice clinics:

Blacktown                      every second Friday  
Phone: 9831 2070

Liverpool                      every second Thursday  
Phone: 9601 3555

Penrith                      every second Tuesday  
Phone: 4721 8749

### Local Courts domestic violence duy work:

Mt Druitt                      once a month on Monday

Penrith                      once a month on Tuesday

Blacktown                      once every two months  
on Wednesday

### Family Relationships Centres:

Blacktown                      once every six weeks

Penrith                      once every six weeks

### Women's Correctional Centres:

Silverwater once a month

### Community Legal Education:

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

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

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## CHAIRPERSON'S REPORT

This is my first year as Chair of Women's Legal Service NSW. I am honoured and impressed to be leading such a dedicated and energetic organisation which has continued to thrive despite the impacts of COVID and never-ending funding uncertainties.

My heartfelt thanks to previous Chair Denele Crozier, who has retired after ten years at the helm. She has certainly left big shoes to fill.

My thanks to the Board members: Louise Goodchild, Alexandra Richardson, Emma Palmer, Lisa Pusey, Bronwyn Penrith, Ella Rowe and Courtney Robertson.

Thanks to Emma Palmer, who has resigned after many years of dedicated service often at long distance, and welcome to Jilly Field, who joined the Board in August 2022.

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

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

To all those who have contributed to the work of Women's Legal Service NSW, the Board extends its gratitude. To the staff, I thank you for your dedication and your tireless efforts to better the lives of women. I also want to note the leadership of Helen Campbell, Executive Officer and Pip Davis, Principal Solicitor and thank you for managing responsibility with such integrity and commitment.

**Sheridan Emerson, Chairperson**



# WLSNSW STRATEGIC PLAN 2021–2027

## Vision

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

## Purpose

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

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

## 5 Priority Areas

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

### *Policy and Law Reform*

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

### *Community Legal Education and Community Development*

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

### *Improving the Lives of Individual Women*

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

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

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

### *Infrastructure, Sustainability and Organisational Support*

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

## What we intend to achieve:

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

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

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

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

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

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

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

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

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

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

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

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

Our services will be accessible for women with disabilities.

### 5. Sustainable Development Goals

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

## PERSONNEL DURING 2021–2022

### BOARD OF DIRECTORS

Denele Crozier	Chairperson (until 17 November 2021)
Sheridan Emerson	Chairperson (from 17 November 2021)
	Secretary (until 17 November 2021)
Ella Rowe	Secretary (from 17 November 2021)
Alexandra Richardson	Treasurer
Bronwyn Penrith	AWCN Representative
Louise Goodchild	
Emma Palmer	
Courtney Robertson	
Lisa Pusey	

### ABORIGINAL WOMEN'S CONSULTATION NETWORK

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

### STAFF

#### Management:

Helen Campbell	Executive Officer
Pip Davis	Principal Solicitor
Gabrielle Craig	Assistant Principal Solicitor
Kim Ly	Management Accountant

#### First Nations Women's Legal Program:

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

#### Community Legal Education:

Chloe Wyatt	Community Legal Education Co-ordinator
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#### Law Reform:

Liz Snell	Law Reform and Policy Co-ordinator
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#### Financial Counselling:

Lody Stewart	Senior Financial Counsellor (until 17 June 2022)
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#### Social Worker:

Evelyn Chan	(until 1 June 2022)
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#### Solicitors:

Pip Davis	Principal Solicitor
Gabrielle Craig	Assistant Principal Solicitor
Karen Mifsud	Senior Solicitor (First Nations Women's Legal Program)
Amy Power	Solicitor (First Nations Women's Legal Program)
Carolyn Jones	Senior Solicitor (until 21 April 2022)
Kellie McDonald	Senior Solicitor
Rishika Pai	Senior Solicitor
Cecilia Lee	Solicitor
Rosetta Lee	Solicitor
Jessica Hannam	Solicitor (on leave from February 2021)
Julie Howes	Solicitor (until 2 February 2022)
Madeleine Causbrook	Solicitor (until 10 May 2022)
Amy Schneider	Solicitor (until 24 December 2021)
Martine Lappan	Solicitor (until 20 May 2022)
Loren Ovens	Solicitor (from 23 February 2022)
Anna Blacket	Solicitor (from 19 July 2021)
Ella McDougall	Solicitor (from 14 March 2022)

#### Administrative Staff:

Daryna Ieth	Administrative Information and Referral Officer
Charlotte Regan	Administrative Information and Referral Officer (locum)
Kuny Chhor	Data and Reporting Officer
Vanie Cardinio	Casual locum receptionist



### *Consultants and contractors:*

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

## **VOLUNTEERS AND STUDENTS**

Unfortunately due to COVID our volunteer and student placement programs have been suspended.

## **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, legal research on victims support and victims rights and financial support through its CBP Foundation and the generosity of its staff. The CBP Foundation aims to promote and protect the rights of women and children and has made WLSNSW one of its priority clients.

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

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

### *Ashurst*

Thanks very much to Ashurst for pro bono assistance.

### *Clayton Utz*

Thanks for pro bono assistance, particularly in relation to GIPA applications.

### *Gilchrist Connell*

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

### *Barristers and Solicitors*

Karen Shea	Frederick Jordan Chambers
Louise Goodchild	Frederick Jordan Chambers
Tim Hammond	Samuel Griffith Chambers
James Leaver	Samuel Griffith Chambers
Maria Gerace	Maurice Byers Chambers
Carolina Soto	Soto Chambers
Sarah McCarthy	PG Hely Chambers
Matthew Varley	Nine Wentworth
Heather McKinnon	Bryant McKinnon Lawyers
Belinda Li	International Social Services
Tony Allen	Hunter Street Chambers
Madeleine Bridgett	6 St James Hall Chambers
Matthew Nelson	UNSW Law & Justice
Dinah Shelton	The George Washington University Law School
Dr Natalia Szablewska	Australian Lawyers for Human Rights
Mathias Thorshaug Rengard	Langseth Law Firm DA

## WLS NSW FOUNDATION REPORT



### Foundation Committee

Helen Campbell	WLS Executive Officer
Chloe Wyatt	WLS Foundation Coordinator
Klara Major	The Law Society Journal
Janet Loughman	Retired WLS Principal Solicitor
Daria O'Neill	Fundraising Consultant
Amy Power	WLS Staff Representative
Madeline Causbrook	WLS Staff Representative (until May 2022)
Lee-May Saw	Barrister (until June 2022)
Jenna Lincoln	Legal Associate (until May 2022)
Courtney Robertson	WLS Board Representative (until August 2021)
Karen Iles	Violet Co Legal & Consulting

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

### Foundation Events

#### *Feminist Legal Perspectives Seminar Series 2021-22*

Due to the Covid lockdown and we were unable to run the seminars this year.

#### *Bright Spark Awards – Thursday 4 November*

There were a total of 22 nominations across 4 categories. Additionally, we introduced a new award to be selected and presented by the First Nations Women's Legal Program to a member of their community network.

The Awards Presentation event had been planned for July but as we were in lockdown the event had to be postponed at short notice. Having already received the nominations and judged the winners, we eventually decided to go ahead with an online Zoom event, as we were unsure when we would be able to hold an in-person event again.

Three of the four categories were sponsored which meant that we could afford to post a small luxury

catering box containing a bottle of wine and nibbles to each of the participating nominees and nominators, to enjoy whilst participating in the event. We asked everyone to wear something sparkly and the Zoom presentation was attended by 43 people.

Special thanks to Pearson Emerson, Barkus Doolan and Ashurst for sponsoring the event.



#### *Barrister Buddies – Thursday 23 June*

The Barrister Buddies initiative came about in response to an identified need to increase the pool of barristers we could call on for advice, assistance and representation. Our Foundation Committee and Board sent out invites to various networks. On 23 June 2022, we held a meet and greet event, hosted by Colin Biggers & Paisley and 30 barristers attended the event to hear about WLS and our work. Pip, Gab, Kellie, Karen and Amy all talked about cases run in recent times to illustrate the innovative and interesting cases we take on. The event was a huge success and will become an annual activity. We had huge interest on the night from the barristers attending who expressed an interest in assisting with a range of things including mentoring and in-house training, discreet advice and representation.



## Marketing and Communications

### Electronic Direct Mailing

The emailing list currently contains 1500 active subscribers. In addition to event invites and information, we sent 2 newsletters, 2 fundraising appeals and a Christmas thank you.

#### Social Media

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

### Fundraising

In this financial year we raised a total income of \$53,962.

### Ethical Jobs Matched Funding – total \$11,310

In August we ran a 'Matched Donations' appeal in partnership with Ethical Jobs, who select a charity each week to promote and raise money for. We raised \$6,310 and then received the full \$5,000 matched contribution from EthicalJobs.com.au



### Community Supporters

Despite the Covid restrictions stopping our regular events we continued engaging with our supporters and donors through electronic mailing, social media campaigns, newsletters and appeals.

The C3 Church selected us as the recipients of their thanks-giving community appeal. In order to give information to their congregations we made a short video showcasing the First Nations Women's Legal Program: <https://vimeo.com/557052915>

We continue to receive monthly donations from regular givers, as well as one-off donations from community supporters, including \$16,000 from C3 Church and \$7,002 from Colin Biggers & Paisley.

#### Ways to Support Our Work

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

## ADVICE AND REPRESENTATION

Our work providing legal advice and representation to clients over the year has been as busy as always. It has been a difficult year for clients and services alike due to the continuing impact of the COVID-19 pandemic.

This year we assisted 1,806 clients, provided 2,488 legal advices, undertook 377 legal tasks and represented women in 480 cases.

Our advice lines remain in high demand with callers from across Sydney and around the State. Most services that were formerly provided face to face at outreaches have continued by telephone appointment due to the pandemic.

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

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

### State-wide telephone advice services

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

### Evening advice service

This service has remained suspended due to the COVID-19 pandemic.

### Apprehended Domestic Violence Order duty work

We attended local courts in Western Sydney to appear for 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 and provided 38 duty lawyer services as part of the Legal Aid NSW Domestic Violence duty scheme and at other metropolitan courts in individual matters. Services were provided by phone for part of this period due to COVID restrictions.

### Outreach advice clinics in western Sydney

We provided fortnightly face-to-face legal advice through three outreach advice clinics in Women's Health Centres in western Sydney at Liverpool, Penrith and Blacktown. We also provided a weekly outreach at Bonnie's Support Services in south west Sydney. Services were provided by phone for most of this period due to the pandemic.

### Legal Assistance at Family Relationship Centres

We provided monthly advice clinics and lawyer assisted family dispute resolution in family law matters through Family Relationship Centres at Penrith and Blacktown (operated by Relationships Australia). Services were provided by phone for part of this period due to COVID restrictions.

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

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

We continued our LEAP for Women Program in the Sydney metropolitan women's prisons, providing legal advice, casework and referral services and non-legal support and casework in partnership with Wirringa Baiya Aboriginal Women's Legal Centre and Western Sydney Community Legal Centre. Prison visits in person have been restricted due to the pandemic so all advice has been by phone.

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

## Working Women's Legal Service

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

We are very pleased to have received funding for the first time for this service to assist women experiencing sexual harassment at work. This has enabled us to employ long time volunteer Ruby Catsanos full time.

Client feedback:

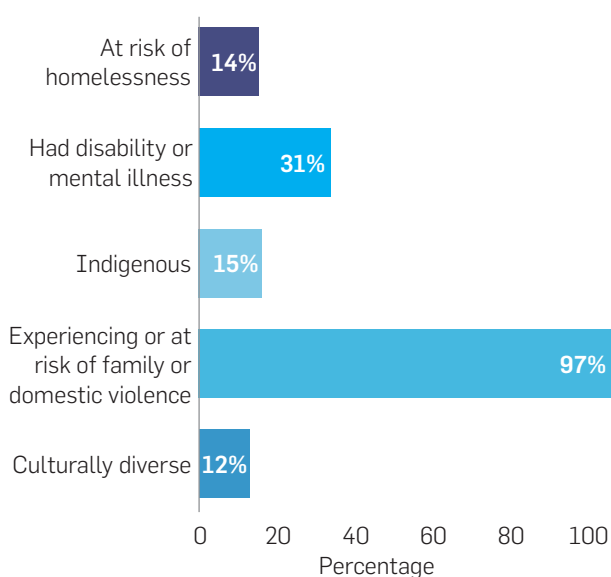
*The (employer) representative apologised at the mediation for my manager's bad behaviour and assured me that there has been ongoing training for him since my complaint.*

*I also wanted to thank you for all your support and effort you made through the process and wish there was more help to women facing harassment and discrimination.*

*I am happy that I have achieved so much in less than a year since I quit my job and already doing better with my career progression. I have a beautiful and happy life around me that I now need to divert my energy towards.*

*Lastly, I admire you for a tremendous effort that you put into guiding women facing harassment and discrimination.*

## Client characteristics



## Examples of our legal casework

### *Apprehended Domestic Violence Order advocacy*

WLS represented a client who was the primary victim of domestic violence by her partner in ADVO proceedings. Notwithstanding the fact that she had been the victim of very serious assaults by the perpetrator, including strangulation and sexual assaults, when the police arrived at the scene, our client was misidentified as the primary aggressor and an ADVO was taken out against her for the protection of her partner. After advocacy and representations by WLS, Police withdrew the ADVO. Our client's partner was subsequently charged by NSW Police with numerous domestic violence offences.

### *District Court Appeal – ADVO proceedings*

We represented a client in a District Court Appeal regarding an ADVO made against her for the protection of her former partner.

Our client had recently arrived in Australia and had minimal English language skills. With the assistance of an interpreter she told us of a long history of violence perpetrated by her former partner. She told us that one evening her partner assaulted her and police attended their house and took an AVO for the protection of her partner rather than her, even though she had visible injuries. She told us that when she went to court, she consented to the ADVO without the benefit of legal advice, while also under duress from her husband, and without an interpreter.

We obtained a transcript of the AVO proceedings and it reflected our client's version of events; she was not afforded an interpreter, did not understand the proceedings, her husband was sitting next to her and trying to speak on her behalf and threatened her, and her demeanour was such that another solicitor in the Court on the day tried (unsuccessfully) to raise her concerns with the presiding Magistrate.

A short time after the ADVO was finalised, our client's husband assaulted her again and our client reported this to police. Police took out an ADVO for our client's protection and charged her husband with criminal offences. Some of the criminal charges laid against him were founded on our client's version of the incident forming the basis for the ADVO against her.



We filed an appeal to the District Court. The Appeal was not opposed by the Police and leave was granted for us to appeal. The appeal was successful, and the ADVO was set aside.

### *Victims Support – Internal Review*

We represented a client in a successful Internal Review application to Victims Services. Our client was sexually assaulted by a relative when she was a child. At first instance Victims Services accepted that the act of violence occurred but only awarded her a Category C recognition payment. We sought a review of the decision and argued that she should have been awarded the maximum payment of \$10,000 (a Category B payment) on the basis that the psychological injury she had suffered amounted to serious bodily injury. This argument was ultimately accepted by Victims Services who placed weight on the fact that forty years on from the assault it still had significant impact on her life.

### *Lawyer Assisted Family Dispute Resolution*

Our client was in a same sex de facto relationship. Our client and her partner agreed to conceive a child using a sperm donor and agreed on a known donor. The child was artificially conceived at our client's home and she is the birth mother. Our client and her partner and the sperm donor initially agreed to co-parent the child but our client's relationship with her partner and with the donor broke down shortly after the child was born. The child's birth certificate only notes our client as a parent.

The donor started a mediation process at the Family Relationship Centre seeking to be recognised as the child's legal parent and to spend time with the child. We advised the client, and the donor during the FDR, that our client and her ex-partner are the legally recognised parents of the child under s 60H of the FLA. We assisted our client to reach an informal agreement with the donor about spending a small amount of time with the child for identity purposes and we advised our client to apply to add her ex-partner to the child's birth certificate. The Registry of Births Deaths and Marriages refused to amend the child's birth certificate without court orders. After our client's ex-partner refused to participate in mediation, we filed an application in the Federal Circuit Court seeking a declaration that our client and her ex-

partner were the parents of the child, that our client have sole parental responsibility, and that the child live with our client and spend time with our client's ex-partner as agreed.

The donor supported our application and our client's ex-partner didn't participate in the proceedings. The Court considered not exercising its discretion to make the orders. We argued that the child had the right to benefit from knowing and having a relationship with both their legally recognised parents. The Court made the orders we sought.

### *Family law litigation*

WLS represented a client through a number of successful family law proceedings, including obtaining parenting orders in the Family Court of Australia in 2017. The Orders provided for sole parental responsibility and supervised time with the father. The father subsequently appealed to the Full Court of the Family Court of Australia and we successfully defended that appeal. The Father filed further proceedings in 2019 which were unsuccessful and then again made a further fresh application in 2021 arguing that there had been a change in circumstances and he should be able to spend substantial and significant time with the children. We represented our client in defending this application and ran a Rice & Asplund hearing in the Family Court of Australia. We were successful and the 2017 orders remain in place.

### *Family law litigation*

We represented a client in proceedings in the Federal Circuit and Family Court of Australia. We had previously assisted this client in family law proceedings and at that time helped her obtain Consent orders. The father subsequently filed another application in the then Federal Circuit Court of Australia seeking to vary the orders. Ultimately, the father disengaged from the proceedings and the matter was heard on an undefended basis. Orders were made for the children to spend only supervised time with the father.

### *Pregnancy Discrimination*

We represented a woman in a complaint filed in the Australian Human Rights Commission (AHRC) after her employer refused her unpaid parental leave.

The matter settled prior to the conciliation with her employer agreeing to her staying home on full pay for the month leading up to the birth of her child and a lump sum payment of \$5000 on the proviso she resigned after the birth of her child. While the client understood she would forego her right to return to her pre-parenting leave position, she was happy to accept the settlement given the relationship with her employer had broken down.

### *Pregnancy Discrimination*

We represented a client who came to us for advice when her employer failed to give her shifts in the lead up to the start of her parental leave. Our client was a casual employee but with regular and systematic employment. With our help, she negotiated a payment in kind for the lost wages.

Our client returned to us for further help at the end of her parental leave period because her employer was ignoring her requests to return to work. We agreed to act for her and lodged a Fair Work Commission General Protections Complaint. During the conciliation, we assisted our client to negotiate a lump sum payment of \$5,250, which is the equivalent of approximately 8 weeks lost wages.

### *Sexual Harassment*

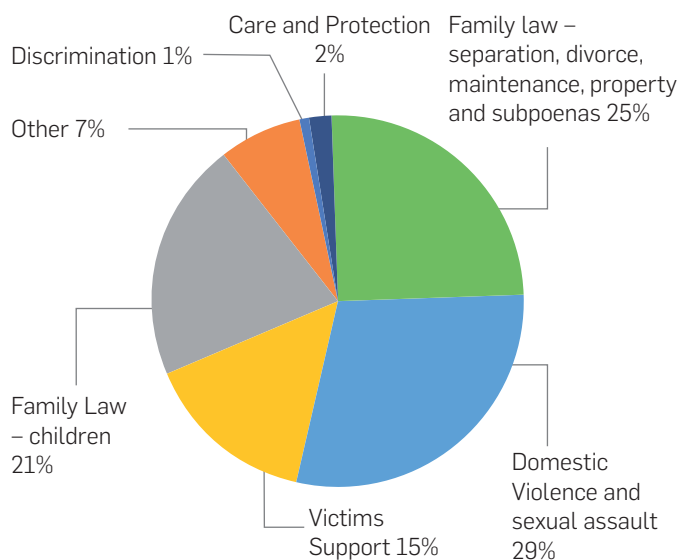
We represented a client in her complaint of sexual harassment. The complaint was against an individual who was employed by a contractor and who sexually harassed our client at her workplace. Our client also complained against the individual's employer and against her own employer because she felt they did not take her complaint seriously. The AHRC was initially inclined to let our client's employer out of the proceedings but on our advocacy, agreed to keep them in. At the conciliation, our client's employer maintained they had no liability under the Sex Discrimination Act (we disagreed with this position) but expressed sincere regret that they did not act more forcefully on her behalf. The representative detailed the steps the employer was taking to improve their handling of complaints where their employees are harassed by other parties and offered a formal statement of regret. Our client was satisfied with the offer put forward by her employer and that aspect of her complaint resolved at the conciliation. Our client also settled her complaint with the individual

perpetrator, who agreed to pay her an amount of compensation.

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

We represented a young mother of a three year old child in parenting proceedings. Both mother and father are Deaf. The mother escaped domestic violence perpetrated by the father and fled interstate with the child. The father was charged and convicted of assault of the mother and there is a current ADVO for her protection. Notwithstanding the above, the father has filed an application for the return of the mother and child. We act for our client in responding to this application and interim orders have been made pending the final hearing allowing the mother to remain interstate and providing the father with limited supervised contact.

### Areas of law in which we assisted women



## Application to the European Court of Human Rights

Our client is a First Nations Australian Aboriginal woman. Her daughter is 5 years old and is also a First Nations Australian Aboriginal child. The child was born in Australia and lived there for the first 1.5 years of her life.

About 3 years ago, our client's daughter was retained by her father in Norway. The father is a Norwegian citizen. WLS previously represented this client in parenting proceedings in the Family Court of Australia. As the child was habitually resident in Norway the Family Court did not have jurisdiction to deal with the matter however, we were successful in obtaining an order wherein the Family Court of Australia sought a transfer of jurisdiction given that it was better placed to deal with an application relating to a First Nations child. The matter was published under the pseudonym Lynch & Hagen (No.2) FamCA 727.

Unfortunately, Norway did not agree to the transfer of jurisdiction and the Norwegian court decided that the child is to remain in Norway with the father with no orders that will ensure she has at least the opportunity to return to her home country, people and First Nations' community in Australia.

The decision by the Norwegian Court is particularly concerning given the unique connection between an Aboriginal Australian person and their land and community. We assert that the Norwegian Court decision breached a number of our client's and her daughter's human rights under the European Convention on Human Rights (**the Convention**), of which Norway is a signatory.

On this basis, we filed an application for our client (and our client on behalf of her daughter) to the European Court of Human Rights (**EctHR**). The application alleges that Norway breached our client's and her daughter's human rights under a number of Articles. The decision is pending.

## Financial counselling service

The work of our financial counsellor assists clients with complex financial and non-financial issues resulting from domestic and family violence. These complex issues coupled with our client's experience of trauma / PTSD / anxiety and depression means that

the financial counsellor works closely with WLSNSW's solicitors and social worker and community engagement officers, and external support workers, when needed, to ensure our client feels supported.

## Examples of our Financial counselling casework

### *Revenue NSW Debt*

Our client had an outstanding fine in the sum of \$2638. Our financial counsellor undertook advocacy with Revenue NSW and they ultimately agreed to write off the fine and issue an exemption to ensure this fine could not be reinstated.

In relation to the same client, our financial counsellor undertook advocacy in relation to a GIO insurance debt of \$1,419.28 and GIO agreed to waive the debt in full.

### *Consumer*

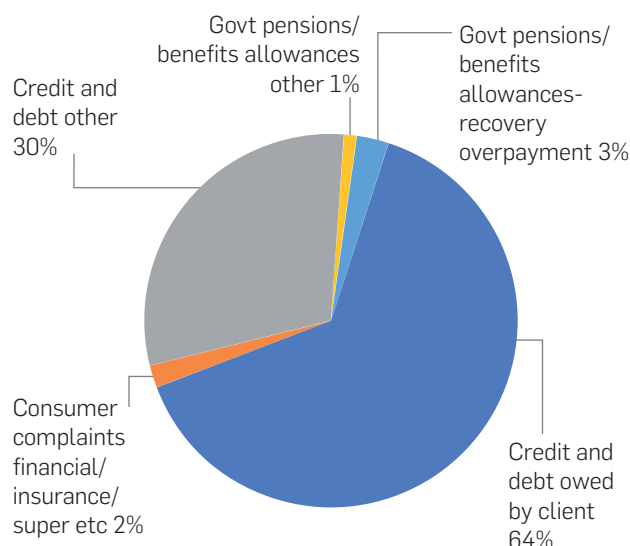
Our client's ex-partner fraudulently increased our client's credit limit on a credit card in circumstances where our client was already in default under the lesser limit. We assisted our client with an Internal Dispute resolution process with the Bank and argued that there was a breach of the responsible lending, regulatory guides & code of practice, unjust terms and hardship. Our client was refunded all the money she paid over the pre-limit increase default amount, being \$3,047.00 and the balance of \$6,536.44 was waived.

### *Debt*

Our client's ex-partner had taken out a number of debts in our client's name including a Cash Converter's loan. WLS represented our client in an Internal Dispute Resolution process with the outcome being a waiver of the remaining debts (\$1885.70) and repayment of the amounts that our client had already paid to the sum of \$1530 in addition to a no default listing on her credit report.



## Financial Counselling



## Social Worker service

Similar to other services working with women experiencing domestic, family and sexual violence, WLS NSW experienced the surge of women seeking support within the context of the COVID-19 pandemic and the increase of complexity of women's situations due to its impacts. WLSNSW received a 12 month COVID grant to employ a social worker.

The social worker can discuss and provide support around the client's experience of violence; children; housing; Apprehended Domestic Violence Orders; employment and/or financial situation; immigration concerns; mental health; and drug and/or alcohol support needs. We work in partnership with the client to discuss a safety and risk assessment and create a safety plan, highlighting the client's strengths and resistance to the violence.

Each social work client is provided with an initial psychosocial assessment and information and referrals. Clients may also be provided with risk assessment and safety planning and counselling. The social worker assists clients with applications, support letters and advocacy. During this period, an increasing number of clients were seeking support to access emergency financial assistance due to the impact of COVID-19 and financial abuse.

## Social work advice and casework examples

### *Escaping violence payment*

Our social worker assisted our client to apply for the Escaping Violence Payment. Our client received the full \$5000 package of \$1500, \$2500 reimbursement and \$100 for bedframe and mattress.

### *Financial assistance for temporary visa holder*

Our social worker assisted a client to apply for the Red Cross financial package of up to \$3000 for temporary visa holders experiencing DFV. The application was unsuccessful due to the client receiving a time-limited Centrelink payment at the time. In response, WLSNSW advocated for changes to the eligibility criteria by meeting with the Red Cross and by undertaking cross-sector advocacy, culminating in changes to the eligibility criteria to allow people receiving this specific Centrelink payment to also receive the Red Cross financial package. Once the eligibility criteria were changed, our client was successful in her application and received \$3000.

### *Case-coordination support for complex clients*

Our client engaged with us for support around risk assessment, safety planning and referrals while making a plan to leave the shared property she lived in with her partner where they were separated under the same roof with escalating violence. Our client presented with self-blame, fears of reporting to police, social and geographical isolation (she lived in a regional area) and additional complexities relating to the need for suitable support to help manage psychosocial disabilities and having multiple animals, including horses. Our social worker assisted the client to successfully apply for counselling and located an available Victims Services counsellor to work with the client.

### *Statutory Declaration for temporary visa holder applying for permanent residency*

Our client was living in a women's refuge, had no income, was socially isolated, had extensive mental health issues and had physical health issues resulting from her DFV during and following her relationship with her partner. Our client was engaged with an

immigration lawyer at a CLC to apply for permanent residency under the family violence provisions.

We assisted in the client's application to the Department of Home Affairs by providing a Statutory Declaration as a social worker and member of the Australian Association of Social Workers, providing professional opinion following completion of psychosocial social work assessment on the impacts of the DFV on our client's psychosocial wellbeing.

#### *Navigating new financial packages and social support options*

Our client was forced to leave the shared property with her former partner due to violence, had no income, limited family and formal support, limited English ability and ongoing Local Court proceedings due to police having recently applied for an ADVO for our client's protection.

The social worker assisted our client with warm referrals for DFV case management support, immigration legal advice, emergency relief, Centrelink, Victims Services counselling and Women's Domestic Violence Court Advocacy Service for assistance with navigating her ADVO and court.

She assisted our client to apply for a new financial payment made available to people experiencing domestic and family violence. She completed the application with the client and gathered documentation and evidence to submit the application. She has conducted meetings with the EVP team to advocate for increased urgency for our client's application to be reviewed. The client has so far received \$1500 and the social worker continues working with our client and the EVP team to address the remaining \$3500 applied for.

### **Client feedback**

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**Client 1:** *"Thank you so much for all your help and support over the past few months – I don't know how I could have done it without you and [redacted worker name] honestly!"*

**Client 2:** *"I'm so glad there are people like you connected to services that give legal advice because it's so hard... not everybody has somebody"*

**Client 3:** *"Thank you again for literally changing my life. I really know that you and the team changed the trajectory of my life from my last chapter to my current and next and I will be forever grateful to you. Thank you so very much".*

## FIRST NATIONS WOMEN'S LEGAL PROGRAM

### Staff

Dixie Link-Gordon	Senior Community Access Officer
Yasmine Khan	Community Access Officer
Gail Thorne	Community Access Officer
Karen Mifsud	Senior Solicitor
Amy Power	Solicitor (Senior Solicitor from 1 May 2022)

### Aboriginal Women's Consultation Network

Aunty Elsie Gordon  
Aunty Bronwyn Penrith  
Tina West  
Anusha Duray  
Monique Wiseman



*First Nations team: Yasmine Khan, Dixie Link-Gordon and Gail Thorne.*

### Summary of 2021–2022

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

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

The engagement of women accessing legal justice for their basic human right to be safe can more than often be a really challenging journey, where family, community and authority become the biggest barriers.

Re-victimisation is a genuine fear leading to isolation, separation and child removal. The First Nations team regularly engage with at least two generations of women from the same family.

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

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

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

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

We provide face to face and telephone advice at our office in Lidcombe, and at Emerton, and at Blacktown Local Court. Outreach has been provided upon request at Macarthur Gateway, Kari Out Reach, Miller Community Health, and Marrin Weejali Aboriginal Corporation.

### COVID-19 pandemic

COVID times have been challenging for the First Nations team, usually out and about but this year there has been little activity. We are dependent on social media which is very important to First Nations people. A lot of our contact with clients and community has been through personal social media messaging.

The issues we are hearing about from community:

- Isolation of grandmothers locked down with children with challenging behaviours
- Policing of young people
- Families needing to travel between city and country during lock down – unsafely taking children into hot spots,
- Limits on vaccine availability and testing
- need for food support
- Mental health and stability issues

FNWLP team responses:

- Establishing an older women's group
- Advocate for NDIS to better respond to the needs of First Nations children with disability
- Joining the local police area command to raise issues about treatment of young people
- Aboriginal Medical Service providing care 'at the gate' – flexibility.

Aboriginal women employed in women's services:

We need to build support pathways for Aboriginal women to successfully work in the sector. It is important that First Nations voices are heard in the women's movement by using our ways of learning and mentoring younger women.

### *First Nations Women's Legal Advice Line*

The advice line been busy with a number of women calling for advice around family law, care and protection, domestic violence, victims support, workplace and neighborhood disputes.

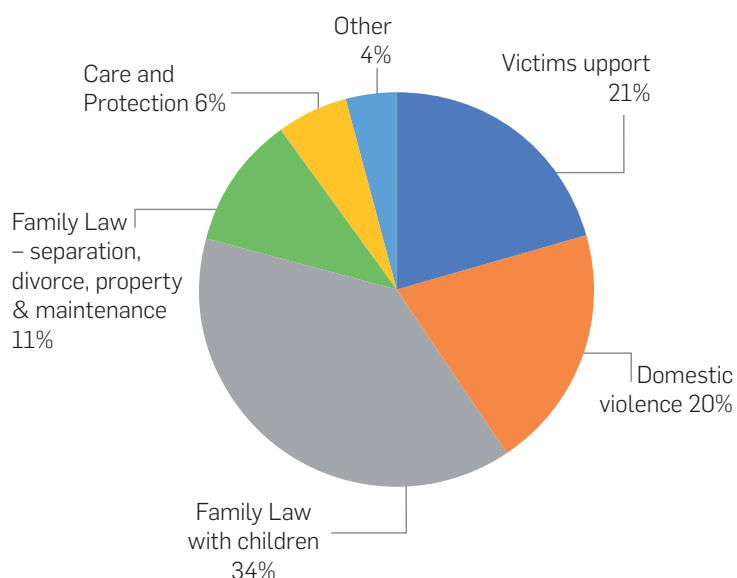
### **Court support for WLS FNWLP Clients:**

Online support has been provided with Family Law clients and in Care and Protection matters.

We have ongoing work with the BethCarr women. Women's Legal Service has been representing them for nearly 18 years. As First Nations women this commitment from the WLS is valuable on so many levels

- Our stories are heard and responded to by the justice system
- Sexual Abuse in our communities is taken seriously by the appropriate services available to all Australian Women
- Community awareness and responses are always valued in our work

### Legal issues



We recently visited Kempsey where clients had family law and victims support matters to discuss face to face. The value of doing face to face in these restrictive times of Covid has been very important to most of our client group, so that was good for us to get out and get across the communities.

### **Case Studies**

#### *Negotiations for an incarcerated client about placement of a child*

We assisted an Aboriginal woman who gave birth while in custody with negotiations with DCJ regarding the placement of her child. We were successful in negotiating an agreement where her baby was placed with a friend and then restored to her care post release.

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

We represented an Aboriginal woman who was the victim of multiple sexual assaults and domestic violence perpetrated by her ex-partner in an application to NCAT for review of her application for victims support. At first instance her application was dismissed by Victims Services as was her request for an internal review of the decision. We filed an

application for administrative review at NCAT and VS ultimately agreed to consent orders providing the client with a Category B recognition payment of \$10,000.

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

We acted for a young Aboriginal woman seeking parenting orders in relation to her younger brother and whose matter is in the Indigenous list at the Sydney Registry. This matter was finalised with orders providing for sole parental responsibility to our client, the child live with her and spend time with the father as agreed in writing with our client and fortnightly telephone calls.

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

We represented a young First Nations woman seeking restoration of her 5-year-old child who had been in foster care since birth. We filed a section 90 application in the Children's Court in January 2020. In December 2020, DCJ agreed to long term orders which transition the child out of care back to our client over a 2 year period.

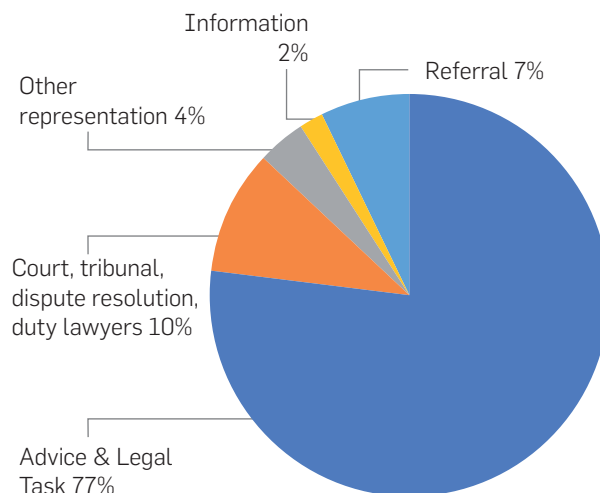
### *Change of Name and Divorce*

Our client is an Aboriginal woman who had had significant violence perpetrated against her by her husband. There had been no contact by the husband with the client or the children of the relationship for a few years and she didn't know where the husband was living. Our client sought our help to change the surname of the children to the client's surname. We represented her in an application to the District Court for orders that the children be registered with the client's surname and that the husband not be notified of the proceedings. The Orders we sought were made by the District Court without notification to the husband.

The client also wanted to obtain a divorce but she was concerned that serving the application on him would trigger further violence, and there was also difficulty in finding where he was living. We represented the client in a divorce application and sought dispensation of service. We submitted affidavit evidence about the violence including a lengthy report from a DV support service. The Registrar granted our application to dispense with service on the husband on the grounds

of the violence and because of potential effects on the client's mental health if she had to notify him. The Registrar then granted the divorce.

### Client services



### Community Legal Education

Gail and Senior Solicitor Karen attended Forbes in June 22 for a 2 day event hosted by Binaal Billa Family Violence Prevention Legal Centre.

#### *Day one was a CLE day for community workers.*

Womens Legal Service NSW, First Nations Women's Legal program Karen and Gail presented on Family Law.

Western Women's Legal Support presented on Victim Services application.

Wirringa Baiya presented on Care and Protection.

There were about 10 community workers who attended.

#### *Day 2 community day*

There were a number of different services who held a stall at the community day such as:

- First Nations Women's Legal Program
- Wirringa Baiya
- Binaal Billa Family Violence Prevention Legal Centre
- Legal Aid NSW



- Health Care Complaints Commission
- Western Women's Legal Support
- Centrelink

### Regional & Rural Visits:

#### *Upper Mid North Coast Rural trip:*

Grafton, Macksville, Bowraville, Nambucca Heads

A number of different services were visited

- Clarence River Women's Refuge, Grafton
- Gurehlgam Corporation, Grafton
- Many Rivers Family Violence Prevention Legal Service, Grafton
- Bawrunga Aboriginal Medical Service, Nambucca Heads
- Ngurralla Aboriginal Corporation, Bowraville
- Jaanyмили Bawrrungga, Bowraville
- Lifetime Connect Family Support Service, Macksville

After visiting these services we found that there are a lack of services for women experiencing domestic violence, and a lack of police response.

We had discussions about FNWLP and what we provide we also left a lot of our resources.



#### *North Western Slopes*

Narrabri, Wee Waa, Coonabarabran

A number of different services were visited and we also had two meetings with clients.

- Australian Unity Aboriginal Service, Coonabarabran
- Community Health, Coonabarabran
- Centacare, Coonabarabran

- Mission Australia, Staying Home leaving Violence, Coonabarabran
- Narrabri District Community Aid, Narrabri
- Narrabri Local Aboriginal Land Council, Narrabri
- Wee Waa Local Aboriginal Land Council, Wee Waa

After visiting these services we found that there are a lack of services for women experiencing domestic violence.

Mission Australia had employed a staying home leaving Violence in Coonabarabran.

Wee Waa Local Aboriginal Land Council do a lot of groups for Women along with different health services.

We had discussion about our service and what we provide we also left a lot of our resources.

### Conferences:

*"BIG Yarn up" Coffs Harbour Hosted by Community Legal Centres NSW.*

First Nations Community workers from all CLCs across NSW.

It was a two day event where First Nations workers had an opportunity to share experiences and provide support to one another.



### Outreaches:

#### *BaaBayn Aboriginal Corporation*

Baabayn (Ancestral Woman) was founded by five Aboriginal elders from Western Sydney. Their purpose is to connect with individuals and families in a welcoming environment, providing them supports and links to services that help them heal from the past and nurture their sense of confidence and pride

in the future. The group has strong knowledge of the community and has built contacts within and outside the community.

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

### **Meetings and consultations**

Dixie Link-Gordon sits on the Aboriginal and Torres Strait Islander Women's Steering Committee of Domestic Violence NSW.

#### *Closing the Gap Target 13:*

we are a member of the Aboriginal Women's Network forum. Target 13 is about reducing the risks of all forms of family violence and abuse against First Nations women and children by at least 50% by 2031 as progress towards zero. This network is facilitated by Wirringa-Baiya Aboriginal Women's Legal Service and the Aboriginal Legal Service.

#### *Women's Wellbeing conference*

Dixie attended Kari Inaugural Women's Wellbeing Conference presented by the Kari Foundation; Out of Home Care for First Nations children. The aim of conference was to address the wellbeing and celebration of women in this sector, First Nations women who may be associated with Kari organisation such as Community Services, non-government and government services, carers, parents, and grandparents of children in care. The Wellness Conference provided access to workshops on Cultural wellbeing, art and relaxation skills. It provided connections to community services that Kari service users can access.

#### *Funeral funds*

We have contributed to the concerns regarding Aboriginal Funeral Funds service going into liquidation, with Mob Strong Debt Help solicitor Mark Holden on behalf of Women's Legal Service.

#### *Family is Culture*

We participated in a consultation hosted by the Department of Communities and Justice with legal stakeholders about the implementation of the Family is Culture recommendations.

#### *Coercive Control forum*

We First Nations workers have participated in the Coercive Control Forum by Wirringa Baiya and Domestic Violence NSW. At the Forum at Customs House we got to be part of the conversation with the wider community .

#### *Women's Safety Summit*

We participated in the Women's Safety Summit National Roundtable on Improving outcomes for Aboriginal and Torres Strait Islander people as a NSW delegate.

#### *Policing*

We met with Superintendent Andrew Hurst, Commander Crime Prevention Command, Inspector Jane Prior Strategic Co-ordinator and representatives from the NSW Police Force Aboriginal Co-ordination Unit and Domestic and Family Violence team to discuss prevention work.

### **Law Reform**

We engaged in Women's Legal Service work with police in seeking to address systemic issues in police responding to sexual domestic and family violence and abuse. (See law reform section of this report for more details.)

We met with the NSW Ombudsman's office to discuss complaint mechanisms about:

- Actions taken by the Department of Communities and Justice (DCJ) in relation to child protection
- Contact arrangements between children in out of home care and their families
- Compliance with the Aboriginal Placement Principles
- Access to housing in the context of child protection

Submission to the Cultural Safety and Wellbeing Evidence Review commissioned by Department of Communities and Justice and undertaken by Gamarada Universal Indigenous Resources. This submission focussed on what makes a workplace culturally safe and the importance of culturally safe early legal and social support for First Nations women and communities.

## Social Media Project

We continued working on our social media community engagement project and developed a social media strategy for promoting the First Nations program. We presented our social media strategy to the Aboriginal Consultation Network. Feedback from this meeting was incorporated into the plan.

The Covid lockdown was a barrier to collecting images and videos for our key messages campaign so it has been delayed until we have been able to collect more images.

We set up an instagram page and have begun recording informal video messages and sharing the day-to-day activities of the FNWLP team. We have also created a set of branded social media tiles for regular posts. We have contracted a Digital Media Consultant to set up with a social media scheduling platform.





## ADVOCACY FOR CHANGES TO LAW AND LEGAL PROCESSES

### Law Reform Highlights 2021-2022

#### *National Plan consultations and Women's Safety Summit advocacy*

The consultations for the development of the next National Plan to reduce violence against women and children included a National survey, interviews with key stakeholders, the Department of Social Services commissioning the Monash Gender and Family Violence Prevention Centre to undertake a series of national roundtables with key stakeholders as well as the Women's Safety Summit. Pip Davis and Dixie Link-Gordon were part of the NSW delegation to the Women's Safety Summit and our service participated in multiple national roundtables and made a submission in response to the Draft Plan.

We also engaged in discussions about the National Plan and Women's Safety Summit with the NSW Women's Alliance and members of Women's Legal Services Australia. We participated in joint advocacy co-ordinated by No to Violence and Fair Agenda.

Advocacy included:

- the need to challenge and transform societal and cultural systems that enable gendered violence to occur
- structural inequalities must be better understood and addressed, including through accountability frameworks to respond to systemic racism, sexism and other forms of discrimination, and
- recognition of the importance of specialisation, including specialist women's services

#### *Response to Attorney-General's Department Consultation Paper – A New Decision-Making Framework for Property Matters in Family Law*

Our advocacy focused on supporting the proposal by Prof Belinda Fehlberg and Associate Prof Lisa Sarma from the Melbourne Law School that the decision-making steps for property settlement in family law should have a greater focus on needs rather than parties' contributions, by the court prioritising the "provision of suitable housing for dependent children, followed by consideration of the parties' material and economic security."

Other key recommendations include:

- The decision-making steps to be followed in determining family law property matters should be clearly articulated in the *Family Law Act* in plain language
- Debt should be included as a separate contributions factor
- We support the proposal in WSLV's *Small Claims, Large Battles* report that the family law courts work with relevant industry bodies to implement procedures to ensure that court powers to make orders to split, alter or transfer unsecured joint debts can be given practical effect, including in matters involving smaller claims and/or economic abuse
- Better recognition of family violence in property matters, including as a negative contribution by the perpetrator
- The impact of family violence be considered as both a contribution factor and a future needs factor
- Family violence should be accounted for in spousal maintenance applications.

#### *Consent in sexual assault law reform*

We continued to engage extensively in discussions and advocacy about sexual consent reforms and welcomed the introduction of the *Crimes Legislation Amendment (Sexual Consent Reforms) Act 2021*. The reforms commenced on 1 June 2022. We acknowledge the extraordinary advocacy of Saxon Mullins and thank the NSW Government and Members of NSW Parliament for listening and responding to the concerns of people with lived experience.

To ensure the reforms work as intended there is an ongoing legislated review mechanism that requires an assessment of the effectiveness of training about the reforms, including with police, the legal profession and judiciary and an analysis of court transcripts.

#### *NSW Police response to sexual, domestic and family violence and abuse*

One of our strategic focus areas for 2021-22 has been NSW Police response to sexual, domestic and family violence and abuse.

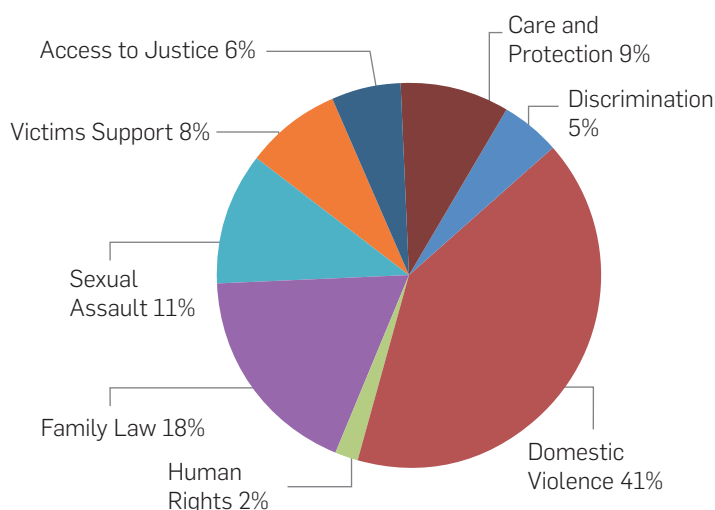
We engaged in the Audit Office of NSW Review of Police responses to sexual, domestic and family violence and abuse. Following meetings with the Audit Office and First Nations Women's Legal Program and other staff, we made a comprehensive submission to the review. Key recommendations included:

- Increasing transparency and accountability through:
  - i. Establishing a Family Violence and Sexual Violence Command within the NSW Police Force
  - ii. Police publishing Domestic Violence Standard Operating Procedures (DVSOPs) and Sexual Assault Standard Operating Procedures (SASOPs).
  - iii. Improving guidance for police to accurately identify the primary/predominant aggressor and person most in need of protection.
  - iv. Clear and transparent policies and procedures to ensure safe reporting of sexual, domestic and family violence and abuse (SDFVA) alleged to be perpetrated by a police employee and those policies and procedures addressing conflict of interest issues which must include independent oversight of such investigations.
  - v. NSW Police Force introducing robust accountability frameworks to effectively respond to systemic issues, including systemic racism and sexism and other forms of discrimination.
  - vi. Regular and comprehensive independent audits of NSW Police Force compliance with DVSOPs, SASOPs, NSW Police Force Code of Practice – DFV and other policies and strategies with the results to be published, including any Police Area Command variation and the measures that will be taken to resolve any concerns.
  - vii. Strengthening complaints mechanisms so independent police complaint bodies are not referring complaints about policing of SDFVA back to police to investigate and there are robust accountability mechanisms.

- Strengthening mechanisms to ensure greater diversity within the NSW Police Force, including in leadership positions and improving career pathways for police specialising in SDFVA
- Regular and ongoing SDFVA training that is developed and delivered with significant input from and co-facilitation with sexual, domestic and family violence and abuse experts, cultural safety experts, disability experts, non-binary, trans and gender diverse experts and specialist legal services
- Funding a co-responder model with police and specialist SDFVA workers working side-by-side will also enhance the response to SDFVA.

We also met regularly with NSW Police Corporate Spokesperson for Domestic and Family Violence Assistant Commissioner Leanne McCusker and the NSW Police DFV Team to discuss issues of concern and with Assistant Commissioner Stacey Maloney, Corporate Spokesperson for Victims of Crime. We participated in a sexual, domestic and family violence and abuse sector meeting focused on Police Training on domestic and family violence and abuse.

### Law Reform issues



## Other Submissions and Hearings

- Submission to the Disability Royal Commission in response to the Issues Paper: The experiences of culturally and linguistically diverse people with disability
- Joint letter on behalf of NGO Victims of Crime Interagency members to the Commissioner Victims Rights calling for more effective consultation mechanisms, a return to longer Victims of Crime interagency meetings where NGOs can raise issues, and the presence of the Commissioner at meetings
- Submission to the Honourable Chief Justice William Alstergren in response to the Federal Circuit and Family Court of Australia Draft Practice Direction
- Submission to the Attorney-General's Department: Response to Consultation Paper – Improving the Competency and Accountability of Family Report Writers
- Contributed to NSW Women's Alliance 9 point plan to address sexual violence with a particular focus on domestic and family violence context policy document
- Submission to NSW Department of Communities and Justice about the implementation of Recommendation 39 of the Respect@Work Report
- Submission to the Cultural Safety and Wellbeing Evidence Review commissioned by Department of Communities and Justice and undertaken by Gamarada Universal Indigenous Resources
- Contributed to the development of Community Legal Centres NSW: Change takes community: Action for a fairer future
- Submission to the Attorney-General's Department: Response to Discussion Paper on New Family Dispute Resolution Services for Aboriginal and Torres Strait Islander Families
- Endorsed Joint Statement: Urgent law reform needed to prevent sexual harassment at work
- Submission to NSW Treasury: Women's Economic Opportunities Review
- Submission in response to the Draft National

Plan to End Violence against Women and Children 2022-2032

- Submission to Legal Aid NSW in response to the Review of the Draft Updated Domestic Violence Safety Assessment Tool
- Responded to Respect@Work legislative reforms consultation
- Endorsed Open Letter to Hon Josh Frydenberg MP Treasurer of Australia: Calling on the Federal Government to urgently support First Nations People who have been affected by the collapse of funeral insurer Youpla
- Submission in response to the Family is Culture consultation
- Submission to the NSW Legislative Council Standing Committee on Social Issues Inquiry into homelessness amongst older people aged over 55 in New South Wales

## Meetings and consultations

- Meeting with Joanne Yates, Advisor (Sexual, Domestic and Family Violence) to NSW Attorney General and Minister for Prevention of Domestic and Sexual Violence
- Meetings with Minister Ward's advisors, Minister for Women's Safety and Prevention of Domestic and Sexual Violence
- Meetings with
  - NSW Shadow Minister for Women, Shadow Minister for the Prevention of Domestic Violence and Sexual Assault, Shadow Minister for Seniors, Ms Harrison MP
  - NSW Shadow Attorney General, Mr Daley MP
  - NSW Shadow Minister for Corrections, Juvenile Justice and Medical Research, the Hon. Tara Moriarty MLC
  - NSW Shadow Minister for Disability Inclusion and Families and Community Services, Ms Washington MP
  - NSW Shadow Minister for Water, Housing and Homelessness, the Hon. Rose Jackson, MLC
  - NSW Opposition Leader, Mr Minns MP and NSW Shadow Minister for Women, Shadow Minister for the Prevention of Domestic Violence and Sexual Assault, Shadow

Minister for Seniors, Ms Harrison MP with representatives from the SDFV sector

- Meeting with Ms Jenny Leong, MP
- Participated in a roundtable hosted by the Hon Emma Hurst MLC, Animal Justice Party focused on child abuse and animal abuse
- Meetings with the Chief Justice of the Family Court and the Chief Judge of the Federal Circuit Court, the Honourable Chief Justice William Alstergren, and court staff about the Lighthouse Project and Evatt List and other initiatives to respond to family violence in the family courts as well as NSW and National Lighthouse Stakeholder meetings
- Participated in quarterly meetings with NSW Police Force Domestic Violence Corporate Spokesperson, Assistant Commissioner Leanne McCusker and the NSWPF Domestic and Family Violence Team.
- Meeting with Assistant Commissioner Stacey Maloney, NSW Police Force Corporate Sponsor Victims of Crime, to discuss issues impacting on victims-survivors including the need for free access to vetted COPS reports to support Victims Support application, removing the requirement to separately prove injury in Victims Support applications, reporting sexual violence to police and need to make online Sexual Assault Reporting Option more accessible
- Women's Legal Service, DV NSW and Women's Health met with Superintendent Andrew Hurst, Commander Crime Prevention Command, Inspector Jane Prior Strategic Co-ordinator and representatives from the NSW Police Force Aboriginal Co-ordination Unit and Domestic and Family Violence team to discuss prevention work
- Participated in a DFSV Sector Meeting focused on Police Training on DFV
- Meeting with Commissioner Victims Rights along with other NGOs from the Victims of Crime Interagency to discuss concerns about impacts of changes to Victims Support on victim-survivors, the Commissioner's absence from Victims of Crime Interagency meetings and the need for an Independent Commissioner Victims Rights
- Regular meetings with the Department of Communities and Justice and representatives of the sexual, domestic and family violence sector
- Meetings with members of the Domestic and Family Violence Justice Strategy and Programs team within the Department of Communities and Justice
- Meeting with the Law Enforcement and Crime team, Department of Communities and Justice to discuss coercive control and consent reforms
- Participated in the Order 6 Working Group facilitated by the Department of Communities and Justice to discuss Order 6 (apprehended violence order relating to exceptions to no contact order)
- Participated in a consultation hosted by the Department of Communities and Justice about the implementation of Family is Culture recommendations
- Meeting with members of the Prevention and Response to Violence, Abuse and Neglect team within NSW Health
- Meetings with Department of Customer Service about the *Residential Tenancies Act*
- Meeting with BoCSaR to discuss misidentification of the predominant aggressor, victims support data, any proposed research on court appointed questioners (ban on direct cross-examination in DV offence and related ADVO proceedings).
- Participated in the following National Plan consultations commissioned by the Department of Social Services and facilitated by the Monash Gender and Family Violence Prevention Centre:
  - roundtable on sexualised violence
  - roundtable on coercive control
  - roundtable on policing and law enforcement
  - roundtable on justice responses to gender-based violence
  - roundtable on family law systems and support systems for women and children experiencing violence
  - roundtable on family domestic and sexual violence, including sexual harassment
  - roundtable on technology safety and technology facilitated abuse

- roundtable – NSW Jurisdiction – Men's Behaviour Change Programs
- roundtable – Aboriginal and Torres Strait Islander communities
- Participated in the Women's Safety Summit National Roundtable on Improving outcomes for Aboriginal and Torres Strait Islander people as a NSW delegate
- Participated in the Women's Safety Summit National Roundtables on Legal responses including coercive control and national consistency, and Technology and abuse – challenges and opportunities as a NSW delegate
- Dixie Link-Gordon and Philippa Davis participated in the Women's Safety Summit as part of the NSW delegation
- Participated in a KPMG consultation about the evaluation of the National Plan to Reduce Violence against Women and their Children 2010-2022 and the Evaluation of the Fourth Action Plan
- Helen Campbell was part of an ASU and ACTU delegation to meet with federal politicians about paid domestic and family violence leave and Respect@Work reforms
- Participated in a roundtable facilitated by the Attorney-General's Department to discuss implementation of the Respect@Work recommendations
- Meeting with Attorney-General's Department about a New Decision-Making Framework for Property Matters in Family Law
- Meetings with Australia's National Research Organisation for Women's Safety (ANROWS)
- Participated in a workshop facilitated by researchers commissioned by ANROWS focused on mapping of COVID responses in the DFV area in Australia
- Participated in a consultation held by Anti-Slavery Australia about a National Compensation Scheme for Survivors of Modern Slavery and provided feedback on the proposed scheme
- Meetings with the NSW Ombudsman's office
- Meeting with the Law Enforcement Conduct Commission about their review into policing of sexual, domestic and family violence

- Meeting with Red Cross to advocate for changes to eligibility criteria for the Red Cross Family and Domestic Violence Financial Assistance Program
- Meeting with Uniting to discuss concerns about delayed access to Escaping Violence Payments
- Meeting with Kelly Roberts, Principal Policy Manager, Victims Services
- Participated in a roundtable about defamation
- Meeting with the NSW Sentencing Council to discuss their sentencing review into fraud and fraud related offences
- Participated in an interview with KPMG and RMIT on behalf of the Bureau of Crime Statistics and Research for a research project about the experiences of complainants of sexual offences in the NSW criminal legal system
- Participated in an interview for research undertaken by University of Melbourne on Precarious Migration Status, Family Violence and Immigration Law and Policy in Australia
- Participated in an interview with the University of New England commissioned by the Department of Communities and Justice on responses to sexual violence in rural and remote NSW

## Media and articles

- Pip Davis, Response to Women's Safety Summit, 8 September 2021
- Helen Campbell Media Mention: **Federal Government accused of ignoring another Respect@Work recommendation**, *RN Breakfast*, 17 September 2021
- Joint Media release: Non-government organisations raise concerns about lack of transparency and accountability of Victims Services NSW, 30 November 2021
- Media Mention: Pip Davis quoted in '**New court initiatives help uncover higher prevalence of family violence and other risks**', *Mirage News*, 10 November 2021
- Article by Liz Snell: **Affirmative consent: What the 'common sense' NSW law reforms mean** *Law Society of NSW Journal*, 31 January 2022
- Pip Davis Media Mention: **Advocates speak up against harassment** *SBS News* 18 March 2022



- Helen Campbell provided media comment to ABC News re importance of DV leave and concerns about insecure work and need to extend eligibility for entitlements and implement respect@ work reforms
- Liz Snell provided media comment to ABC News about DFV and brain injury

## Committees

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

### *Community Legal Centres NSW*

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

### *Community Legal Centres Australia*

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

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

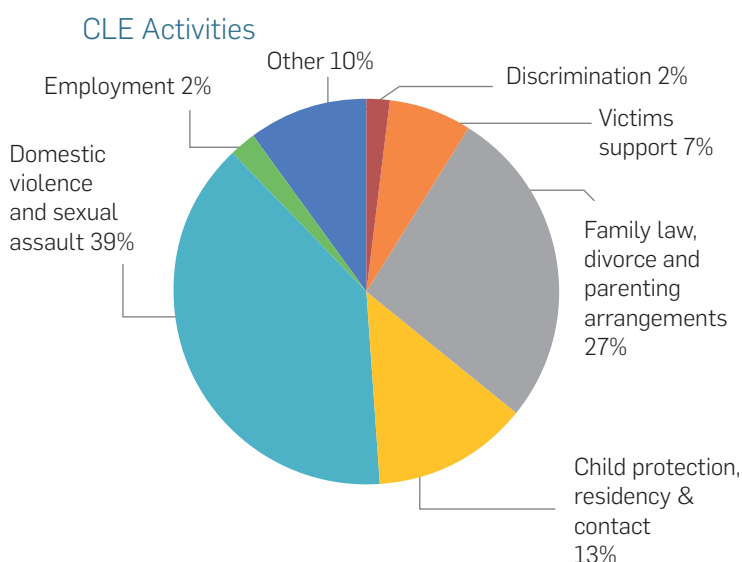
- Australian Communication Consumers Action Network
- Australian Women Against Violence Alliance (AWAVA) Advisory Group (as Women's Legal Services Australia representative)
- Care and Protection Legal Advisory Group meetings chaired by Department of Communities and Justice
- Children's Court – Care Working Party (CLCNSW representative)

- Corrective Services Contact in Custody Working Group
- Domestic Violence Interagencies
- Domestic Violence Reforms Consultation Group (chaired by Department of Communities and Justice)
- Domestic Violence Review Committee of Office of Director of Public Prosecutions
- Equality Rights Alliance (as Women's Legal Services Australia representative)
- Greater Sydney Family Law Pathways Network and Parramatta Family Law Interagency
- Law Society of NSW Family Law Committee
- Legal Education and Advice in Prison Steering Committee
- Legal Information and Referral Forum
- Legal Practitioners Consultative Group of Corrective Services NSW
- National and NSW Economic Abuse Reference Group
- National Women's Safety Alliance Sexual Harassment Working Group (as Women's Legal Services Australia representative)
- NSW Legal Assistance Forum Prisoner's Legal Information Team
- NSW Domestic and Family Violence and Sexual Assault Council (chaired by the Minister for Women's Safety and the Prevention of Domestic and Sexual Violence)
- NSW Women's Alliance
- Miranda's Place Steering Committee
- Sexual Assault Review Committee of Office of Director of Public Prosecutions
- Trans and Gender Diverse Criminal Justice System Advisory Council
- Victims of Crime Interagency
- Women's Advisory Council of Corrective Services NSW

## 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. We reach women in the community indirectly through training seminars, workshops, webinars and publications for the legal profession and community workers, as well as directly through community engagement events, publications, websites and social media.

Our ability to conduct face-to-face CLE activities was greatly reduced during the Covid lockdown. We were able to reach some community and health workers and services with Zoom presentations. We were able to resume face-to-face opportunities at the start of 2022.



### Workshops and events

WLS NSW delivered 48 CLE presentations and webinars using in-person and online formats. Some of the highlights are:

- In September Amy worked with DVNSW to present a session on 'Making a complaint regarding policing of sexual, domestic and family violence' that was attended by 200 people.
- In October Pip gave a presentation for the Greater Sydney Family Law Pathways Network to 137 participants about *Screening and Risk Assessment: Keeping safety at the centre when working with victim-survivors in family law matters*.
- In March Pip talked about the gendered nature of law to Baker McKenzie lawyers as part of their International Women's Day event.
- In February Liz, Dixie, Pip, Carolyn, and Gail facilitated discussion groups about 'sexual, domestic and family violence and criminalised women' in the ANROWS conference on 'gendering the implementation of the law'.
- In May Kellie participated in a Tenants Union event in the Blue Mountains with a presentation about DV and Renting that was attended by 70 people.
- Following the success of last year's event, we supported several other services and agencies in organising and attending a two-day community expo and CLE day in Forbes in June. Gail and Karen represented the First Nations Women's Legal Program, and the events were hosted by Binaal Billa Family Violence Legal Prevention Service.

## COMMUNITY CONVERSATION

### A DAY OF COMMUNITY LEGAL EDUCATION

Three sessions to talk about Family Law, Victims Services and Child Protection

Join our guests from  
Wirringa Baiya Aboriginal Women's Legal Service,  
Western Women's Legal Support Program and  
Women's Legal Service NSW

**TUES 28 JUNE 2022**  
THE UNITING CHURCH HALL, 27 BROWNE ST, FORBES  
BOOK: 02 6850 1234 | ENQUIRIES@BINAALBILLA.COM.AU | BINAALBILLA.COM.AU



## Ask LOIS

We presented 11 monthly webinars with a total of 970 people attending. Five of the webinars were presented by or with external organisations. The Ask Lois mailing list has increased from 2189 people to 2949 active subscribers.

The highest attendance was in August for *'Untangling Financial Abuse for Women Escaping Domestic Violence'* (188 attendees) presented by Claire Khoury – Financial Rights Legal Centre and Lody Stewart – Senior Financial Counsellor, Women's Legal Service NSW. We also produced a co-authored, and co-branded factsheet about financial abuse.

We also achieved very high attendance in June for *'The New Affirmative Consent Laws – what do they really mean?'* (185 attendees) presented by Anna Blacket, Solicitor & Liz Snell, Law Reform & Policy Coordinator, WLSNSW. We developed a supporting factsheet which has been widely distributed.

Following the Ask Lois webinar in April about parenting disputes over COVID-19 vaccinations of children, Amy and Maddy wrote an article that was published in The Law Society Journal.

Some feedback from Ask Lois evaluation surveys:  
*'It was excellent. Really nice pace and I learnt a lot.'*  
*'It was brilliantly informative, to the point and very clearly presented. Thank you.'*  
*'The whole webinar was very informative! A great presentation. really useful, easy to understand and enjoyable'*

## Digital Communications

### Social media:

Our Twitter page followers increased by 144 from 5,036 to 5,214 this year. There were 80 tweets over the year.

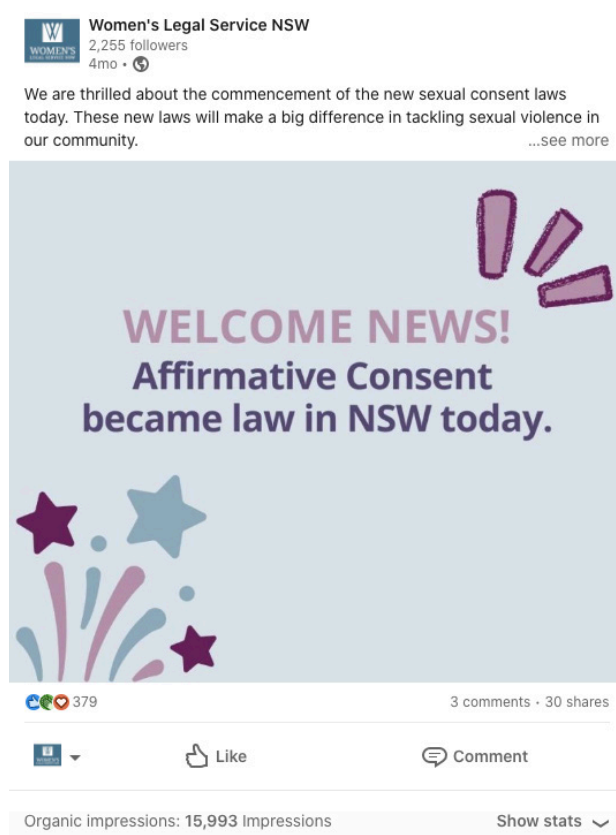
Our LinkedIn followers increased by 956 from 1,054 to 2,010 this year. There were 77 posts over the year.

Our Facebook followers increased by 127 from 4,014 to 4,141 this year. There were a total of 117 posts over the year.

Our First Nations Women's Legal Program Facebook Page followers have increased by 17 from 499 to 516. There have been 57 posts over the year.

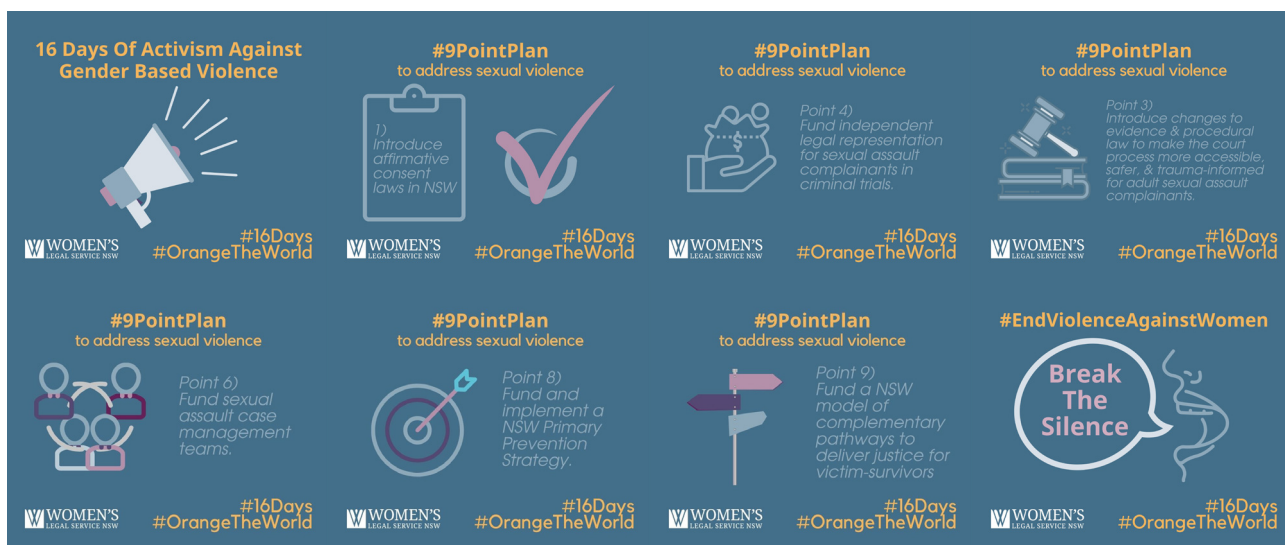
The First Nations Instagram page has increased by 95 from 100 to 195 followers and shared 28 posts.

Our highest reaching social media posts were the Ethical Jobs matched donations campaign (across all channels) in August and the passing of the Affirmative Consent Laws (across all channels) in June. Our post on LinkedIn attracted 379 reactions and 15,993 impressions.



We ran a social media campaign for #16DaysOfActivism (25 November to 10 December) which focussed on the Nine Point Plan and promoted the recommendations within it. The campaign also included videos from the First Nations team to promote their program and carry the message that 'safety is your right'. See the videos here: <https://vimeo.com/fnwlp>





## WEBSITES

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

There were 203,436 users of our website over the year and 248,524 sessions, with 81,926 of those being Australian users. On average 81.5% are new users and 63.5% of visits to our website are made using a mobile phone. The biggest age group of website users is 18 – 24yrs who are 29.49% of users. Users visit an average of 1.4 pages per session and spend an average of 1 minute 7 seconds on the website. The most frequent click-through page is the 'contact us' page.

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

Chloe coordinated the building of a new website for Women's Legal Services Australia, to migrate the content across from the old inactive site and to take care of the ongoing updates. The new site is now live and can be viewed here: <https://www.wlsa.org.au/>

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

There were an average of 650 sessions per month on the Ask Lois website with 71% being new users and 79% of users accessing the site on a desktop device. The most visited page is the past webinars page.

### [The Microsite Project](#)

After securing a grant, some additional EOFY fundraising and the EthicalJobs matched donations fundraising, we have been able to start the microsite project.

We know that most women use a smartphone or tablet to search for us and our online information, but our existing website is big and doesn't load efficiently

on portable devices. During the first Covid lockdowns we pivoted to provide online services but for some women, this made us much harder to access. For women in prison, those on the move escaping domestic & family violence, or in regional & remote areas with poor internet access they can't easily reach us online.

The solution is to develop a separate additional microsite designed for portable devices that creates a simple pathway to information & assistance for women in crisis.

The planning and development of the microsite has included a number of key milestones.

- Consultation with Marrickville Legal Centre to seek guidance and advice about Chat Bots after the success of their NALA bot
- Worked with a graduate business consultancy from Macquarie University, '180-degree Consulting'. This was a 10-week pro-bono project with some key decision benchmarks for their team to investigate. They presented their research findings at the end of May.
- Contracted a web developer to build a wire-frame, site navigation and page templates.
- Contracted a designer to create a logo, brand, iconography and page mock-ups.
- Developed the legal text content and the topic navigation.
- Decided on a site name and purchased the URL.
- Submitted progress reports to the grant funding bodies.

- Consultations and focus groups with:
  - WLS NSW staff
  - State Library legal education team
  - Bonnies clients & staff
  - Binaal Billa staff
  - Australian Centre for Disability Rights
  - People with Disabilities Australia
  - Bungaree Aboriginal Corporation
  - Lou's Place clients & staff
  - Women's Justice Network
  - Community Legal Education Workers NSW

### Meetings, Networks and Training

CLC NSW Quarterly Meetings – Comms Network and CLE Workers Network

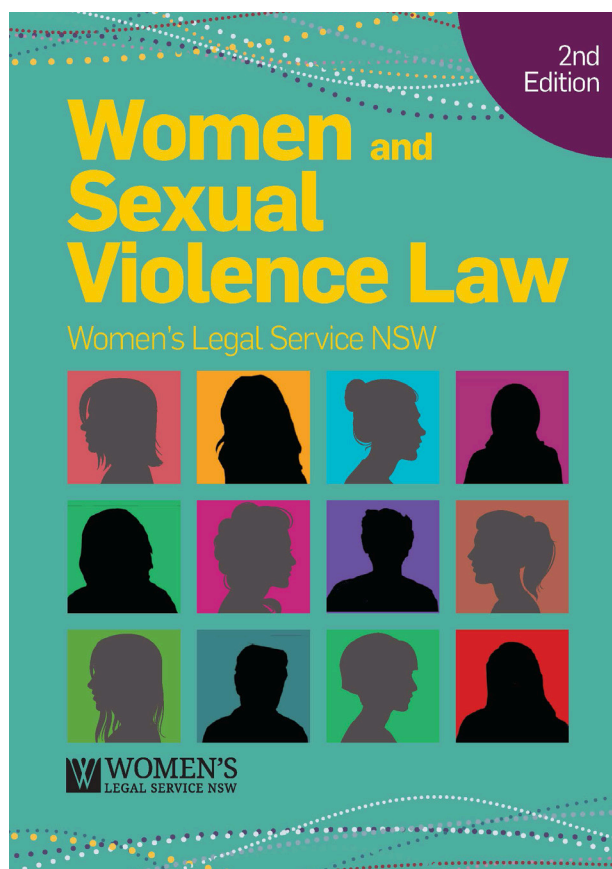
CLC NSW Quarterly Training – Inclusive Design and Practice, Adult Client Literacy,

Legal Information and Referral Forum – Library Services for Prisoners

### Publications

We convened a working group to update the *Sexual Assault – Your rights and the law* booklet, which was first published in 2016. There are many sections that need rewriting and restructuring and most significantly the new affirmative consent laws need to be included.

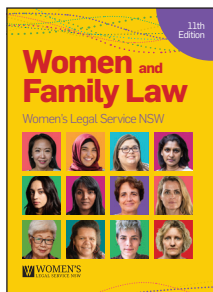
We made a decision to change the name to *Women and Sexual Violence Law* and rebrand it with a cover design the compliments *Women and Family Law* so that the booklets sit together on the shelf in libraries and become a set of books. We have received funding for the print and distribution of the new edition and plan to launch it with the microsite in early 2023.



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

## OUR PUBLICATIONS

### Books

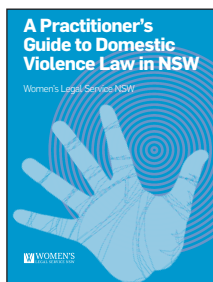


#### Women and Family Law (2019)

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

This is available for free download from our website:

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



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

A plain-English guide to domestic violence law in NSW. Available in hard copy or for free download from our website:

<https://www.wlsnsw.org.au/resources/dv-law-nsw/>

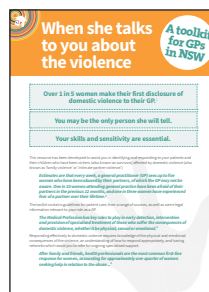


#### Sexual assault: Your Rights and the Law (2016)

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

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

<http://www.wlsnsw.org.au/resources/sexual-assault>



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

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

Available in hard copy or from our website:

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



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

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



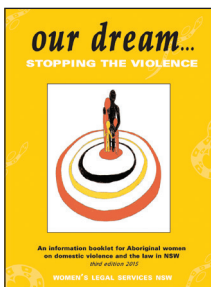
#### HELP! FaCS has removed my children (2017)

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



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

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



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

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



### A Long Way to Equal (2007)

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

## Brochures and Cards



### Women's Legal Service NSW Brochure

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

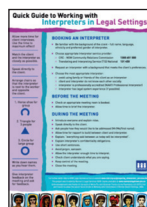


### Women's Legal Service NSW Pictorial Brochure

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



### Women's Legal Service NSW Brochures in 10 community languages: Arabic, Dari, Dinka, Farsi, Filipino (Tagalog), Hindi, Kirundi, Mandarin, Tamil and Vietnamese.



### Quick Guide to Working with Interpreters in Legal Settings

Checklist and Poster.



### Is This Love?

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



### **Women's Legal Service NSW Card**

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



### **First Nations Women's Legal Program Card**

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



### **Domestic Violence Legal Service Card**

Contact details for the Domestic Violence Legal Service.



### **First Nations Women's Program Fridge Magnet**

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

Publications can be ordered from our website at:  
<http://www.wlsnsw.org.au/resources/order-publications/>



## TREASURER'S REPORT

I am pleased to present the 2021-22 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 – \$1,890,884
- Indigenous Women's Legal Program – \$311,218
- NSW Pool 2: Bonnie Project – \$227,107
- Financial Counselling Foundation – \$101,405
- COVID-19 Domestic and Family Violence Grant – \$117,667
- COVID-19 Legal Assistance Funding \$57,621
- One-off funding – COVID IT assistance \$13,000
- Social Sector Transformation Fund: (microsite) \$20,000

With an overall revenue of \$2,903,797 and total expenditure of \$2,954,779 there is a deficit of \$50,982 for the year.

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

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

**Alexandra Richardson**  
**Treasurer**



# WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

## FINANCIAL REPORT FOR THE YEAR ENDED 30 JUNE 2022

### General Purpose Tier 2 Financial Report (Simplified Disclosures) For the year ended 30 June 2022

### Directors' Report For the year ended 30 June 2022

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 2022 and the Independent Audit Report thereon.

#### Directors Details

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

#### Names and responsibilities

**Sheridan Emerson**  
Director – Chairperson

#### Qualifications, experience and other directorships

Appointed as a Director on 7 May 2014  
Appointed as Chairperson on 17 November 2021  
LLB (Hons 1), B Econ, University of Queensland  
Admitted as a solicitor in 2003  
Accredited Family Law Specialist – NSW Law Society  
Over 18 years' experience as a solicitor. Partner at Pearson Emerson Family Lawyers, a specialist family law firm in Sydney providing advice in respect of all aspects of family law. Prior roles in commercial litigation and finance at Allens Arthur Robinson in Sydney and Linklaters in London. Regularly presents to members of the legal profession on family law related issues Australia-wide. Accredited Family Dispute Resolution Practitioner. A NSW Law Society Accredited Specialist in Family Law and an AIFLAM accredited Arbitrator. Member of the Family Law Section of the Law Council of Australia.

**Denele Crozier**  
Director

Appointed as a Director on 30 November 2011 to 17 November 2021  
RNPN, Dip. Acc, Dip. Business.  
Order of Australia, Member 2017.  
40 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.

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Directors' Report – (continued) For the year ended 30 June 2022

<b>Alexandra Richardson</b> Director – Treasurer	Appointed as a Director on 12 February 2020 B Commerce – University of Sydney (2007) Grad Dip (Chartered Accountancy) – CAANZ (2010) July 2007 to present – PwC Australia, Partner. Over 14 years of experience supporting Australia's largest financial institutions. Currently a partner at PwC Australia, Financial Services Assurance.
<b>Louise Goodchild</b> 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 16 years experience; prior experience over 20 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.
<b>Emma Palmer</b> Director	Appointed as a Director on 6 May 2015 to 17 November 2021 PhD, LLM, LLB/BCom (Fin) UNSW Senior 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.
<b>Bronwyn Penrith</b> Director	Appointed as a Director on 21 November 2018 Diploma of business, Indigenous Governance Registered Family Dispute Resolution Practitioner NSW Legal Aid Mediators Panel Current – Director, Burbangana Consultancy Group and DV NSW Aboriginal and Torres Strait Islander Working Group. Previous – Chair, Mudgin-gal Aboriginal Women's Centre and NCOSS Seven Sisters.
<b>Lisa Pusey</b> Director	Appointed as a Director on 21 November 2020 BA/LLB, University of NSW Masters of Law, University of NSW Admitted as a Solicitor in 2004 Over 15 years experience working in law, policy and practice reform including as Advisor to the Sex Discrimination Commissioner at the Australian Human Rights Commission, roles in several international women's human rights organisations overseas, and in community legal centres in Australia, including Women's Legal Services NSW. Lisa is currently working with several organisations including Elizabeth Broderick & Co, the University of Sydney, and the Champions of Change Coalition leading the Coalition's work on workplace responses to domestic and family violence.



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Directors' Report – (continued) For the year ended 30 June 2022

#### **Courtney Robertson** Director

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

#### **Ella Rowe** Director

Appointed as a Director on 13 February 2019  
Bachelor of Political, Economic and Social Science – University of Sydney.  
Graduated Juris Doctor in 2020 – University of New South Wales.  
Admitted to practice as solicitor in June 2021.  
Present – Industrial and Employment Lawyer, Slater & Gordon Lawyers.  
Over 4 years' experience advocating for workers in the trade union movement and more than 10 years' experience in the not for profit and community sector.  
Previously volunteered with Women's Legal Service NSW and Amnesty International.

### Directors' Meetings

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

	Directors' Meetings	
	A	B
Denele Crozier	2	2
Sheridan Emerson	4	4
Louise Goodchild	4	1
Emma Palmer	4	2
Bronwyn Penrith	4	2
Lisa Pusey	4	4
Alexandra Richardson	4	4
Courtney Robertson	4	2
Ella Rowe	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

Directors' Report – (continued)  
For the year ended 30 June 2022

### Company Secretary

**Sheridan Emerson (from 21 November 2018 to 17 November 2021)**

**Ella Rowe (from 17 November 2021)**

Ella Rowe, Industrial and Employment Lawyer, Slater & Gordon Lawyers. Ella has been the company secretary of Women's Legal Resources Limited since 17 November 2021.

### Contribution in winding up

The company is incorporated under the *Corporations Act 2001* and is a public company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 30 June 2022, the total amount that members of the company are liable to contribute if the company is wound up is \$2,920 (2021: \$2,900).

### Review of Operations

The deficit of the Company for the financial year amounted to \$50,982 (2021: Loss \$330).

A review of the operations of the Company during the financial year and the results of those operations found that the changes in fundings have seen an increase in revenue of 4.13% to \$2,903,797. The increase in loss is significantly higher than the increase in funds due to the increase in staff number in the last 12 months.

### New Accounting Standards Implemented

The Company has implemented one new Accounting Standard that is applicable for the current reporting period.

AASB 1060: General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities has been applied in the current year, resulting in a change in disclosure form and content when compared to the financial statements presented for the year ended 30 June 2021.

### Significant Changes in the State of Affairs

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

### Principal Activities

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

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

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

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

### Environmental Regulation

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

### Directors' Report – (continued) For the year ended 30 June 2022

#### Future Developments

##### Short-term Objectives

The company's short-term objectives are to:

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

##### Long-term Objectives

The company's long-term objectives are to:

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

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

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

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

##### COVID-19 Assessment on Operations

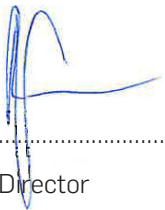
The Company is primarily funded under the state and federal government via Legal Aid NSW, Community Legal Centres Program Unit. They have provided assurance that funding would continue per existing funding agreements and there would be no penalties imposed on service providers for not meeting their output targets, deadlines for the submissions of reports or other program objectives due to the COVID-19 pandemic. During the 12 months leading up to 30 June 2022 suspended face to face programs at outreaches and court services and directed services towards delivering critical services, such as ensuring clients are still able to access services. Updated infection control systems and safety procedures have been implemented to ensure the safe resumption of programs for staff, volunteers, contractors and clients. Every effort has been made to continue normal service delivery as long as it is safe and reasonable to do so.

Directors' Report – (continued)  
For the year ended 30 June 2022

**Auditor's Independence Declaration**

A copy of the Auditor's Independence Declaration as required under s.60–40 of the Australian Charities and *Not-for-profits Commission Act 2012* is included in page 45 of this financial report and forms part of the Director's Report.

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



Director

Dated this 31st of October 2022  
Sydney, NSW



Director



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

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

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as the auditor of Women's Legal Resources Limited for the year ended 30 June 2022, I declare that, to the best of my knowledge and belief there have been:

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

**MNSA PTY. LIMITED**

**CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND**

**Mark Schiliro**

**Director**

**Registered Company Auditor # 335255**

**DATED THIS 31ST DAY OF OCTOBER 2022**

**SYDNEY, NSW**

MNSA Pty Ltd  
ABN 59 133 605 400

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

## Statement of Profit or Loss and Other Comprehensive Income for the Year Ended 30 June 2022

	Notes	2022 \$	2021 \$
<b>Revenue</b>	5	<b>2,903,797</b>	<b>2,788,591</b>
Service expenses		(146,074)	(138,749)
Occupancy expenses		(101,040)	(102,175)
Administration expenses		(142,057)	(142,195)
Employee benefits expense	12(a)	(2,542,092)	(2,393,244)
Depreciation Expenses		(23,516)	(14,859)
Doubtful debt expense		–	2,301
Current Year Deficit before income tax		<u>(50,982)</u>	<u>(330)</u>
Income tax expense	4.9	–	–
Deficit for the year		<u>(50,982)</u>	<u>(330)</u>
Other comprehensive income		–	–
Other comprehensive income for the period, net of income tax		–	–
<b>Total Comprehensive Loss attributable to members of the entity</b>		<b><u>(50,982)</u></b>	<b><u>(330)</u></b>

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



## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### Statement of Financial Position as at 30 June 2022

	Notes	2022 \$	2021 \$
<b>ASSETS</b>			
<b>CURRENT</b>			
Cash and cash equivalents	6	3,258,174	2,468,375
Trade and other receivables	7	8,020	9,896
Other assets	8	29,216	19,580
CURRENT ASSETS		3,295,410	1,995,973
<b>NON-CURRENT</b>			
Property, plant and equipment	9	571,318	594,834
NON-CURRENT ASSETS		571,318	594,834
TOTAL ASSETS		<b>3,866,728</b>	<b>3,092,685</b>
<b>LIABILITIES</b>			
<b>CURRENT</b>			
Trade and other payables	10	986,973	1,188,367
Other liabilities	11	1,479,444	467,642
Provisions	12(b)	482,433	466,281
CURRENT LIABILITIES		2,948,850	2,122,290
<b>NON-CURRENT</b>			
Provisions	12(b)	26,609	28,144
NON-CURRENT LIABILITIES		26,609	28,144
<b>TOTAL LIABILITIES</b>		<b>2,975,459</b>	<b>2,150,434</b>
<b>NET ASSETS</b>		<b>891,269</b>	<b>942,251</b>
<b>EQUITY</b>			
Reserves	13	145,424	145,424
Retained Earnings		745,845	796,827
<b>TOTAL EQUITY</b>		<b>891,269</b>	<b>942,251</b>

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

## Statement of Changes in Equity for the Year Ended 30 June 2022

	Note	Retained Earnings \$	Special Reserve \$	Total Equity \$
<b>Balance at 1 July 2020</b>		<b>797,157</b>	<b>145,424</b>	<b>942,581</b>
Deficit for the year		(330)	–	(330)
Other comprehensive income		–	–	–
<b>Balance at 30 June 2021</b>		<b>796,827</b>	<b>145,424</b>	<b>942,251</b>
Deficit for the year		(50,982)	–	(50,982)
Other comprehensive income		–	–	–
<b>Balance at 30 June 2022</b>		<b>745,845</b>	<b>145,424</b>	<b>891,269</b>

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

## Statement of Cash Flows for the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
<b>Receipts from Operating Activities</b>			
• Grants – Commonwealth & state		2,738,902	2,544,583
• Receipts from donations and others		148,450	162,347
• Interest income		8,685	16,407
• COVID-19 Cash Flow Boost		-	50,000
• Payments to suppliers and employees		(2,106,238)	(2,182,457)
<b>Net cash generated from operating activities</b>	<b>14(b)</b>	<u>789,799</u>	<u>590,880</u>
Cash Flows from Investing Activities		-	(87,849)
<b>Net cash used investing activities</b>		<u>-</u>	<u>(87,849)</u>
Cash Flows from Financing Activities		-	-
<b>Net Cash generated by/(used in) Financing Activities</b>		<u>-</u>	<u>-</u>
<b>Net increase/(decrease) in cash and cash equivalents</b>		789,799	503,031
Cash and cash equivalents at 1 July		2,468,375	1,965,344
<b>Cash and cash equivalents at 30 June</b>	<b>14(a)</b>	<u><b>3,258,174</b></u>	<u><b>2,468,375</b></u>

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

## Notes to the Financial Statements for the Year Ended 30 June 2022

### NOTE 1: Nature of Operations

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

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

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

These financial statements are general purpose financial statements that have been prepared in accordance with the requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, Australian Accounting Standards and other authoritative pronouncements of the Australian Accounting Standards Board. A statement of compliance with the International Financial Reporting Standards (IFRS) as issued by the International Accounting Standards Board (IASB) cannot be made due to the Company applying not-for-profit specific requirements contained in the Australian Accounting Standards. Women's Legal Resources Limited is a not-for-profit entity, a Public Company limited by guarantee incorporated and domiciled in Australia for the purpose of preparing the financial statements.

The financial statements for the year ended 30 June 2022 were approved and authorised for issue by the Board of Directors on the 31st of October 2022.

### NOTE 3: Changes in accounting policies

New and Amended Accounting Standards Adopted by The Company

AASB 1060: General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities.

The Company has adopted AASB 1060: General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities for the first time this reporting period. The Standard, which sets out a new separate disclosure Standard to be applied by all entities that are reporting under Tier 2 of the Differential Reporting Framework in AASB 1053: Application of Tiers of Australian Accounting, replaces the previous Reduced Disclosure Requirements (SD) framework. The application of this standard has resulted in reductions in disclosures compared to SD in Revenue, Leases and Financial Instruments; however has resulted in new and/or increased disclosures in areas such as Audit Fees and Related Parties.

### NOTE 4: Summary of Accounting Policies

#### 4.1 Overall Considerations

The significant accounting policies that have been used in the preparation of these financial statements are summarised below.

The financial statements have been prepared using the measurement bases specified by Australian Accounting Standards for each type of asset, liability, income and expense. The measurement bases are more fully described in the accounting policies below.

#### 4.2 Revenue

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

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

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

#### Government grants

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

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

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

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

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

#### Donations and bequests

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

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

#### Interest income

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

#### Sale of goods

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

### **4.3 Operating expenses**

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

Going concern basis AASB 1060.14. When preparing financial statements, the management of The Company makes an assessment of the entity's ability to continue as a going concern. An entity is a going concern unless management either intends to liquidate the entity or to cease operations, or has no realistic alternative but to do so. In assessing whether the going concern basis is appropriate, management takes into account all available information about the future, which is at least, but is not limited to, twelve months from the reporting date. AASB 1060.15 When management is aware, in making its assessment, of material uncertainties related to events or conditions that cast significant doubt upon the entity's ability to continue as a going concern, the entity discloses those uncertainties. AASB 1060.15 When an entity does not prepare financial statements on a going concern basis, it discloses that fact, together with the basis on which it prepared the financial statements and the reason why the entity is not regarded as a going concern.

### **4.4 Intangible assets**

Recognition of other intangible assets

#### Acquired intangible assets

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

#### Subsequent measurement

All intangible assets are accounted for using the cost model whereby capitalised costs are amortised on a straight-line basis over their estimated useful lives, as these assets are considered finite. Residual values and useful lives are reviewed at each reporting date. In addition, they are subject to impairment testing as described in Note 4.7.

Amortisation has been included within depreciation and amortisation.

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

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

#### **4.5 Property, plant and equipment**

##### Land

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

##### Buildings, plant and other equipment

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

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

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

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

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

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

#### **4.6 Leases**

##### Operating leases

Where the Company is a lessee, payments on operating lease agreements are recognised as an expense on a straight-line basis over the lease term. Associated costs, such as maintenance and insurance, are expensed as incurred. This is due to the low value asset leases.

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

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

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

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



#### **4.8 Financial instruments**

##### Recognition, initial measurement and derecognition

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

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

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

Except for those trade receivables that do not contain a significant financing component and are measured at the transaction price, all financial assets are initially measured at fair value adjusted for transaction costs (where applicable).

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

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

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

Classifications are determined by both:

- the entity's business model for managing the financial asset
- the contractual cash flow characteristics of the financial assets

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

##### Subsequent measurement financial assets

###### Financial assets at amortised cost

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

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

After initial recognition, these are measured at amortised cost using the effective interest method. Discounting is omitted where the effect of discounting is immaterial. The Company's cash and cash equivalents, trade and most other receivables fall into this category of financial instruments as well as long-term deposits that were previously classified as held-to-maturity under AASB 139.

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

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

##### Impairment of Financial assets

AASB 9's impairment requirements use more forward looking information to recognize expected credit losses – the 'expected credit losses (ECL) model'. Instruments within the scope of the new

requirements included loans and other debt-type financial assets measured at amortised cost and FVOCI, trade receivables and loan commitments and some financial guarantee contracts (for the issuer) that are not measured at fair value through profit or loss.

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

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

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

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

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

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

#### Trade and other receivables

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

#### Trade and other receivables (continued)

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

#### Classification and measurement of financial liabilities

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

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

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

Subsequently, financial liabilities are measured at amortised cost using the effective interest method except for derivatives and financial liabilities designated at FVPL, which are carried subsequently at fair value with gains or losses recognised in profit or loss (other than derivative financial instruments that are designated and effective as hedging instruments).

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

#### **4.9 Income Taxes**

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

#### **4.10 Cash and cash equivalents**

Cash and cash equivalents comprise cash on hand and demand deposits, together with other short-term, highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of changes in value.

#### **4.11 Reserves**

Other components of equity include the following:

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

#### **4.12 Employee benefits**

##### Short-term employee benefits

Short-term employee benefits are benefits, other than termination benefits, that are expected to be settled wholly within twelve (12) months after the end of the period in which the employees render the related service.

Examples of such benefits include wages and salaries, non-monetary benefits and accumulating sick leave.

Short-term employee benefits are measured at the undiscounted amounts expected to be paid when the liabilities are settled.

##### Other long-term employee benefits

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

##### Employee Provisions

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

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave

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

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

##### Post-employment benefits plans

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

##### Defined contribution plans

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

#### **4.13 Provisions, contingent liabilities and contingent assets**

Provisions are measured at the estimated expenditure required to settle the present obligation, based on the most reliable evidence available at the reporting date, including the risks and uncertainties associated with the present obligation. Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. Provisions are discounted to their present values, where the time value of money is material.

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

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

#### **4.14 Deferred income**

The liability for deferred income is the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within twelve (12) months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds twelve (12) months after the reporting date or the conditions will only be satisfied more than twelve (12) months after the reporting date, the liability is discounted and presented as non-current.

#### **4.15 Goods and Services Tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

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

#### **4.16 Economic dependence**

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

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

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

#### Estimation uncertainty

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

#### Impairment

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

#### Useful lives of depreciable assets

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

#### Long service leave

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

#### Accounts Payable and Other Payables

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 5: REVENUE

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

	2022 \$	2021 \$
<b>Operating activities</b>		
Grants		
– Legal Aid Commission (Commonwealth)	1,402,117	1,348,346
– Legal Aid Commission (State)	1,040,092	1,038,741
– Sundry Grants	296,693	157,496
Total Grants	2,738,902	2,544,583
Other income		
– Interest received	8,685	16,407
– Donations	53,962	81,779
– Fees and contributions	51,047	44,469
– Rental income	49,900	49,900
– Sales of publications and merchandise	1,301	1,453
– COVID-19 Cashflow Boost	–	50,000
Total other income	164,895	244,008
<b>TOTAL REVENUE</b>	<b>2,903,797</b>	<b>2,788,591</b>

### NOTE 6: CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of the following

	2022 \$	2021 \$
Cash at bank	447,240	205,122
Cash on deposit	2,810,434	2,262,753
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<b>3,258,174</b>	<b>2,468,375</b>

### NOTE 7: TRADE AND OTHER RECEIVABLES

	2022 \$	2021 \$
<b>Current</b>		
Trade receivables	10,215	12,197
Less: Provisions for impairment	(2,195)	(2,301)
	<b>8,020</b>	<b>9,896</b>

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

## WOMEN'S LEGAL RESOURCES LIMITED

ABN 88 002 387 699

### NOTE 8: OTHER ASSETS

	2022 \$	2021 \$
<b>Other assets consist of the following:</b>		
Deposits and Prepayments	29,216	19,580
	<u>29,216</u>	<u>19,580</u>

### NOTE 9: PROPERTY, PLANT AND EQUIPMENT

	2022 \$	2021 \$
Building – at cost	515,877	515,877
Plant & equipment – at cost	202,866	202,866
Less accumulated depreciation	(147,425)	(123,909)
	<u>571,318</u>	<u>594,834</u>

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

	Property, Plant and Equipment	Total
<b>Cost</b>		
Balance at 1 July 2021	718,743	636,685
Additions	–	87,849
Disposals	–	(5,791)
Balance at 30 June 2022	<u>718,743</u>	<u>718,743</u>
<b>Accumulated depreciation</b>		
Balance at 1 July 2021	123,909	114,841
Depreciation for the year	23,516	14,859
Disposals	–	(5,791)
<b>Balance at 30 June 2022</b>	<u>147,425</u>	<u>123,909</u>
<b>Carrying Amounts</b>		
Balance at 1 July 2021	594,834	521,844
<b>Balance at 30 June 2022</b>	<u>571,318</u>	<u>594,834</u>

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



## WOMEN'S LEGAL RESOURCES LIMITED

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### NOTE 10: TRADE AND OTHER PAYABLES

	2022 \$	2021 \$
Trade and other payables recognised consist of the following:		
<b>Current</b>		
Trade payables	107,933	91,503
Other creditors and accruals	879,040	1,096,864
	<b>986,973</b>	<b>1,188,367</b>

### NOTE 11: OTHER LIABILITIES

	2022 \$	2021 \$
<b>Current</b>		
Unearned Revenue	1,479,444	467,642
	<b>1,479,444</b>	<b>467,642</b>

### NOTE 12: EMPLOYEE REMUNERATION

	2022 \$	2021 \$
<b>Current</b>		
(a) Employee benefits expense		
Expenses recognised for employee benefits are analysed below:		
Wages and salaries	2,082,925	1,950,056
Superannuation – defined contribution plans	215,248	189,667
Workers compensation insurance	9,049	9,036
Employee training and development	22,412	23,857
Employee benefit provisions	212,458	220,628
	<b>2,542,092</b>	<b>2,393,244</b>
(b) Employee benefits		
Annual Leave	233,216	211,963
Long Service Leave	249,217	254,318
	<b>482,433</b>	<b>466,281</b>
<b>Non-Current</b>		
Long Service Leave	26,609	28,144
	<b>26,609</b>	<b>28,144</b>

## WOMEN'S LEGAL RESOURCES LIMITED

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### NOTE 13: RESERVES

	2022 \$	2021 \$
Special Reserve	145,424	145,424
	<u>145,424</u>	<u>145,424</u>

### 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:

	2022 \$	2021 \$
Cash at bank	447,240	205,122
Cash on deposit	2,810,434	2,262,753
Cash on hand	500	500
<b>Cash and Cash Equivalents</b>	<b><u>3,258,174</u></b>	<b><u>2,468,375</u></b>

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

Surplus (Deficit) after income tax for the year	(50,982)	(330)
Adjustments for:		
Depreciation	23,516	14,859
Changes in assets and liabilities		
Change in other assets	(9,636)	(3,963)
Change in trade and other receivables	1,876	5,116
Change in other liabilities	1,006,701	62,044
Change in provisions	19,718	411,344
Change in trade and other payables	(201,394)	101,810
Net cash from operating activities	<u>789,799</u>	<u>590,880</u>

### NOTE 15: AUDITOR'S REMUNERATION

	2022 \$	2021 \$
Audit and review of the financial report	9,000	9,000
Audit and review of the financial acquittal	2,000	2,000
Other audit services	1,500	1,500
	<u>12,500</u>	<u>12,500</u>

## WOMEN'S LEGAL RESOURCES LIMITED

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### NOTE 16: RELATED PARTY TRANSACTIONS

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

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

#### Transactions with key management personnel

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

Key management personnel remuneration includes the following expenses:

	2022 \$	2021 \$
Total key management remuneration	328,695	324,935

### NOTE 17: CONTINGENT LIABILITIES

There are no contingent liabilities that have been incurred by the company in relation to 30 June 2022 or 30 June 2021.

### NOTE 18: CAPITAL COMMITMENTS

There are no capital commitments that have been committed by the company in relation to 30 June 2022 or 30 June 2021.

### NOTE 19: FINANCIAL INSTRUMENT RISK

#### Risk management objectives and policies

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

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

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

#### Market risk analysis

The Company is exposed to market risk through its use of financial instruments and specifically to interest rate risk and certain other price risks, which result from both its operating and short term investing activities.

#### Interest rate sensitivity

At 30 June 2022, the Company is exposed to changes in market interest rates through bank term deposits at variable interest rates.

The sensitivity of profit and equity to a reasonably possible change in interest rates of +/- 0.75% amounting to +/- \$24,436 (2021: +/- 0.75% amounting to +/- \$18,513). These changes are considered to be reasonably possible based on observation of current market conditions. The calculations are based on a change in the average market interest rate for each period, and the financial instruments held at each reporting date that are sensitive to changes in interest rates. All other variables are held constant.

#### Credit risk analysis

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

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

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

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

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

#### Liquidity risk analysis

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

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

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

## WOMEN'S LEGAL RESOURCES LIMITED

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and other receivables are all contractually due within six months.

### NOTE 20: CAPITAL MANAGEMENT POLICIES AND PROCEDURES

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

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

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

changes to the strategy adopted by management to control capital of the Company since the previous year.

### NOTE 21: POST-REPORTING DATE EVENTS

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

### NOTE 22: MEMBER'S GUARANTEE

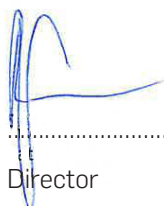
The company is incorporated under the Corporations Act 2001 and is a public company limited by guarantee. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstanding obligations of the company. At 30 June 2022, the total amount that members of the company are liable to contribute if the company is wound up is \$2,920 (2021: \$2,900).

## 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:
  - b. giving a true and fair view of the financial position as at 30 June 2022 and its performance, for the year ended on that date; and
  - c. complying with Australian Accounting Standards – Simplified Disclosures; 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 31st day of October 2022  
Sydney, NSW



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

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

## Report on the Audit of the Financial Report

### Opinion

We have audited the financial report of Women's Legal Resources Limited, being a general purpose financial report, which comprises the statement of financial position as at 30 June 2022, 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 2022 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 2022 included on the Women's Legal Resources Limited website. The Company's Directors are responsible for the integrity of the Women's Legal Resources Limited's website. We have not been engaged to report on the integrity of the Women's Legal Resources Limited's website. The auditor's report refers only to the financial report. It does not provide an opinion on any other information which may have been hyperlinked to/from these statements. If users of this report are concerned with the inherent risks arising from electronic data communications they are advised to refer to the hard copy of the audited financial report to confirm the information included in the audited financial report presented on this website.

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

Those charged with governance are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2022, but does not include the financial report and our auditor's report thereon.

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

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

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





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

**INDEPENDENT AUDITOR'S REPORT TO THE  
MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED**  
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## **Responsibilities of Directors for the Financial Report**

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

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

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

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

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional 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.



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

**INDEPENDENT AUDITOR'S REPORT TO THE  
MEMBERS OF WOMEN'S LEGAL RESOURCES LIMITED**  
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**Auditor's Responsibilities for the Audit of the Financial Report (Continued)**

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

**Report on Other Legal and Regulatory Requirements**

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

**MNSA PTY. LIMITED**

**CHARTERED ACCOUNTANTS AUSTRALIA & NEW ZEALAND**

**Mark Schiliro**

**Director**

**Registered Company Auditor # 335255**

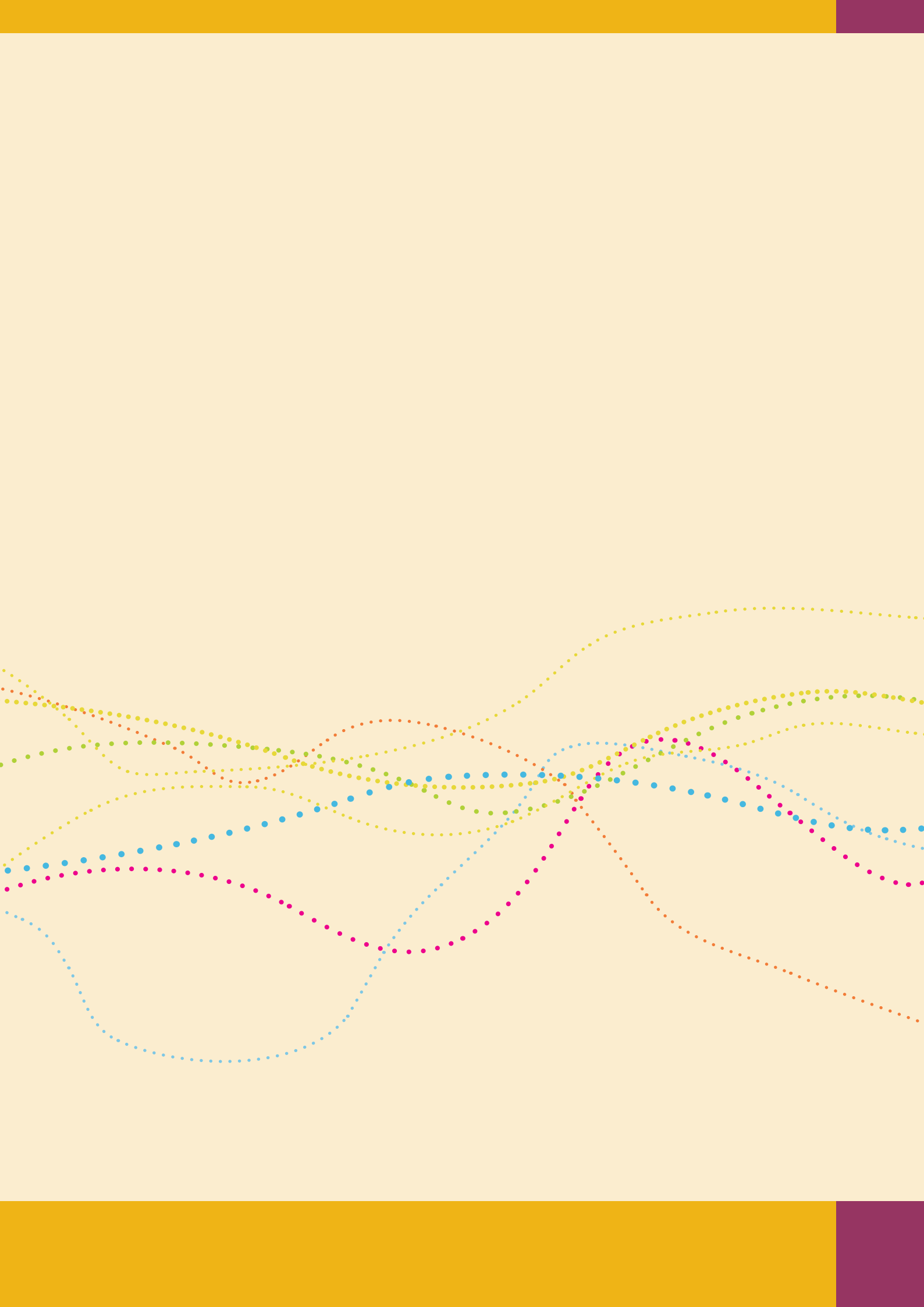
**DATED THIS 31ST DAY OF 2022  
SYDNEY, NSW**

MNSA Pty Ltd  
ABN 59 133 605 400

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

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Accountants Scheme,  
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Professional Standards  
Act 1994 (NSW)



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



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

**By EFT:**

BSB – 082-330

Account: 56170-6265

Reference: Donation Gift

**By cheque to:**

Women's Legal Service NSW

PO BOX 206, Lidcombe NSW 1825

**Other ways to support WLS:**

Attend our events:

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

Follow us on social media:

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

**facebook.com/wlsnsw**

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

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

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