


2023-24

Annual report

A year driving evidence for impact

ANROWS

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



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

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Chair message

Barry Sandison

Board Chair
ANROWS



Undoubtedly, this year has marked a period of transformation and growth for ANROWS.

The dedication, resilience and contribution of the team, and leadership from a committed Board, have seen us grow the evidence base significantly this year. I would first like to extend my gratitude to outgoing Board members whose contributions have left an indelible impact on ANROWS.

Sam Mostyn's six-year tenure as the Board Chair with ANROWS has been pivotal, guiding us through a number of transformative years. Under her guidance, Sam was instrumental in establishing ANROWS as a leader in the provision of evidence on domestic, family and sexual violence in Australia. Her leadership strengthened ANROWS's role as a trusted source of evidence-informed insights, influencing national policy and public discourse. Her appointment this year as Governor-General is a testament to her dedication; a reflection of her profound policy and social impact across Aboriginal and Torres Strait Islander affairs, gender equality and diversity, and more generally, her involvement in business, sport and the arts.

It was an honour for ANROWS to have Sam as our Chair and our organisation has been shaped by her leadership. While we bid farewell to Sam as she steps into her new appointment, we do so with pride, knowing the whole country will benefit from her wisdom, integrity and respect. Sam's legacy at ANROWS will continue to inspire and guide us for years to come.

We also farewelled Elizabeth Foley as a member of the Board and Chair of our Finance, Risk and Audit Committee. In this role Elizabeth steered our financial resilience and enhanced our organisational capability. Her commitment to ANROWS and her guidance on budgeting and reporting were instrumental. Beyond her technical acumen, Elizabeth has been generous with her time, inducting and supporting senior staff and ensuring continuity through transitions across both leadership and governance of the organisation.

We are also grateful to our former CEO, Padma Raman, for her commitment and leadership to ANROWS from July 2021 through to September 2023. Under Padma's leadership, we strengthened our relationships across government and built our profile within policy debates. Padma also laid the groundwork for our growth and for our emerging international strategy, including in our important partnership with the United Nations Population Fund (UNFPA).

With the appointment of Tessa Boyd-Caine as new CEO in February, ANROWS has gained a leader whose vision resonates deeply with the Board's commitment to positioning ANROWS as a powerful voice for evidence-informed action to end violence against women and children. Tessa has embraced a strategic renewal process, implementing key directions shaped by the Board's ongoing deliberations, and guiding ANROWS through a crucial phase of organisational development and capability building. This development is sustained by the steadfast dedication of our staff, Board, and partners across the sector, all working together to ensure ANROWS remains a strong, effective, and impactful organisation.

The heightened attention on domestic and family violence-related homicide in 2024 has amplified the focus on the National Plan to End Violence Against Women and Children. The Australian Government review of existing evidence and policy direction has created both opportunities and challenges. Opportunities to ensure that policy and service reforms are grounded in robust evidence; challenges in how we navigate the complexity of these issues in a rapidly evolving landscape and amid calls for critical action.

In meeting this moment, ANROWS is balancing our commitment to rigorous research with the flexibility needed to respond effectively. We are also developing new ways of working and exploring partnerships that exemplify ANROWS's commitment to ensuring that evidence is widely shared and used. Key partnerships over this period include with the Australian Institute of Family Studies (AIFS) and the Australian Institute of Health and Welfare (AIHW) in support of the National Cabinet's Rapid Review of Prevention Approaches.

Looking ahead, ANROWS is refining its strategic priorities, expanding partnerships, and centring our work on measurable impact. Adapting our approaches to emerging needs, ANROWS will continue to strive for the highest standards of research rigour and quality. My sincere thanks go to the Board for its active role in steering ANROWS toward lasting strategic impact and to Tessa and the ANROWS team for taking us forward. Together, we are well positioned to support Australia's ongoing mission to end domestic, family and sexual violence.



CEO reflection

Dr Tessa Boyd-Caine

Chief Executive Officer
ANROWS




To call this past year a challenge is an understatement. The loss of life has been horrific. The voices of victim-survivors and other advocates have been raised loud and clear. The community, including the media, is more certain than ever: domestic, family and sexual violence deeply violates our right to safety and our responses often fail to prevent it and support healing.

Achieving evidence-informed solutions that drive meaningful and lasting change has never been more critical. As Australia's National Organisation for Women's Safety, we are sharpening our focus on building the evidence base and informing and influencing how it shapes policy, practice and community understanding to end gender-based violence in Australia.

Since 2012, ANROWS has contributed over 150 research projects, significantly expanding the evidence on gender-based violence. We are part of a broader effort made up of many researchers, practitioners and advocates who are committed to building a strong evidence base to inform action for change.

Collectively, the knowledge we have runs deep and wide, compelling us to act - and yet there are tensions in this work.

While there is a growing understanding about the scale and scope of domestic, family and sexual violence, there is much we still do not know, including about different interventions across prevention, response and recovery.



We can point to the enormous growth of evidence in this area, while also recognising that many voices have been locked out of traditional research processes and therefore that important stories about the nature of violence, its scale and its reach, have not been told. It is time for us to listen to those voices and use the evidence we do have to influence meaningful change. We can do both. Action does not mean an end to learning. Action requires us to open up to continual reflection, learning and improvement.

As a partner to the National Plan to End Violence against Women and Children, ANROWS's impact depends on effectively informing and influencing the use of evidence to end violence against women and children. This moment offers a rare opportunity for meaningful, paradigm-shifting change, and we plan to draw from that deep wealth of collective knowledge to influence these changes.

Descriptions of domestic, family and sexual violence as a crisis are fair, given both its prevalence and extent of impact. Yet responding with urgency requires continued commitment to evidence-informed directions. The role for ANROWS in finding ways to make the evidence practical is as important as ever: helping people make use of the available evidence on domestic, family and sexual violence to inform decisions, create policies, shape program design, and improve service delivery, while also working to monitor and change the community attitudes that perpetuate gendered violence.

Influencing others to use quality evidence to drive change has been the thread I've followed throughout my career in research, policy and advocacy across social policy environments, including mental health, criminal justice and human rights. This purpose is at the heart of ANROWS and is what led me to this role. Across my working life I've learned that complex problems like ending violence against women and children require balanced responses: immediate crisis support, real investment in recovery and healing, and long-term strategies addressing root causes of violence. Achieving systemic change takes time, collaboration and trust.

In an era of declining trust in information sources, ANROWS's role as a trusted source of knowledge has never been more important. This year, we've laid the groundwork for bringing more voices into the conversation: voices that reflect the diversity of communities across Australia, voices that will help us reach people in new ways.

Our focus on building a learning culture internally also reflects this commitment. It means being open to new ideas and ways of working, while holding true to the integrity of the evidence we produce. It also means building the capability of our staff for impact in an ever-evolving landscape, while simultaneously supporting our people with the impacts of this work on them, particularly in the context of vicarious trauma - a responsibility I take very seriously in my role.

My deep and sincere thanks to the many people who have welcomed me into this role, worked with me to understand and explore the challenges and opportunities that the year has brought, and been unwavering in their tireless commitment to ending violence against women and children: the ANROWS Board and Sam Mostyn AO and Barry Sandison as its Chairs through this period, for their invaluable guidance and counsel; Jane Lloyd, who served as interim CEO from September 2023 to February 2024, providing a steadying influence during a time of transition and overseeing milestones including the release of the Australian National Research Agenda; members of our Executive who left during the year, for their contributions to the evolution of ANROWS; the incredible leaders working towards gender equality and to ending discrimination and violence in all its forms in Australia, from the voices of lived experience including Aboriginal and Torres Strait Islander leaders and victim-survivor advocates, to Ministers including the Hon. Amanda Rishworth and Assistant Minister Justine Elliott and their counterparts in the states and territories, Padma Raman as outgoing ANROWS CEO and now in her role as head of the Office for Women and Micaela Cronin as Domestic, Family and Sexual Violence Commissioner; the representatives of government, from the Department of Social Services and Commonwealth agencies to our partners in the states and territories all working to end gendered violence; the colleagues, partners and stakeholders across the landscape; and the critical friends who have engaged in the hard work to understand what needs to change and where we need to work differently to achieve it.

Most importantly, to the ANROWS team for your trust, collaboration, and unwavering commitment to our shared mission as we drive evidence for impact in 2025 and beyond.



Our mission and priorities

About ANROWS

ANROWS is Australia's independent, trusted voice for reliable and informed evidence on domestic, family and sexual violence.

ANROWS was established under the Australian Government's *National Plan to Reduce Violence against Women and their Children 2010-2022*. We are committed to supporting the goals of the new *National Plan to End Violence against Women and Children 2022-2032* (the National Plan) by advancing evidence-informed strategies, and we are dedicated to ensuring evidence drives high-quality decision-making in policy and practice.

Unique in our mission, ANROWS has led, partnered in, and contributed to more than 150 research projects, building a robust evidence base to drive meaningful and lasting change in ending violence against women and children.

Today, ANROWS designs, conducts and evaluates high-quality, targeted research. Through our commissioning and support of researchers, we foster a broader community committed to advancing knowledge and understanding in the field. By fostering partnerships with communities, victim-survivors, government agencies, service providers and policymakers, ANROWS contributes insights for a collective response to ending violence against women and children. Our research spans a wide range of commissioned studies, produced in collaboration with leading universities and academic partners, alongside comprehensive research and synthesis projects conducted by our internal teams.

Together, we translate this evidence into actionable priorities, working to shift attitudes, change behaviours, influence policy reform, and ultimately create lasting impact for the safety of all women and children.

Our mission

Develop and communicate evidence to influence policy, practice and public understanding for ending gender-based violence.

Our strategic priorities 2023-2027

In 2024, ANROWS has sharpened its focus on its strategic priorities to reflect our purpose in developing evidence to drive impactful change.

While we continue to build rigorous, high-quality and trusted evidence, we also need to extend the impact of that evidence, supporting decision-making in policy and practice and influencing public awareness about evidence-informed responses to women's and children's safety.

To make this mission a reality, we have brought together our strategic priorities of informing and influencing, acknowledging that these must work in tandem. Additionally, we are introducing impact as a new strategic priority, emphasising our dual focus on continuing to produce rigorous, high-quality research, while ensuring that this evidence is leveraged to shape policymaking, service responses and improved public understanding.

To achieve our core strategy, we focus on five strategic priority areas:

1. Create

Conduct and facilitate high-quality, targeted research.

2. Connect

Collaborate with purpose and integrity.

3. Inform and influence

Disseminate the evidence to inform and educate.

4. Impact

Ensure the evidence is used to create meaningful change.

5. Operate

Be an inclusive, innovative, respected and respectful workplace of choice.

Impact highlights

12 commissioned research reports

149,000 visitors to the ANROWS website

3 policy briefs published

57,000 report and resource downloads

13 submissions related to policy and law reform

6 National Plan Senior Officials forums

5 workshops held

8 conference presentations

10 capacity-building sessions

18 media releases

15 expert panels and advisory boards participated in

417 appearances and mentions in flagship media outlets

2 webinars held

17,500+ subscriptions to the ANROWS newsletter

13,350+ social media followers

A national spotlight on gender-based violence

Over the past year, the national spotlight on gender-based violence in Australia has intensified, driven by public attention to domestic and family violence-related homicide, public inquiries, and long-standing challenges, such as the underfunding of support services and inconsistent law enforcement responses. The growing alarm and demand for action across all levels of government have resulted in intense scrutiny of the National Plan, prompting a deeper interrogation of Australian policy responses to end violence against women and children.

One of the most significant outcomes of this year's policy debate has been a growing consensus on the necessity of prioritising evidence-informed solutions to address gender-based violence. There is now greater acknowledgement that without a solid research foundation, policy, intervention and funding decisions risk being ineffective or misdirected. In this context, ANROWS's contributions have been instrumental in driving this shift toward evidence-informed approaches and shaping the policy landscape.

Setting Australia's research priorities

The Australian National Research Agenda 2023-2027



In November 2023, ANROWS published the third iteration of the *Australian National Research Agenda to End Violence against Women and Children* (the Agenda).

The Agenda is a framework that aims to guide the priority areas of domestic, family and sexual violence research, in support of the National Plan. The Agenda was co-designed with people with lived expertise, practitioners and researchers. The Agenda identified nine priority areas of research:

- Structural inequities
- Gender relations, gender norms and attitudes
- Trauma- and domestic, family and sexual violence-informed, victim-centred systems
- Aboriginal and Torres Strait Islander peoples
- Children and young people
- People who use domestic, family and sexual violence
- Sexual violence
- Coercive control
- Economic abuse

In a change from previous iterations, the current Agenda provides guidance on how domestic, family and sexual violence research can be undertaken in ways that are more inclusive and person-centred than traditional research methods. ANROWS is embedding these ways of working and ways of knowing in our work:

- Centre connection and address power imbalances through Indigenous research methodologies
- Create space for pilots and evaluations of community-led interventions
- Make better use of existing data
- Work with the knowledge of experts by experience
- Listen to children when they are children
- Value practitioners' expertise

The Agenda encourages a shared focus on domestic, family and sexual violence research nationally as well as informing our current grants round on people who use violence.

The Agenda in action

This year we have laid the groundwork for vital new evidence through grants to 14 projects on people using violence. Some of these were commissioned as part of the Federal Government's commitment in its 2024-25 Budget. The reports from these projects are expected to be released in mid to late 2026.

Bringing together the evidence on what works: The ANROWS Evidence Portal

Launched in September 2023, the ANROWS Evidence Portal is a living resource of evidence on interventions that aim to address and end violence against women. The Evidence Portal hosts a series of four evidence and gap maps (EGMs) and two geographic maps that provide a big-picture, visual overview of the available evidence using impact evaluation and systematic review methods. The EGMs are aligned to the priority domains outlined in the National Plan: prevention, early intervention, response, and recovery and healing.

To date, we have captured 880 impact evaluations and systematic reviews across the four EGMs. Complementing these, we provide accessible summaries of evidence, in plain language, through our Intervention Reviews, which offer standardised assessments of interventions. So far, nine Intervention Reviews have been published on the Evidence Portal.

Additionally, several key reports are available, including:

- A methodology report.
- The ANROWS Instrument for assessing Risk of bias in quantitative Impact Studies (ANROWS-IRIS).
- The ANROWS-IRIS technical report.
- An ANROWS-IRIS guidance document.

Since launching the Evidence Portal, we have presented at several conferences, including the Evidence and Implementation Summit, StopDV Conference, and Family & Relationship Services Australia Conference.



Strengthening our commitment to First Nations Peoples

Aboriginal and Torres Strait Islander voices need to be centred in the evidence, service approaches and other efforts to end domestic, family and sexual violence against First Nations women and children.

Over the past year ANROWS has grappled with our own responsibilities in this respect, including how we share power through decisions about resources like research grants; and how we use our power to support the development of First Nations-led knowledge.

Working alongside Aboriginal and Torres Strait Islander experts and leaders, we are generating evidence that recognises the unique experiences and needs of First Nations peoples. This collaboration is vital to creating culturally safe and effective interventions that can help reduce violence against First Nations women and children and contribute to broader national efforts for reconciliation and justice.

A new First Nations strategy

Over 2023-24, with the support of the ANROWS Board, ANROWS developed a new strategy for supporting First Nations research, identifying three key areas as priorities:

- A commitment to supporting First Nations-led research.
- First Nations employment, including student placements, with ANROWS and capacity building of researchers.
- The development of a cultural safety framework for ANROWS.

While the Board has endorsed this strategy, it was approved with the understanding that further work is essential and that the current strategy is an initial framework, serving as a foundation for ongoing development.

First Nations advisory group

ANROWS is committed to strengthening its support for First Nations-led approaches to domestic, family and sexual violence, recognising that these approaches must be grounded in First Nations research and knowledge. Two key meetings with First Nations researchers and practitioners set the tone for further unpacking over 2023-24 how ANROWS can better support First Nations-led research. We continue to progress this critical work.

Inquiry into missing and murdered First Nations women

In collaboration with the human rights lawyer and member of the UN Permanent Forum on Indigenous Issues, Associate Professor Hannah McGlade, of the Kurin Minang people of Western Australia, ANROWS developed the report *Missing, Murdered and Incarcerated Indigenous women in Australia: A literature review*. The literature review supports the work of Associate Professor Hannah McGlade who will submit a series of communiqués, named “Seven Sisters”, which draw on seven cases of Indigenous women who have disappeared, been murdered or wrongfully incarcerated over the past three decades, to the Committee on the Elimination of Discrimination against Women (CEDAW).

Recommendations from the report include the need for the dedicated resourcing and institutional support for First Nations-led research on missing, murdered and incarcerated Indigenous women in Australia. It recommends the use of an intersectional analysis of human rights violations and genocide to generate new insights into the sustained impacts of colonial systems on First Nations women.

Funding of First Nations-led research

ANROWS has commissioned 14 research projects on better understanding people who use violence. Nine projects specifically focus on First Nations communities, with 11 involving at least one First Nations researcher, and three led by First Nations researchers. These projects aim to provide essential First Nations-led insights on domestic, family and sexual violence, promoting safety and healing for First Nations women and children, addressing the needs of men and boys, and reducing the over-criminalisation of First Nations people.

Centring the voices and agency of children and young people

ANROWS has continued to strengthen our focus on children and young people across our work. Children and young people subjected to domestic, family and sexual violence are victim-survivors in their own right and their voices must be centred in the design, development and evaluation of policy and service responses. Their unique perspectives and experiences are essential to shaping a national, evidence-informed response to violence.

Research reports focused on children and young people

In the 2023–24 financial year, ANROWS published four research reports across three studies focused on children and young people. Each report was supported by additional resources, including webinars, quick guides, fact sheets, social media campaigns and media engagement:

Respectful relationships education in secondary schools

Research led by Emeritus Professor Helen Cahill, University of Melbourne

This research generated two reports and new insights into the positive impacts of respectful relationships education programs on student relationships, attitudes and behaviours, as well as what is needed for these programs to be effective.

The 2021 National Community Attitudes towards Violence against Women Survey (NCAS), Findings for young Australians

Research led by Dr Christine Coumarelos, ANROWS

The 2021 NCAS found that young people's understanding of violence against women and their attitudes towards this violence and gender inequality are improving, but that more work is needed. This research highlighted that while attitudes and understandings start to develop early, this development continues through young adulthood and presents an opportunity for positive change.

Drawing from our evidence base

Analysis of linked longitudinal administrative data on child protection involvement for NSW families with domestic and family violence, alcohol and other drug issues and mental health

Research led by Professor Amy Conley Wright, University of Sydney

This research confirmed the high prevalence of domestic and family violence concerns in child protection reports. It pointed to the need for integrated models of care that address intersecting issues, such as parental alcohol and other drug use and parental mental health issues, experienced by families.

ANROWS has produced over 20 research reports on children and young people's unique experiences of domestic, family and sexual violence. These reports included over 130 policy and practice recommendations.

In the latter part of 2023-24, we concentrated on consolidating this body of work to identify common actions recommended for policy and systems-level change with children and young people. Through this analysis, and subsequent work with young victim-survivors of family violence, as well as consultations with leading academics and experts across policy and practice, we identified key themes that inform how we should work with children and young people and what actions to prioritise.

These principles and actions will guide much of our work over the next financial year and beyond, as we strive to centre the voices of children and young people in responses to domestic, family and sexual violence.

"Children and young people don't want the system fixed for them, we want to be part of the systemic change that needs to happen for the system to service us as victims in our own right."

Conor, he/him,
a young victim-survivor

"... children are not just passive victims but can also be agents of change in their own lives and within their families. Recognising their agency is key to empowering them to break the cycle of violence."

Emily, they/them,
a young victim-survivor

Shifting focus to people who use violence

Our 2023–2027 Grants Program was announced in November 2023 alongside the publication of the *Australian National Research Agenda* (the Agenda).

The grants round focused on one of the Agenda’s priority populations: People who use domestic, family and sexual violence. This focus aligns with Action 5 of the *National Plan’s First Action Plan*, which identifies the need to:

Strengthen systems and services to better hold people who choose to use violence to account and provide opportunities to support people who have used violence, or are at risk of using violence, to change their behaviours, with the aim of protecting the safety and wellbeing of current and potential victim-survivors.

Funding of over \$3.6 million was available for research projects to understand pathways into or out of perpetration; characteristics of people who use domestic, family and sexual violence and risk factors for perpetration; and interventions and service responses to prevent or stop people from using domestic, family and sexual violence.

ANROWS received 83 applications from across Australia. Each application was assessed by a panel of assessors, which consisted of people with lived expertise of domestic, family and sexual violence, practitioners, researchers and policymakers. ANROWS selected eight of the highest rated projects to initially fund. Additional funding from the 2024–25 federal Budget allowed us to fund a further six highly recommended projects.

Together the 14 projects focus on populations where domestic, family and sexual violence research is lacking – LGBTQ communities, migrant and refugee families, veterans, Aboriginal and Torres Strait Islander peoples, children and young people, and criminalised victim-survivors. Approaches to research (as outlined in the Agenda) were part of the assessment process and resulted in ANROWS funding projects that aim to make better use of existing data, be community or lived-experience led, value practitioners’ expertise, follow Indigenous methods, and listen to the voices of children.

PEOPLE WHO USE DOMESTIC, FAMILY AND SEXUAL VIOLENCE RESEARCH PROGRAM 2023–2027

Evidence Portal evaluating interventions for people who use violence

To date, the ANROWS Evidence Portal has captured 123 impact evaluations of interventions that are designed for people who use violence. Most of this evidence is currently concentrated on men's behaviour change programs (MBCPs) and educational interventions, followed by criminal justice system responses, and advocacy and mentoring services. This year, three Intervention Reviews were published within this key priority area: one review on parenting-based behaviour change programs for fathers who use violence, and two reviews on prevention-based interventions designed for boys and young men, focused on coach-delivered relationship education programs for male high school students and sexual violence prevention education programs for male university students.

Northern Territory Men's Behaviour Change Program (MBCP) evaluations and impact

This year the ANROWS evaluation team increased their focus on programs that work with people who use domestic, family and sexual violence.

ANROWS worked with the (then) Northern Territory Department of Territory Families, Housing and Communities to undertake process evaluations of their two government-funded MBCPs: the Perpetrator Intervention Service, operated by Catholic Care NT in Darwin; and Marra'ka Mbarintja MBCP, delivered by Tangentyere Council Aboriginal Corporation in Alice Springs. Through this work, the ANROWS evaluation team worked closely with the services in the NT to build an understanding of what "quality practice" looks like for the programs in their contexts and to support the programs in continuous learning and improvement. The project has been important in contributing to the limited but emerging evidence base on working with users of violence in the NT.

Also this year, the evaluation team commenced a two-year evaluation in partnership with the RMIT Centre for Innovative Justice to evaluate the Serious Risk Pilot, a Family Safety Victoria-funded program which aims to address the limited capacity of the family violence system in Victoria to respond to high-risk, high-harm adults using violence. The pilot is being trialled in three sites - including one led by an Aboriginal Community-Controlled Organisation. The evaluation seeks to make an important contribution to the evidence base on what works for high-risk, high-harm adults using domestic and family violence.

Building knowledge through partnerships

In our commitment to advancing evidence-informed solutions to gender-based violence, collaboration is key. Through these partnerships, we are committed to fostering knowledge and creating a more informed response to the complexities of gender-based violence.

Evaluating the impact of frontline services

In 2023-24, the ANROWS evaluation team continued work supporting frontline services nationwide, partnering with Commonwealth, state and territory governments, specialist services, and community organisations across the Northern Territory, Tasmania, Western Australia, the Australian Capital Territory, Victoria and South Australia.

Key projects included an ongoing partnership with the South Australian Office for Women, focusing on early intervention and recovery. Working with nine specialist services in metro, regional and remote South Australia, the evaluation team is capturing learnings across the interventions spanning services for Aboriginal families, women and children at risk of violence, at-risk young men and boys, adult users of violence and victim-survivors. The team also completed evaluations of the Respect@Work Council with the Attorney-General's Department and White Ribbon Australia's community prevention model with the Department of Social Services, generating valuable insights for sector-wide learning and development.

United Nations Population Fund (UNFPA) partnership



Since 2022, ANROWS has partnered with the UNFPA in projects under the 2022-25 Global and Regional Program, marking our first formal collaboration with an international organisation. This partnership expands ANROWS's reach in addressing domestic, family and sexual violence across the Asia-Pacific region. In 2023-24, key joint activities to drive greater impact included:

- producing a policy brief for key government stakeholders in Bhutan to support understanding of risk and protective factors for intimate partner violence and potential interventions to address these risk factors
- co-developing a high-level research framework and theory of change to support the strengthening of comprehensive sexuality education to prevent gender-based violence in secondary schools in Mongolia
- developing a resource to support the uptake and use of national violence against women prevalence data for advocacy and actions to reduce violence against women in the Asia and the Pacific region.

Australian Domestic and Family Violence Death Review Network partnership



ANROWS and the Australian Domestic and Family Violence Death Review Network (the Network) have worked in partnership since 2020. This critical partnership allows us to collaborate across all Australian jurisdictions to work sensitively together on the collection and analysis of data relating to domestic and family violence-context deaths; and to produce national findings on domestic and family violence-related deaths. As part of our shared commitment to build the national evidence base relating to domestic and family violence-related deaths, the ANROWS Death Review team works with the Network to set research priorities, determine research project topics, and to progress that research together.

Over the past year, ANROWS and the Network have shared learnings from the research conducted under the partnership in numerous national and international forums, including the European Conference on Domestic Violence, an ANROWS-facilitated National Plan Senior Officials forum, a Domestic Violence Death Review Community of Practice Roundtable convened at UNSW Sydney by Dr Emma Buxton-Namisnyk and Dr Althea Gibson, and the national Crisis Talks into Murdered and Missing Women convened by the Domestic, Family and Sexual Violence Commission.

WorkUP Queensland: A Healing Foundation partnership



This year marked five years of partnership with the Healing Foundation through the WorkUP Queensland service, enhancing workforce capacity in Queensland's specialist sectors since 2019. Our knowledge translation and resource development efforts continued to support practitioners, highlighted by the SPARK Webinar series, which makes research evidence accessible and relevant. Notable sessions included *Insights from the NCAS and PSS*, where experts discussed primary prevention using key survey data, and *Listening to Community to Heal our Children and Young People*, which introduced new practice guidelines for supporting Aboriginal and Torres Strait Islander children experiencing family violence. Additionally, *Enhancing Practice at the Intersection of Disability, Violence and Youth* featured disability advocate Elly Desmarchelier, fostering intersectional insights. Our partnership with the Healing Foundation, led by CEO Shannan Dodson, remains a valuable channel for mutual learning and growth.

Supporting the Queensland Police Service



ANROWS continues to translate research evidence to support the Queensland Police Service (QPS) in their efforts to improve their responses to women and children who experience violence. In 2023-24, we delivered two modules as part of a five-day training course for domestic and family violence specialists, "The Gendered Nature of Violence" and "Identifying the person most in need of protection", to approximately 150 sworn and non-sworn specialist officers.

ANROWS has been engaged in this work since 2022 in a partnership which recognises the importance and relevance of evidence to guide the actions of those trusted to be the first point of contact for safety in our communities. By working with the QPS to design and deliver this training, we have learned about the needs and priorities of this cohort. We have used these learnings to inform other ANROWS projects, elevating the quality and impact of our communication and reach.

Leading the evidence base on gendered violence at work

In 2023–24, ANROWS published four reports as part of our 2021–2024 Sexual Harassment Research Program (the Program), drawing this critical body of work nearly to completion.

The Program was established in response to the *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* report by the Australian Human Rights Commission. Recommendation four of the report called for the development of a National Sexual Harassment Research Agenda to contribute to a national evidence base on sexual harassment to guide policy and practice.

The five projects funded under this Program focus on sexual harassment in the workplace, including:

- the nature, impacts and appropriateness of responses
- the associated risk and protective factors
- the effectiveness of strategies for prevention and response.

Publications released in 2023–24

ANROWS released five publications across four projects from the Program:

- *Migrant and refugee women in Australia: A study of sexual harassment in the workplace* (research report and technical report) led by Professor Marie Segrave at the University of Melbourne.
- *Technology-facilitated sexual harassment in the workplace: Perpetration, response and prevention* led by Dr Asher Flynn at Monash University.
- *"Just another day in retail": Understanding and addressing workplace sexual harassment in the Australian retail industry* led by Professor Rae Cooper AO at the University of Sydney.
- *Evaluation of the Respect@Work Council: Key findings* led by ANROWS.



Findings from the Program

This research found that sexual harassment in the workplace is common, normalised and takes many different forms.

Sexual harassment targets were predominantly women, particularly young women, whose experiences of harassment often intersected with other forms of discrimination such as racism.

While participants in these projects weren't always sure what "counted" as harassment, they consistently reported feeling unsafe and uncomfortable, and clearly identified shifts in the "vibe" when they were harassed. Our research on workplace technology-facilitated sexual harassment also asked perpetrators about their motivations, which highlighted that while many claimed their actions were misinterpreted, more than 1 in 4 said they deliberately wanted to hurt, intimidate or frighten the victim-survivor.

Workplaces were not set up with appropriate processes and policies to support employees experiencing sexual harassment, including a lack of transparency, unclear reporting mechanisms and inadequate training. The research also pointed to the importance of diverse representation in leadership - for example, in gender, race, and sexuality - as a way of creating supportive environments for reporting.



CASE STUDY

"Just another day in retail"

In May 2024, ANROWS released *"Just another day in retail": Understanding and addressing workplace sexual harassment in the Australian retail industry*, a report led by Professor Rae Cooper AO at the University of Sydney.

This research investigated how employees and managers in the Australian retail sector understand, experience and manage sexual harassment at work.

The retail sector is a vital national industry, employing 9 per cent of all Australians. It is the second largest employer of Australian women and of young workers. Despite the significance of the retail industry in Australia, there was very limited research available on sexual harassment in retail workplaces. The research is also timely, released among new legal obligations under the Sex Discrimination Act 1984 (Cth) which requires workplaces to take proactive measures to prevent sexual harassment.

This research generated actionable policy insights and led to real-world outcomes in addressing violence against women.

KEY FINDINGS

Sexual harassment in retail is common and normalised. Retail workers experienced it as routine and unavoidable, influenced by industry norms such as "the customer is always right".

A range of people perpetrate sexual harassment in the retail industry including managers, colleagues and customers. Perpetrators were more likely to be men, and women were more likely to be targets.

Sexual harassment in retail takes different forms. The most common form of sexual harassment was sexually suggestive comments and jokes (62% of cases), followed by intrusive questions (45%), and staring or leering (41%). Actual or attempted rape or sexual assault and sexually explicit pictures and gifts were less common, but still occurred. Most workers who experienced sexual harassment experienced more than one form.

Certain groups are at higher risk of experiencing sexual harassment. Age and gender were the most prominent risk factors, with young women particularly at risk. Other groups at high risk included workers living with disability and gay men.

The retail industry must improve policies and practices to prevent workplace sexual harassment. Organisational policies are often inadequate and difficult to apply, and training needs to be improved.

Reporting processes for sexual harassment need to be improved. Managers and workers often lacked detailed understanding of their organisation's complaints processes and responses. Workers expressed concern about the confidentiality, integrity and effectiveness of reporting, with some facing a lack of timely action, poor responses to reports, and ineffective or unclear outcomes.

The current ad-hoc, limited and non-standardised data collection approach constrains effective industry action on sexual harassment, with limited data available on the nature and frequency of workplace sexual harassment.



RECOMMENDATIONS

The research outlined key practice and policy recommendations to improve responses to sexual harassment in retail. These include the need to:

- Develop industry-wide strategic and collaborative responses to sexual harassment, including retail employers, the major retail union, and relevant government agencies.
- Harmonise data collection and increase industry data sharing to build knowledge on the nature and extent of sexual harassment in retail workplaces.
- Develop tailored strategies to address the needs of specific workforce groups, particularly those who are at high risk of experiencing sexual harassment in retail.
- Deliver regular, high-quality, customised training to workers and managers on sexual harassment in the retail workplace.
- Ensure “safe staffing” practices to build safer workplaces. For example, ensuring sufficient staffing levels during high-risk periods like store closing time.
- Improve access to information, transparency and reporting mechanisms for sexual harassment in the retail workplace.
- Upskill and empower supervisors and managers to respond to sexual harassment in the retail workplace.

RESULTS/IMPACT

We have already seen the uptake of this evidence into action.

The Retail Employee Safety Council (RESC), established in late 2023, was convened for the first time in August 2024. The RESC is an alliance between unions, employers and government that aims to address harassment in retail. At their first meeting, members reviewed the findings of “Just another day in retail” and discussed the prevalence of sexual harassment in retail workplaces.

ANROWS looks forward to continued work across sectors to see this important evidence inform action to protect the safety and wellbeing of retail workers.



Measuring attitudes to drive change

Evidence from the National Community Attitudes towards Violence against Women Survey (NCAS)

The National Community Attitudes towards Violence against Women Survey (NCAS) is conducted every four years across the Australian population to gauge how people understand violence against women, their attitudes towards it, and whether there has been a change over time. It also measures attitudes to gender inequality and people's preparedness to intervene when witnessing abuse or disrespect towards women.

The two most recent waves of the NCAS (in 2017 and 2021) have been administered by ANROWS as a key mechanism to monitor the progress of the Australian Government's National Plan and to inform strategies for reducing and preventing this violence. The findings from the NCAS highlight opportunities across the primary prevention, early intervention, response, and recovery and healing continuum that contribute to ending violence against women and children by addressing attitudes and building a culture that supports safety, respect and equality for all Australians.

During 2023-24, two additional publications, with accompanying quick guides and collateral, were released as part of the suite of the 2021 NCAS reports. The first presented the findings for young Australians aged 16 to 24 years, and the second for people born in countries where the main language is not English (N-MESC).

The collection of NCAS publications tells us that although there have been gradual improvements over time in community understanding and attitudes regarding violence against women and gender inequality, we still have a long way to go before a visible majority of Australians have a good understanding of violence against women and are objecting to problematic attitudes. There is still substantial progress to be made in challenging damaging problematic attitudes, such as the mistrust of women's reports of violence and the myths and misconceptions regarding perpetrator behaviours, whilst continuing to raise awareness about the forms and gendered nature of domestic violence across communities and the population. These changes are critical to achieving a community that is safe and free from violence against women and that offers equal opportunities to women.

A key finding from the 2021 NCAS young Australians, aged 16-24 years report is:

Young Australians show weaker rejection of attitudes that limit women's autonomy than people aged 25 years or older. Therefore, more work needs to be done to challenge young people's acceptance of male power in intimate relationships and gendered stereotypes about dating.

Over the past year, work has also steadily continued in preparation for the next wave of the NCAS, which will commence in 2025. There will be some changes for the 2025 NCAS, particularly the move from mobile phone interviews to online surveys, and the addition of new questions to ensure the NCAS remains up to date and innovative. As part of this process, major scoping exercises, including multiple consultations with experts and stakeholders, were undertaken to ensure the quality and integrity of the NCAS are maintained, to identify important changes in the evolution of violence against women, and to reflect the interests and relevance to frontline support services and advocates.

Looking ahead, the 2024-25 period will see the final publication for the 2021 NCAS suite regarding Aboriginal and/or Torres Strait Islander respondents released, and the 2025 NCAS will be underway.

Deepening public understanding

Our voice and reach

We recognise that while evidence is essential, true impact comes from how effectively insights are communicated and how deeply they resonate with diverse audiences. It is through clear, accessible, and compelling communication that evidence translates into meaningful action and societal change.

To achieve this, we are committed to using our digital and traditional media platforms strategically to expand awareness, promote education, and foster a nuanced understanding of domestic, family and sexual violence in Australia.

KEY HIGHLIGHTS

Over 65 million

people reached across print, online, television and radio broadcast

417

mentions of ANROWS work across print, online, television and radio

310

online and print articles written

18

media releases

12

ANROWS newsletters

7

TV interviews with the ANROWS CEO



11,957 followers

3,500

new followers

469

 reposts

8,500+

 page views

400,000+

 impressions

1,250 followers

493

new followers

2,400

 profile visits

↑ 182% YoY

Reach of 8,200

↑ 62% YoY

1,500

 content interactions

↑ 100% YoY

Supporting our team: the foundation of our impact

Supporting the capability of our staff to achieve impact

At ANROWS, we recognise that achieving meaningful impact externally begins with supporting and strengthening our team internally. Our commitment to professional development and wellbeing includes tailored programs that enhance the capabilities of our staff to navigate the challenging landscape of domestic, family and sexual violence research.

Vicarious Trauma Program

One of our key initiatives is our Vicarious Trauma Program, which provides essential support and tools for staff to manage exposure to difficult content in their work. This program is led by Jackie Bourke Psychology & Consulting and equips our team with 12 sessions a year to manage the psychological effects of their roles and sustain their wellbeing over time.

Cultural competency training

To foster inclusivity and respect within our organisation and our work, Cultural Competency Training is provided, deepening our understanding of diverse perspectives and enhancing our approach to research and collaboration.

Lunch & Learn sessions

Lunch & Learn sessions offer an informal space for ongoing learning, where team members can share insights and acquire new skills over lunch time.

Team Time

Team Time is a chance to bring the whole team together each quarter to reflect, collaborate and celebrate progress, reinforcing our shared mission.

These initiatives are vital to cultivating a resilient, knowledgeable and collaborative workforce, ensuring that we are equipped to make a powerful impact on the safety and equality of communities nationwide.

45
staff members
nationally

3
Lunch &
Learns held

15
new staff
joined

Our Board



Sam Mostyn AO

Board Chair



Barry Sandison

Independent Director
and Interim Chair



Elizabeth Foley

Independent Director



**Professor
Dawn Bessarab**

Independent Director



**Professor
Jennifer Morgan**

Independent Director



Jeanette Kerr

Northern Territory Director



Edward Mosby

Independent Director



Dr Kylie Stephen

Queensland Director



Kirsty Windeyer

Australian Capital Territory
Director



Melanie Heenan

Victoria Director



Anna Lutz

Commonwealth Director



Greta Doherty

Commonwealth Director



Financial statements

30 June 2024



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

ABN 67 162 349 171

Financial Statements - 30 June 2024

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The directors present their report, together with the financial statements, on the company for the year ended 30 June 2024.

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, resigned 24 April 2024)
Professor Dawn Bessarab	Independent Director (appointed 16 August 2019)
Ms Greta Doherty	Commonwealth Director (appointed 8 September 2022, resigned 19 October 2023)
Ms Elizabeth Foley	Independent Director (appointed 29 July 2020)
Ms Jeanette Kerr	Northern Territory Director (appointed 2 March 2022)
Professor Jennifer Morgan	Independent Director (appointed 23 November 2018)
Mr Edward Mosby	Independent Director (appointed 20 October 2017)
Mr Barry Sandison	Independent Director (appointed 7 August 2021), Interim Chair (appointed 24 April 2024)
Dr Kylie Stephen	Queensland Director (appointed 11 February 2021, resigned 7 December 2023)
Ms Kirsty Windeyer	ACT Director (appointed 20 February 2023)
Ms Anna Lutz	Commonwealth Director (appointed 22 February 2024)
Ms Melanie Heenan	VIC Director (appointed 22 February 2024)

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.

Information on directors

Name: Ms Sam Mostyn
Title: Independent Chair
Qualifications: BA/LLB (Law and Political Science), Australian National University
Experience and expertise: Sam Mostyn AO is a non-executive director and sustainability adviser, with a long history of governance roles across business, sport, the arts, policy, diversity, Indigenous and women's affairs, and the not-for-profit sectors. Her corporate roles have encompassed purpose, culture and human resources, corporate and government affairs, community engagement and sustainability.

A long-time champion of gender equality, Sam was the first woman appointed to the AFL Commission. There she contributed to policies aimed to include women at all levels of the game and to the introduction of the Respect & Responsibility policy. An advocate for the creation of the AFL Women's (AFLW) league, Sam was the 2018 AFLW Cup Ambassador.

Sam is Chair of the Australian Government's Women's Economic Equality Taskforce, Australians Investing In Women, the Foundation for Young Australians, Ausfilm and Alberts; President of Chief Executive Women; non-executive director at Mirvac and the GO Foundation; and a board member of the Centre for Policy Development and, most recently, the Climate Change Authority. Sam was previously President of ACFID, an inaugural Commissioner with the National Mental Health Commission, and served on the boards of Reconciliation Australia and the Australia Council for the Arts.

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 Bessarab is an Aboriginal woman of Bard (West Kimberley) and Yjindjarbandi (Pilbara) descent who is the Director/Professor of the Centre for Aboriginal Medical and Dental Health at the University of Western Australia's Medical School. She is a highly regarded and experienced senior social worker and researcher whose expertise is highly sought after. Dawn has a strong background in the area of Aboriginal health, child protection, domestic and family violence, drug and alcohol abuse and community development.

Dawn's work specialises in the application of Indigenous research methodology and qualitative research. She developed the framework on research yarning as an Indigenous methodology, which is now applied across Australia and internationally. Dawn has published widely both individually and collaboratively in the areas of Aboriginal health, Indigenous ageing, social work, community development, and yarning. Her PhD explored the impact of lived experiences in shaping the development of masculine and feminine identities of Aboriginal women and men in their families.

Dawn was a founding director and previous board member of the Aboriginal Family Legal Service in Perth; a former chair and member of Nadine Women's Refuge in Perth; and is currently vice chairperson on the Langford Aboriginal Association committee, in Langford, Western Australia.

Name: Ms Greta Doherty
Title: Commonwealth Director
Qualifications: Bachelor of Arts, Bachelor of Asian Studies (Hons) and Master of Public Policy, all from the Australian National University
Experience and expertise: Greta Doherty is the acting Group Manager, Women's Safety, at the Department of Social Services (DSS), where she is responsible for the development and delivery of the National Plan to End Violence against Women and Children 2022–2032 as well as key Commonwealth programs such as 1800RESPECT. She is also the Senior Executive Pride Ally Champion.

Prior to joining the DSS, Greta worked in a range of roles in the Education portfolio for almost a decade, including in higher education policy infrastructure funding, research policy, early childhood and childcare legislative reform and international education. She also worked at the Department of Finance and Department of the Prime Minister and Cabinet.

Name: Ms Elizabeth Foley
Title: Independent Director
Qualifications: M Com (Finance), B Bus (Marketing), FAICD, FFINSIA
Experience and expertise: Elizabeth Foley is a non-executive director and CEO, with experience across a range of sectors, including financial services, digital innovation, health and medical research, and professional services industries.

Elizabeth has worked in the research sector over the past decade, including five years as CEO of Research Australia, a national peak body advocating for health and medical research. She was also non-executive director of the Population Health Research Network, Australia's first national data linkage network. She is currently Chair of HeartKids, a national organisation supporting and advocating for people with childhood-acquired heart disease.

A strong campaigner for gender equality, Elizabeth also worked at Chief Executive Women as Director Research and Business Engagement. She brings exemplary stakeholder management credentials, particularly working with senior levels of government, including Federal and State MPs and senators, as well as senior public servants. Highly experienced in strategic planning and constructing effective boards, Elizabeth has a detailed knowledge of corporate governance and risk management.

Special responsibilities: Chair of the Board's Finance, Risk & Audit Committee

Name: Ms Jeanette Kerr
Title: Northern Territory Director
Qualifications: Bachelor of Social Science, Bachelor Arts – Psychology (Honours), Master of Leadership and Management and a Master of Studies degree in Criminology Cambridge University (UK)
Experience and expertise: Jeanette Kerr is the Deputy Chief Executive, Families in Territory Families, Housing and Communities since September 2016. She is responsible for a range of Child Protection, Family Support, Out of Home Care, Domestic Family and Sexual Violence Reduction and Youth Justice program areas and reform.

She served in the Territory for 29 years as a Police Officer, in Katherine, Tennant Creek, Alice Springs and Darwin in a range of operational, criminal investigation and public safety roles. Jeanette reached the rank of Assistant Commissioner before taking up the position with Territory Families.

Jeanette's Masters thesis is a descriptive analysis of the characteristics, seriousness and frequency of Aboriginal intimate partner violence in the Northern Territory, Australia: a strategy for targeting high harm cases.

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: Jenny Morgan is a Professor in Melbourne Law School, University of Melbourne, where she has taught across a range of courses since 1988. Having served on numerous committees in the University, Jenny was Dean of Melbourne Law School (2017–2018), and again in 2024 and Deputy Dean (2003–2007).

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 Hearing Commissioner with the Human Rights and Equal Opportunity 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.

Jenny's research interests are in the areas of violence against women, homicide, feminist legal theory, reproductive rights and law reform, and she has published widely. She has been on the management committees of various community organisations, including Women's Legal, CASA House and Women's Domestic Violence Crisis Service, and worked for many years with VicHealth on their violence against women agenda.

Name: Mr Edward (Ed) Mosby
Title: Independent Director
Qualifications: Bachelor of Psychology, Central Queensland University.
Experience and expertise: Edward 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.

Edward 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 Edward was appointed to a Council of Australian Governments (COAG) Advisory Panel tasked with making recommendations informing 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.

Edward specialises in working with Aboriginal and Torres Strait Islander families in the areas of mental health, social and emotional well-being, community safety promotion, trauma, grief, and loss. Specifically in the last eight 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.

Name: Mr Barry Sandison
Title: Independent Director | Independent Chair (Interim)
Qualifications: Bachelor of Business Management, University of Canberra
Experience and expertise: Barry Sandison is a research fellow with the Australian National University School of Health and Medicine. With over 39 years' experience in the public sector across more than 13 agencies, Barry's expertise covers a wide range of health and welfare-related work, with previous senior roles in both policy and service delivery.

From 2016 to 2021, Barry was the CEO of the Australian Institute of Health and Welfare (AIHW). While there, he focused on sharpening AIHW's strategic focus, and broadening the range of health and welfare data products it manages. Recognition of AIHW's growing capabilities can be seen in its doubling in size over the five-year period.

Barry is a member on four national Boards (ANROWS, the National Centre for Vocational Educational research and the Australian Education Research Organisation and the Alcohol and Drug Foundation) and one local Canberra not-for-profit (NFP) organisation. He is also a member of the Aged Care Quality and Safety Advisory Council and is also a strategic advisor to a number of commercial and NFP organisations.

Barry is known across the Australian Public Service and with state/territory agencies for his interest and leadership in data and information management across government and institutional settings. This same enthusiasm about better use of data is now being applied to the NFP sector.

Name: Dr Kylie Stephen
Title: Queensland Director
Qualifications: PhD – Government, from the University of Queensland (1997) and a Bachelor of Arts (First Class Honours) from the University of Queensland (1992).
Experience and expertise: Dr Kylie Stephen is the Assistant Director-General of the Office for Women and Violence Prevention, Department of Justice and Attorney-General in Queensland. Kylie's early career focused on teaching and research in the fields of political science and gender politics. Kylie has since worked in policy, program and operational roles across a range of human service portfolios, including community services, child safety, community recovery and gender equality in both the United Kingdom and Queensland.

Kylie has used her knowledge of community services and change management to strengthen community and whole-of-government responses to address gendered violence including leading reforms across the domestic, family and sexual violence service system following the Not Now, Not Ever report by the Special Taskforce on Domestic and Family Violence in Queensland and more recently following the release of the Hear her Voice reports 1 and 2 by the Women's Safety and Justice Taskforce.

Name: Ms Kirsty Windeyer
Title: ACT Director
Qualifications: BA/LLB
Experience and expertise: Kirsty Windeyer is the Domestic, Family and Sexual Violence Coordinator-General and Deputy Director-General, Housing and Inclusion, Community Services Directorate, ACT Government.

The Coordinator-General role provides strategic leadership that supports whole-of-government collaboration and coordination of the government's response to domestic, family and sexual violence. Kirsty works across government and with the community services sectors to develop new services and approaches that improve how the ACT Government responds to domestic, family and sexual violence.

Kirsty has significant experience as a senior executive lawyer and in leadership roles for public sector organisations. Kirsty was the CEO of the Royal Commission into the Protection and Detention of Children in the Northern Territory and Special Counsel/Executive Director of the Defence Abuse Response Taskforce. Kirsty was the inaugural Principal Solicitor of the ACT Women's Legal Centre.

Name: Ms Anna Lutz
Title: Commonwealth Director
Qualifications: Bachelor of Management, Graduate Diploma of Commerce, Masters of International Studies
Experience and expertise: Anna Lutz is Group Manager, Ending Gender-Based Violence Group, Families and Communities Stream in the Department of Social Services. She is responsible for driving and implementing the *National Plan to End Violence against Women and Children 2022-2032* and the new National Plan for First Nations Family Safety, coordination across Australia, state and territory governments, consultation with the sector and research to inform the policy and program response.

Anna has had significant experience across her career in both Commonwealth and state governments. Most recently she has held a number of senior leadership roles across a different Commonwealth agencies with a focus on policy implementation and program management and delivery.

Name: Ms Melanie Heenan
Title: Victoria Director
Qualifications: PhD Sociology (Monash University 2001)
Experience and expertise: Melanie Heenan is an established leader with extensive experience in family violence and sexual assault research, policy, practice and system reform in Victoria, including leadership roles with the Australian Institute of Family Studies and the Victorian Law Reform Commission.

Melanie is deeply committed to and motivated by preventing all forms of family violence and sexual assault and ensuring that victim survivors, including children and young people, receive the services and support they need.

Melanie is currently the Deputy Secretary of Family Safety Victoria in the Victorian Department of Families, Fairness and Housing. Prior to this, Melanie held the position of Executive Director of Victim Services, Support, and Reform in the Department of Justice and Community Safety from 2018 to 2023. In this role she oversaw the implementation of large-scale service operations and critical reforms aimed at enhancing system responses to victims of crime. She also held responsibility for the design and establishment of a new administrative Financial Assistance Scheme designed to address the impact of crime on victims' lives. The Scheme is due to commence in 2024.

In the past, Melanie served as the Executive Director of Court Network, a non for profit organisation dedicated to supporting people to navigate the court system. She has also played a lead role in pioneering primary prevention initiatives in collaboration with local councils, sporting clubs, workplaces, and schools to address the underlying causes of gender-based violence.

In 2006, Melanie served as the inaugural manager of the Respect and Responsibility program at the Australian Football League. In this national capacity she spearheaded the strategy to create safe, supportive, and inclusive environments for women and girls within the football industry.

Melanie was also an original member of the Prime Minister's National Council to Reduce Violence Against Women and Their Children that produced *Time For Action: The National Council's Plan for Australia to Reduce Violence Against Women and Their Children*, 2009-2021.

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 2024, and the number of meetings attended by each director were:

	Full Board		Finance, Risk and Audit Committee		Appointments and Governance Committee	
	Attended	Held	Attended	Held	Attended	Held
Sam Mostyn	3	3	3	3	-	-
Professor Dawn Bessarab	5	5	-	-	2	2
Greta Doherty	1	1	-	-	-	-
Elizabeth Foley	4	5	5	5	-	-
Jeanette Kerr	5	5	3	3	-	-
Edward (Ed) Mosby	5	5	-	-	-	-
Professor Jennifer Morgan	4	5	-	-	-	-
Barry Sandison	4	5	2	2	2	2
Kylie Stephen	2	2	1	1	-	-
Kirsty Windeyer	3	5	-	-	-	-
Anna Lutz	3	3	-	-	-	-
Melanie Heenan	2	3	-	-	2	2

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

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 obligations of the company. At 30 June 2024 the number of members was 9. At 30 June 2024 the collective liability of members was \$900 (2023:1,000).

Indemnification and insurance of officers and auditors

The company has paid premiums to insure each of the above directors against liabilities for costs and expenses incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of director of the company, other than conduct involving a wilful breach of duty in relation to the company. The premium covers all directors and officers of the company in office to a maximum liability of \$2,000,000 in any one claim.

The company has agreed to indemnify its auditors, Felsers, to the extent permitted by law, against any claim by a third party arising from the company's breach of their agreement. The indemnity stipulates that the company will meet the full amount of any such liabilities including a reasonable amount of legal costs.

During the financial year, the company has not paid a premium in respect to a contract to insure the auditor of the company or any related entity.

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



Mr Barry Sandison
Chair of the Board

29 October 2024

**Australia's National Research Organisation for Women's Safety Limited
ABN 67 162 349 171**

Auditor's Independence Declaration under s60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* to the directors of Australia's National Research Organisation for Women's Safety Limited

We declare that, to the best of our knowledge and belief, during the year ended 30 June 2024 there have been:

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



Felsers



Steven H Zabeti
Partner

Dated: 29 October 2024

Australia's National Research Organisation for Women's Safety Limited
Statement of surplus or deficit and other comprehensive income
For the year ended 30 June 2024

ANROWS

	Note	2024 \$	2023 \$
Revenue	4	8,378,326	8,325,911
Interest revenue calculated using the effective interest method		261,795	78,313
Expenses			
External research grants		(5,431)	(1,174,199)
External research grants - Research Fund		-	(24,143)
Employee benefits expense		(5,395,637)	(4,664,288)
Consultants		(237,747)	(231,217)
Depreciation and amortisation expense	5	(328,224)	(334,039)
Contracts and agency temporary staff costs		(797,245)	(518,749)
Board remuneration and expenses		(91,669)	(46,333)
Event expenses		-	(43,090)
Other expenses		(1,050,905)	(913,412)
Finance costs	5	(57,718)	(70,089)
Surplus before income tax expense		675,545	384,665
Income tax expense		-	-
Surplus after income tax expense for the year		675,545	384,665
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		<u>675,545</u>	<u>384,665</u>

The above statement of surplus or deficit 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 2024

ANROWS

	Note	2024 \$	2023 \$
Assets			
Current assets			
Cash and cash equivalents	6	5,842,544	5,477,983
Trade and other receivables	7	349,018	110,343
Other financial assets	8	1,840,721	1,774,474
Other assets	9	146,285	69,672
Total current assets		<u>8,178,568</u>	<u>7,432,472</u>
Non-current assets			
Property, plant and equipment		40,126	7,536
Right-of-use assets	10	940,360	1,253,813
Total non-current assets		<u>980,486</u>	<u>1,261,349</u>
Total assets		<u>9,159,054</u>	<u>8,693,821</u>
Liabilities			
Current liabilities			
Trade and other payables	11	717,843	1,302,300
Contract liabilities	13	4,377,522	3,703,042
Lease liabilities	14	310,966	276,083
Employee benefits	12	307,979	342,665
Total current liabilities		<u>5,714,310</u>	<u>5,624,090</u>
Non-current liabilities			
Lease liabilities	14	736,589	1,047,459
Employee benefits	12	57,025	46,687
Total non-current liabilities		<u>793,614</u>	<u>1,094,146</u>
Total liabilities		<u>6,507,924</u>	<u>6,718,236</u>
Net assets		<u>2,651,130</u>	<u>1,975,585</u>
Equity			
Reserves		19,692	17,983
Retained surpluses		<u>2,631,438</u>	<u>1,957,602</u>
Total equity		<u>2,651,130</u>	<u>1,975,585</u>

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 2024

ANROWS

	Research Fund \$	Retained surpluses \$	Total equity \$
Balance at 1 July 2022	16,116	1,574,804	1,590,920
Surplus after income tax expense for the year	-	384,665	384,665
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	384,665	384,665
Transfer to Research fund	1,867	(1,867)	-
Balance at 30 June 2023	<u>17,983</u>	<u>1,957,602</u>	<u>1,975,585</u>
	Research Fund \$	Retained surpluses \$	Total equity \$
Balance at 1 July 2023	17,983	1,957,602	1,975,585
Surplus after income tax expense for the year	-	675,545	675,545
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	675,545	675,545
Transfer to Research fund	1,709	(1,709)	-
Balance at 30 June 2024	<u>19,692</u>	<u>2,631,438</u>	<u>2,651,130</u>

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 2024

ANROWS

	Note	2024 \$	2023 \$
Cash flows from operating activities			
Receipt of grants from government		9,091,144	9,389,302
Receipt of fees for service and other income in the course of operations (excluding grants from government)		759,418	871,541
Payments to suppliers and employees		(9,280,972)	(7,988,698)
Interest received		176,037	23,750
Interest and other finance costs paid		(57,718)	(70,089)
		<u>687,909</u>	<u>2,225,806</u>
Cash flows from investing activities			
Payments for plant and equipment		(47,361)	(13,849)
Withdrawal of term deposits		-	2,211,335
		<u>(47,361)</u>	<u>2,197,486</u>
Cash flows from financing activities			
Repayment of borrowings - leases		(275,987)	(243,724)
		<u>(275,987)</u>	<u>(243,724)</u>
Net increase in cash and cash equivalents		364,561	4,179,568
Cash and cash equivalents at the beginning of the financial year		<u>5,477,983</u>	<u>1,298,415</u>
Cash and cash equivalents at the end of the financial year	6	<u><u>5,842,544</u></u>	<u><u>5,477,983</u></u>

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

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, incorporated and domiciled in Australia. Its registered office and principal place of business is:

Level 11
St Martins Tower
31 Market Street
SYDNEY NSW 2000

A description of the nature of the company's operations and its principal activities are included in the directors' report, which is not part of the financial statements.

The financial statements were authorised for issue, in accordance with a resolution of directors, on 29 October 2024.

Comparatives are consistent with prior years, unless otherwise stated. When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Note 2. Material accounting policy information

The accounting policies that are material to the company are set out either in the respective notes or below. The accounting policies adopted are consistent with those of the previous financial year, 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 adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

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

The company has adopted the amendments to AASB 101 *Presentation of Financial Statements* which require only the disclosure of material accounting policy information rather than significant accounting policies and therefore policy information which does not satisfy one of the following requirements has been removed from these financial statements:

- Relates to change in accounting policy
- Policy has been developed in the absence of an explicit accounting standard requirement
- Documents an accounting policy choice
- Relates to an area of significant judgement or assumption
- Relates to a complex transaction and is required to explain the treatment to user

Basis of preparation

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB') and *the Australian Charities and Not-for-profits Commission Act 2012*, as appropriate for not-for profit oriented entities.

Historical cost convention

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

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.

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 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 have been described in relevant notes.

Note 4. Revenue

	2024 \$	2023 \$
<i>Revenue from contracts with customers</i>		
Grants income	7,612,067	7,613,532
Conference	-	1,105
Donation - Luke Batty Foundation	-	24,143
Fees for service	734,087	642,667
	<u>8,346,154</u>	<u>8,281,447</u>
<i>Other revenue</i>		
Donations	2,752	2,140
Other revenue	29,420	42,324
	<u>32,172</u>	<u>44,464</u>
Revenue	<u>8,378,326</u>	<u>8,325,911</u>

Disaggregation of revenue

The disaggregation of revenue from contracts with customers is as follows:

	2024 \$	2023 \$
<i>Timing of revenue recognition</i>		
Services transferred at a point in time	734,087	643,772
Services transferred over time	7,612,067	7,637,675
	<u>8,346,154</u>	<u>8,281,447</u>

	2024 \$	2023 \$
Government revenue (grants)		
Commonwealth - Department of Social Services	4,361,324	2,968,785
Commonwealth / State / Territory Governments - Departments of Social Services	3,250,743	4,644,747
	<u>7,612,067</u>	<u>7,613,532</u>

Accounting policy for revenue recognition

The company recognises revenue as follows:

Grants

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 obligation 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.

Note 4. Revenue (continued)

Interest

Interest revenue is recognised as interest accrues using the effective interest method.

Other revenue (including fee for service)

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

Critical judgements and estimations applied in recognition of 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 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.

Note 5. Expenses

	2024 \$	2023 \$
Surplus before income tax includes the following specific expenses:		
<i>Finance costs</i>		
Interest and finance charges paid/payable on lease liabilities	57,442	70,089
Other interest charges	276	-
Finance costs expensed	<u>57,718</u>	<u>70,089</u>
<i>Superannuation expense</i>		
Defined contribution superannuation expense	<u>526,722</u>	<u>422,169</u>
<i>Depreciation and amortisation expense</i>		
Right of use assets	313,453	313,453
Plant and equipment	14,771	11,316
Intangible assets	-	9,270
	<u>328,224</u>	<u>334,039</u>

Note 6. Cash and cash equivalents

	2024 \$	2023 \$
<i>Current assets</i>		
Cash at bank and in hand	2,629,916	4,508,329
Term deposits less than 3 months	3,074,453	816,204
Cash at bank - Research Fund	138,175	153,450
	<u>5,842,544</u>	<u>5,477,983</u>

Accounting policy for 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.

Note 7. Trade and other receivables

	2024 \$	2023 \$
<i>Current assets</i>		
Trade receivables	199,121	53,010
Interest receivable	76,844	57,333
BAS receivable	73,053	-
	<u>349,018</u>	<u>110,343</u>

Accounting policy for trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days.

The company has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

Note 8. Other financial assets

	2024 \$	2023 \$
<i>Current assets</i>		
Term deposits greater than 3 months	<u>1,840,721</u>	<u>1,774,474</u>

Term deposits include an amount of \$384,930 (2023: \$369,948) held by the bank as security deposit guarantee for the performance on the lease of office premises.

Note 9. Other assets

	2024 \$	2023 \$
<i>Current assets</i>		
Prepayments	<u>146,285</u>	<u>69,672</u>

Note 10. Right-of-use assets

	2024 \$	2023 \$
<i>Non-current assets</i>		
Buildings - right-of-use	1,567,266	1,567,266
Less: Accumulated depreciation	<u>(626,906)</u>	<u>(313,453)</u>
	<u>940,360</u>	<u>1,253,813</u>

Note 10. Right-of-use assets (continued)

Reconciliations

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

	Buildings - Right-of-use	Total
	\$	\$
Balance at 1 July 2023	1,253,813	1,253,813
Depreciation expense	<u>(313,453)</u>	<u>(313,453)</u>
Balance at 30 June 2024	<u>940,360</u>	<u>940,360</u>

The company leases a building for its office on a lease agreement which expires in June 2027.

Accounting policy for 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.

The company has chosen not to apply AASB 16 to lease of intangible assets.

Non-financial assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount.

Note 11. Trade and other payables

	2024	2023
	\$	\$
<i>Current liabilities</i>		
Trade payables	320,920	596,685
Other payables	396,923	289,582
BAS payable	<u>-</u>	<u>416,033</u>
	<u>717,843</u>	<u>1,302,300</u>

Accounting policy for 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.

Note 12. Employee benefits

	2024 \$	2023 \$
<i>Current liabilities</i>		
Annual leave	307,979	342,665
<i>Non-current liabilities</i>		
Long service leave	57,025	46,687
	<u>365,004</u>	<u>389,352</u>

Accounting policy for 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.

Note 13. Contract liabilities

	2024 \$	2023 \$
<i>Current liabilities</i>		
Grants in advance - Government	4,215,173	3,414,815
Research Fund unspent - Luke Batty Foundation	95,585	95,585
Fees for service in advance	66,764	192,642
	<u>4,377,522</u>	<u>3,703,042</u>

Accounting policy for 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.

Note 14. Lease liabilities

	2024 \$	2023 \$
<i>Current liabilities</i>		
Lease liability	310,966	276,083
<i>Non-current liabilities</i>		
Lease liability	736,589	1,047,459
	<u>1,047,555</u>	<u>1,323,542</u>
<i>Future lease payments</i>		
Contractual cash flows are as follows:		
Within one year	353,831	333,428
One to five years	772,161	1,125,992
	<u>1,125,992</u>	<u>1,459,420</u>

Accounting policy for 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.

Note 15. Financial assets and financial liabilities

The carrying amount of categories of financial assets and financial liabilities as at the reporting date are as follows:

	2024 \$	2023 \$
Financial assets at amortised cost		
Cash and cash equivalents	5,842,544	5,477,983
Trade and other receivables	349,018	110,343
Other financial assets - term deposits	1,840,721	1,774,474
Total financial assets at amortised cost	<u>8,032,283</u>	<u>7,362,800</u>
	2024	2023
Financial liabilities at amortised cost		
Trade and other payables	717,843	1,302,300
Lease liabilities	1,047,555	1,323,542
Total financial liabilities at amortised cost	<u>1,765,398</u>	<u>2,625,842</u>

Note 15. Financial assets and financial liabilities (continued)

Financial instruments are recognised initially on the date that the company becomes party to the contractual provisions of the instrument. On initial recognition, all financial instruments are measured at fair value plus transaction costs.

Financial assets

Classification

On initial recognition, the company classifies its financial assets as measured at amortised cost. Financial assets are not reclassified subsequent to their initial recognition unless the company changes its business model for managing financial assets. The company's financial assets measured at amortised cost comprise trade and other receivables, term deposits and cash and cash equivalents.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

Impairment of financial assets

Impairment of financial assets is recognised on an expected credit loss (ECL) basis. Impairment of trade receivables are determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The company has determined that no provision for impairment is required at the balance sheet date.

Other financial assets measured at amortised cost

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

Financial liabilities

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the company comprise trade payables and lease liabilities.

Note 16. 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:

	2024 \$	2023 \$
Aggregate compensation	<u>1,118,857</u>	<u>1,053,209</u>

Note 17. Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by Felsers, the auditor of the company:

	2024 \$	2023 \$
<i>Audit services - Felsers</i>		
Audit of the financial statements	<u>16,500</u>	<u>16,000</u>
<i>Other services - Felsers</i>		
Audit of grant acquittals	<u>1,050</u>	<u>-</u>
	<u>17,550</u>	<u>16,000</u>

Note 18. Related party transactions

Key management personnel

Disclosures relating to key management personnel are set out in note 16.

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. Economic dependency

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 20. Members' guarantee

The company is registered with the Australian Charities and Not-for-profits Commission Act 2012 and is a company limited by guarantee. 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 obligations of the company. At 30 June 2024 the number of members was 9 (2023: 10).

Note 21. Contingent liabilities

In accordance with the executed Funding Agreement, the Commonwealth and State and Territories have agreed to provide funds in an amount which will enable the company 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 22. Events after the reporting period

No matter or circumstance has arisen since 30 June 2024 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.

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 - Simplified Disclosures 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 2024 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 2022*.

On behalf of the directors



Mr Barry Sandison
Chair of the Board

29 October 2024

Australia's National Research Organisation for Women's Safety Limited
ABN 67 162 349 171

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

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Australia's National Research Organisation of Women's Safety Limited, which comprises the statement of financial position as at 30 June 2024, the statement of surplus or deficit and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year ended, and notes to the financial statements, including material accounting policy information, and the directors' declaration.

In our opinion, the financial statements of Australia's National Research Organisation of Women's Safety Limited has been prepared in accordance the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2024 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards - Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described as in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the code) that are relevant to our audit of the financial statements in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Australian Charities and Not-for-profits Commission Act 2012*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

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 Statements

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Simplified Disclosures and the ACNC Act and for such internal control as the directors determine is necessary to enable the preparation of the financial statements that is free from material misstatement, whether due to fraud or error.

In preparing the financial statements, 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.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements 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 statements.

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

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

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



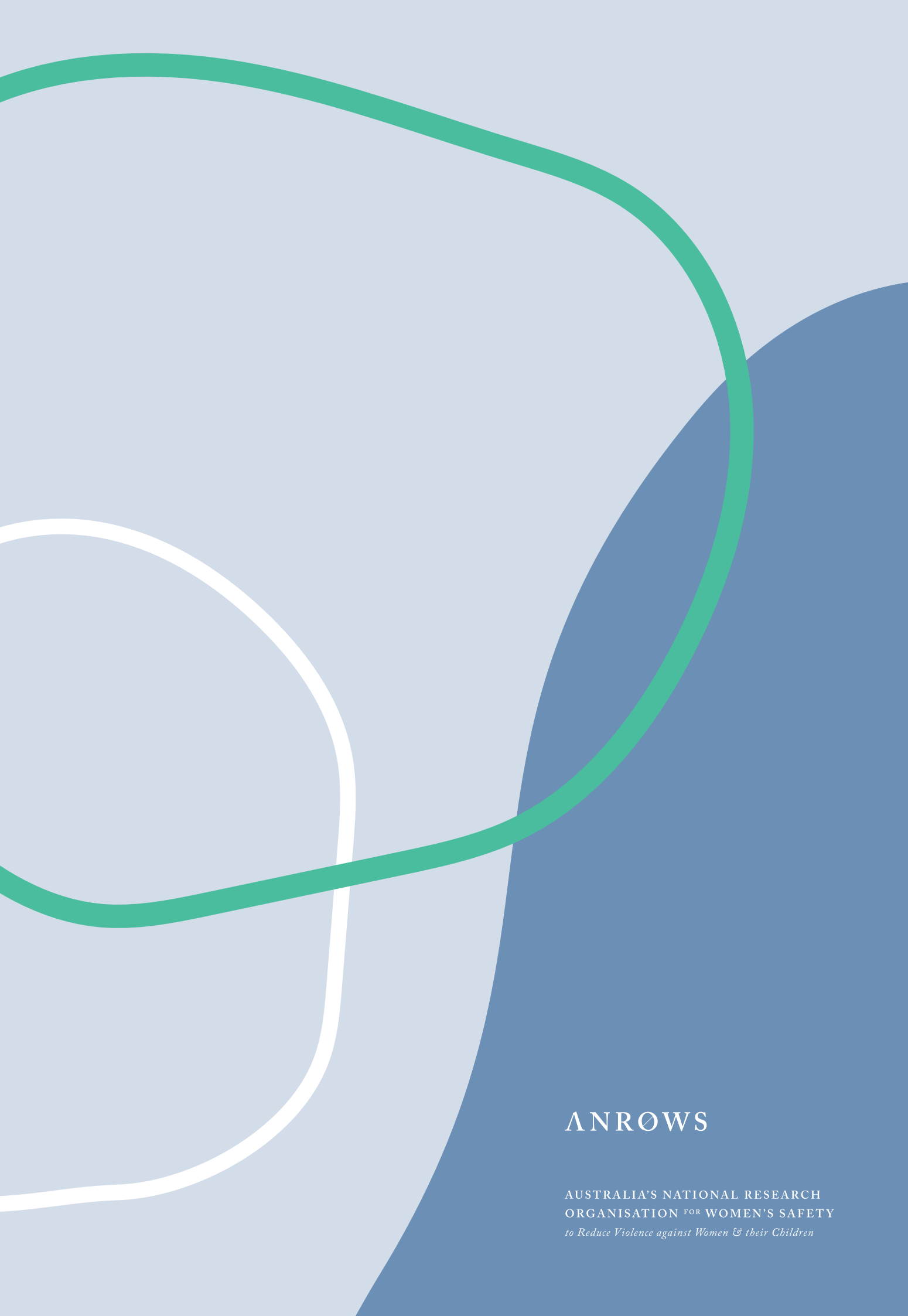
Felsers



Steven Zabeti

Partner

Dated: 29 October 2024



ANROWS

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