




Australia's National Research Organisation for Women's Safety

ANNUAL REPORT 2019–20

ANROWS

AUSTRALIA'S NATIONAL RESEARCH
ORGANISATION FOR WOMEN'S SAFETY
to Reduce Violence against Women & their Children



ANROWS acknowledgement

This material was produced with funding from the Australian Government and the Australian state and territory governments. Australia's National Research Organisation for Women's Safety (ANROWS) gratefully acknowledges the financial and other support it has received from these governments, without which this work would not have been possible. The findings and views reported in this paper are those of the authors and cannot be attributed to the Australian Government, or any Australian state or territory government.

Acknowledgement of Country

ANROWS acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay our respects to Aboriginal and Torres Strait Islander Elders past, present, and future, and we value Aboriginal and Torres Strait Islander histories, cultures, and knowledge. We are committed to standing and working with Aboriginal and Torres Strait Islander peoples, honouring the truths set out in the Wardawarni-gu Guma Statement.

Who we are 4

About ANROWS	5
Chair report	8
CEO report	10
Our people	12

Our work 15


Major achievements	17
Leadership	18
Knowledge production	22
Knowledge translation and exchange	30

Governance and financial accounts 36

Acknowledgments 70

Who we are





Every aspect of our work is motivated by the right of women and their children to live free from violence and in safe communities

About ANROWS

Australia's National Research Organisation for Women's Safety (ANROWS) Limited is an independent, not-for-profit research organisation established to produce evidence to support the reduction of violence against women and their children. We conduct in-house research and engage Australia's most eminent researchers through an external grants program under the National Research Agenda. All research is peer assessed and publications are peer reviewed.

Every aspect of our work is motivated by the right of women and their children to live free from violence and in safe communities. We recognise and respect diversity among women and their children. We recognise that multiple forms of inequality intersect with gender inequality to produce the conditions for, and experience of, domestic, family and sexual violence.

Our role

ANROWS is an initiative of Australia's *National Plan to Reduce Violence against Women and their Children 2010–2022 (the National Plan)*. ANROWS was established by the Commonwealth and all state and territory governments of Australia to produce, disseminate and assist in applying evidence for policy and practice addressing violence against women and their children. While ANROWS is the only such research organisation in Australia, it is also part of a broader system of organisations and services developed and funded by the Australian Government and state and territory governments to achieve the overarching goal of the National Plan—that is, to improve the safety of all Australian women and their children.

Our mission

Our mission is to deliver relevant and translatable research evidence which drives policy and practice leading to a reduction in the levels of violence against women and their children

STRATEGIC GOALS

Goal 1: Deliver high-quality, innovative and relevant research

Goal 2: Ensure the effective dissemination and application of research findings

Goal 3: Build, maintain and promote collaborative relationships with and between stakeholders

Goal 4: Be an efficient, effective and accountable organisation



Chair's report

This year sees the Board steering ANROWS in an exciting new direction. Following the successful completion of the 2016–2020 program of research, we have turned our attention to ensuring ANROWS is in a strong position to effectively work with stakeholders to continue to reduce violence against women and their children.

We commissioned a strategic review of the organisation, conducted by Port Jackson Partners. This review has offered an opportunity to look closely at the role ANROWS has played in achieving the goals outlined by the National Plan, and has allowed us to examine our structure and direction and assess our points of highest contribution, identifying where we should direct our resources to be even more effective in the future. The recommendations from this review offer innovations that will place us in the best position to inform and deliver against the next National Plan.

I am pleased to have this opportunity to celebrate the Board's success in steering the organisation through difficult circumstances. By attending a series of additional out-of-session meetings, we have quickly resolved emergent issues and helped the organisation with its agile response to the COVID-19 pandemic.

I also want to congratulate ANROWS's Chief Executive Officer, Dr Heather Nancarrow, on the successful completion and delivery of the 2016–2020 program of research. It is important to note that the latter part of this work was achieved during the successful transition to staff working from home to slow the spread of COVID-19. It is no mean feat that ANROWS staff were able to take this significant shift in working circumstances in their stride, maintaining productivity and open communication channels while protecting each other's health and safety during a challenging period.

“

We have turned our attention to ensuring ANROWS is in a strong position to effectively work with stakeholders to continue to reduce violence against women and their children.

There have been some changes to the Board this year, as we farewelled one outgoing member and welcomed Professor Dawn Bessarab, appointed as an Independent Director in August 2019. Retiring member, Pino Migliorino (Independent Director), generously provided ANROWS with his leadership and support over recent years, and we wish him every success in the future. At the end of the financial year relevant processes were underway to fill each of these vacancies.

I look forward to a new year on the Board, providing oversight and direction for ANROWS as it gears up to enter a new National Plan, and to take on all the opportunities and challenges that come with it.



Sam Mostyn

Chair of the Board



CEO's report

It is something of a truism to reflect that the 2019–20 year has been a period of challenges and difficulty for many of us, both in Australia and around the world. Two catastrophic events—Australia's Black Summer bushfires and the COVID-19 pandemic—have sculpted the year. They have also had extraordinary impacts on the severity and frequency of domestic, family and sexual violence.

As policymakers, practitioners and researchers alike have risen to the challenge of supporting the safety of women and their children during this turbulent period, ANROWS has continued to provide the evidence base needed to do this important work. Most notably, we have successfully completed more than 30 innovative and targeted research projects this year as we finalised our 2016–2020 research program. This program comprised two streams: the "Core grant" (funded by the Commonwealth, states and territories) and "Perpetrator Interventions Research Stream" (funded by the Australian Government Department of Social Services), as well as the "Building Workforce Capacity" project (funded by the Australian Government Department of Social Services).

Included in this achievement is also work that was directly commissioned by individual jurisdictions. This year we have provided the Northern Territory with the blueprint for their new risk assessment framework for interagency work responding to violence against women, and produced an assessment of Victoria's Local Government Toolkit for preventing domestic and family violence.

This has also been a period of building new connections and partnerships. In collaboration with the Healing Foundation and with funding from the Queensland Government, we have started to deliver WorkUP Queensland, a state-wide capacity and capability building service for the sexual violence, women's health and

wellbeing, and domestic and family violence sector workforce. Our expanding webinar series has also seen us partner with the Australian Institute of Family Studies to produce videos and conversations using ANROWS research. We have supported the work of our partner organisation, Our Watch, as essential infrastructure under the current and next National Plan in our submission to the House of Representatives Standing Committee on Social Policy and Legal Affairs' inquiry into domestic, family and sexual violence. We have also responded to the demand for timely and reliable information on the impacts of COVID-19 by joining with Our Watch, the Australian Human Rights Commission and the Office of e-Safety to develop advice on a gender-informed response and recovery strategy.

I thank our funders and key stakeholders (predominantly the Department of Social Services and the state and territory governments) and the many ANROWS collaborators—the researchers, policymakers and practitioners—whose contributions made this year's achievements possible. We could not have achieved this progress without the ANROWS team, their diligence and their ongoing commitment to excellence in our work.

I also extend my particular gratitude to the Senior Management Team for the leadership and vision they have shown this year, and note the changes in this group. This year has marked the arrival of Dr Christine Coumarelos in the position of Director, Research Program (National Community Attitudes towards Violence against Women Survey) and Dr Dominiek Coates as Director, Research Program (Fourth Action Plan). We bid a fond farewell to our friend and colleague Paula Bennett—Director, Research Program—who was responsible for delivering the 2016–2020 Core grant stream of research. I wish Paula all the best with her future endeavours and warmly welcome Dom and Christine to ANROWS.

Our work in the immediate future is focused on leading research under the Fourth Action Plan of the National Plan. We will deliver the next wave of the periodic National Community Attitudes towards Violence against Women Survey (NCAS). Recognising the need for clarity and

evidence-based leadership in these uncertain times, across all of our work we will redouble our efforts to deliver information that can be immediately applied in policy and the design of practice approaches. As a key part of the National Plan infrastructure to build evidence on prevention of and response to violence against women, an investment in ANROWS ensures policymakers and practice designers will be better placed to end violence against women and their children, Australia-wide. We look forward to a bright next stage for ANROWS.



Dr Heather Nancarrow

Chief Executive Officer

Our people

Board of Directors

ANROWS is governed by a Board of Directors, chaired by Sam Mostyn, which includes five independent directors, one Commonwealth Government director, and three state government directors. The directors each have significant senior management experience across a range of sectors including domestic and family violence, criminology, Aboriginal and Torres Strait Islander peoples, sport, child protection, arts, finance and accounting, health, law, human rights, women, psychology, mental health and environment. They bring expertise from their roles in social policy, not-for-profit, research, service delivery, business and government.

Further information on the knowledge and expertise of each board member can be found at [About ANROWS](#) on the ANROWS website.

Board of Directors



Sam Mostyn

ANROWS Chair

Appointed Chair April 2018



Liza Balmer

Director, Independent

*Appointed Independent Director
August 2017*



Dawn Bessarab

Director, Independent

*Appointed Independent Director
August 2019*



Jackie Fitzgerald

Director, NSW

*Appointed Director NSW Government
February 2019*



**Giuseppe (Pino)
Migliorino AM**

Director, Independent

*Appointed Independent Director
March 2015–March 2020*



Jenny Morgan

Director, Independent

*Appointed Independent Director
November 2018*



Fiona Mort

Director, SA

*Appointed Director South Australia
February 2019*



**Edward (Ed)
Mosby**

Director, Independent

*Appointed Independent Director
August 2017*



Helen Nys

Director, WA

*Appointed Director Western Australia
February 2019*



Chantelle Stratford

Director, Commonwealth

*Appointed Director Commonwealth
November 2018*



Louise Hicks

Company Secretary

Senior Management Team

The Senior Management Team uses the guiding principles of quality, independence, accountability, innovation and professionalism to coordinate ANROWS's work. The Senior Management Team has experience across a range of backgrounds including research, counselling, service and system design and leadership, and has worked in private, public, not-for-profit and academic organisations. They are dedicated managers who draw on their diverse expertise in criminology, public health, trauma, law, criminal justice, and violence against women and children to shape ANROWS's work.

Further information on the knowledge and expertise of the Senior Management Team can be found at [About ANROWS](#) on the ANROWS website.



Dr Heather Nancarrow
Chief Executive Officer



Paula Bennett
Director, Research Program
(General)



Dr Dominiek Coates
Director, Research Program
(Fourth Action Plan)



Dr Christine Coumarelos
Director, Research Program (NCAS)



Michele Robinson
Director, Evidence To Action

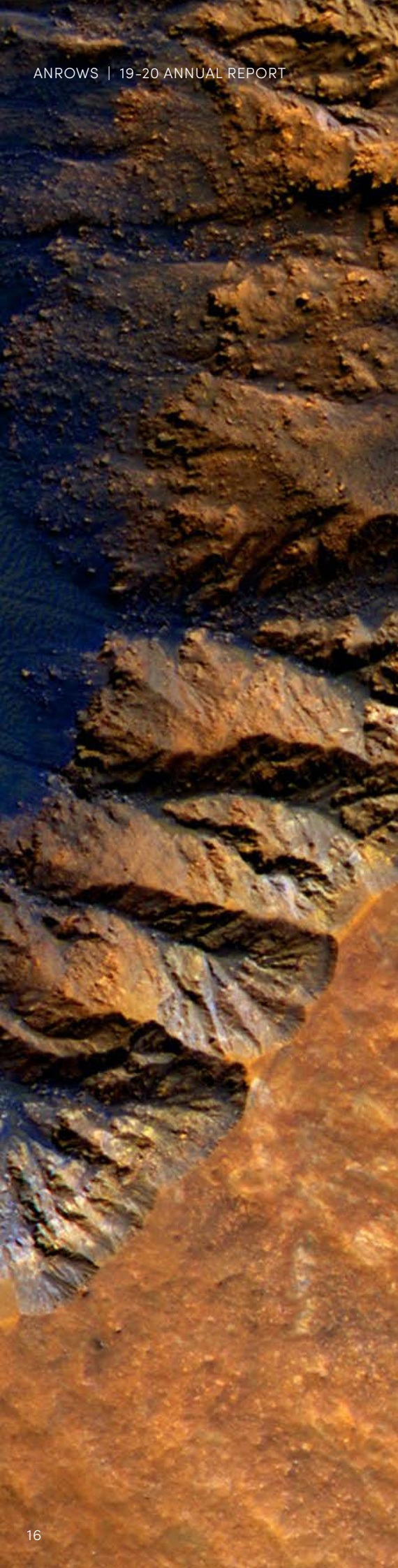


Susan Innes-Brown
Director, Strategic Operations

ANROWS staff

The ANROWS team comprises just under 30 staff who work in operations, knowledge production, and knowledge translation and exchange under five separate grants to ANROWS, including the Core grant jointly funded by the Commonwealth, states and territories. ANROWS staff have a breadth of skills across research and academia, project management, administration and knowledge management. ANROWS staff drive diverse projects which work to reduce and end violence against women and children. A list of ANROWS staff can be found in the Acknowledgements section of this report.

Our work



Major achievements	17
Leadership	18
Knowledge production	22
Knowledge translation and exchange	30

Major achievements

The 2019–20 reporting period marked the culmination of two major streams of research: the Core grant research stream (Core) and the Perpetrator Interventions Research Stream (PIRS). Both streams of research have driven home the importance of systems and integrated responses. ANROWS's second Core grant stream highlighted the connections between experiences of violence and lifelong impacts on mental health and trauma, and legal, economic and housing security. ANROWS evidence shows that a coordinated response would include systemic changes to address both the cost of experiencing violence as well as financial abuse, and the development of holistic, and integrated trauma-informed legal and health responses. Importantly, this stream also demonstrated that addressing women's lifetime experiences of violence starts with childhood: the evidence points to the importance of considering the impact of domestic and family violence on children as victims in their own right. Evidence arising from the PIRS makes it clear that the effectiveness of men's behaviour change programs is contingent upon them being understood as part of a wider web of accountability that requires a coordinated, systemic response. ANROWS evidence also highlights that any measures of effectiveness of perpetrator programs need to be connected back to the ultimate goal of improving the safety of women and their children experiencing violence.

Leadership

The national leader in research into violence against women

Throughout a tumultuous year, ANROWS has been the leading voice on violence against women and their children. As the principle source of expert advice on this complex issue, we have continued to inform the evidence base and shape the national conversation. As two natural disasters exacerbated existing threats to women's safety, ANROWS stepped in to provide timely and considered advice to support decision-making. During the Black Summer bushfires, we synthesised the available evidence on violence against women and the impacts of natural disasters and bushfires, providing useful resources for policymakers and practitioners. When the COVID-19 pandemic emerged, we responded by monitoring, coordinating and disseminating emerging evidence on the impacts on women's safety.

ANROWS has similarly synthesised and disseminated evidence in a range of other forums. Our submissions to a number of national and state-based inquiries into mental health, disability, consent in relation to sexual offences, homicide, family law, and domestic, family and sexual violence reflect the importance of understanding the impact of violence against women across the whole system. Working with the National Domestic and Family Violence Death Review Network, we developed a resource to deliver the findings of their groundbreaking report analysing the histories of domestic violence preceding intimate partner homicides. We brought international expertise into the debate around appropriate legal responses to domestic and family violence, engaging Professor Leigh Goodmark from the University of Maryland to explore alternative public policy approaches.

Stakeholder engagement

ANROWS's work involves working with a wide range of stakeholders. We work with policymakers, practice designers and practitioners from sectors including domestic, family and sexual violence, primary prevention and wider health, justice and human services, as well as women with experiences of domestic and family violence, researchers, peak bodies and others.

ANROWS has two primary mechanisms for stakeholder engagement, namely with National Plan Senior Officials and the Practitioner Engagement Group, as part of its broader strategy to build, maintain and promote collaborative relationships with policy, practice and research communities.

In addition to these formal pathways, ANROWS engages with stakeholders via peer assessment and peer review processes and an annual stakeholder survey. ANROWS is trusted and valued by stakeholders as evidenced by our receipt of over 650 stakeholder enquiries in the last financial year.

The National Research Agenda to Reduce Violence against Women

ANROWS produces Australia's National Research Agenda (ANRA) on behalf of the Australian Government and state and territory governments. Work to develop the ANRA 2020–2022 commenced during this reporting period. ANRA identifies research gaps and priority research areas that warrant further or ongoing exploration to support a cohesive and comprehensive national evidence base that is relevant to policy and practice. ANRA provides a framework for, and guidance on, priority areas of research and research topics for academics, researchers, research funding bodies and governments across Australia. Its aim is to direct research funding towards building the evidence needed for policy and practice design in preventing and responding to violence against women, and to determine the 2020–2022 ANROWS Research Program.

Register of Active and Recent Research

As part of its leadership role, ANROWS provides a comprehensive landscape of current Australian research related to violence against

LEADERSHIP

financial year at a glance

“[W]e ... benefited so much from learning the Action Research Model guided by ANROWS throughout the two years. We learnt to integrate and apply the skills into our services and service delivery.”

- ANROWS stakeholder survey respondent (VIC)

Developed

9

law and policy
reform submissions

Participated in over

23

seminars, conferences,
roundtables, forums,
key presentations
across Australia

95%

of our stakeholders
agreed that
ANROWS's research
was relevant to
their work

The ANROWS network of National Plan Senior Officials

ANROWS meets regularly with policy developers at National Plan Senior Officials quarterly meetings, which include Australian Government and state and territory government officials with responsibility for violence against women portfolios.

Practitioner Engagement Group

The ANROWS Practitioner Engagement Group (PEG) is a network of practice leaders in the field of violence against women and their children, with representatives from all states and territories of Australia. Members include representatives from the specialist women's services sector, peak bodies, experts in priority population groups and others providing services for women and their children. PEG members contribute their specialist expertise and act as points of contact for their respective areas.

women, promoting research partnerships and helping to prevent duplication. The [Register of Active and Recent Research](#) (RARR) was created in 2018. During the reporting period, ANROWS conducted an internal review of the register and drafted a project plan to expand the RARR and increase its usefulness among ANROWS stakeholders. Further development and implementation of the RARR project plan will be determined in the following reporting period.

Law and policy reform submissions

Recognising the importance of systemic responses to violence against women, ANROWS contributes organisational submissions to a wide variety of inquiries and legislative reviews relevant to improving the safety of women and their children. ANROWS is exceptionally well placed to mobilise a solid evidence base to respond to current issues as they arise through these inquiries. This year, ANROWS has provided a strong and authoritative voice across a number of key areas. For example, ANROWS made submissions at every stage of the process in the NSW Law Reform Commission's Review of consent in relation to sexual offences. These covered experiences of diverse communities and the ways in which sexual violence is connected to domestic and family violence, and recommended an integrated, trauma-informed response system. The responses also used the 2017 NCAS evidence to guide discussion of affirmative consent and rape myths.

In line with our national remit, we made submissions to the Victorian Sentencing Council on image-based abuse, the NSW Sentencing Council on sentences for murder and manslaughter, and the Queensland Government's Legal Affairs and Community Safety Committee, who were interested in understanding how social entrapment theory (see ANROWS research led by Stella Tarrant and Julia Tolmie) might work in a codified state. While the end result was the Committee recommending the bill unaltered, the report tabled on 7 February 2020 drew upon on the ANROWS submission extensively, and helps to build the case for legislative change Australia-wide to better meet the needs of women experiencing violence who use lethal force. Submissions using the evidence from this research have already resulted in legislative change in Western Australia, with the *Family*

Violence Legislation Reform Act 2020 gaining assent on 9 July. This Act inserts new provisions that use social entrapment framing into the *Evidence Act 1906* (WA).

Throughout the year, ANROWS has been invited to appear at hearings as a result of our submissions. These appearances provide an opportunity for ANROWS to speak to the considerable evidence base we have assembled. In March, Dr Nancarrow testified to the Joint Select Committee on Australia's Family Law System, headed by the Honourable Kevin Andrews MP, with Senator Pauline Hanson as deputy chair. This provided an opportunity for Dr Nancarrow to acknowledge Senator Hanson's lived experience of domestic and family violence. Importantly, it also allowed Dr Nancarrow to firmly debunk prevalent myths relating to women using false allegations: "We know that women who have experienced violence are reluctant in court to report violence because of their concern about being seen. We heard from Hayley [Foster, Women's Safety NSW] about the culture that contributes to a fear of raising issues of violence, for fear of being seen as an unfriendly parent or as somebody trying to make up something to gain an advantage. In fact, we know that the bigger problem is under-reporting, not false allegations." Taking opportunities like these to present evidence on current, pressing issues to directly influence change is a key role ANROWS plays nationally.

Leadership in action

2019 ended, and 2020 began, in a particularly difficult way for many people across Australia. An intense and prolonged bushfire season—amplified by the effects of climate change—saw devastating impacts on communities, families and individuals around the country. At the peak of this disaster, the importance of a gender lens to understand both impacts and appropriate responses was highlighted by ANROWS. In January, ANROWS dedicated an edition of Notepad to pulling together important information about DFV and disaster, including information on, and resources for, seeking help. Information to aid community workers, and for friends and family, was included alongside a discussion of how to apply a gendered lens to bushfire planning. Dr Nancarrow followed this in late January with an opinion piece on the supports required for children returning to school who are simultaneously impacted by the effects of the bushfires—homelessness, displacement, moving to a new school, separation from family members and friends—and violence in the home. At a time when so many policymakers and practitioners were busy meeting high service demand, synthesising and making available evidence informed by domestic and family violence reduces the risk of silos, and contributes to an integrated response.

Knowledge production

Expanding the evidence base to improve policy and practice

The Knowledge Production team designs and delivers a high-quality program of research to inform the prevention and reduction of domestic, family and sexual violence. The program includes research projects led by ANROWS, such as the NCAS, as well as research and evaluation projects led by external researchers. The program identifies priority research gaps to expand the evidence base leading to improvements in policy and practice to address violence against women. This team undertakes both large-scale and focused research, and produces comprehensive peer-reviewed reports to support ANRA and the National Plan. The Knowledge Production team works collaboratively with governments, researchers, services and other stakeholders to produce research in the following program areas.

KNOWLEDGE PRODUCTION

financial year at a glance

“The NCAS is very useful and has informed major policy including the Fourth Action Plan. The focused NCAS resources (on CALD and Indigenous and youth attitudes) are also very useful.”

- ANROWS stakeholder survey respondent (VIC)

Finalised

21

research reports

Engaged

221

research,
policymakers and
practitioners in
developing research
projects

Commissioned

8

new research
projects

**Overview:**

Director, Research Program
(Fourth Action Plan)
Dr Dominiek Coates

ANROWS's key knowledge production achievement in this reporting period was finalising two important streams of research—the Perpetrator Interventions Research Stream (PIRS) and the Core grant stream. We also commenced eight projects funded through the Fourth Action Plan (4AP) Research Program and commenced work on the development of Australia's National Research Agenda (ANRA) 2020-2022.

In addition, the year has been one of many changes for the team, most significant of which was the leaving of Paula Bennett, previous Director (Research Program). We would like to thank Paula for her work leading the ANROWS Research Program and wish her the best for future endeavours. The COVID-19 pandemic also challenged us to rethink our ways of working and ushered in an era of virtual and remote working leading to unprecedented changes in the organisation of our work. The team showed and continues to show incredible resilience and support for each other in these challenging times. In spite of the challenges the COVID-19 pandemic brought, 2019-20 has been a highly productive year with two research streams—the PIRS and Core—as well as the Building Workforce Capacity package being completed at the end of the reporting period.

Core grant research stream

The Core grant research stream comprised 17 research projects covering domestic, family and sexual violence. It recognises the diversity of women's experiences to provide guidance for policymakers and practitioners working to reduce and prevent violence against women. This body of research includes a significant focus on systems and services that operate in response to violence against women, exploring the roles that non-DFV-specific services—health and mental health services, multicultural and settlement services, social security, courts, prisons and other legal services—have in the prevention of and response to violence. It also explores aspects of DFV-specific responses, including early intervention services and peer-to-peer education programs. This research program began in 2016, with funding from the Commonwealth and all state and territory governments of Australia.

Costings of the Core grant research stream can be found in the financial accounts section.

Perpetrator Interventions Research Stream

2019–20 saw the finalisation of the Perpetrator Interventions Research Stream (PIRS). This stream was funded by the Australian Government Department of Social Services to support the implementation of the National Outcome Standards for Perpetrator Interventions (NOSPI). The first of its kind in Australia, the PIRS has addressed evidence gaps through 13 projects.

These projects examined interventions for men who use domestic and family violence, including fathers; adolescents who use violence in the home; young people with harmful sexual behaviours; and post-release interventions for sex offenders. A number of studies focused on perpetrators from diverse groups, including LGBTQ communities, refugee communities, and Aboriginal and Torres Strait Islander communities.

Several studies explored the evaluation of men's behaviour change programs, identifying the need to shift from measuring outputs (like the number of attendees) to measuring outcomes and the importance of defining those outcomes in terms of improvements to women's and children's safety and quality of life. The level of resourcing and expertise necessary to conduct high-quality evaluations was identified as an ongoing challenge in this area.

Other studies focused on legal interventions, considering judicial officers' perspectives on interventions for domestic and family violence and the role that the legal system plays as part of a broader system to hold perpetrators accountable. Others focused on approaches such as invitational narrative therapy and client-worker relationships. Systemic analysis was featured in a number of studies, including those on accountability and keeping the perpetrator in view when working with women with experiences of domestic and family violence. The PIRS provides a stronger evidence base in relation to men's behaviour change programs, legal interventions and improving accountability within broader perpetrator intervention systems. A synthesis of PIRS findings is due to be published on the ANROWS website by the end of 2020.

Costings of the PIRS can be found in the financial accounts section.

Building Workforce Capacity—Perpetrator Package

Three research projects aimed at building workforce capacity in relation to perpetrator interventions were funded by the Australian Government Department of Social Services, and were completed in the reporting period. These projects were:

- a visual mapping of perpetrator intervention systems across all Australian jurisdictions (developed as an expansion of the PIRS-funded existing project "Improved accountability—The role of perpetrator intervention systems")
- development of a guide to evaluating behaviour change programs for men who use domestic and family violence
- a research report exploring access to and suitability of family violence legal and support services for Aboriginal and Torres Strait Islander men who are perpetrators of family violence.

See the financial accounts section for more information on this research stream.

Aboriginal and Torres Strait Islander research

ANROWS is committed to supporting Aboriginal and Torres Strait Islander-led research in line with National Outcome 3 of the National Plan: Indigenous communities are strengthened. ANROWS actively supports Aboriginal and Torres Strait Islander-led research, respects Indigenous data sovereignty and values Indigenous research methodologies.

Projects commissioned as part of the ANROWS research program are assessed using the following principles:

- research upholds the political integrity of Aboriginal and Torres Strait Islander peoples and their right to self-determination as established under the UN Declaration of the Rights of Indigenous Peoples
- research is informed by and promotes strengths-based perspectives on Aboriginal and Torres Strait Islander peoples
- research acknowledges the heterogeneity of Aboriginal and Torres Strait Islander cultures.

Our work is also guided by the [Warawarni-gu Guma statement](#) delivered by Aboriginal and Torres Strait Islander leaders and scholars at the 2018 ANROWS National Research Conference, "Acting on Evidence".

Fourth Action Plan

ANROWS is leading a program of research to be delivered under the Fourth Action Plan of the National Plan, funded by the Australian Government Department of Social Services. The purpose of this program of research is to continue to produce, disseminate and assist in applying evidence for policy and practice to address violence against women and their children. Gaps in evidence identified through stakeholder consultation and reviews of literature formed the basis of ANROWS's 4AP research program. This program of research responds to five priority areas that represent the range of responses needed to tackle domestic, family and sexual violence:

- primary prevention
- support Aboriginal and Torres Strait Islander women and their children

- respect, listen and respond to the diverse lived experiences and knowledge of women and their children affected by violence
- respond to sexual violence and harassment
- improve support and service system responses to domestic and family violence.

During the reporting period, work commenced on eight projects. Six of these projects have been commissioned externally, one project will be conducted as a joint collaboration between ANROWS and a university, and the final project will be completed internally by ANROWS. More information on these projects and this program of research can be found on the ANROWS website.

Action research and evaluation

ANROWS undertakes a range of evaluation and action research activities with diverse stakeholders in the violence against women sectors, including community organisations; local, state and federal governments; and peak bodies. These projects include:

- evaluating specific services or projects
- conducting and facilitating action research projects
- providing evaluation guidance and capacity-building activities, such as workshops, one-on-one support and communities of practice, to support organisations to evaluate their own primary prevention work
- developing resources for evaluation, such as survey instruments
- producing synthesis reports that collate and analyse evaluation data from funded prevention programs.

The Culturally and Linguistically Diverse Projects with Action Research initiative

The Australian Government Department of Social Services funded the Culturally and Linguistically Diverse Projects with Action Research (CALD PAR) initiative. ANROWS assisted 26 Communities Leading Prevention and Safer Pathways for CALD Women grant recipients from across Australia to undertake an action research approach to evaluate their work in prevention and the creation of safer pathways to crisis and support services for CALD communities. In partnership with Our Watch, ANROWS established two communities of practice to support the project teams to build strong networks and regularly share ideas, successes and challenges. The project findings were delivered in multiple formats, including in-language digital stories and a webinar watched by over 400 viewers highlighting key research insights for practitioners and policymakers. The CALD PAR report identified future directions, including increasing strengths-based community engagement, using aspirational language to frame activities, creating non-judgmental spaces to engage CALD men as allies, building capacity in culturally safe practice and supporting bicultural workers.

Evaluation of the 1800RESPECT Disability Referral Pathways Project

Medibank commissioned ANROWS to conduct an independent evaluation of the 1800RESPECT Disability Referral Pathways Project.

The project evaluated referral pathways for women with disability, tailored disability awareness training delivered to 1800RESPECT counsellors, an evidence-based resource for service providers and a targeted marketing and communications plan. ANROWS also built capacity for 1800RESPECT to incorporate action research processes into its monitoring and evaluation work on an ongoing basis.

Free from Violence monitoring and evaluation survey instruments, resources and capacity-building activities

The Victorian Department of Premier and Cabinet engaged ANROWS to support the monitoring and evaluation of projects funded under the Victorian Free from Violence strategy.

Evaluation of the Free from Violence Local Government Grants Program

The Municipal Association of Victoria engaged ANROWS to evaluate the Free from Violence Local Government Grants Program.

See the financial accounts section for more information on our action research projects.

ANROWS Research Fund to Reduce Violence against Women and their Children

ANROWS is a registered charity and deductible gift recipient (DGR).

The ANROWS Research Fund to Reduce Violence against Women and their Children (ANROWS Research Fund) is a public fund that represents public donations to the organisation, including donations to the former Luke Batty Foundation which were transferred to ANROWS in 2018. The ANROWS Research Fund is administered by the ANROWS Research Fund Management Committee. ANROWS thanks the Committee and all donors for providing funds that have enabled important research to take place that would otherwise not have been possible.

In this reporting period, work continued on the two research projects commissioned in the previous financial year:

1. a feasibility study on a model of care for mother-child dyads which aims to enhance relationships and reduce trauma
2. a pilot study on a community-based early intervention program for mothers and infants leaving family violence.

ANROWS also commenced negotiations on three further projects:

1. victim/survivor advocates
2. additional knowledge translation and exchange activities relating to gambling and DFV
3. evaluation of programs delivered by the Tangentyere Council.

“

The NCAS is the world's longest running survey of community attitudes towards violence against women.

The National Community Attitudes towards Violence against Women Survey (NCAS)

The NCAS is a periodic, representative population survey of the Australian community's knowledge and attitudes regarding violence against women. It is a key means of monitoring progress against the National Plan and informing policy and prevention programs. The NCAS benchmarks and identifies gaps in the community's knowledge and attitudes, identifies factors that may contribute to the culture of violence against women and measures changes over time. The NCAS is the world's longest running survey of community attitudes towards violence against women. The NCAS was last conducted in 2017 and is due to go into the field again in 2021.



Overview:

Director, Research Program (NCAS)
Dr Christine Coumarelos

2019–20 was a year of new beginnings for the NCAS work. The year saw the expansion of the Research Program to include two qualitative research studies in addition to the next iteration of the periodic population survey of community attitudes towards violence against women. A new in-house research team was formed, and work was undertaken on the design and planning of all three research studies. Engagement with stakeholders during the year included the appointment of advisory groups for the Research Program as well as the dissemination of the 2017 NCAS results to Victorian practitioners and policymakers via a project partnership with Respect Victoria. The planning work in 2019–20 will provide the foundation for completion of the fieldwork for both the qualitative studies and the population survey during 2021.

Monitoring Australian knowledge of and attitudes to violence against women

Two pieces of work related to the last NCAS were published during the reporting period:

- “Attitudes towards violence against women and gender equality among people in NSW: Summary findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)” provided the 2017 NCAS results for the New South Wales community. This study was funded by the New South Wales Government.
- “Feasibility study into the possible inclusion of social norms measures within the 2021 National Community Attitudes towards Violence against Women Survey (NCAS)” summarised the social norms literature relevant to the NCAS and recommended that a social norms measure specific to the Australian context be developed as a longer term goal. The study was funded by the ANROWS Research Fund.

The Australian Government Department of Social Services provided funding for ANROWS to conduct the next wave of the NCAS population survey in 2021. The funding includes provision to extend the NCAS Research Program to conduct two qualitative research studies to further investigate two key areas of concern identified from the 2017 NCAS results:

- The “Young people” qualitative research study will investigate the concerning decline in young people’s understanding of violence against women revealed by the 2017 NCAS and delve further into their knowledge of healthy and abusive intimate partner relationships to inform education programs.
- The “Mistrust” qualitative research study will investigate the reasons why a considerable proportion of the population mistakenly believe that sexual violence allegations made by women are typically false. The study will enable an in-depth investigation of the factors leading to this public mistrust to inform interventions to address these public misperceptions.

Knowledge production in action

The project “[Transforming legal understandings of intimate partner violence](#)” examined homicide trials in which self-defence is raised by women who have killed an abusive intimate partner. It used an intensive case study that traced the story of one woman’s case twice over—first, using court documents and transcripts, it showed the implications of the way that the events were constructed by the court; and second, it contrasted this with how the case looked when understood through a lens of “[social entrapment](#)”, showing how the woman’s ability to resist the abuse by her husband was constrained by his behaviour, the safety options that were available to her and the broader structural inequities in her life. By working in depth with this case, and in collaboration with the woman herself and her legal team, the work showed that despite attempts to reform laws around self-defence to make it accessible to women who defensively kill an abusive partner, in practice the reforms are not operating as intended.

The careful method and in-depth case study resonated with stakeholders and has generated ongoing impact. The most evident is that this research has informed new provisions (ss 37–39) in the Western Australian *Evidence Act 1906* via the *Family Violence Legislation Reform Act 2020* (WA) that gained assent on 9 July 2020. Further, advocacy by the research team and associates using the research contributed to the release of an imprisoned Aboriginal woman who had killed her abusive partner.

Other impact has been less visible but no less important. This ANROWS research was included in the latest update of the [National Domestic and Family Violence Bench Book](#), a key resource for judicial officers on understanding domestic and family violence using a social entrapment model, and understanding sexual violence. ANROWS has used this research in four separate ANROWS submissions on topics such as sexual consent and murder and manslaughter. You can watch a video of a seminar given by the researchers, or listen to a podcast with the researchers speaking about their work [here](#).

Knowledge translation and exchange

Supporting the take-up of evidence into policy and practice

Knowledge translation and exchange is a central pillar of ANROWS's work.

The Evidence to Action team synthesises and disseminates research, supporting the take-up of evidence into policy and practice. Resources that are tailored to policymakers and practitioners include webinars, research to policy and practice papers, fact sheets, submissions, infographics and podcasts. ANROWS hosts knowledge translation activities such as webinars, symposia and roundtables to drive the take-up of evidence into policy and practice. We maintain the relevance of knowledge translation resources and activities through ongoing stakeholder engagement. We convene seminars and conferences; host joint initiatives with state and territory governments; and meet quarterly with Commonwealth, state and territory government policymakers through the National Plan Senior Officials network and with practitioners and service delivery managers through the ANROWS Practitioner Engagement Group.

KNOWLEDGE TRANSLATION AND EXCHANGE

financial year at a glance

“I drew on Change the Story and other ANROWS publications to inform the evaluation of the NSW Tackling Violence program. Incredibly useful information for understanding the theory of change underpinning sports programs and developing policy recommendations.”

– ANROWS stakeholder survey respondent (NSW)

Published
68
reports and
associated resources

Stakeholders downloaded
reports and resources from
the ANROWS website on

56,000
occasions

70%
of stakeholder survey
respondents reported that
they/their organisation
have used ANROWS’s
research to inform policies
or practices related to VAW

Overview:

Director, Evidence to Action
Michele Robinson

This year has been an important one of consolidation and growth for the ANROWS Evidence to Action team. With the conclusion of two major streams of ANROWS research—the PIRS and Core—as well as the Building Workforce Capacity package, the team has been engaged with synthesising the evidence for effective knowledge translation and targeted dissemination. This work has elucidated recurring themes across the body of ANROWS research, namely the impacts DFV has on women's housing insecurity and homelessness, their levels of imprisonment, their economic security, their mental health—including the way that cumulative lifetime experiences of violence can result in complex trauma—and their children, who need to be considered as victims in their own right. The importance of collaborative, systemic approaches to DFV and perpetrator interventions is evident in the findings across the whole research program, and is summarised in a synthesis paper published shortly after this reporting period.

Alongside this work, the last 12 months have seen us publish 68 reports, papers and resources; deliver 10 face-to-face knowledge translation and exchange activities in five states and territories; initiate and implement a podcast and webinar series; and plan two conferences. This has been achieved as the team welcomed new members and processes to guide the publication, translation and dissemination of the large body of work. It was made possible because of their expertise and skills and, importantly, the strong collegiate and cohesive “can do” team spirit displayed in the face of both the enormity of the initial task and the challenges of working remotely once COVID-19 was upon us. The team did not miss a beat in moving to the online delivery of knowledge translation and engagement activities. This included building new strategic partnerships with researchers and panellists over the course of delivering 13 webinars in just four months, resulting in unprecedented numbers of participants engaging with ANROWS research. Alongside this work, we made nine submissions to a range of inquiries, putting our evidence directly into the hands of policymakers and practice designers. This reporting period also saw us design an impact analysis system that we will use to better gauge the impact of ANROWS's work as we commence the final two-year Core grant period for ANROWS under the current National Plan.

Publications

ANROWS publishes peer-reviewed and professionally edited, proofed and designed publications and resources which are open access and made available on our website and the National Library.

ANROWS research projects see the production of a research report, a research to policy and practice paper and a knowledge translation and exchange product or activity. In this financial year we produced 49 publications (research reports, research to policy and practice papers, insights and special collections) and 21 additional resources (such as practice guides and fact sheets).

Our dissemination is working. Ninety percent of respondents to the stakeholder survey had read an ANROWS publication in the last 12 months, while 70 percent of stakeholder survey respondents reported that they or their organisation had used ANROWS's research to inform policies or practices. One respondent noted:

“The research from ANROWS was useful when compiling research into intimate partner violence for coronial reviews, as it was Australian-based and contemporary.”

Knowledge translation and exchange activities

Our program of activities is an important facet of disseminating research findings and supporting the uptake of evidence.

The activities are designed to unpack research findings and recommendations and connect them to users of the evidence in discussions about how they might work in practice settings. Prior to COVID-19, ANROWS undertook a variety of face-to-face activities with different formats (with format dependent on goals and desired outcomes), such as workshops, CPD-accredited seminars, roundtables, launches and panel discussions. These activities covered topics ranging from community-based approaches to sexual offender reintegration, to the relationship between trauma and Aboriginal women's incarceration, to engaging men who use violence, to adolescents who use violence in the home, to domestic and family

violence-related homicide. Through these events we reached over 700 stakeholders, and many more were reached through the subsequent distribution of recordings or materials from the events.

ANROWS launched a webinar series that coincided with the onset of COVID-19-related restrictions and responded to the resulting need to make changes to the upcoming activity program. The webinar program has become central to ANROWS's knowledge dissemination, and we successfully expanded the program in response to the pandemic. In an environment of rapidly proliferating online offerings, the ANROWS webinar program attracted over 7000 registrations and close to 4300 live viewers over a series of 13 webinars.

Across these face-to-face and online offerings, ANROWS brings together policymakers, practice designers and practitioners from across the system. Drawing upon the expertise of participants from services including child services, communities and families, housing, justice and legal, health, mental health, and immigrant and refugee support; Aboriginal and Torres Strait Islander peoples; culturally and linguistically diverse communities; people with disability; and those who work with perpetrators, we highlight the importance of an integrated, systemic response to violence against women.

ANROWS Library

The ANROWS Library provides open access to a collection of 9972 research papers, reports and other resources relevant to reducing the incidence and impact of violence against women and their children. This online catalogue includes references from scholarly and practice-based reports, books, journal articles, conference papers and presentations, book chapters, DVDs and kits. In this reporting period, 757 new items were added to the system. A new library system is now in use with additional functionalities, such as topic lists and a document request service to more effectively meet the needs of ANROWS's stakeholders. The ANROWS Library sits alongside the RARR and helps to inform the ANRA. The Library and the information services offered within it are an essential mechanism in supporting the dissemination of research evidence on violence against women by increasing stakeholder access to a broad evidence base.

WorkUP Queensland

In May 2019, ANROWS partnered with the Aboriginal and Torres Strait Islander Healing Foundation to deliver WorkUP Queensland, a workforce capacity- and capability-building service for the sexual violence, domestic and family violence, and women's health and wellbeing sector. The service, funded by the Queensland Government, is the first comprehensive workforce planning and implementation exercise to be undertaken for this sector in Queensland. WorkUP Queensland brings together the Healing Foundation's leadership and strong connection to Aboriginal and Torres Strait Islander cultures and healing with the expertise of ANROWS in facilitating evidence-based policy and practice.

WorkUP Queensland has supported the translation of knowledge into practice through the establishment of practice studios. Practice studios implement emerging research and evidence in real-life settings, generating valuable knowledge about what it takes to bridge the research-to-practice gap. WorkUP Queensland supported current workers by providing 62 professional development opportunities across the state which attracted 1134 registrations on topics such as maintaining wellbeing and reproductive coercion and contraception.

ANROWS National Research Conference

The ANROWS National Research Conference, "Evidence in Action", is an important opportunity to support the uptake of evidence, bringing together policymakers, practitioners, researchers and survivor advocates to discuss how evidence is being applied in policy and practice to reduce violence against women and their children.

Prior to postponement due to COVID-19, ANROWS had developed a comprehensive conference program for the third National Research Conference reflecting an exploration of ideas of impact, including what works for whom and in what circumstances, and how the sector knows an initiative has been effective. We received 82 abstract submissions with diverse themes and subsequently secured 56 speakers and facilitators and more than 206 registrations. Work commenced in this reporting period to deliver an online conference in March 2021.

Communications

Over the course of this year, ANROWS's media presence increased significantly. We worked with more than 80 journalists to place interviews and quotes from Dr Nancarrow in print, radio and television, appearing in diverse outlets such as ABC News, the *Australian*, and the *Washington Post*. Between appearances, we worked behind the scenes to respond to regular media requests for statistics, context and deeper information on a range of issues, from boys' consent education to prevalence rates and the unique dynamics of violence against women in CALD communities. This work involved synthesising evidence from our own research base with the broader literature to provide leadership and comment on current events, policy and practice, while ensuring accurate representation of the facts. There was particular interest in the findings of reports concerned with violence in LGBTQ communities, as well as the experiences of violence of women with disability and those with mental health needs.

ANROWS maintains a direct and daily connection to stakeholders, partners and the general public through social media. Our Twitter presence has strengthened, seeing an increase in followers of 1220, or 27 percent, on last year, and we also established an active LinkedIn presence, growing our network of professional and organisational relationships. As we moved into 2020, our fortnightly bulletin *Notepad* provided a crucial outlet for guiding the sector in an evidence-based response to two significant threats to women's safety: the Black Summer bushfires and the COVID-19 pandemic. *Notepad* provided a space for the delivery of specialist resources and information, with proven utility that saw our audience grow at a faster rate than we have seen before, reaching 5435 subscribers (up 13.8% on last year) by the end of June.

Knowledge translation and exchange in action

The “[Domestic violence, social security and the couple rule](#)” project explored the experiences of women who appealed Centrelink decisions about whether they should be treated as a single person or as a member of a couple. Centrelink’s “couple rule” can cause difficulty for women experiencing domestic violence. For example, individuals are expected to advise Centrelink when they become partnered or separated, however, it is common for women experiencing violence to make multiple attempts to leave, and so the date at which they separate will not necessarily be clear-cut. People who receive payment at the single rate but are found by Centrelink to be a member of a couple may be ineligible to receive further payments once the means test is applied jointly. Worse, they may find themselves in debt for overpayments received and may be criminally prosecuted for fraud.

Analysing Administrative Appeals Tribunal (AAT) decisions between 1992 and 2016, the study found little evidence that AAT decision-makers understood the dynamics of domestic violence or took it into account when making their decisions. ANROWS launched this research with a panel discussion held via webinar in July 2019—the first in ANROWS’s increasingly popular webinar series. ANROWS also worked with the researchers and with the National Social Security Rights Network (NSSRN) to develop advice to policymakers on implementing recommendations from this report and from NSSRN’s recent report, *How well does Australia’s social security system support victims of family and domestic violence?*

In July 2019 the NSSRN invited ANROWS to join them at a meeting with the registrar and several directors at the AAT. ANROWS and NSSRN jointly participated in the Department of Human Services Family and Domestic Violence Design Hub Session, a consultation about the department’s next DFV strategy, to jointly highlight the recommendations of both research reports. In 2020, NSSRN (now rebranded as Economic Justice Australia [EJA]) was invited to review a draft online training module on DFV for all AAT staff, and invited ANROWS to contribute to this process. Through EJA, ANROWS was also invited to work with AAT to develop a tailored training module for AAT decision-makers about how a nuanced understanding of DFV can be incorporated into AAT decisions. This important outcome is the result of strong relationships cultivated—and maintained—with allies and key end users of the research.

“

Through Economic Justice Australia, ANROWS was also invited to work with the Administrative Appeals Tribunal (AAT) to develop a tailored training module for AAT decision-makers about how a nuanced understanding of DFV can be incorporated into AAT decisions.

Governance and financial accounts



Overview:

Director, Strategic Operations
Susan (Sue) Innes-Brown

2019–20 was certainly a very busy and rewarding, yet challenging, year. ANROWS's staffing requirements grew significantly throughout the period to reflect additional projects. During this reporting period, the Core grant (Australian Government and state and territory government-funded), Perpetrator Interventions Research Stream (Australian Government Department of Social Services-funded), Building Workforce Capacity—Perpetrator Package (Australian Government Department of Social Services-funded) and the Culturally and Linguistically Diverse (CALD) Projects with Action Research (Australian Government Department of Social Services-funded) were finalised with some minor knowledge dissemination activities to be undertaken in 2020–21 as a direct result of COVID-19 restrictions. Transitioning the workforce from office-based to remote overnight was not without its challenges. All ANROWS staff took the unprecedented changes in their stride, with patience and good humor.

ANROWS received funding and commenced work on the 4AP and the NCAS. Both projects are funded by the Australian Government Department of Social Services. The ANROWS NCAS Melbourne office was also relocated from Melbourne to Sydney for the commencement of the 2019–2022 project. In the final months of this reporting period, ANROWS received advice of funding for the next two years for the Core grant which sees the conclusion of the final phase of the current National Plan. ANROWS delivered on all of its statutory reporting obligations and reporting requirements under the individual grant funding conditions. The information below outlines how ANROWS has addressed our fourth strategic objective: be an efficient, effective and accountable organisation across this reporting period.

Governance

Company structure

ANROWS is a public company, limited by guarantee. The Company members are the Commonwealth and each of the states and territories whose powers are exercised by ex officio nominated representatives or their proxies. ANROWS is governed by a Board of Directors, which includes five independent directors, one Commonwealth Government director and three state government directors. The company structure is illustrated in Figure 1. Information on the Board of Directors and management can be found on pages 12–14.

ANROWS’s operating model

Our operating model, designed to efficiently achieve our strategic goals, is structured around three core intersecting functions, shown below.

Staff structure

In line with the operating model, the staff structure funded by the Core grant (see page 41 for more information) is organised to support ANROWS’s core functions: knowledge production, knowledge translation and exchange, and leadership.

A list of ANROWS staff can be found in the Acknowledgements section at the end of this report.

Charity status

ANROWS is a registered harm prevention charity and deductible gift recipient (DGR). Accordingly, ANROWS has established the Research Fund to Reduce Violence against Women and their Children, which attracted \$6481.55 in donations during the reporting period. Tax-deductible donations to the Research Fund to Reduce Violence against Women and their Children can be made via the [ANROWS website](#).

Other donations included one regular payroll deduction and several one-off donations.



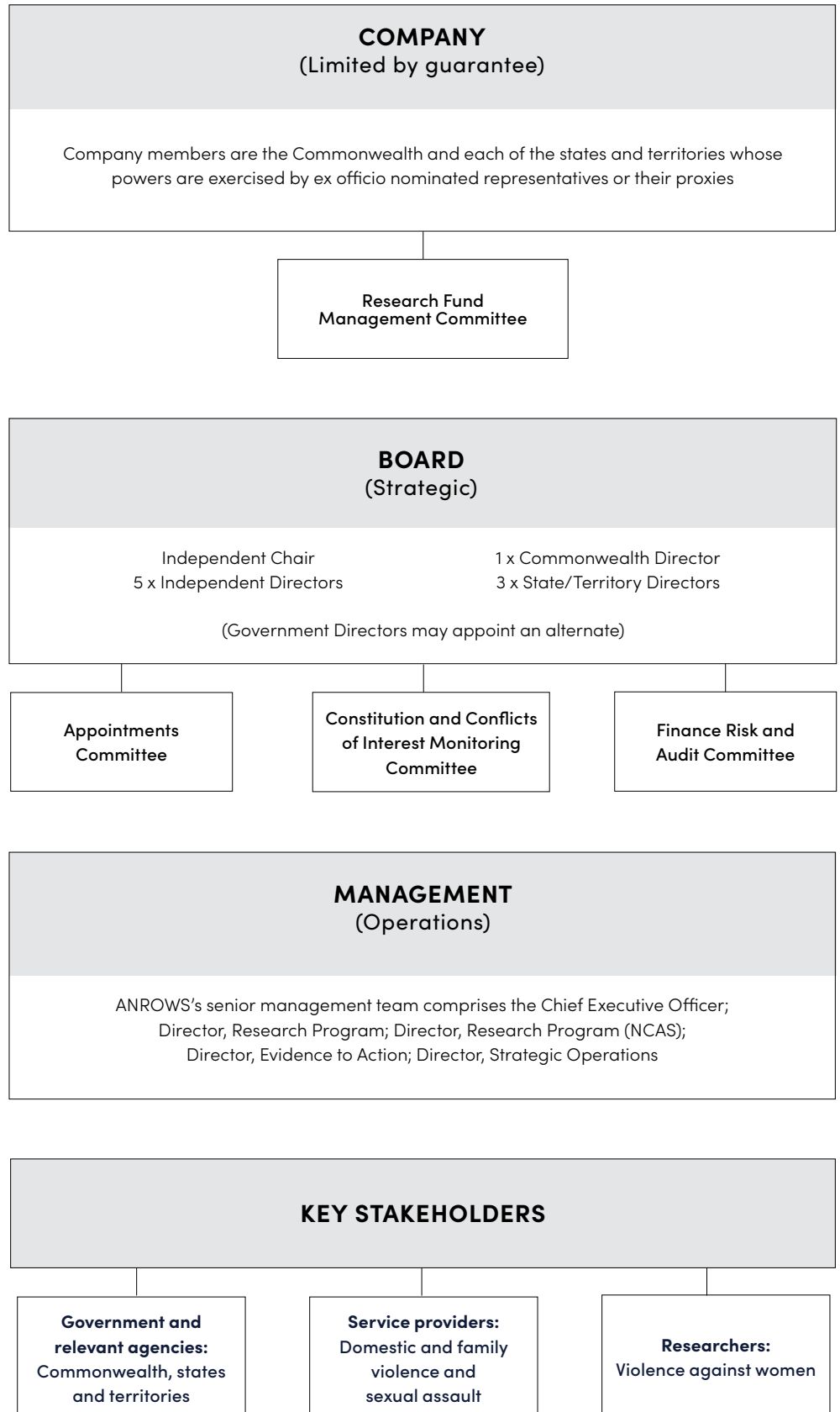
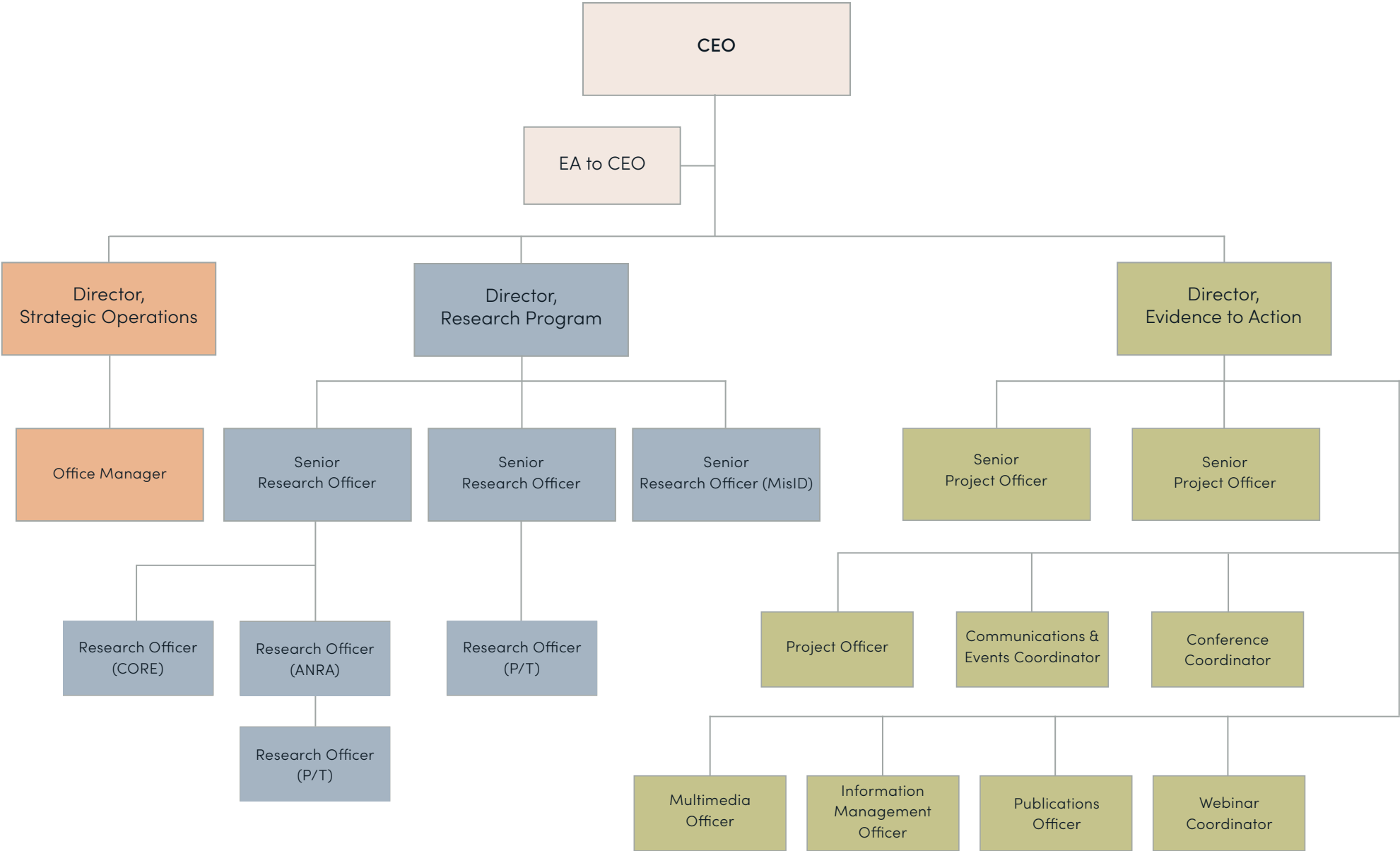
FIGURE 1 Company structure

FIGURE 2 ANROWS Core grant staff structure





Financial accounts

ANROWS is a not-for-profit independent national research organisation. Funding is delivered through research grants, direct funding for various projects and tax-deductible donations to the Research Fund to Reduce Violence against Women and their Children (see page 26 for more information about the ANROWS Research Fund).

ANROWS Core grant

ANROWS's Core grant funding of \$13.6 million (\$3.4 million per annum over four years [2016–20]) was provided on a per capita, cost-share basis by the Commonwealth and all state and territory governments, via a memorandum of understanding between the Commonwealth and the jurisdictions under the National Plan. Core grant budget allocation is in line with ANROWS's operating model (see page 38), plus organisational costs (Board, office management etc.). Over the life of the four-year Core grant period, knowledge production is allocated the largest proportion of Core grant funds (approximately 48%). This includes 22 percent for funding of ANROWS external research grants and 26 percent for internal knowledge production activities (e.g. scoping research priorities, project and quality management, contract negotiation, peer review processes). Corporate overheads (such as rent, utilities, cleaning and technology) are distributed across the four functional areas. Due to fluctuation over the four-year period in external research grant activity, the allocation varies considerably from year to year.

Information on the projects delivered under the Core grant can be found on page 25.

In addition to the jointly funded Core grant, ANROWS receives grant funds from individual jurisdictions for various projects, outlined below.

Perpetrator Interventions Research Stream

The Australian Government Department of Social Services provided funding of \$3 million (ex. GST) to undertake a stream of research on perpetrator interventions to support the implementation of the NOSPI developed by the Commonwealth, states and territories through the Council of Australian Governments. The PIRS was primarily a competitive ANROWS research grants round (opened in 2016). Additional elements of the research stream included two state of knowledge papers (produced in-house by ANROWS in 2015), two knowledge transfer activities over the course of the research stream, and a special collection in the ANROWS Resources Database. The research stream concluded at the end of the financial year. See page 25 for information on the research stream and the projects delivered during the reporting period.

Building Workforce Capacity—Perpetrator Package

The Australian Government Department of Social Services provided \$429,179 (ex. GST) in additional Core grant funding in April 2018 to support another three projects under the PIRS. See page 25 for information on the projects funded through the Building Workforce Capacity—Perpetrator Package.

National Community Attitudes towards Violence against Women Survey (NCAS)

Following publication in 2018 and 2019 of the results from the 2017 NCAS, the Australian Government Department of Social Services has provided funding of \$4.3 million (ex. GST) for ANROWS to conduct the next wave of the NCAS in 2021. The Commonwealth funding includes provision to extend the NCAS Research Program to conduct two qualitative research studies to further investigate two key areas of concern identified from the 2017 NCAS results.

The Culturally and Linguistically Diverse Projects with Action Research initiative

The Australian Government Department of Social Services provided funding of \$438,461 (ex. GST) to support 26 community-based projects across Australia to take an action research approach to evaluating participants' work in prevention and creating safer pathways to crisis and support services for culturally and linguistically diverse communities. The initiative concluded during the reporting period. More information on the initiative can be found on page 26.

Free from Violence monitoring and evaluation survey instruments, resources and capacity-building activities

ANROWS, in partnership with the University of Melbourne and the Social Research Centre, was contracted by the Victorian Department of Premier and Cabinet to support strengthening the monitoring and evaluation of primary prevention projects funded under the Victorian Free from Violence First Action Plan (2018–21). This project, worth \$587,645 (ex. GST), involved development of a validated and standardised evaluation survey instrument, along with the provision of monitoring and evaluation capacity-building support to the funded projects. The contract was extended to deliver a second phase focused on ongoing monitoring and evaluation support and a synthesis of participating projects' evaluation reports. An additional budget of \$90,095 (ex. GST) was provided. This work will be completed in December 2020.

Evaluation of the Free from Violence Local Government Grants Program

The Municipal Association of Victoria and the Office for Women, Victorian Department of Premier and Cabinet contracted ANROWS to provide evaluation capacity-building to support 35 councils across Victoria funded under the Free from Violence Local Government Grants Program. Using a budget of \$48,047 (ex. GST), the project

also involved synthesising the council evaluation reports and evaluating the role of the Municipal Association of Victoria in supporting councils to undertake primary prevention of family violence in their workplaces and communities.

Action research evaluation of the 1800RESPECT Disability Referral Pathways Project

ANROWS was contracted by Medibank to conduct an independent action research evaluation of the 1800RESPECT Disability Referral Pathways Project. By the end of the reporting period, four interim reports were delivered to Medibank detailing preliminary findings from the evaluation for each component of the project. The project was worth \$252,243 (ex. GST).



Financial statements

Australia’s National Research Organisation for Women’s Safety Limited
Directors’ report

30 June 2020

The directors present their report, together with the financial statements, on the company for the year ended 30 June 2020.

DIRECTORS

The following persons were directors of the company during the whole of the financial year and up to the date of this report, unless otherwise stated:

Ms Sam Mostyn	Independent Chair (appointed 20 April 2018)
Professor Dawn Bessarab	Independent Director (appointed August 2019)
Mr Giuseppe (Pino) Migliorino AM	Independent Director (term ended 3 March 2020)
Ms Liza Balmer	Independent Director
Mr Edward Mosby	Independent Director
Professor Jennifer Morgan	Independent Director (appointed 23 November 2018)
Ms Jacqueline Fitzgerald	NSW Director (appointed 22 February 2019)
Ms Fiona Mort	South Australia Director (appointed 22 February 2019)
Ms Helen Nys	Western Australia Director (appointed 22 February 2019)
Ms Chantelle Stratford	Commonwealth Director (appointed 23 November 2018)

PRINCIPAL ACTIVITIES

The principal activity of Australia’s National Research Organisation for Women’s Safety Limited (‘ANROWS’) during the financial year was the promotion of the prevention or control of human behaviour that is harmful or abusive to human beings, specifically the reduction of violence against women and their children.

OBJECTIVES AND STRATEGY FOR ACHIEVING THE OBJECTIVES

The company’s short-term objectives are to:

- Continue implementation of ANROWS Research Program 2017-2020 (multiple research projects funded, commissioned and conducted producing translatable evidence).
- Ensure effective translation, dissemination, promotion and use of research findings to support evidence based policy and practice.
- Build, maintain and promote collaborative relationships with and between stakeholders.

The company’s long-term objectives are to:

- Maintain ANROWS’s position as an important entity that has an established public profile, is well connected with its stakeholders and delivers public value.

KEY PERFORMANCE MEASURES

Knowledge production

ANROWS's key knowledge production achievement in this reporting period was finalising two major streams of research—the Perpetrator Intervention Research Stream (PIRS) funded by the Department of Social Services and the Core Grant Research Stream funded by the Commonwealth, state and territory governments. We also commenced 8 projects funded through the Fourth Action Plan (4AP) (funded by the Commonwealth Department of Social Services and the development of a process for Australia's National Research Agenda (ANRA) 2020-2022).

During the reporting period we also saw the finalisation of the Australian Government Department of Social Services funded Culturally and Linguistically Diverse Projects with Action Research (CALD PAR) initiative. ANROWS assisted 26 Communities Leading Prevention and Safer Pathways for CALD Women grant recipients from across Australia to undertake an action research approach to evaluate their work in prevention and the creation of safer pathways to crisis and support services for CALD communities.

The National Community Attitudes towards Violence against Women Survey (NCAS) 2019-2022 also commenced. The NCAS is the world's longest running survey of community attitudes towards violence against women. The NCAS was last conducted in 2017 and is due to go into the field again in 2021. The program also includes two qualitative research projects (The "Young People's" and "Mistrust projects").

Information about each of the funded projects is available on the ANROWS website at <https://www.anrows.org.au/research>.

Knowledge translation and exchange

Knowledge translation and exchange is a central pillar of ANROWS's work. The Evidence to Action team synthesised and disseminated research, to support the take-up of evidence into policy and practice. ANROWS hosted knowledge translation activities including webinars, symposia, and roundtables, to drive the take-up of evidence into policy and practice. We maintained the relevance of its knowledge translation resources and activities by ongoing stakeholder engagement. We convened seminars and conferences, hosted joint initiatives with state and territory governments; and met quarterly with Australian and state and territory government policymakers through the National Plan Senior Officials network and with practitioners and service delivery managers through the ANROWS Practitioner Engagement Group.

ANROWS launched a webinar series that coincided with the onset of COVID-19-related restrictions and responded to the resulting need to make changes to the upcoming activity program. The webinar program has become central to ANROWS's knowledge dissemination, and we successfully expanded the program in response to the pandemic. In an environment of rapidly proliferating online offerings, the ANROWS webinar program attracted over 7000 registrations and close to 4300 live viewers over a series of 13 webinars.

Ninety percent of respondents to the stakeholder survey had read an ANROWS publication in the last 12 months, while 70 percent of stakeholder survey respondents reported that they or their organisation had used ANROWS's research to inform policies or practices. One respondent noted:

"The research from ANROWS was useful when compiling research into intimate partner violence for coronial reviews, as it was Australian-based and contemporary."

Leadership

The national leader in research into violence against women and their children

Throughout a tumultuous year, ANROWS has been the leading voice on violence against women and their children. As the principle source of expert advice on this complex issue, we have continued to inform the evidence base and shape the national conversation. As two natural disasters exacerbated the existing threats to women's safety, ANROWS stepped in to provide timely and considered advice to support decision-making. During the Black Summer bushfires, we synthesised the available evidence on gender-based violence and the impacts of natural disasters and bushfires, providing useful resources for policymakers and practitioners. When the COVID-19 pandemic emerged, we responded by monitoring, coordinating and disseminating emerging evidence on the impacts on women's safety.

ANROWS has similarly synthesised and disseminated evidence in a range of other forums. Our submissions to a number of national and state-based inquiries into mental health, disability, consent in relation to sexual offences, homicide, family law, and domestic, family and sexual violence, reflect the importance of understanding the impact of gender-based violence across the whole system. Working with the National Domestic and Family Violence Death Review Network, we developed a resource to deliver the findings of their ground-breaking report analysing the histories of domestic violence preceding intimate partner homicides. We brought international expertise into the debate around appropriate legal responses to domestic and family violence, engaging Professor Leigh Goodmark from the University of Maryland to explore alternative public policy approaches.

“[ANROWS] are the key source of relevant Australian research available in one place” – stakeholder survey respondent

MEMBERS GUARANTEE

Australia’s National Research Organisation for Women’s Safety Limited is a company limited by guarantee. If the company is wound up or dissolved, the constitution states that the amount that remains after such winding up or dissolution and the satisfaction of all debts and liabilities will be transferred to another organisation with similar objects and purposes which is not carried on for the profit or gain of its members as determined by the Members of the company. If the company is wound up, the constitution states that each member is required to contribute a maximum of 100 each towards meeting any outstanding and obligations of the company. At 30 June 2020 the number of members was 9 (2020: 9).

INFORMATION ON DIRECTORS

Name:	Ms Sam Mostyn
Title:	Independent Chair
Qualifications:	BA/LLB (Law and Political Science), Australian National University
Experience and expertise:	Chair of Citibank Australia Has held roles across the corporate, government, sports, arts, international development and civil society fields; from Reconciliation Australia, the National Mental Health Commission and as Chief of the Defence Force’s Women’s Advisory Group.
Special responsibilities:	Ex Officio Member of Finance Committee; Member of Appointments Committee; Member, Constitution and Conflicts of Interest Management (CCIM) Committee.
Name:	Professor Dawn Bessarab
Title:	Independent Director
Qualifications:	PhD (Curtin University); BSW (Curtin University) First Class Honours
Experience and expertise:	Dawn has a strong background in family and domestic violence, drug and alcohol having worked in the area of child protection for the last 20 years. She has taught and delivered workshops in the area of family violence and child abuse to Departmental workers and was a former founding director on the board of the Aboriginal Family Legal Service in Perth, an Aboriginal organisation that delivers legal services to Aboriginal women and children who are victims of family violence. Dawn has also been a former chair of Nadine Women’s Refuge in Perth that provides services for women and children escaping violence and is currently a secretary on the Langford Aboriginal Association committee which is an Aboriginal grass roots organisation providing services to the local Aboriginal community in Langford in the City of Gosnells, Western Australia.

Name:	Mr Giuseppe (Pino) Migliorino AM
Title:	Independent Director – term expired March 2020
Qualifications:	B.A., University of Sydney; Dip. Ed. (Secondary), Sydney Institute of Education
Experience and expertise:	Founder of Cultural Perspectives/Diverseworks. Founder of Culture and Indigenous Research Centre of Australia. Hon. President of Federation of Ethnic Communities Council of Australia and former Chairperson of the Federation of Ethnic Communities Council of Australia. Fellow of the Public Relations Institute of Australia.
Special responsibilities:	Chair, Finance Risk and Audit Committee
Name:	Ms Liza Balmer
Title:	Independent Director
Qualifications:	Bachelor of Applied Science, Masters of Public Health.
Experience and expertise:	Deputy CEO of the Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council (NPYWC), the Aboriginal Community Controlled NGO provider of human services in the remote tri state region of the NT, SA and WA. More than 20 years' experience at NPYWC, including foundation work on the award winning Child Nutrition Program in 1996, developing and implementing a model for child health services particularly focused on the prevention and intervention of Failure to Thrive in remote communities. More than 25 years of research, policy and extensive experience in service delivery & understanding of research and challenges in measuring effectiveness. A founding member of the small group established to develop the Mai Wiru Regional Stores Policy in 1998, which formed the basis of the Mai Wiru Regional Stores Council in 2009. Also represents NPYWC on various Boards and committees in the tri state region holding the position of Chairperson, NT Family and Children Services Advisory Council for 6 years. Member of the inaugural expert panel for the development of the National Framework for Protecting Australia's children in 2007.
Special responsibilities:	Member, Finance, Risk and Audit Committee
Name:	Mr Edward (Ed) Mosby
Title:	Independent Director
Qualifications:	Bachelor of Psychology, Central Queensland University
Experience and expertise:	Principal Psychologist Wakai Waian Healing. Expertise in working with Aboriginal and Torres Strait Islander men who use violence. Member of the Council of Australian Governments' Advisory Panel on Violence against Women. Member of the Queensland Government "Not Now, Not Ever" (Bryce Report on Domestic and Family Violence) Implementation Panel.
Special responsibilities:	Member, Finance Risk and Audit Committee
Name:	Professor Jennifer (Jenny) Morgan
Title:	Independent Director
Qualifications:	Bachelor of Arts (Hons) from the University of Sydney, an LLB from University of New South Wales and an LLM from Yale University

Experience and expertise:

Professor Morgan has been a member of the faculty at Melbourne Law School since 1988, and has taught Criminal Law, Anti-Discrimination Law, Feminist Legal Theory and the introductory law course in the JD, Legal Method and Reasoning. Jenny served as Dean of Melbourne Law School from July 2017 until January 2018. She has been a member of the Social Security Appeals Tribunal, a Commissioner with the Australian Law Reform Commission, on their Equality Before the Law inquiry, and a Hearing Commission with the Australian Law Reform Commission. She was a founding Director of the Victorian Sentencing Advisory Council and a consultant to the Victorian Law Reform Commission on their Homicide Law Reform reference.

Special responsibilities:

Member, Constitution and Conflicts of Interest Management (CCIM) Committee.

Name:

Ms Jacqueline (Jackie) Fitzgerald

Title:

NSW Director

Qualifications:

Bachelor of Science with Honours in Psychology, Master of Criminology (USYD).

Experience and expertise:

Ms Fitzgerald has worked in the field of criminology for more than twenty years. In recent years her work has focussed on government priorities to reducing domestic violence and reoffending, the increasing NSW prison population, the intractable issue of Aboriginal over-representation, oversight of the development of a criminal justice simulation model to model the impact of policy reforms and improving external access to criminal justice data and impactful data visualisations.

Special responsibilities:

Member, Finance, Risk and Audit Committee.

Name:

Ms Fiona Mort

Title:

South Australia Director

Qualifications:

Bachelor of Arts with Major in Psychology, Flinders University and Bachelor of Social Work University of South Australia.

Experience and expertise:

Ms Mort is the Director in the South Australian Office for Women involves leading the implementation of Committed to Safety – South Australia's framework for addressing domestic, family and sexual violence and the development of South Australia's Women Employment and Leadership Strategy. Fiona also leads South Australia's involvement in the implementation of the National Plan to Reduce Violence against Women and their Children and provides advice to the Premier's Council for Women.

Special responsibilities:

Member, Appointments Committee.

Name:

Ms Helen Nys

Title:

Western Australia Director

Qualifications:

Bachelor of Arts, Bachelor of Social Work, University of Western Australia.

Experience and expertise:

Assistant Director General, Policy and Service Design at the Department of Communities. Helen has extensive experience in operational service delivery and policy design in both Australia and the United Kingdom. For the past seven years Helen has worked in Executive roles at the Disability Services Commission where she was extensively involved in the negotiations regarding delivery of the National Disability Insurance Scheme. Prior to that Helen worked in the United Kingdom in Children's Services and Child Protection.

Special responsibilities:

Member, Appointments Committee.

Name:	Ms Chantelle Stratford
Title:	Commonwealth Director
Qualifications:	Master of Public Policy and Leadership.
Experience and expertise:	Ms Stratford oversees the Commonwealth's policy and program development for family and domestic violence, complex violence and sexual assault, and is responsible for the National Plan to Reduce Violence Against Women and their Children, a role she has held since August 2017.
Special responsibilities:	Member, Appointments Committee; Member, Constitution and Conflicts of Interest Management (CCIM) Committee.

MEETINGS OF DIRECTORS

The number of meetings of the company's Board of Directors ('the Board') and of each Board committee held during the year ended 30 June 2020, and the number of meetings attended by each director were:

	Full Board		Out of Session		FRAC	
	Attended	Held	Attended	Held	Attended	Held
Sam Mostyn	4	4	4	4	4	4
Professor Dawn Bessarab	4	4	2	1	-	-
Giuseppe (Pino) Migliorino AM	3	2	4	1	3	3
Liza Balmer	4	4	4	4	4	3
Edward (Ed) Mosby	4	4	4	4	4	3
Professor Jennifer Morgan	4	3	4	4	-	-
Jackie Fitzgerald	4	4	4	3	4	4
Fiona Mort	4	3	4	2	-	-
Helen Nys	4	2	4	2	-	-
Chantelle Stratford	4	4		4	-	-

	CCIM		AC	
	Attended	Held	Attended	Held
Sam Mostyn	2	2	2	2
Professor Jennifer Morgan	2	1	-	-
Fiona Mort	-	-	2	2
Helen Nys	-	-	2	-
Chantelle Stratford	2	1	2	2

Held: represents the number of meetings held during the time the director held office or was a member of the relevant committee.

Legend: FRAC – Finance, Risk and Audit Committee; CCIMC – Constitution Review and Conflict of Interest Management Committee; AC – Appointments Committee.

AUDITOR'S INDEPENDENCE DECLARATION

A copy of the auditor's independence declaration as required under Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012 is set out immediately after this directors' report.

This report is made in accordance with a resolution of directors.

On behalf of the directors

A handwritten signature in black ink, appearing to read 'Sam Mostyn', with a stylized flourish at the end.

Ms Sam Mostyn

Chair of the Board

30 October 2020

**LBW & Partners**

Chartered Accountants & Business Advisors
ABN 80 618 803 443

Office

Level 3, 845 Pacific Hwy, Chatswood NSW 2067

Postal address

PO Box 276, Chatswood NSW 2057

W www.lbw.com.au

E mail@lbw.com.au

P (02) 9411 4866

Partners

Rupa Dharmasiri

Alan M Perrott

George P Rochios

Mark W Willock

Australia's National Research Organisation for Woman's Safety Limited

ABN 67 162 349 171

Auditor's Independence Declaration to the Directors of Australia's National Research Organisation for Woman's Safety Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2020, there have been:

- (i) no contraventions of the auditor independence requirements as set out in Division 60 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.

Rupaninga Dharmasiri
Partner

LBW & Partners
Chartered Accountants
Level 3, 845 Pacific Highway
CHATSWOOD NSW 2067

Dated this 30th day of October 2020

Australia's National Research Organisation for Women's Safety Limited

Statement of profit or loss and other comprehensive income

For the year ended 30 June 2020

	Note	2020 \$	2019 \$
REVENUE	4	10,501,411	4,995,793
Interest revenue calculated using the effective interest method		110,176	142,496
EXPENSES			
External research grants		(3,987,300)	(1,001,996)
Employee benefits expense		(3,309,468)	(2,298,578)
Depreciation and amortisation expense		(407,423)	(15,515)
Contracts and agency temporary staff costs		(1,116,177)	(483,979)
Board remuneration and expenses		(70,723)	(74,065)
Event expenses		(90,290)	(42,092)
Rental expenses		-	(367,831)
Other expenses		(1,347,143)	(711,737)
Finance costs	5	(26,837)	-
Surplus before income tax expense		256,226	142,496
Income tax expense		-	-
Surplus after income tax expense for the year		256,226	142,496
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		256,226	142,496

The above statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

Australia's National Research Organisation for Women's Safety Limited

Statement of financial position

As at 30 June 2020

	Note	2020 \$	2019 \$
ASSETS			
Current assets			
Cash and cash equivalents	6	2,408,241	6,281,546
Trade and other receivables	7	504,977	38,890
Other	8	286,215	312,034
Total current assets		3,199,433	6,632,470
Non-current assets			
Property, plant and equipment		20,015	5,304
Right-of-use assets	9	352,220	-
Intangibles	10	43,589	60,749
Total non-current assets		415,824	66,053
Total assets		3,615,257	6,698,523
LIABILITIES			
Current liabilities			
Trade and other payables	11	237,330	209,944
Contract liabilities	12	1,644,286	-
Lease liabilities	13	367,949	-
Employee benefits		254,387	136,423
Grants received in advance		-	5,494,060
Total current liabilities		2,503,952	5,840,427
Non-current liabilities			
Employee benefits	14	22,455	25,472
Total non-current liabilities		22,455	25,472
Total liabilities		2,526,407	5,865,899
Net assets		1,088,850	832,624
EQUITY			
Retained surpluses		1,088,850	832,624
Total equity		1,088,850	832,624

The above statement of financial position should be read in conjunction with the accompanying notes

Australia's National Research Organisation for Women's Safety Limited

Statement of changes in equity

For the year ended 30 June 2020

	Retained profits \$	Total equity \$
Balance at 1 July 2018	690,128	690,128
Surplus after income tax expense for the year	142,496	142,496
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	142,496	142,496
Balance at 30 June 2019	832,624	832,624

	Retained profits \$	Total equity \$
Balance at 1 July 2019	832,624	832,624
Surplus after income tax expense for the year	256,226	256,226
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	256,226	256,226
Balance at 30 June 2020	1,088,850	1,088,850

The above statement of changes in equity should be read in conjunction with the accompanying notes

Australia's National Research Organisation for Women's Safety Limited

Statement of cash flows

For the year ended 30 June 2020

	Note	2020 \$	2019 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from grants and other income		6,907,964	6,428,680
Payments to suppliers and employees		(10,461,735)	(5,710,048)
Interest received		96,548	113,505
Interest and other finance costs paid		(26,837)	-
Net cash from/(used in) operating activities		(3,484,060)	832,137

CASH FLOWS FROM INVESTING ACTIVITIES

Payments for intangibles		-	(68,639)
Net cash used in investing activities		-	(68,639)

CASH FLOWS FROM FINANCING ACTIVITIES

Repayment of borrowings - leases		(389,245)	-
Net cash used in financing activities		(389,245)	-
Net increase/(decrease) in cash and cash equivalents		(3,873,305)	763,498
Cash and cash equivalents at the beginning of the financial year		6,281,546	5,518,048
Cash and cash equivalents at the end of the financial year	6	2,408,241	6,281,546

The above statement of cash flows should be read in conjunction with the accompanying notes

Australia's National Research Organisation for Women's Safety Limited

Notes to the financial statements

30 June 2020

NOTE 1. GENERAL INFORMATION

The financial statements cover Australia's National Research Organisation for Women's Safety Limited as an individual entity. The financial statements are presented in Australian dollars, which is Australia's National Research Organisation for Women's Safety Limited's functional and presentation currency.

Australia's National Research Organisation for Women's Safety Limited is a not-for-profit unlisted public company limited by guarantee. The company is registered with Australian Charities and Not-for-profits Commission as a charity.

The financial statements were authorised for issue, in accordance with a resolution of directors, on ____ October 2020.

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies adopted in the preparation of the financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

NEW OR AMENDED ACCOUNTING STANDARDS AND INTERPRETATIONS ADOPTED

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

The following Accounting Standards and Interpretations are most relevant to the company:

AASB 15 Revenue from Contracts with Customers

The company has adopted AASB 15 from 1 July 2019. The standard provides a single comprehensive model for revenue recognition. The core principle of the standard is that an entity shall recognise revenue to depict the transfer of promised goods or services to customers at an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The standard introduced a new contract-based revenue recognition model with a measurement approach that is based on an allocation of the transaction price. This is described further in the accounting policies below. Credit risk is presented separately as an expense rather than adjusted against revenue. Contracts with customers are presented in an entity's statement of financial position as a contract liability, a contract asset, or a receivable, depending on the relationship between the entity's performance and the customer's payment. Customer acquisition costs and costs to fulfil a contract can, subject to certain criteria, be capitalised as an asset and amortised over the contract period.

Financial statement impact of adoption of AASB 15:

The following table shows the impact of adopting AASB 15 on the company's financial statements for the year ended 30 June 2020.

	AASB 15 carrying amount per Statement of Financial Position	Reclassifications	Carrying amount prior to adoption of AASB 15
Current Liabilities			
Contract liabilities	1,644,286	1,644,286	1,644,286
Grants received in advance	-	(1,644,286)	(384,240)
		1,644,286	1,644,286

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

AASB 16 Leases

The company has adopted AASB 16 from 1 July 2019. The standard replaces AASB 117 'Leases' and for lessees eliminates the classifications of operating leases and finance leases. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the statement of financial position. Straight-line operating lease expense recognition is replaced with a depreciation charge for the right-of-use assets (included in operating costs) and an interest expense on the recognised lease liabilities (included in finance costs). In the earlier periods of the lease, the expenses associated with the lease under AASB 16 will be higher when compared to lease expenses under AASB 117. However, EBITDA (Earnings Before Interest, Tax, Depreciation and Amortisation) results improve as the operating expense is now replaced by interest expense and depreciation in profit or loss. For classification within the statement of cash flows, the interest portion is disclosed in operating activities and the principal portion of the lease payments are separately disclosed in financing activities. For lessor accounting, the standard does not substantially change how a lessor accounts for leases.

Financial statement impact of adoption of AASB 16:

The company has recognised right-of-use assets of \$736,460 and lease liabilities of \$736,460 at 1 July, 2019, for the office premises lease previously classified as operating leases. Operating lease commitments of \$803,830 as disclosed in 2019 financial statements have been discounted at the company's incremental borrowing rate to arrive at the value of right-of-use asset at 1 July 2019.

AASB 1058 Income of Not-for-Profit Entities

The company has adopted AASB 1058 from 1 July 2019. The standard replaces AASB 1004 'Contributions' in respect to income recognition requirements for not-for-profit entities. The timing of income recognition under AASB 1058 is dependent upon whether the transaction gives rise to a liability or other performance obligation at the time of receipt. Income under the standard is recognised where: an asset is received in a transaction, such as by way of grant, bequest or donation; there has either been no consideration transferred, or the consideration paid is significantly less than the asset's fair value; and where the intention is to principally enable the entity to further its objectives. For transfers of financial assets to the entity which enable it to acquire or construct a recognisable non-financial asset, the entity must recognise a liability amounting to the excess of the fair value of the transfer received over any related amounts recognised. Related amounts recognised may relate to contributions by owners, AASB 15 revenue or contract liability recognised, lease liabilities in accordance with AASB 16, financial instruments in accordance with AASB 9, or provisions in accordance with AASB 137. The liability is brought to account as income over the period in which the entity satisfies its performance obligation. If the transaction does not enable the entity to acquire or construct a recognisable non-financial asset to be controlled by the entity, then any excess of the initial carrying amount of the recognised asset over the related amounts is recognised as income immediately. Where the fair value of volunteer services received can be measured, a private sector not-for-profit entity can elect to recognise the value of those services as an asset where asset recognition criteria are met or otherwise recognise the value as an expense.

The adoption of AASB 1058 did not have any significant impact on the company's 2020 financial statements.

BASIS OF PREPARATION

These general purpose financial statements that have been prepared in accordance with Australian Accounting Standards-Reduced Disclosure Requirements of the Australian Accounting Standards Board ('AASB'), the Australian Charities and Not-for-profits Commission Act 2012, as appropriate for not-for-profit oriented entities. The company is a not-for-profit entity for the purposes of preparing financial statements.

Historical cost convention

The financial statements have been prepared under the historical cost convention.

Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 3.

REVENUE RECOGNITION

The company recognises revenue as follows:

Grants

For comparative period:

Grants are recognised at their fair value where there is a reasonable assurance that the grant will be received and all attached conditions will be complied with.

Non-reciprocal grant revenue is recognised in the profit or loss when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

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

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

The company receives non-reciprocal Contributions of assets from government and other parties for zero or a nominal value. These assets are recognised at fair value on the date of acquisition in the statement of financial position, with a corresponding amount of income recognised in profit or loss.

For current period:

The company's grant agreements are enforceable and contain sufficiently specific performance obligations. The revenue from these agreements is recognised when control of each performance obligations is satisfied. Each performance obligation is considered to ensure that the revenue recognition reflects the transfer of control. The performance obligations of the company's grants generally have continuous transfer of control over the life of the contract. The input methods being either costs or time incurred are deemed to be the most appropriate methods to reflect the transfer of benefit.

Interest

Interest revenue is recognised as interest accrues using the effective interest method. This is a method of calculating the amortised cost of a financial asset and allocating the interest income over the relevant period using the effective interest rate, which is the rate that exactly discounts estimated future cash receipts through the expected life of the financial asset to the net carrying amount of the financial asset.

Other revenue

Other revenue is recognised when it is received or when the right to receive payment is established.

INCOME TAX

As the company is a charity in terms of subsection 50-5 of the Income Tax Act 1997, as amended, it is exempt from paying income tax.

Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no

unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

CASH AND CASH EQUIVALENTS

Cash and cash equivalents includes cash on hand, deposits held at call with financial institutions, other short-term, highly liquid investments with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

RIGHT-OF-USE ASSETS

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

INTANGIBLE ASSETS

Website

Significant costs associated with the development of the revenue generating aspects of the website, including the capacity of placing orders, are deferred and amortised on a straight-line basis over the period of their expected benefit, being their finite life of 4 years.

TRADE AND OTHER PAYABLES

These amounts represent liabilities for goods and services provided to the company prior to the end of the financial year and which are unpaid. Due to their short-term nature they are measured at amortised cost and are not discounted. The amounts are unsecured and are usually paid within 30 days of recognition.

CONTRACT LIABILITIES

Contract liabilities represent the company's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the company recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the company has transferred the goods or services to the customer.

LEASE LIABILITIES

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the company's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably

certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

EMPLOYEE BENEFITS

Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

GOODS AND SERVICES TAX ('GST') AND OTHER SIMILAR TAXES

Revenues, expenses and assets are recognised net of the amount of associated GST, unless the GST incurred is not recoverable from the tax authority. In this case it is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the tax authority is included in other receivables or other payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to the tax authority, are presented as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable to, the tax authority.

ECONOMIC DEPENDENCE

The company is dependent on funding from the Commonwealth and all state and territory governments of Australia for the majority of its funding, the Commonwealth Department of Social Services being the major contributor. At the date of this report the directors have no reason to believe the governments, including the Department of Social Services, will not continue to support the company.

NOTE 3. CRITICAL ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates

in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

Coronavirus (COVID-19) pandemic

Judgement has been exercised in considering the impacts that the Coronavirus (COVID-19) pandemic has had, or may have, on the company based on known information. This consideration extends to the nature of the products and services offered, customers, supply chain, staffing and geographic regions in which the company operates. Other than as addressed in specific notes, there does not currently appear to be either any significant impact upon the financial statements or any significant uncertainties with respect to events or conditions which may impact the company unfavourably as at the reporting date or subsequently as a result of the Coronavirus (COVID-19) pandemic.

Grant income

For many of the grant agreements received, the determination of whether the contract includes sufficiently specific performance obligations was a significant judgement involving discussions with a number of parties at the company, review of the proposal documents prepared during the grant application phase and consideration of the terms and conditions. Grants received by the company have been accounted for under both AASB 15 based on the terms and conditions and decisions made. If this determination was changed then the revenue recognition pattern would be different from that recognised in these financial statements.

Australia's National Research Organisation for Women's Safety Limited

Notes to the financial statements

30 June 2020

NOTE 4. REVENUE

	Note	2020 \$	2019 \$
Revenue from contracts with customers			
Government grants		10,410,025	4,995,793
Other revenue			
Other revenue		91,386	-
Revenue		10,501,411	4,995,793

	Unspent at 1 July 2019	Amounts received 2019-2020	Adjustments	Revenue Recognised 2019-2020	Deferred Revenue 30 June 2020
Core Funding	2,272,652	3,400,000	18,196	5,241,654	449,194
Healing Foundation	26,695	255,595	-	134,574	147,716
1800 Respect Disability Pathways Evaluation Project	60,661	50,508	-	111,169	-
National Community Attitudes 2019-2022	799,904	500,000	-	1,290,685	9,219
Perpetrator Funding	1,350,835	12,017	-	1,354,510	8,342
DPC Free from Violence	447,795	139,850	-	497,551	90,094
NT RAMF	-	132,925	-	132,925	-
ARS CALD Communities	57,929	61,397	219	119,545	-
Respect Victoria (NCAS Sample Boost)	-	153,000	-	-	153,000
4th Action Plan	-	1,800,000	-	1,092,348	707,652
MVA	-	43,680	-	43,680	-
Perpetrator - BWC	363,295	-	-	363,295	-
QLD Government contribution (STACY)	60,000	-	-	-	60,000
Other	54,294	-	(7,136)	28,089	19,069
Total	5,494,060	6,548,972	11,279	10,410,025	1,644,286

NOTE 5. EXPENSES

	2020 \$	2019 \$
--	------------	------------

Surplus before income tax includes the following specific expenses:

Superannuation expense

Defined contribution superannuation expense	284,291	218,313
--	----------------	----------------

NOTE 6. CURRENT ASSETS - CASH AND CASH EQUIVALENTS

	2020 \$	2019 \$
Cash at bank and in hand	2,408,241	6,281,546

NOTE 7. CURRENT ASSETS - TRADE AND OTHER RECEIVABLES

	2020 \$	2019 \$
Trade receivables	181,038	-
Interest receivable	8,393	38,890
BAS receivable	315,546	-
	504,977	38,890

NOTE 8. CURRENT ASSETS - OTHER

	2020 \$	2019 \$
Prepayments	9,575	49,022
Term deposits	276,640	263,012
	286,215	312,034

Term deposits include an amount of \$254,902 (2019: \$254,902) held by the bank as security deposit for the performance on the lease of office premises.

NOTE 9. NON-CURRENT ASSETS - RIGHT-OF-USE ASSETS

	2020 \$	2019 \$
Buildings - right-of-use	736,460	-
Less: Accumulated depreciation	(384,240)	-
	352,220	-

The company leases a building for its office on a lease agreement expiring in June 2021.

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	\$	Total \$
Balance at 1 July 2019	-	-
Recognition on adoption of AASB 16 at 1 July 2019	736,460	736,460
Depreciation expense	(384,240)	(384,240)
Balance at 30 June 2020	352,220	352,220

NOTE 10. NON-CURRENT ASSETS - INTANGIBLES

	2020 \$	2019 \$
Website development- at cost	150,349	150,349
Less: Accumulated amortisation	(106,760)	(89,600)
	43,589	60,749

Reconciliations

Reconciliations of the written down values at the beginning and end of the current financial year are set out below:

	Website development \$
Balance at 1 July 2019	60,749
Amortisation expense	(17,160)
Balance at 30 June 2020	43,589

NOTE 11. CURRENT LIABILITIES - TRADE AND OTHER PAYABLES

	2020 \$	2019 \$
Trade payables	233,279	146,000
GST payable	-	55,810
Income received in advance	4,051	8,134
	237,330	209,944

NOTE 12. CURRENT LIABILITIES - CONTRACT LIABILITIES

	2020 \$	2019 \$
Contract liabilities	1,644,286	-

NOTE 13. CURRENT LIABILITIES - LEASE LIABILITIES

	2020 \$	2019 \$
Lease liability	367,949	-

NOTE 14. NON-CURRENT LIABILITIES - EMPLOYEE BENEFITS

	2020 \$	2019 \$
Long service leave	22,455	25,472

NOTE 15. KEY MANAGEMENT PERSONNEL DISCLOSURES**Compensation**

The aggregate compensation made to directors and other members of key management personnel of the company is set out below:

	2020 \$	2019 \$
Aggregate compensation	264,134	269,170

NOTE 16. CONTINGENCIES

In accordance with the executed Funding Agreement, the Commonwealth and States and Territories have agreed to provide funds in an amount which will enable ANROWS to cover its operating costs and committed research grants in future. As at the date of this report the Directors have no reason to believe that the Commonwealth will not provide all of that funding.

NOTE 17. COMMITMENTS

	2020 \$	2019 \$
--	------------	------------

Lease commitments - operating

Committed at the reporting date but not recognised as liabilities, payable

Within one year	-	425,471
One to five years	-	378,359
	-	803,830

Operating lease commitments include contracted amounts for office premises under non-cancellable operating lease expiring in June 2021. This lease has been accounted for under AASB 16 effective 1 July 2019.

NOTE 18. RELATED PARTY TRANSACTIONS

Key management personnel

Disclosures relating to key management personnel are set out in note 15.

Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

Loans to/from related parties

There were no loans to or from related parties at the current and previous reporting date.

NOTE 19. EVENTS AFTER THE REPORTING PERIOD

[IMPACT OF COVID-19 TBC]

No other matter or circumstance has arisen since 30 June 2020 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

Australia's National Research Organisation for Women's Safety Limited

Directors' declaration

30 June 2020

In the directors' opinion:

- the attached financial statements and notes comply with the Australian Charities and Not-for-profits Commission Act 2012, the Australian Accounting Standards – Reduced Disclosure Requirements and other mandatory professional reporting requirements;
- the attached financial statements and notes give a true and fair view of the company's financial position as at 30 June 2020 and of its performance for the financial year ended on that date; and
- there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.

On behalf of the directors



Ms Sam Mostyn

Chair of the Board

30 October 2020

**LBW & Partners**

Chartered Accountants & Business Advisors
ABN 80 618 803 443

Office

Level 3, 845 Pacific Hwy, Chatswood NSW 2067

Postal address

PO Box 276, Chatswood NSW 2057

W www.lbw.com.au

E mail@lbw.com.au

P (02) 9411 4866

Partners

Rupa Dharmasiri

Alan M Perrott

George P Rochios

Mark W Willock

Australia's National Research Organisation for Women's Safety Limited

A BN: 67 162 349 171

Independent Auditor's Report to the members of Australia's National Research Organisation for Women's Safety Limited

Opinion

We have audited the accompanying financial report of Australia's National Research Organisation for Women's Safety Limited (the Company), which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the 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 accompanying financial report of the Company is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- giving a true and fair view of the Company's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- complying with *Australian Accounting Standards – Reduced Disclosure Requirements*, and the 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 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 ethical 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.

Responsibilities of Directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with the *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 necessary to enable the preparation of a financial report that gives a true and fair view and 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 intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

The directors are responsible for overseeing the Company's financial reporting process.



Australia's National Research Organisation for Women's Safety Limited

ABN: 67 162 349 171

Independent Auditor's Report to the members of Australia's National Research Organisation for Women's Safety Limited

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.

A further description of our responsibilities for the audit of the financial report is located in the auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Rupaninga Dharmasiri
Partner

LBW & Partners
Chartered Accountants
Level 3, 845 Pacific Highway
CHATSWOOD NSW 2067

Dated this 30th day of October 2020

Acknowledgments



Acknowledgements

ANROWS gratefully acknowledges the financial and other support it receives from the Australian Government and all state and territory governments, without which this work would not be possible. Findings and views published by ANROWS cannot be attributed to the Australian Government or any state or territory government.

ANROWS acknowledges the following ministers for their support during the reporting period:

The Hon. Senator Marise Payne

Minister for Women, Commonwealth

The Hon. Anne Ruston MP

Minister for Families and Social Services, Commonwealth

The Hon. Michele Landry MP

Assistant Minister for Children and Families, Commonwealth

Deputy Chief Minister Yvette Berry MLA

Minister for Women and Minister for the Prevention of Domestic and Family Violence, Australian Capital Territory

The Hon. Mark Speakman MP

Minister for the Prevention of Domestic Violence, New South Wales

The Hon. Bronnie Taylor MP

Minister for Mental Health, Regional Youth and Women,
New South Wales

The Hon. Dianne Farmer MP

Minister for Child Safety, Youth and Women and Minister for
the Prevention of Domestic and Family Violence, Queensland

The Hon. Michelle Lensink MLC

Minister for Human Services, South Australia

The Hon. Sarah Courtney MP

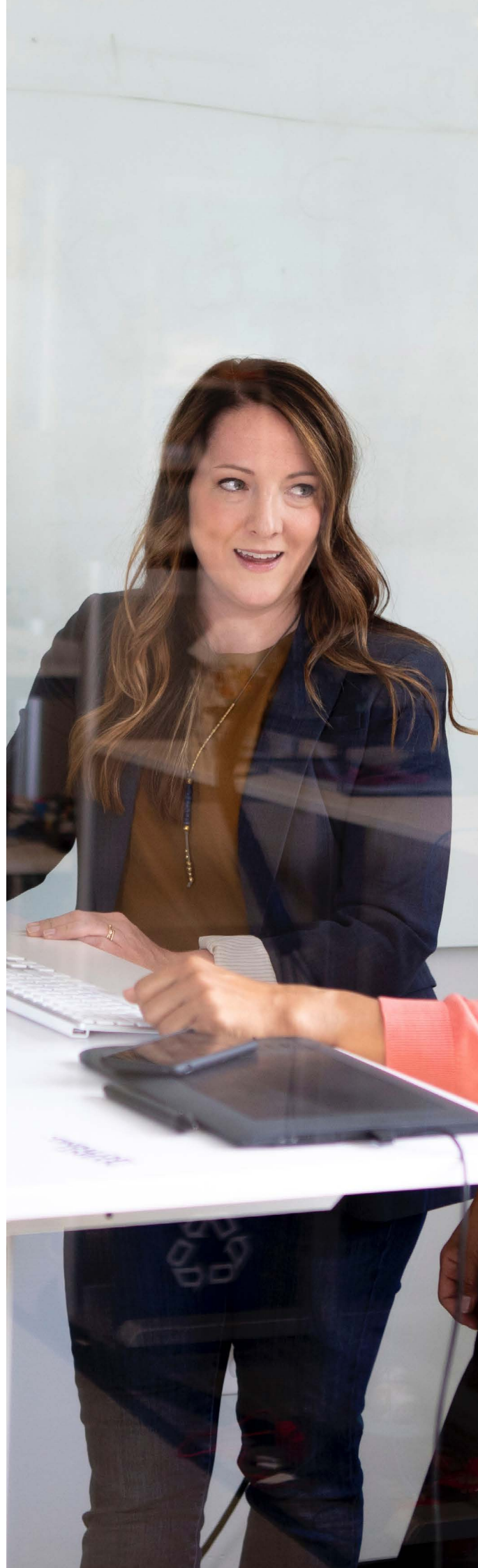
Minister for Women, Tasmania

The Hon. Gabrielle Williams MP

Minister for Women and Minister for the Prevention of Family
Violence, Victoria

The Hon. Simone McGurk MLC

Minister for Child Protection, Women's Interests, Prevention
of Family and Domestic Violence and Community Services,
Western Australia



ANROWS staff 2019–20 (alphabetical order)¹**Tamsin Angus-Leppan**

Research Officer (4AP)

Terri Atkins

Executive Assistant

Charlotte Bell

Research Officer

Francy Bulic

Senior Research Officer (4AP)

Erin Carlisle

Senior Research Officer (NCAS)

Heather Champion

Media and Communications Coordinator

Cassandra Dawes

Research Officer

Rebecca Goodbourn

Acting Senior Project Officer

Theresa Kellett

Senior Project Officer (WorkUP Queensland)

Celeste KoensProject Officer (Evaluation/
Local Government Toolkit Evaluation)**Maria Koleth**

Research Officer (CALD PAR)

Cristina Lee

Information Management Officer

Virginia Mapedzahama

Senior Research Officer

Jackie McMillan

Project Officer

Kate Minter

Senior Research Officer (NCAS)

Tanya Modini

Senior Research Officer (PMINOP [Casual])

Grace O'Malley

Office Manager

Chloe Parton

Senior Research Officer (Maternity leave)

Rachel Pow

Project Officer (Webinars)

Erica Powell

Project Officer (ANROWS Conference)

Valerie Ringland

Senior Research Officer

Megan Rose

Research Officer (4AP)

Nina Serova

Research Officer (1800RESPECT/CALD PAR)

Eleanor Shepherd

Multimedia Officer

Jennifer Sijnja

Publications Officer

Helen Sowe

Senior Project Officer

Kate Thomas

Senior Research Officer (PMINOP)

Barbara K Trojanowska

Research Officer

**Staff (including project staff) who left
ANROWS during the reporting period****Sharni Chan**

Senior Research Officer

Kylie Reynolds

Proofreader

Rachael Burgin

Senior Research Officer (NCAS [Casual])

¹ Members of the Senior Management Team are listed on page 14.

© ANROWS 2020

Published by

Australia's National Research Organisation for Women's Safety Limited (ANROWS)
PO Box Q389, Queen Victoria Building, NSW 1230 | www.anrows.org.au | Phone +61 2 8374 4000
ABN 67 162 349 171

Creative Commons Licence

Attribution-Non Commercial

This licence lets others distribute, remix and build upon the work, but only if it is for non-commercial purposes and they credit the original creator/s (and any other nominated parties). They do not have to license their Derivative Works on the same terms.
Version 3.0 (CC Australia ported licence): View CC BY-NC Australia Licence Deed | View CC BY-NC 3.0 Australia Legal Code
Version 4.0 (international licence): View CC BY-NC 4.0 Licence Deed | View CC BY-NC 4.0 Legal Code

Please note that there is the potential for minor revisions of this report.
Please check the online version at www.anrows.org.au for any amendment.



ANROWS

AUSTRALIA'S NATIONAL RESEARCH
ORGANISATION FOR WOMEN'S SAFETY
to Reduce Violence against Women & their Children