

AUSTRALIA'S NATIONAL RESEARCH
ORGANISATION FOR WOMEN'S SAFETY

Annual report

1 JULY 2018 – 30 JUNE 2019

ANROWS

AUSTRALIA'S NATIONAL RESEARCH
ORGANISATION FOR WOMEN'S SAFETY

to Reduce Violence against Women & their Children

ANROWS acknowledgement

Australia's National Research Organisation for Women's Safety Limited (ANROWS) gratefully acknowledges the financial and other support it receives from the Commonwealth Government and all Australian state and territory governments, without which its work would not be possible. Findings and views published by ANROWS cannot be attributed to the Commonwealth 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.

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Chair's report

On behalf of the ANROWS board, I am pleased to introduce the 2018–2019 Annual Report.

It has been a busy and productive year for ANROWS, marked by the growth of our organisation as we face the profound challenges posed by the continuing high rates of sexual, domestic and family violence and femicide across Australia. Our research shows, however, there is reason for hope: the results of the 2017 National Community Attitudes towards Violence against Women Survey (NCAS), led by ANROWS, points to continuing improvements in Australians' knowledge about violence against women, and in attitudes towards violence against women and gender equality, overall.

We face these challenges with a skilled and dedicated team of staff and board directors. It has been a year of change and renewal for the board with us farewelling and welcoming a number of directors.

Melanie Heenan, who joined the board in 2014 and served two terms, retired to take up a senior position in the Victorian public service. Mel brought exceptional insights and skills to the board, particularly in relation to her expertise in violence against women research, over many years. She was also a member of the National Council to Reduce Violence against Women and their Children (2008–09) which produced *Time for Action: the blueprint for the National Plan to Reduce Violence against Women and their Children 2010–2022*. It was this work that imagined the establishment of a National Centre of Excellence to Reduce Violence against Women, now ANROWS. I would like to thank Mel for her significant commitment to our work.

Replacing Melanie is Professor Jenny Morgan, who was appointed to the board in November 2018. Jenny is a professor at the Law School at the University of Melbourne, and has extensive experience in violence against women research. Jenny was engaged with ANROWS prior to appointment to the board, through her membership of the 2017 NCAS expert panel, and was a co-author of the main report.

We also welcomed a new Commonwealth director to the board when Chantelle Stratford replaced Cath Halbert, who retired from her position as Group Manager of the Families and Communities Policy and Programs Group in the Department of Social Services. Chantelle is Branch Manager of Family Safety at the Department of Social Services, where she oversees the delivery of the National Plan to Reduce Violence against Women and their Children.

We have also seen the rotation of our State and Territory representative directors, which happens every two years, in accordance with our Constitution. As part of that process, we welcomed the following directors to the board in February 2019:

- NSW: Ms Jackie Fitzgerald, Director, NSW Bureau of Crime Statistics and Research
- SA: Ms Fiona Mort, Director, Office for Women
- WA: Ms Helen Nys, Assistant Director General, Policy and Design, Department of Communities.

We farewell the following outgoing representative directors:

- ACT: Jo Wood, Coordinator General for Family Safety; and her predecessor, Bernadette Mitcherson, Deputy Director-General of the Community Services Directorate
- Tas: Wendy Spencer, Director, Tasmanian Department of Premier and Cabinet
- Vic: Emily Lee-Ack, CEO, Office of Women's Affairs Department of Human Services.

Our board is marked by its diversity of representation, and I am pleased to report that our governance is strengthened by the consistently high level of engagement by directors, both at our quarterly meetings, and in committee work. I would like to acknowledge the contributions made by all the directors, including those who left the board during the year.

ANROWS continues to play a vital role in supporting better outcomes for women subjected to domestic, family and sexual violence, and their children. On behalf of the board, I would like to acknowledge the outstanding work conducted by the ANROWS team during the year. The consistently high quality of research, and knowledge transfer work has never been more necessary. Our exceptional CEO, Dr Heather Nancarrow, has once again played a strong leadership role representing ANROWS across the sector and increasingly, to broader groups, including business, in extending the reach of our work.

ANROWS has a clear mission and a clear set of strategic goals: producing evidence and ensuring the effective dissemination and application of evidence in policy and practice. As we approach the fourth and final action plan of the *National Plan to Reduce Violence against Women and their Children 2010-2022*, the board and senior management have turned their minds to reflecting on the significant achievements over the past six years, and the challenges that remain. In particular, we are considering the best approach to delivering our strategic goals for maximum impact. We look forward to the year ahead with enthusiasm and hope for further progress in the struggle to end violence against women.



MS SAM MOSTYN
Chair of the Board



CEO's report

Throughout the year the ANROWS team delivered or continued work towards completion of more than 35 research projects, mostly led by external researchers, and delivered a range of initiatives to support the application of evidence to policy and practice. The year also saw significant expansion of our research and evaluation efforts, with ANROWS contracted for the delivery of projects with a total value of more than \$2.2 million in new grants from various jurisdictions and independent companies.

Most significantly, ANROWS successfully delivered the 2017 National Community Attitudes towards Violence against Women Survey (NCAS), in collaboration with the Social Research Centre, University of Melbourne, RMIT and University of New South Wales. The NCAS, funded by the Commonwealth Department of Social Services is a periodic national survey conducted every four years since 2009. Its primary purpose is to measure change over time in knowledge about violence against women and attitudes towards violence against women and gender equality. The report on Australians' attitudes towards violence against women and gender equality was launched in November in partnership with our pro-bono partners, Sparke Helmore Lawyers, incorporating a successful communications campaign supported by VicHealth. ANROWS also partnered with VicHealth on the development and implementation of a highly successful media launch and communications strategy for the sub-sample report on young Australians' attitudes towards violence against women and gender equality. I wish to acknowledge in particular the NCAS lead, Kim Webster, whose work with ANROWS and previous waves of the NCAS spanned more than a decade and delivered rigorous research and a robust evidence base critical for work on the prevention of violence against women. I wish Kim every success with the completion of her PhD and a stellar career ahead. I have no doubt her expertise

will be called upon as ANROWS and its partners turn to the implementation of 2021 NCAS. Kim's legacy includes the development of an emerging NCAS Program of Research, moving beyond the survey itself to build the evidence through further quantitative and qualitative research.

I anticipate significant changes for ANROWS in the coming year and beyond, following an internal review of processes for identifying research priorities and a stronger focus on what works for whom and in what contexts. This includes, but is not limited to the Commonwealth Government's election commitment of a \$5.64 million research grant to ANROWS under the Fourth Action Plan of the *National Plan to Reduce Violence against Women and their Children 2010-2022*. We intend to strengthen our leadership role and centre our work on research endeavours for high policy impact.

As always, and with all organisations, there are many people to thank for their contributions throughout the year—our funders, Directors of the Board, our Company Secretary, members of the ANROWS network of National Plan Senior Officials, the ANROWS Practitioner Engagement Group, and the talented staff committed to doing their very best to deliver on the ANROWS strategic goals. I sincerely thank them all for their support and service over the year.



DR HEATHER NANCARROW

Chief Executive Officer





Company structure

Australia's National Research Organisation for Women's Safety Limited (ANROWS) is incorporated as an independent company limited by guarantee. ANROWS is a registered Harm Prevention Charity and Deductible Gift Recipient (DGR). Its principal activity is 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. The Company structure is illustrated in Figure 1 overleaf.

FIGURE 1 Company Structure





ANROWS Board

SAM MOSTYN

Chair

Appointed Chair April 2018

Sam 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.

Sam is currently a non-executive director of Virgin, Mirvac, Transurban and is the Chair of Citibank Australia.

LIZA BALMER

Director

Appointed Independent
Director August 2017

Liza Balmer is the Deputy CEO of the Ngaanyatjarra Pitjantjatjara Yankunytjatjara Women's Council (NPYWC), the Aboriginal community controlled non-government organisation (NGO) provider of human services in the remote tri-state region of the Northern Territory (NT), South Australia (SA) and Western Australia (WA). Liza has worked for NPYWC for more than 20 years beginning with her 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.

Liza's career has included more than 25 years of research, policy and extensive experience in service delivery and understanding of research and challenges in measuring effectiveness. She is 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. Liza 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. She was also on the inaugural expert panel for the development of the National Framework for Protecting Australia's Children in 2007.

Liza has a Bachelor of Applied Science with a Masters of Public Health.

CATHERINE (CATH) HALBERT

Director

Commonwealth Director
Appointed August 2018 –
Retired November 2018

Cath Halbert was Group Manager Families and Communities Policy and Programs Group, Department of Social Services. From 2010 to 2012, Ms Halbert was General Manager, Services Transition Branch, National Disability Insurance Agency. Prior to this, she was the Group Manager, Indigenous Policy Coordination Group, Department of Families Housing, Community Services and Indigenous Affairs.

Cath has a Bachelor of Arts (Law & History).

CHANTELLE STRATFORD

Director

Appointed Director
Commonwealth
November 2018

Chantelle has a Master of Public Policy and Leadership.

Chantelle 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 2010–2022*, a role she has held since August 2017.

JO WOOD

Director

Appointed Director ACT
Government July 2018 –
February 2019

Jo has a Master of Public policy and Bachelor of Science (Hons) Pharmacology.

Jo Wood joined the Australian Capital Territory (ACT) Public Service in 2016, after significant experience in the Australian Public Service across employment, economic strategy, and Indigenous policy and program delivery areas and participation in the 2012 Australia and New Zealand School of Government (ANZSOG) Executive Fellows Program.

As Group Manager at the Department of Employment, Jo has led policy responsibility for jobs growth, women's workforce participation and social impact investment, while also leading the Department's innovation framework and behavioural economics capability. Jo has also shown a career strength in building relationships and partnerships in sensitive environments across the private sector, all levels of governments, service providers, the academic sector and communities, which will be invaluable in her role as Coordinator-General, Family Safety.

PROFESSOR VICTORIA (VICKIE) HOVANE

Director

Appointed Independent
Director June 2013 and re-
appointed in June 2017.

Term expired June 2019.

Vickie is an Aboriginal woman from Broome in the Kimberley region of WA. Vickie has a PhD in Psychology aimed at informing a cultural dimension in psychological theories of sexual offending against children, and also holds a First Class Honours Degree in Psychology.

Vickie is an experienced consultant and practitioner having worked in a number of social welfare, legal, victim and offender services, research projects and advisory roles over the past 30 years. Vicki held the position of Study Director of the Family, Domestic and Sexual Violence within Aboriginal and Torres Strait Islander Communities Study (FaCTS), at the National Centre for Epidemiology and Population Health (NCEPH), College of Medicine, Biology and Environment and Centre for Social Research and Methods (CSRM), Research School of Social Sciences, College

of Arts and Social Sciences, at Australian National University. Vickie also holds an adjunct Professorship at the University of Western Australia Law School, and is a Board Member, Aboriginal Family Law Service in WA. Previously, Vickie was Chair of Oordalkalla Student Aboriginal Corporations (OSAC) and Member of the executive of Women's Legal Services and Women's Law Centre, WA.

Vickie was a member of the 2015–16 COAG Advisory Panel on Preventing Violence against Women and their Children, and was previously a member of the WA Mental Health Advisory Council and Co-chair of the Australian Indigenous Psychologists Association Steering Committee.

GIUSEPPE (PINO) MIGLIORINO AM

Director

Appointed Independent
Director March 2015

Pino is the founder and Managing Director of the Cultural Perspectives Group: Cultural Perspectives, DiverseWerks and Cultural and Indigenous Research Centre Australia (CIRCA) Research, sector leaders in consulting to, researching and communicating with culturally and linguistically diverse (CALD) and Aboriginal and Torres Strait Islander communities in Australia.

Pino is a leading commentator and expert around cultural diversity, multicultural marketing and engagement in Australia. He was most recently Chair of the Federation of Ethnic Communities Council of Australia and Member of the Federal Governments Access and Equity Review Panel.

Prior to working in the private sector, Pino held important positions in the third sector and in government including Executive Officer of the Ethnic Communities Council (ECC) of New South Wales (NSW), NSW Regional Coordinator for the Office of Multicultural Affairs, Senior Conciliator at the Human Rights and Equal Opportunity Commission (HREOC) and Principal Policy Officer of the Ethnic Affairs Commission of NSW.

Over the last 10 years, Pino has worked extensively in the area of settlement service provision for refugees and new migrants. Principally through his consulting work with community sector organisations, Pino has supported and nurtured community sector structures that have changed the face of refugee service provision in NSW.

Pino is a Fellow of the Public Relations Institute of Australia (FPRIA) and a Qualified Practicing Market Researcher (QPMR).

JACKIE FITZGERALD

Director

Appointed Director NSW
Government February 2019

Jackie has a Bachelor of Science with Honours in Psychology, Master of Criminology (University of Sydney). Jackie has worked in the field of criminology for more than 20 years. In recent years her work has focused 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.

EDWARD (ED) MOSBY

Director

Appointed Independent
Director August 2017

Ed is a Torres Strait Islander born on Thursday Island, was raised in South West Queensland and has lived in Central Queensland for the past 20 years.

Ed holds full registration as a generalist psychologist working in private practice and is the owner of Wakai Waian Healing. He is a member of Indigenous Allied Health Australia (IAHA), the Australian Indigenous Psychologist Association (AIPA) and the Australian Psychologist Society (APS).

In 2015, Ed was appointed to a Council of Australian Governments (COAG) Advisory Panel and was tasked with making recommendations to inform the *National Plan to Reduce Violence against Women and their Children 2010–2022*. Following, he was appointed to the Queensland Premier's Domestic and Family Violence Taskforce Implementation Council at which time he also co-chaired an associated Aboriginal and Torres Strait Islander Advisory Group.

Ed specialises in working with Aboriginal and Torres Strait Islander families in the areas of mental health, social and emotional wellbeing, community safety promotion, trauma, grief and loss. Specifically, in the last 7 years, he has focused on supporting Aboriginal and Torres Strait Islander communities, families and individuals with their experiences and understandings of family and domestic violence and related issues.

Ed currently has the privilege of providing support to communities in regional, rural and remote areas of Central and North Queensland.

FIONA MORT

Director

Appointed Director South
Australia (SA) February 2019.

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

Fiona 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 2010–2022* and provides advice to the Premier's Council for Women.

HELEN NYS

Director

Appointed Director Western
Australia February 2019

Helen has a Bachelor of Arts and Bachelor of Social Work from the University of Western Australia. Helen is the 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 7 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.

PROFESSOR JENNY MORGAN

Director

Appointed Independent
Director November 2018

Jenny has a Bachelor of Arts (Hons) from the University of Sydney, a Bachelor of Laws from University of New South Wales and an a Master of Laws from Yale University.

Jenny has been a member of 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 Juris Doctor degree, Legal Method and Reasoning. Jenny served as Dean of Melbourne Law School from July 2017 until January 2018.

Jenny 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 member of 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.

Directors who left
ANROWS during the
reporting period

ROSLYN BAXTER

Commonwealth Director

December 2015–August 2018

BERNADETTE MITCHERSON

ACT Government Director

February 2017–July 2018

CATH HALBERT

Commonwealth Director

August 2018–retired November 2018

JO WOOD

ACT Government Director

July 2018–February 2019

WENDY SPENCER

Tasmania Director

February 2017–February 2019

MARION FRERE

Victoria Government Director

October 2017–October 2018

VICKIE HOVANE

Independent Director

Re-appointed June 2017–June 2019

LOUISE HICKS

Company secretary

Louise is an experienced company secretary and lawyer who has worked as company secretary, general counsel and in other capacities for a diverse range of public, including listed, and private organisations.



ANROWS senior management

DR HEATHER NANCARROW

Chief Executive Officer

Heather has more than 35 years' experience working on the prevention of violence against women, including direct service provision, policy and legislation, and research and professional development. She has held many leadership roles at both the state and national level in regards to the prevention of violence against women. Heather was Co-Deputy Chair of the Council of Australian Governments' (COAG) Advisory Panel to Reduce Violence against Women (2015–16). In 2014–15 she was a member of the Queensland Premier's Special Taskforce on Domestic and Family Violence; and in 2008–09 she was Deputy Chair of the National Council to Reduce Violence against Women and their Children, which produced [*Time for Action*](#), the blueprint for the COAG's *National Plan to Reduce Violence against Women and their Children 2010–2022*.

PAULA BENNETT

*Director,
Research Program*

Paula joined ANROWS in April 2018. She has extensive experience in research/project management, stakeholder engagement and general management, including in the domestic, family and sexual violence research sector. Previously, Paula managed the Gendered Violence Research Network at the University of New South Wales, where she was involved in a wide range of projects that addressed violence against women and their children. Her role encompassed strategy development, grant applications, project management, internal and external engagement, and communications. From 2004–12, Paula was Director, Corporate Citizenship, Citi Asia Pacific, responsible for managing over 90 Citi Foundation grant programs annually, across 18 countries,

including Australia. She has also held senior leadership roles in human resources, education management and public affairs.

SUSAN (SUE) INNES-BROWN

*Director,
Strategic Operations*

Sue has extensive public sector experience in both the NSW State Government and the Federal Government. She has held a number of senior positions which include her previous role as the General Manager for the Royal Commission into Trade Union Governance and Corruption. Prior to taking up this role, she was Director, Finance and Procurement for the Commission. She has also held a number of senior management roles within the NSW Government, including Director Operations, Multicultural NSW, Finance Manager (CFO) Ministry for Police and senior positions within the NSW Police Force. Her background includes financial management, human resources, project management and procurement. She is a Fellow of the Institute of Public Accountants.

MICHELE ROBINSON

*Director,
Evidence to Action*

Michele has more than 15 years' experience in leadership roles developing advice, options and strategies on research, knowledge partnerships and exchange. Michele has worked in private, public and not-for-profit organisations, nationally and internationally, in a diverse range of sectors including the prevention of violence against women and their children. Michele has provided strategic advice to Queensland and Australian Government ministers on legal, policy and cultural initiatives to prevent domestic violence. She led evidence-based legislative and policy reviews of Queensland's domestic violence legislation, and contributed to the formulation and implementation of domestic violence protocols for Magistrates' Courts, including education campaigns and training initiatives to improve safety for women through the court process.



Grants to ANROWS

ANROWS CORE GRANT

(Commonwealth, state and territory governments)

ANROWS's core funding of \$3.4 million per annum over four years (2016-20), is provided on a per capita cost-share basis by the Commonwealth and all state and territory governments, via an agreement between the Commonwealth and the jurisdictions, under the *National Plan to Reduce Violence against Women and their Children 2010-2022*. Figure 2 represents the organisational structure funded by the Core Grant, in support of ANROWS's core functions: knowledge production, knowledge translation and exchange, and leadership.

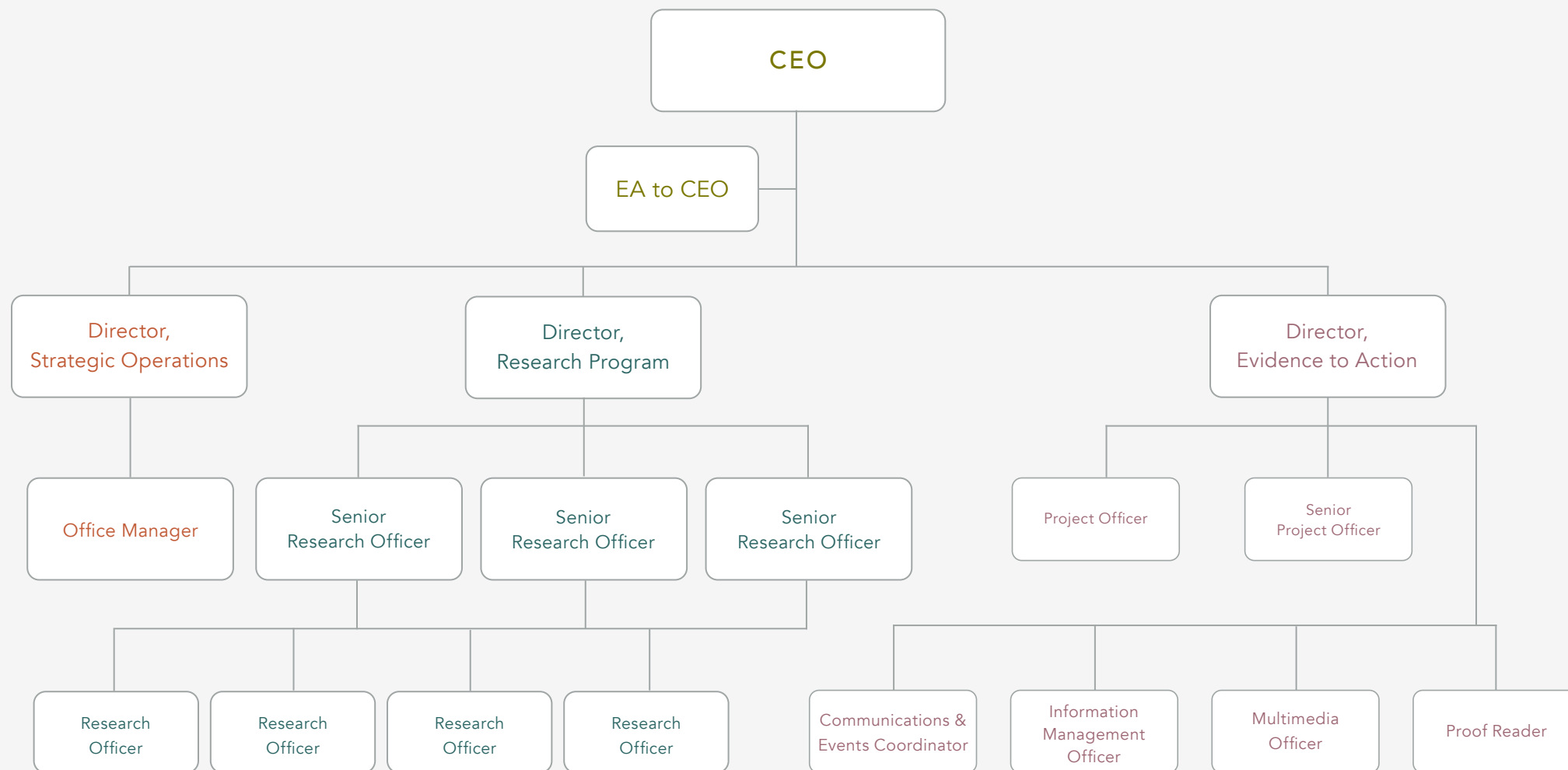
In addition to the jointly funded Core Grant, ANROWS receives grant funds from individual jurisdictions for various projects. Following is a summary of such projects that were active during the reporting period.

NATIONAL COMMUNITY ATTITUDES TOWARDS VIOLENCE AGAINST WOMEN SURVEY (NCAS)

The Commonwealth Department of Social Services provided a grant of \$3.1 million over three years (2016-19) to develop, implement and analyse the National Community Attitudes towards Violence against Women Survey, an initiative under the *National Plan to Reduce Violence against Women and their Children 2010-2022* to be repeated 4-yearly. The 2017 NCAS was the third national wave of the survey, with prior surveys being led by the Victorian Health Promotion Foundation (VicHealth) in 2009 and 2013.

Following the release of the 2017 NCAS results, the NSW Department of Family and Community Services (FACS) commissioned ANROWS to undertake an analysis of the NSW subsample of NCAS respondents. The analysis included comparing NSW data from the 2009, 2013 and 2017 NCAS waves to measure trends over time and make comparisons between the NSW and Australian results.

FIGURE 2 ANROWS core grant management structure



ANROWS received additional funding totalling \$800,000. Five hundred thousand will be used to undertake additional analysis of the 2017 data and \$300,000 to support the 2021 NCAS.

PERPETRATOR INTERVENTIONS RESEARCH STREAM

The Commonwealth Department of Social Services provided funding of \$3 million to undertake a program of research on perpetrator interventions to support the implementation of the [National Outcome Standards for Perpetrator Interventions](#) developed by the Commonwealth, states and territories through the Council of Australian Governments. The Perpetrator Interventions Research Stream is primarily a competitive ANROWS research grants round (2016), with additional elements of the program including: two State of knowledge papers (produced in house by ANROWS in 2015); two knowledge transfer events over the course of the program; and a special collection in the ANROWS Resources Database.

BUILDING WORKFORCE CAPACITY

Perpetrator Package

The Commonwealth Department of Social Services provided \$429,179 additional Core Grant funding in April 2018 to support another three projects under the Perpetrator Interventions Research Stream:

- *Expansion of the 'Improved accountability – the role of perpetrator intervention systems' project across all Australian jurisdictions and visual mapping of perpetrator intervention systems;*
- *Improving family violence legal and support services for Aboriginal and Torres Strait Islander men who are perpetrators of family violence; and*
- *Development of a best practice guide to perpetrator program evaluation.*

These projects were commissioned during the current reporting period and will be completed by June 2020.

ELECTRONIC MONITORING IN THE CONTEXT OF DOMESTIC AND FAMILY VIOLENCE

In response to the [Not Now, Not Ever](#) report of the Queensland Premier's Special Taskforce on Domestic and Family Violence (2015), the Queensland Department of Justice and Attorney-General commissioned ANROWS to research and develop best practice principles for electronic monitoring of perpetrators of domestic and family violence. The project included consideration of the appropriateness of electronic monitoring at various stages of the criminal justice process (i.e. bail, probation and parole).

NATIONAL RISK ASSESSMENT PRINCIPLES

In accordance with National Priority 3 of the *Third Action Plan of the National Plan to Reduce Violence against Women and their Children (2010-2022)* (the Third Action Plan), the Commonwealth Department of Social Services provided a grant of \$100,000 in June 2017 to develop a set of national principles for risk assessment. The principles are to guide risk assessment related to victims/survivors and perpetrators of violence, including risks to children and other family members exposed to violence. This project concluded in March 2019.

ACTION RESEARCH SUPPORT AND EVALUATION PROJECTS

The Commonwealth Department of Social Services provided funding of \$377,000 for the ANROWS Culturally and Linguistically Diverse (CALD) Projects with Action Research initiative to provide support for the recipients of the CALD Communities Leading Prevention and Safer Pathways for CALD Women Grants. ANROWS is assisting 26 organisations to design and implement an action research approach that enables them to continuously reflect upon and improve their projects and to disseminate project learnings.

The Commonwealth Department of Social Services provided funding of \$350,000 for the ANROWS Action Research Evaluation of the Local Council Domestic and Family Violence Prevention Toolkit. The draft toolkit has been trialled with five local councils across Australia. The evaluation aimed to identify any necessary amendments and to document case studies for inclusion in the final product.

Medibank provided \$201,735 in funding in November 2018 to conduct an independent evaluation of the 1800RESPECT Disability Pathways Project. ANROWS is using action research to evaluate the project's four key components: referral pathways for women with disability; tailored disability awareness training to 1800RESPECT counsellors; an evidence-based resource for service providers; and a targeted marketing and communication plan. Through this work, ANROWS is building the capacity of 1800RESPECT to incorporate action research processes into its monitoring and evaluation work on an ongoing basis.

The Victorian Department of Premier and Cabinet contracted ANROWS in June 2019 to support the monitoring and evaluation of projects funded under the Victorian [Free from violence](#) action plan totalling \$497,551. In partnership with the University of Melbourne and the Social Research Centre, a validated and standardised evaluation questionnaire will be developed for primary prevention projects to track changes in knowledge and attitudes towards family violence, gender equality and bystander interventions. ANROWS will also provide monitoring and evaluation capacity building support to the funded projects, including a workshop, email and telephone support, and facilitated community of practice meetings. This project is due to be completed in March 2020.



ANROWS Research Fund to Reduce Violence against Women and their Children

ANROWS is registered as a Harm Prevention Charity and deductible gift recipient. Accordingly, ANROWS has established the Research Fund to Reduce Violence against Women and their Children, which attracted \$529,039 in the reporting period. This amount included funding of \$515,000 following the windup of the Luke Batty Foundation. These funds are being used to commission a body of research, as negotiated with the Luke Batty Foundation Transitional Board.

During the reporting period, two research projects were commissioned, as follows.

1. RECOVER–Reconnecting mothers and children after violence: The Child Parent Psychotherapy (CPP) pilot. Details of the project, led by Dr Leesa Hooker, La Trobe University, can be seen [here](#).
2. The ‘Safe Nest Group’ pilot project–early intervention for mothers and infants leaving family violence. This project is led by Dr Katie Wood, Swinburne. Further details are available [here](#).



A donation of \$10,000 from Emeritus Professor Anne Edwards AO, former Chair of the ANROWS Board, was used to commission a feasibility study on the inclusion of social norms measures in the 2021 National Community Attitudes Survey on Violence against Women and Gender Equality. The project is being led by RMIT’s Associate Professor Anastasia Powell.

Other donations included one regular payroll deduction and several one-off donations. Tax deductible donations to the Research Fund to Reduce Violence against Women and their Children can be made via the [ANROWS website](#).





Major achievements

KNOWLEDGE PRODUCTION

2017–2020 Core Grant

During this reporting period, work continued on the 15 research projects contracted under the 2017-2020 Core Grant round with a total value of approximately \$2.7 million. All of these projects are completed or are in the final stages.

Each project falls within the Strategic Research Themes identified in the *National Research Agenda to Reduce Violence against Women and their Children*:

1. Experience and impacts;
2. Gender inequality and primary prevention;
3. Service responses and interventions; or
4. Systems.

These projects provide an ambitious program of research across a range of practice contexts, topics and jurisdictions, and each project has considered at least one priority population. These groups were identified in the National Research Agenda as having particular vulnerabilities to domestic, family or sexual violence, as well as gaps in the evidence on the impacts of violence on these populations. These priority groups included Aboriginal and Torres Strait Islander women; Culturally and Linguistically Diverse women; older women; women with disability; women who are, or have been, incarcerated; lesbian, gay, bisexual, trans and intersex women; and women who live in rural and remote areas.

Perpetrator Interventions Research Stream

The Perpetrator Interventions Research Stream comprises 13 projects under four strategic research themes:

1. System effectiveness;
2. Effectiveness of interventions;
3. Models to address diversity of perpetrators; and
4. Interventions developed by, with and for Indigenous communities.

All of these projects are completed or in the final stages.

Aboriginal and Torres Strait Islander Research

In 2017, as part of its commitment to respectful engagement with Aboriginal and Torres Strait Islander communities, ANROWS commenced a process for establishing an Aboriginal and Torres Strait Islander Research. This seeks to support Aboriginal and Torres Strait Islander-led research, respect Indigenous data sovereignty and promote Indigenous research methodologies.

During the reporting period, with funding allocated for the 2017–2020 Core Grant or Perpetrator Interventions Research Stream, the following three projects were commissioned and are due for completion by June 2020: Improving family violence legal and support services for Indigenous Women; Improving family violence legal and support services for Aboriginal and Torres Strait Islander men who are perpetrators of violence; and Understanding the role of law and culture in Aboriginal and/or Torres Strait Islander communities in responding to and preventing family violence.

National Community Attitudes towards Violence against Women Survey (NCAS)

During this reporting period the 2017 NCAS, a periodic survey of Australians' knowledge of and attitudes towards violence against women, was finalised. The 2017 NCAS included new composite measures focused on attitudes towards gender equality and bystander intention to act when witnessing behaviour towards women that may lead to violence.

The reports included:

- *Are we there yet? Australians' attitudes towards violence against women & gender equality: Summary findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*
- *Australians' attitudes to violence against women and gender equality. Findings from the 2017 National Community Attitudes towards Violence against Women Survey*
- *Methodology report: Survey redevelopment and implementation of the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*

- *Attitudes towards violence against women and gender equality among Aboriginal people and Torres Strait Islanders: Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*
- *Young Australians' attitudes to violence against women and gender equality: Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*
- *Attitudes towards violence against women and gender equality among people from non-English speaking countries: Findings from the 2017 National Community Attitudes towards Violence against Women Survey (NCAS)*

Action Research Support and Evaluation Projects

- The Culturally and Linguistically Diverse Projects with Action Research (CALD PAR) initiative involves 26 projects from across Australia. ANROWS is supporting the projects to take an action research approach to their work in prevention and creating safer pathways to crisis and support services for CALD communities. During the reporting period, ANROWS continued to facilitate two communities of practice, in partnership with Our Watch, and provide virtual and onsite support for projects. In addition, ANROWS held two more successful workshops (Brisbane in September 2018 and Melbourne in April 2019) and is building the projects' capacity to share the findings from their action research through digital stories and project stories.
- The Action Research Evaluation of the Local Council Domestic and Family Violence Prevention Toolkit occurred from April 2018 to June 2019. ANROWS conducted two workshops with the five trial sites around Australia to support their toolkit implementation research. Four or five site visits were conducted to each site to support the project officers. ANROWS also facilitated a community of practice which met monthly. Each trial site produced an action research report on one aspect of their toolkit work. In June 2019, ANROWS published these reports in a compendium that was distributed to councils and other stakeholders throughout Australia.
- The Action Research Evaluation of the 1800RESPECT Disability Referral Pathways Project commenced in November 2018. The ANROWS evaluation has worked across four packages implemented by 1800RESPECT to improve referral pathways for women with disability through engagement with external services, staff training, resource development and communications. 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.

National Risk Assessment Principles (NRAP)

In fulfilment of its commitment under the Third Action Plan of the *National Plan to Reduce Violence against Women and their Children 2010-2022*, the Australian Government commissioned ANROWS to develop a set of evidence-based National Risk Assessment Principles relevant to victims/survivors and perpetrators of violence,

including the risks that are present for children and other family members who experience or are exposed to violence. The *National Risk Assessment Principles Report* was completed in May 2018 with a forum held in Darwin in March 2019.

KNOWLEDGE TRANSLATION AND EXCHANGE

Knowledge translation, dissemination and transfer

ANROWS translates, transfers and disseminates research evidence for uptake into policy and practice in a number of ways including the development and publication of policy and practice papers, research syntheses, policy forums, webinars and panel discussions which explore themes in the ANROWS research and practical application guidance for policy-makers and practitioners.

In July 2018 it was decided that the key findings and implications of research for policy and practice would be synthesised and prepared by the ANROWS Knowledge Translation and Exchange team who work with researchers to develop the contracted knowledge translation resources during the course of the research project. Drawing on the expertise and advice of the ANROWS Practitioner Engagement Group for peer review, ANROWS published six *Research to Policy and Practice Papers* in the course of 2018–19. These accompanied the publication of twelve research reports and the development of a further fourteen policy and practice resources, including synthesis, fact sheets, guidelines, podcasts, law reform submissions and policy frameworks.

All ANROWS reports, papers and resources are available at no cost on the ANROWS website, and alerts about new research publications (ANROWS and others) are distributed fortnightly in the ANROWS Notepad, a resource valued highly by all our stakeholders.

Evidence to Action—ANROWS research transfer activities, panel discussions and policy forums

ANROWS held 10 major activities aimed at transferring knowledge to policy and practice around the country in 2018–19. These include:

The forgotten victims: Prisoner experience of victimisation and engagement with the criminal justice system. This project, jointly funded by ANROWS and Sparke Helmore Lawyers was conducted in partnership between James Cook University and the South Australian Department for Correctional Services. Led by Professor Andrew Day, this research develops an understanding of the factors that influence help-seeking by women in prison who may have concerns about their personal safety post-release and how this might inform service responses. The report analysed interviews with women prisoners about the relationship between their victimisation experiences and engagement with the criminal justice system. The findings were explored at a panel discussion at Sparke Helmore Lawyers in August 2018 featuring senior policymakers and practitioners.

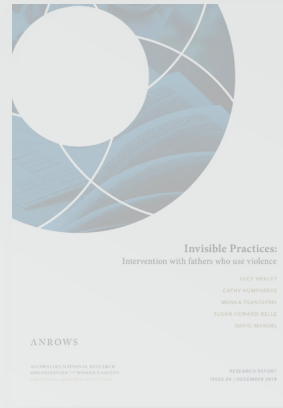
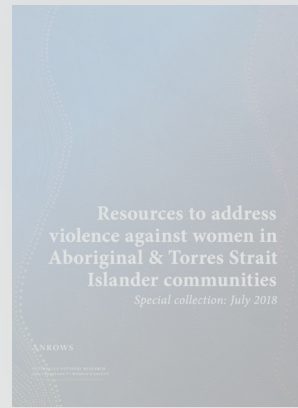
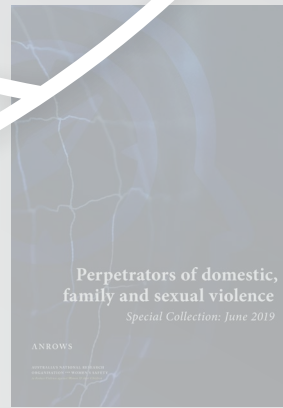
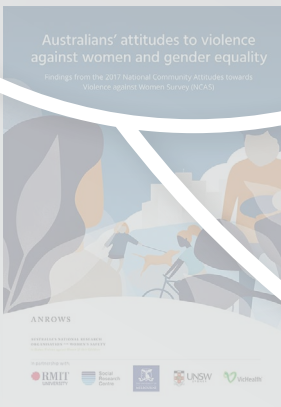
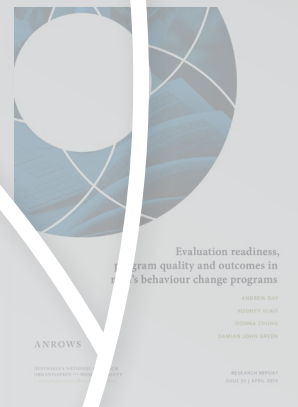
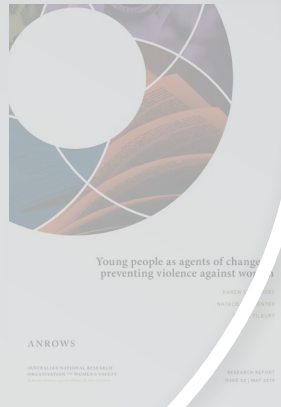
Examining the power of Child-At-Risk eMR alerts to share interpersonal violence, abuse and neglect concerns: Do child protection alerts help? was led by early career researcher Rosemaria Flaherty (Northern NSW Local Health District). This service-directed research project investigated how electronic alerts on patients' health records improved practitioners' responses to children and pregnant women at risk of violence, abuse or neglect. A poster highlighting key findings for health workers was developed and launched together with the research report on 14 November 2018 in Lismore. Hosted in partnership with the Northern NSW Local Health District, the launch involved a panel discussion with a diverse range of senior health policymakers and practitioners who reflected on the impact of this new alert system.

Invisible practices: Intervention with fathers who use violence, led by Professor Cathy Humphreys (University of Melbourne). This project investigated and developed workplace capacity of sectors who engage with fathers who use domestic and family violence, including child protection, specialist DFV services, police, probation and parole, and family support programs. An evidence-informed Practice Guide together with the research report was launched at a full-day symposium at NSW Parliament House in partnership with the NSW Department of Family and Community Services in December 2018. Over 100 people attended including a strong representation of frontline child protection workers.

Evaluation readiness, program quality and outcomes in men's behaviour change programs, led by Professor Andrew Day (James Cook University and the University of Melbourne) was published 30 April 2019. This project explored standards of practice and accreditation frameworks for men's behaviour change programs (MBCPs), and options for strengthening the quality and safety of MBCPs. ANROWS and Stopping Family Violence convened a workshop in Perth to explore a range of preliminary findings from the project. Participants were encouraged to discuss and reflect upon the implications of findings for their local practice and policy contexts.

Young people as agents of change in preventing violence against women (R4Respect), led by Dr Karen Struthers (Griffith University). In partnership with YFS, a Peer Education Guide was developed that aims to empower young people to help shift attitudes relating to respectful relationships and gender equality. The report and resources were launched at Balmoral State High School in May 2019, with speakers including the Hon. Di Farmer, MP, Minister for Youth and the Prevention of Domestic and Family Violence, survivor-advocate Saxon Mullins, and youth ambassadors Rachael Pascua, Nadia Saeed and Tom Rainsford from YFS's R4Respect program.

Transforming legal understandings of intimate partner violence, led by Associate Professor Stella Tarrant (University of Western Australia) was published in June 2019. This project analysed *The State of Western Australia v. Liyanage (2016)* as a case study to demonstrate how the social entrapment framework for understanding intimate partner violence can provide the basis for accurately assessing whether a defendant was acting in self-defence. The report was launched together with an exhibition of artworks by survivor Chamari Liyanage, which offered a new medium



to think through reform and change, specifically aimed at the next generation of lawyers (28 June–9 August). The launch was followed by a seminar (accredited for CPD for criminal lawyers) presented by the researchers. Presentations slides and a video of the seminar are available on the ANROWS website, together with a podcast featuring the researchers speaking about their work.

The **National Risk Assessment Principles for Family and Domestic Violence** led by Cherie Toivonen and Corina Backhouse (ANROWS) was published in July 2018. A knowledge transfer symposium Assessing Risk and Promoting Safety: Using the National Risk Assessment Principles (NRAP) was held on 28 March 2019 in Darwin. Over 50 people from across the country joined ANROWS to hear from a range of experts about domestic and family violence (DFV) risk assessment. Speakers included Professor Myrna Dawson, University of Guelph, Ontario, Canada; Bernadette Wombo, Coordinator of the Gunbalanya Women's Safe House; Adrian McCann from the West Arnhem Regional Council; Sam Bowden, a member of the ANROWS Practitioner Engagement Group; Professor JaneMaree Maher from Monash University; and Associate Professor Kathleen Baird from Griffith University.

National Community Attitudes towards Violence against Women Survey (NCAS)
ANROWS managed the 2017 [National Community Attitudes towards Violence against Women Survey](#), led by Kim Webster (ANROWS). The Main report was launched at a stakeholder and media forum in November 2018 in Sydney. *The Young Australian's attitudes to violence against women and gender equality: Findings from the 2017 NCAS* was published in May 2019 with a stakeholder briefing and media launch in Melbourne. The *Attitudes towards violence against women and gender equality among Aboriginal people and Torres Strait Islanders* report was launched in May 2019 in Mackay at the Queensland Indigenous Family Violence Prevention Forum.

The NCAS communication strategy was very successful. It comprised a range of communication outcomes including a pre-briefing of stakeholders; a video summarising key findings; a media launch with a range of spokespeople available; and infographics and other resources for stakeholders to use and share. The media campaign reached around 2.4 million people.

ANROWS also developed, launched and maintained a specialised NCAS microsite to coincide with the report launch in November 2018. This microsite allowed for improved communication of the NCAS findings and extensive stakeholder resources produced, to translate and disseminate the 2017 NCAS findings.

Knowledge translation resources:

- Special collection: [Resources to address violence against women in Aboriginal & Torres Strait Islander communities](#), updated edition published July 2018.
- Factsheet, [Paid domestic and family violence leave](#), published March 2019.
- Research synthesis, [Domestic and family violence, housing insecurity and homelessness](#), published March 2019.
- Research synthesis, [Intimate partner sexual violence](#), published April 2019.

- [Special collection on perpetrators of domestic, family, and sexual violence](#), published June 2019. This collection brings together peer-reviewed publications and grey literature to provide a guiding resource on the available Australian literature.
- NSW Law Reform Commission review of consent and knowledge of consent in relation to sexual assault offences in s 61HA of the Crimes Act 1900 (NSW)
 - [Preliminary submission](#) 13 July 2018
 - [Submission](#) to review 8 February 2019
 - Participation at roundtable by invitation 4 June 2019.
- Marie Stopes Australia Draft White Paper on Reproductive coercion, submitted on 17 August 2018.
- Australian Law Reform Commission inquiry on the Family Law System, submitted November 2018
- NSW Sentencing Council Review of sentencing for murder and manslaughter, [preliminary submission](#), 8 March 2019.

Public seminars, conferences, roundtable and forum participation

- *Domestic, family and sexual violence in the family law system* symposium at the AIFS Conference on 27 July 2018, exploring the intersections of child protection, family and domestic violence, and the family law system.
- Local Council Domestic and Family Violence Prevention Toolkit teleconference, hosted in April 2019 to showcase the work undertaken during the trials of the toolkit. Participants included DSS, the toolkit developers, the trial sites, and representatives from National and State/Territory Local Government Associations.
- Plenary panel on *Narratives of violence and how they affect youth justice prevention and response initiatives* at the Australasian Youth Justice Conference in Sydney on 1 May 2019. Panellists were Dr Heather Nancarrow (chair), Andrew Taukolo, Dr Karen Struthers and Elena Campbell.
- 10th anniversary of *Time for Action*—event held at NSW Parliament House, 10 May 2019, in partnership with The Hon. Mark Speakman, SC MP, Attorney-General and Minister for the Prevention of Domestic Violence.

Key presentations

- Housing and Homelessness National Plan Working Group – 5 July
- National Plan Implementation Executive Group – 30 August
- kNOwVAW data training course on the development of technical capacity and skills in the Asia-Pacific region for safely and accurately measuring the prevalence of violence against women, 26 September 2018 in Melbourne.

- Presentation to Japanese delegation, Gender Equality Bureau, October 2018.
- Plenary Panel—Safer Families Conference, 21 November 2018, Melbourne.
- Advancing Social Work Research Conference, 30 November 2018, Brisbane.
- Women's Domestic Violence Court Advocacy Service (WDVCAS) forum in Sydney, 20 March 2019.
- Facilitated Family Law Reform Forum, 3 May in Sydney (Heather Nancarrow facilitated)
- Panel presentation at Working Together to End Men's Family Violence Conference, 22 May 2019, Melbourne
- Greater Sydney Family Law Pathways Network (FLPN), 11 April 2019 and 24 May 2019.
- Family Violence Specialist Network Meeting (Legal Aid NSW), 17 June 2019, Sydney.

ANROWS library

The ANROWS library provides access to a collection of 9229 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. A total of 669 new items were added to the system. During 2018-19 a review commenced to investigate alternative systems that would more effectively meet the needs of ANROWS's range of stakeholders.

ANROWS websites

This year ANROWS redeveloped and redesigned the ANROWS website following a procurement and development process. The redevelopment was centred on a more user-friendly interface, improved search, functionality and a streamlined user experience. ANROWS library and enquires database have been integrated with the website.

ANROWS Notepad: Fortnightly publication

ANROWS continues to publish a fortnightly bulletin, *Notepad*, disseminating information on current activities and providing links to the latest research relevant to violence against women.

Notepad is distributed via email. Over 2018–19 there were:

- 4772 current subscribers (a 29 percent increase over the previous year)
- on average, 30 percent of subscribers opening each *Notepad* email (which is 42 percent higher than the average open-rate in the non-profit sector).

LEADERSHIP

ANROWS provided leadership in the violence against women sector through a number of initiatives, including leadership in the development of the National Research Agenda to Reduce Violence against Women, and coordination of research efforts under the Agenda. Work commenced during the reporting period on an update to the National Research Agenda produced by ANROWS on behalf of the Commonwealth, states and territories and launched in 2014.

As part of ANROWS's leadership role in promoting research partnerships and helping to prevent duplication, this register has been created to provide a more comprehensive landscape of recent and active research in Australia related to violence against women. In the reporting period, ANROWS redeveloped the register to improve functionality and expanded it to include all of ANROWS's research projects. The register is now open to any sector-relevant research that has been published within the last 2 years.

The Chair of the Board and the CEO participated in the COAG National Summit in October, the Commonwealth Government's final stage in consultation on the Fourth Action Plan of the National Plan. The CEO participated as a panellist in the opening sessions of the Summit, and the Chair and CEO met with several ministers to discuss the role of ANROWS in and beyond the Fourth Action Plan.

A key achievement for ANROWS was its success in developing and embedding the concept of "practice studios" to support the transfer of evidence to action in a state-wide workforce development service in Queensland. The Queensland Government has funded a consortium comprising the Aboriginal and Torres Strait Islander Healing Foundation as lead agency, and ANROWS for its expertise in knowledge mobilisation in the domestic, family and sexual violence fields, to deliver the service.

A further key achievement during the reporting period was international recognition of ANROWS's national leadership role in the form of an invitation from the Australian Embassy in Brazil for the CEO to participate in a policy exchange in São Paulo and Brasilia in June. The CEO's trip was fully funded by the Embassy. Two interns on placement at ANROWS from the Department of Social Services Graduate Program assisted with the development of a paper on Australia's endeavours to measure the economic cost of violence against women, which the CEO presented at a national conference in Brasilia.

ANROWS has undertaken the development of an Aboriginal and Torres Strait Islander Stream to acknowledge and support Aboriginal and Torres Strait led research practice in the family violence field. During the reporting period, three projects were commissioned under the Aboriginal and Torres Strait Islander Research Stream. For all of these projects, ANROWS worked with the commissioned research institutions to include shared Intellectual Property clauses in the contracts, in line with the National Health and Medical Council's (NHMRC) [National Research Guidelines on the Ethical Conduct of Research with Aboriginal and Torres Strait Islander Communities](#) (2018), and the Australian Institute for Aboriginal and Torres Strait Islander Studies' [Guidelines for Ethical Research in Australian Indigenous Studies](#) (2012). This reflects ANROWS's efforts to recognise the distinct knowledge, innovations and practices that Aboriginal and Torres Strait Islander Peoples have contributed and continue

to make to research and development, and to recognise the rights of Traditional Owners and Custodians to this knowledge.

Stakeholder engagement

ANROWS continued to utilise two primary mechanisms for stakeholder engagement, in addition to conducting the annual Stakeholder survey in March 2019 and responding to stakeholder enquiries, as part of its broader strategy to build, maintain and promote collaborative relationships with research, practice and policy communities.

National Plan Senior Officials convened quarterly by teleconference.

Quarterly meetings were held with a network of National Plan Senior Officials to provide updates on ANROWS's work and to discuss policy issues and future directions emerging from ANROWS's work.

Practitioner Engagement Group convened quarterly by teleconference.

ANROWS's PEG, which has representatives from the specialist women's services sector, including peak bodies, and others providing first point of contact services for women and their children, was reviewed to ensure jurisdictions and relevant services are represented. A welcome pack was developed to enable the PEG members to engage with each other and ANROWS. The PEG met four times in the reporting period. At each meeting, new evidence from the ANROWS Research Program and strategies for the transfer of evidence to practice were discussed.



Financial statements

2018–2019

This information was extracted from the financial statements of ANROWS for the period ended 30 June 2019, and is included here for information purposes only. A complete set of financial statements and reports can be provided upon request.

Principal activities and review of operations

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.

Short-term and long-term objectives

The company's short-term objectives, for the reporting period, were to:

- Continue implementation of ANROWS Research Priorities 2017–2020
- Ensure effective translation, dissemination, promotion and use of research findings to support improvements in policy and practice.
- Build, maintain and promote collaborative relationships with and between stakeholders.

FIGURE 3 ANROWS conceptual model

The company's long-term objectives are to:

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

Strategies

To achieve these objectives, the Company has adopted the following strategies:

- Deliver high quality, innovative and relevant research.
- Ensure the effective dissemination and application of research findings.
- Build, maintain and promote collaborative relationships with and between stakeholders.
- Be an efficient, effective and accountable organisation.

Conceptual model

A conceptual model structured around three core intersecting functions, as shown in Figure 3, was developed in 2014 to efficiently achieve our strategic goals. ANROWS's operations, including Core Grant budget allocation, reflect this conceptual model plus organisational costs (Board, office management etc). Corporate overheads (e.g. rent, utilities, cleaning and technology) are distributed across the four functional areas. Over the life of the 4-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 (scoping research priorities, project and quality management, contract negotiation, peer review processes etc). However, due to fluctuation over the 4-year period in external research grant activity, particularly, the allocation varies considerably from year to year.

Key performance measures

KNOWLEDGE PRODUCTION

During the reporting period work continued on the research projects jointly funded by the Commonwealth and all states and territories under the Core Grant research priorities program. Work also continued under the Perpetrator Interventions Research Stream, funded by the Commonwealth Department of Social Services (DSS).

The ANROWS-led National Community Attitudes towards Violence against Women Survey (NCAS) was completed during this reporting period with a number of stakeholder resources including infographics and videos and knowledge transfer events held to disseminate the research findings.

In addition, ANROWS continued its work on DSS-funded Action Research Support Initiative for Culturally and Linguistically Diverse community projects and completed the Local Government Primary Prevention Toolkit evaluation, which was also funded by DSS.

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

KNOWLEDGE TRANSLATION AND EXCHANGE

ANROWS published 12 research reports, six policy and practice papers, and 14 additional resources to synthesise results, and communicated policy and practice implications from the research program.

Three occasional papers related to ANROWS research findings and expertise were also published during the year. They were:

- Paid domestic and family violence leave;
- Domestic and family violence, housing insecurity and homelessness; and
- Intimate partner sexual violence.

AUSTRALIA'S NATIONAL RESEARCH ORGANISATION FOR WOMEN'S SAFETY LIMITED

Statement of profit or loss or other comprehensive income

For the year ended 30 June 2019

	Note	2019 \$	2018 \$
Revenue	4	4,995,793	5,897,114
Interest revenue calculated using the effective interest method		142,496	123,329
Expenses			
External research grants		(1,001,996)	(1,287,663)
Employee benefits expense		(2,298,578)	(2,096,472)
Depreciation and amortisation expense		(15,515)	(31,424)
Contracts and agency temporary staff costs		(483,979)	(1,341,771)
Board remuneration and expenses		(74,065)	(131,401)
Event expenses		(42,092)	(91,013)
Rental expenses		(367,831)	(342,452)
Other expenses		(711,737)	(569,627)
Surplus before income tax expense		142,496	128,620
Income tax expense		-	-
Surplus after income tax expense for the year		142,496	128,620
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		142,496	128,620

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 2019

	Note	2019 \$	2018 \$
Assets			
Current assets			
Cash and cash equivalents	6	6,281,546	5,518,048
Trade and other receivables	7	38,890	9,899
Other	8	312,034	301,993
Total current assets		6,632,470	5,829,940
Non-current assets			
Property, plant and equipment		5,304	12,929
Intangibles	9	60,749	-
Total non-current assets		66,053	12,929
Total assets		6,698,523	5,842,869
Liabilities			
Current liabilities			
Trade and other payables	10	209,944	166,648
Employee benefits		136,423	107,598
Grants received in advance		5,494,060	3,170,529
Total current liabilities		5,840,427	3,444,775
Non-current liabilities			
Employee benefits	11	25,472	-
Grants received in advance		-	1,707,966
Total non-current liabilities		25,472	1,707,966
Total liabilities		5,865,899	5,152,741
Net assets		832,624	690,128
Equity			
Retained surpluses		832,624	690,128
Total equity		832,624	690,128

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

As at 30 June 2019

	Retained profits \$	Total equity \$
Balance at 1 July 2017	561,508	561,508
Surplus after income tax expense for the year	128,620	128,620
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	128,620	128,620
Balance at 30 June 2018	690,128	690,128

	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

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 changes in cash flows

As at 30 June 2019

	Note	2019 \$	2018 \$
Cash flows from operating activities			
Receipts from grants and other income		6,428,680	5,427,603
Payments to suppliers and employees		(5,710,048)	(6,662,536)
Interest received		113,505	131,845
Net cash from/(used in) operating activities		832,137	(1,103,088)
Cash flows from investing activities			
Payments for intangibles	9	(68,639)	-
Proceeds from release of term deposits		-	3,008,530
Net cash from/(used in) investing activities		(68,639)	3,008,530
Cash flows from financing activities			
Net cash from financing activities		-	-
Net increase in cash and cash equivalents		763,498	1,905,442
Cash and cash equivalents at the beginning of the financial year		5,518,048	3,612,606
Cash and cash equivalents at the end of the financial year	6	6,281,546	5,518,048

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

NOTE 1.

General information

30 June 2019

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 financial statements were authorised for issue, in accordance with a resolution of directors, on 15 October 2019

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.

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

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.

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.

LEASES

Operating lease payments, net of any incentives received from the lessor, are charged to profit or loss on a straight-line basis over the term of the lease.

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.

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. There are no critical accounting judgements, estimates and assumptions that are likely to affect the current or future financial years.

NOTE 4.**Revenue**

	2019 \$	2018 \$
Revenue from contracts with customers		
Government grants	4,995,793	5,889,275

Other revenue		
Consulting fees	-	3,366
Other revenue	-	4,473
	-	7,839

Revenue				4,995,793	5,897,114
	Unspent at July 2018	Amounts received 2018-2019	Transferred from other grants	Revenue Recognised 2018-2019	Deferred Revenue 30 June 2019
Core Funding	1,702,447	3,420,000	-	2,849,795	2,272,652
Healing Foundation	-	34,291	-	7,596	26,695
1800 Respect Disability Pathways Evaluation Project	-	201,735	-	141,074	60,661
towards Violence against Women Survey (NCAS)	724,257	800,000	-	724,353	799,904
Perpetrator Funding	1,890,754	-	-	539,919	1,350,835
DPC Free from Violence	-	447,795	-	-	447,795
NCAS Youth Support	-	35,000	-	35,000	-
ARS CALD Communities	92,887	200,000	(219)	234,739	57,929
ARS Community of Practice Project	-	-	219	-	219
Local Government Toolkit Trials Evaluation	114,113	192,923	-	276,039	30,997
Electronic Monitoring	-	86,785	-	86,785	-
VicHealth Contribution to NCAS webinar	2,150	25,000	-	21,383	5,767
Perpetrator - BWC	324,000	105,178	-	65,883	363,295
QLD Government contribution (STACY)	-	60,000	-	-	60,000
Other*	27,887	2,651	-	13,227	17,311
Total	4,878,495	5,611,358	-	4,995,793	5,494,060

* other includes the National risk assessment principles \$13,534; the overrun from the ARS -\$219 and the FVI \$14,572

NOTE 5.**Expenses**

	2019 \$	2018 \$
Surplus before income tax includes the following specific expenses:		
Rental expense relating to operating leases		
Total rental expense relating to operating leases	367,831	342,452
Superannuation expense		
Defined contribution superannuation expense	218,313	190,562

NOTE 6.**Current assets—cash
and cash equivalents**

	2019 \$	2018 \$
Cash at bank and in hand	6,281,546	5,518,048

NOTE 7.**Current assets—trade
and other receivables**

	2019 \$	2018 \$
Interest receivable	38,890	9,899

NOTE 8.**Current assets—other**

	2019 \$	2018 \$
Prepayments	49,022	38,980
Term deposits	263,012	263,013
	312,034	301,993

Term deposits include an amount of \$263,012 (2018: \$261,013) held by the bank as security deposit for the performance on the lease of office premises.

NOTE 9.**Non-current
assets—intangibles**

	2019 \$	2018 \$
Website development—at cost	150,349	81,710
Less: Accumulated amortisation	(89,600)	(81,710)
	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 2018	-
Additions	68,639
Amortisation expense	(7,890)
Balance at 30 June 2019	60,749

NOTE 10.**Current liabilities—trade
and other payables**

	2019 \$	2018 \$
Trade payables	146,000	148,973
GST payable	55,810	5,179
Income received in advance	8,134	12,496
	209,944	166,648

NOTE 11.**Non-current liabilities—
employee benefits**

	2019 \$	2018 \$
Long service leave	25,472	-

NOTE 12.**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

	2019 \$	2018 \$
Aggregate compensation	269,170	294,759

NOTE 13.**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 and states and territories will not provide all of that funding.

NOTE 14.**Commitments**

	2019 \$	2018 \$
Lease commitments - operating		
Committed at the reporting date but not recognised as liabilities, payable:		
Within one year	425,471	404,887
One to five years	378,359	790,676
	803,830	1,195,563

Operating lease commitments includes contracted amounts for offices under non-cancellable operating leases expiring within 1 year to 3 years with, in some cases, options to extend. The leases have various escalation clauses. On renewal, the terms of the leases are renegotiated.

NOTE 15.

Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 12.

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 16.

Events after the reporting period

No matter or circumstance has arisen since 30 June 2019 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 2019

The accordance with a resolution of the directors of Australia's National Research Organisation for Women's Safety Limited declare that:

- 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 2019 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

Dated this 1st day of November 2019



LBW & Partners

Chartered Accountants & Business Advisers
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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 2019, 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.....^{1st}.....day of November 2019



Acknowledgements

Australia's National Research Organisation for Women's Safety (ANROWS) gratefully acknowledges the financial and other support it receives from the Commonwealth Government and all Australian state and territory governments, without which this work would not be possible. Findings and views published by ANROWS cannot be attributed to the Commonwealth Government or any Australian state or territory government.

ANROWS acknowledges the following Ministers for their support during the reporting period.

THE HON. KELLY O'DWYER

Minister for Women, Commonwealth

THE HON. SENATOR MARISE PAYNE

Minister for Women, Commonwealth

THE HON. CHRISTIAN PORTER

Minister for Families and Social Services, Commonwealth

THE HON. ANNE RUSTON MP

Minister for Families and Social Services, Commonwealth

THE HON. MICHELE LANDRY MP

Assistant Minister for Families and Social Services, Commonwealth

DEPUTY CHIEF MINISTER YVETTE BERRY MLA

Minister for Women, Australian Capital Territory

THE HON. PRU GOWARD MP

*Minister for the Prevention of Domestic Violence and Sexual Assault,
New South Wales*

THE HON. MARK SPEAKMAN MP

Minister for the Prevention of Domestic Violence, New South Wales

THE HON. DALE WAKEFIELD MLA

Minister for Territory Families, Northern Territory

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 the Status of Women, South Australia

THE HON. JACQUIE PETRUSMA MP

Minister for Women, Tasmania

THE HON. SARAH COURTNEY MP

Minister for Women, Tasmania

THE HON. NATALIE HUTCHINS MP

*Minister for Women and Minister for the Prevention of Family Violence, Victoria
(until November 2018)*

THE HON. GABRIELLE WILLIAMS MP

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

THE HON. SIMONE MCGURK MLC

Minister for Prevention of Family and Domestic Violence, Western Australia



Appendix A

ANROWS staff 2018–2019 (alphabetical order)¹

Terri Atkin, Executive Assistant to the CEO

Charlotte Bell, Research Officer

Sharni Chan, Senior Research Officer (Parenting leave)

Cassandra Dawes, Research Officer

Rebecca Goodbourn, Project Officer

Celeste Koens, Project Officer (Evaluation/Local Government Toolkit Evaluation)

Maria Koleth, Project Officer

Grace O'Malley, Office Manager

Chloe Parton, Senior Research Officer

Kylie Reynolds, Project Officer

Eleanor Shepherd, Multimedia Officer

Helen Sowe, Senior Project Officer

Virginia Stephens, Project officer (1800 Respect)

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

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

Marijke Bassani, Project Officer (Evidence to Action)

Fran Cole, Senior Research Officer (Perpetrator Interventions)

Lisa Gordon, Project Officer (Evidence to Action)

Rebecca Gyles, Office Manager

Diana Labiris, Communications Officer

Samantha Mannix, Research Officer (NCAS)

Justine Mickle, Project Officer (NCAS)

Jennifer Novak, Information Management Officer

Elizabeth Orr, Project Leader (CALD PAR)

Violeta Politoff, Senior Research Officer (NCAS)

Kim Webster, Manager (NCAS)

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AUSTRALIA'S NATIONAL RESEARCH
ORGANISATION ^{FOR} WOMEN'S SAFETY

to Reduce Violence against Women & their Children

