

ANNUAL REPORT 2024-25

ANROWS

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

Acknowledgement of Country

ANROWS acknowledges the Traditional Custodians of the lands across Australia on which we live and work. We pay our respects to Aboriginal and Torres Strait Islander Elders past and present, and we value Aboriginal and Torres Strait Islander histories, cultures and knowledge.

ANROWS recognises that domestic, family and sexual violence is not a part of First Nations cultures. There is a complex range of interrelated factors associated with the incidence and severity of domestic, family and sexual violence in Aboriginal and Torres Strait Islander communities across Australia. We must first develop a deeper understanding of the ways in which colonial oppression and violence are reproduced through modern structures and institutions. ANROWS strives to understand and play our part in addressing these injustices, including seeking to ensure that our research practices are guided by the Warawarni-gu Guma Statement.



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About ANROWS

Australia's National Research Organisation for Women's Safety Limited (ANROWS) is the country's independent, trusted voice for reliable and informed evidence on domestic, family and sexual violence.

ANROWS builds and disseminates the evidence to inform the *National Plan to End Violence against Women and Children 2022-2032*.

Our work is underpinned by a commitment to producing high-quality, policy-relevant evidence to inform and influence practice, service delivery, and systems reform. Since our establishment, ANROWS has led, contributed to, or commissioned more than 150 research projects. We undertake targeted research both internally and in collaboration with academic institutions and sector partners.

Every aspect of our work is motivated by the right of women and children to live free from violence and in safe, equitable communities. We engage closely with victim-survivors, communities, service providers, governments and policymakers to ensure our work reflects the diversity of lived experience and supports collective responses to gender-based violence.

We recognise and amplify the strength, knowledge and resources that exist in Aboriginal and Torres Strait Islander communities. We are committed to building on what is already working in communities, for communities; being informed by a culturally safe and decolonised way of working; and being transparent and embracing humility in our commitment to strengthening our work with First Nations researchers.

ANROWS is a not-for-profit organisation jointly funded by the Commonwealth and state and territory governments. We are also commissioned and competitively tender for research and evaluation work.

We are registered as a harm prevention charity and deductible gift recipient, governed by the Australian Charities and Not-for-profits Commission (ACNC).



Chair's message

Joan Fitzpatrick

Board Chair
ANROWS

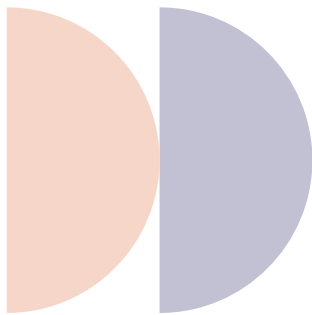
Welcome to the 2025 annual report for Australia's National Research Organisation for Women's Safety (ANROWS). It is a privilege to contribute to this report as Chair of the ANROWS Board of Directors.

I commenced as Chair in February 2025, inspired by ANROWS' vision to build the evidence base that supports ending violence against women and children in Australia. This means producing high-quality, targeted research to fill knowledge gaps and making that evidence accessible to improve policy and practice, ultimately contributing to a future where women and children can live free from violence.

I have been impressed by the strength of purpose and commitment to achieving this vision demonstrated by the Board, CEO, executive and staff. I have also been inspired by the determination and energy applied to the issue by the Commonwealth, state and territories and their agencies, as well as those on the frontline responding to violence against women and children. There is a large system of committed organisations and people working to eliminate this violence in Australia.

The potential for evidence to have a tangible impact is what drives us at ANROWS. In the work to end domestic, family and sexual violence, everything is much more complex than it looks from the outside. The biggest challenge for us - as a research organisation aiming to make a profound difference - is to have the research used and deployed so it delivers positive outcomes.

In this report we share insights from our National Death Review Network partnership and the impact of our research which sheds new light on the alarming intersection of intimate partner violence and filicide (the act of a parent killing their child). We also reflect on our suite of resources that translates the latest research findings on working with men who use domestic, family and sexual violence into digestible guidance for our diverse stakeholders. Investing in programs for men is critical, and our commitment to ending gender-based violence means we must address the behaviour of those who use it.



Together, these resources provide a roadmap for delivering programs informed by the evidence about how to prioritise safety while supporting meaningful change. Their insightful and evidence-rich contribution underpins the continued importance of the work ANROWS does and the role we play.

To date, ANROWS has done great work delivering quality, rigorous and meaningful research. We also recognise that for research to be truly useful and appropriate, we must be able to translate it in a meaningful fashion for the various audiences seeking insight from its findings. Knowledge translation provides people on the frontline – who are often under-resourced and time-poor – with the wisdom and insights required to support their work to end violence against women and children.

We know that there is much work to be done. As we look to the future, we have a strong focus on how to help strengthen the correlation between evidence and action, how to measure impact, and how to play a stronger knowledge broker and convenor role to assist the sector.

I would like to acknowledge the work of our Board throughout the year. The directors are a talented, experienced and committed group of people focused on achieving our goal to inform the policies, services and community attitudes required to end gender-based violence in one generation. After playing such a valuable role as interim Chair, Barry Sandison has taken up the role of Deputy Chair, and I would like to acknowledge Barry's leadership, expertise and experience. The Board has benefitted immeasurably from his leadership since he joined ANROWS in 2021.

The ANROWS Board welcomed two talented new directors. Nisha Padmanabhan joined as an independent director with me in February 2025 and has assumed the role of Chair of the Board's Finance, Risk and Audit Sub-Committee. We also welcomed the highly experienced Courtney Hurworth as jurisdictional representative from Tasmania.

On behalf of the Board I thank our Ministers, the Hon Amanda Rishworth MP (outgoing) and the Hon Tanya Plibersek MP (incoming), for their guidance and support. I also thank our many stakeholders, our peer organisations and the relevant federal and state government departments for their work in this area and for their support of ANROWS.

I also extend the Board's deep gratitude to Dr Tessa Boyd-Caine for her sterling work, leadership and insight in 2024-25, as she prepared the organisation for its continued role as a partner in the *National Plan to End Violence Against Women and Children 2022-2032*.

While there is much work still for us to do, Tessa, the executive team, and the staff at ANROWS have much to be proud of.

Together we look forward to embracing the many challenges and opportunities involved in delivering useful, meaningful research and to realising ANROWS' vision to be the trusted voice guiding evidence-informed policy and practice to end domestic, family and sexual violence in Australia.

Joan Fitzpatrick

A handwritten signature in dark blue ink, reading 'Joan Fitzpatrick' in a cursive script.

Chair of the ANROWS Board



CEO's message

Dr Tessa Boyd-Caine

Chief Executive Officer
ANROWS

The past decade has seen a monumental shift in Australia's understanding of violence against women and children. Across the country, most people understand that domestic, family and sexual violence is a problem. The bipartisan support for the *National Plan to End Violence Against Women and Children 2022-2032* reflects this understanding politically as well.

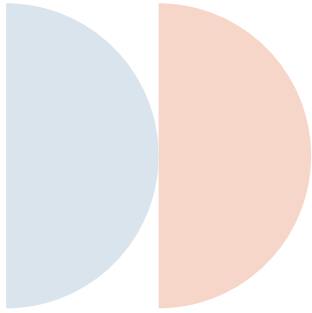
This growing understanding is no accident. It is both a product of the coordinated effort called for in the National Plan and an indicator of the progress we are making collectively.

Evidence plays a key role in this progress. The development of an evidence base has been a core commitment of successive National Plans. As a nation, we know more than ever before about the mostly women and children who experience this violence.

Since our inception, ANROWS has developed our reputation for rigorous research. This reputation is hard-earned and critical to our vision to be the trusted voice guiding evidence-informed policy and practice to end domestic, family and sexual violence.

We have developed a range of measures to understand the risk and experience of violence. We have learned from the experiences of people seeking help, including how those experiences intersect with everyday factors in people's lives, from language spoken, to cultural awareness, to disability, sexuality, age and more. We have improved our understanding of how access to and affordability of services is shaped by whether people live in metropolitan, regional or remote communities, and by the skill, development and availability of workforces. And we are sharpening our attention on the service and system responses that although intended to support people experiencing domestic, family and sexual violence, sometimes do more harm than good.

ANROWS is proud of the contribution we have made to the evidence base to end violence against women and children across a range of research priorities, partnerships and programs.



Through our partnership with the National Death Review Network, we have identified service and systemic opportunities to prevent the deaths of women and children from gender-based violence.

Through our National Community Attitudes Survey, we have brought critical understanding of the community attitudes which shape the environment in which violence against women and children occurs and the shifts in those attitudes as the National Plan unfolds.

Through our commissioning program, we have enabled ground-breaking research across priority populations, sectors and settings.

While our role is unique, we are part of a growing and evolving ecosystem of researchers and organisations contributing to a significant evidence base. And that evidence is underpinned by research extending back decades; tireless advocacy of victim-survivors who have fought for their experiences to be understood and valued; and practitioners who see the services that are needed and understand how those services can make a difference.

Recognising this research ecosystem, our development and stewardship of the Australian National Research Agenda leverages our unique role to support strategic direction and alignment across research nationally. Our aim is maximum value from the knowledge generated by this research about violence against women and children, and what it will take to end it.

Now, as we look to the future, we are focused on what is needed to achieve the potential of impactful research. Evidence alone does not drive change. Evidence needs to be understood, to be translated to different contexts. It needs to be applied to decision-making and implemented in practice.

Evidence applied well can shape policy and funding decisions to make a positive difference. It can see services designed to meet people's needs. It can generate insights from monitoring, through which we can adapt support to changing needs and end approaches that make no difference or, worse, do harm. And evidence can play a critical role in the political and public narratives that shape how we understand gender-based violence and our commitment to ending it. Ensuring that evidence informs and influences these directions is core to ANROWS' impact in the work ahead.

To achieve that impact, we will connect and collaborate with those who are driving policy, designing and delivering services, and shaping community attitudes. We will ensure that the experiences of people and communities who have been missing from, or silenced in, research to date are reflected and used to drive change. And we will mobilise evidence to inform and influence the collective effort required to end domestic, family and sexual violence in Australia.

Alongside that effort to support the take-up of evidence in practice, we will continue to identify evidence gaps, prioritise how best they should be filled, make better use of existing knowledge, and strengthen our cultural capability to ensure Aboriginal and Torres Strait Islander researchers, practitioners and communities are centred in the work to keep women and children safe.

Looking back over this year of strategic focus, I am grateful to Joan Fitzpatrick, who joined as Chair in February 2025 and has already played a pivotal role in stewarding ANROWS through this next phase; and to Barry Sandison, who now serves as Deputy Chair following his significant contribution as Interim Chair. I thank Elizabeth Foley and Jeanette Kerr for their significant contributions, and warmly welcome Nisha Padmanabhan and Courtney Hurworth to the Board.

Over the past year we have also announced our new leadership structure, bringing together a team with deep expertise and a shared commitment to driving the national response to gender-based violence. I am inspired by the dedication and commitment to ANROWS' strategy, culture and impact across our leadership team and I look forward to the work ahead together.

I thank the staff at ANROWS for their unwavering commitment to the evidence for change, and for their willingness to adapt to the changing needs of the system and the people and communities we serve.

I extend my thanks to Ministers the Hon Amanda Rishworth MP and the Hon Tanya Plibersek MP, and to Assistant Ministers, the Hon Justine Elliott MP and the Hon Ged Kearney MP, for their leadership of the National Plan. I am also grateful to Micaela Cronin, Domestic, Family and Sexual Violence Commissioner, who has brought steadfast commitment to the evidence as a key tool to drive the change called for in the National Plan.

Finally, I acknowledge our partners across government, services and communities, and those with lived expertise, who strive every day to end violence against women and children.

While domestic, family and sexual violence remains one of Australia's most urgent challenges, our progress is real and growing. We remain committed to developing the evidence and to working through our partnerships to inform the national effort to end gender-based violence in Australia within a generation.

Dr Tessa Boyd-Caine



Chief Executive Officer
ANROWS


A unique commitment: Evidence to drive change

ANROWS was established by the Commonwealth, state and territory governments under Australia's first *National Plan to Reduce Violence against Women and their Children 2010-2022*. As a partner to government, our role has always been to support evidence-informed approaches to improving women's and children's safety. Our current research is guided by the *National Plan to End Violence Against Women and Children 2022-2032*.

Nowhere else in the world has a nation's governments come together in a commitment to invest in developing the evidence to understand the problem of, and solutions to, domestic, family and sexual violence. In just over a decade, the Australian evidence base concerning women's and children's safety has grown significantly. Our track record reflects a deep commitment to this task. Since our establishment, we have published over 150 reports and almost 250 resources (including practice guidance and submissions to inquiries). Of these, 9 research reports and 19 resources were published in 2024-25. We also held our national conference in May, from which recordings and a range of other resources are available.



Dr Tessa Boyd-Caine, CEO, ANROWS, speaking at the ANROWS Conference, May 2025



And still, we know that evidence alone does not drive change. This year we have reviewed our strategy, informed by stakeholder input and internal evaluation. Our evidence is trusted and respected, but not used as widely as it needs to be. Those who know our work value us highly, but we are still not engaging with the many who work in the development of policy, the design and delivery of services, and the work to change the social norms and community attitudes that enable gender-based violence. There is opportunity to match the rigour and quality of our research with its translation into active use. And there is a strong desire for collaborative relationships to support the take-up of evidence and its application among policymakers, service designers, practitioners and community advocates.

We have always been a *knowledge creator*, delivering high-quality research and disseminating it widely. At its core, our role remains as it was envisaged by the National Plan and its partners. Alongside this role, we are developing other levers for change.

As a *knowledge curator*, ANROWS will synthesise existing evidence to generate insights and connect diverse perspectives. Drawing on our own work as well as the broader and ever-evolving research landscape will enable us to identify insights from across the evidence base and enable their broad application.

As a *collaborator*, ANROWS will facilitate and build effective partnerships to support the co-production of evidence. Co-production of evidence is vital to ensuring that the voices of experience are centred in the evidence to drive change. Guided by the Australian National Research Agenda, we will pay particular attention to the evidence of victims and survivors, Aboriginal and Torres Strait Islander people, and children and young people.

As a *partner*, ANROWS will build the capacity of organisations, sectors and systems to undertake research and to monitor and learn about what difference they can make. Working collaboratively, we will foster connections between researchers, practitioners and policymakers in the application of evidence to drive change.

As a *knowledge translator*, ANROWS will help to bridge the gaps between practice and policy. We will work as a trusted advisor and advocate for the effective application of evidence in policy and practice, and as a strategic leader in knowledge generation and mobilisation.



The work ahead

Our strategic priorities lay the foundations for impact through informing and influencing, as we learn to drive change.



1. Strengthening profile and recognition

ANROWS plays a distinct role in enabling and influencing the use of evidence across the system. We support policymakers and service designers to learn from the research. We measure and work to change the attitudes that dismiss, tolerate, or even condone domestic, family and sexual violence.

Key strategic initiatives to support this priority include:

The Australian National Research Agenda

The Australian National Research Agenda identifies what evidence is needed to end domestic, family and sexual violence and how that evidence should be produced. It is a national framework that can be used by the community of committed people and organisations who are working to grow the evidence base: researchers, funders, policymakers, services, survivor advocates and social impact organisations.

Providing guidance to Australia's diverse research community helps ensure that this combined effort is organised, purposeful and effective. After co-designing and developing the Australian National Research Agenda with victim-survivors, this year ANROWS has collaborated in its implementation with researchers and a wide range of experts across service settings, communities and lived experience, fostering a strong understanding in the sector of the ways of working and knowing contained in the research agenda.

Clarifying and communicating our role

As the evidence evolves, so too does our role. In support of improving understanding about the research and its influence across the system, we are sharpening our ways of communicating the evidence and of connecting with the partners and audiences we seek to inform and influence across government and services, and in communities.

2. Deepening stakeholder understanding and engagement

Connection and collaboration are key to realising the impact of research to drive change. Whether in the development of new evidence or in shaping and translating it for distinct audiences, we need to work collaboratively to ensure that learning is relevant, applicable and adaptable to the different contexts and experiences that shape people's experiences of domestic, family and sexual violence and, therefore, the effectiveness of prevention and responses to it.

Key strategic initiatives to support this priority include:

Lived experience framework

From victim-survivors sharing the details of their own experiences, to identifying unintended or unanticipated consequences of systems that harm rather than help, the expertise of lived experience makes a critical contribution to research and evidence. In support of our own commitment to the implementation of the Australian National Research Agenda, we have developed our framework for positioning lived experience at the centre of our work.

Cultural capability

ANROWS is committed to working with Aboriginal and Torres Strait Islander researchers and to supporting First Nations leadership and self-determination as core to improving women's and children's safety in Australia. Recognising and building on the strengths and knowledge that already exist within Aboriginal and Torres Strait Islander communities is essential to creating lasting change. Undertaking the work required to meet this commitment includes building our organisational readiness and cultural safety to co-design approaches that enable

decision-making in partnership with Aboriginal and Torres Strait Islander researchers, and supporting activities that are led by Aboriginal and Torres Strait Islander organisations and researchers.

3. Maximising the use of existing data and knowledge

A key part of our role is to mobilise evidence to inform and to educate, and to ensure it is used to create meaningful change. To date, we have pursued this role in relation to the research we have developed ourselves. In the work ahead, we are building our capability to draw on the significant contributions across the evidence base more broadly.

Key strategic initiatives supporting this priority include:

Centring children and young people in their own right

Our children and young people's research program has produced over 20 research reports on children and young people's unique experiences of domestic, family and sexual violence, including over 130 policy and practice recommendations. Our collation of these findings, through *In their own right*, connected the commissioned research program to other bodies of evidence, including evidence focusing on understanding child maltreatment. In 2025, we focused on translating the insights from this research into practical directions for practitioners in services and policymaking through the ANROWS Conference.

“ If you think of our response system as a building, children and young people have been left out of the blueprint. They're walking through a structure never designed for them. ”

Dr Tessa Boyd-Caine, CEO, ANROWS

We continue to centre the voices of and insights from children and young people alongside those of researchers, practitioners and policy actors to address systemic failures, identify emerging harms, and build strategic alignment with other areas of new and emerging research.

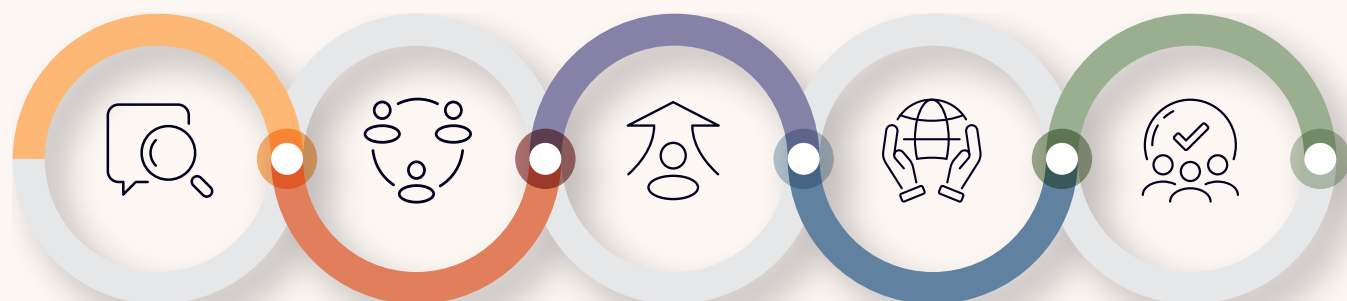
4. Developing our organisational capability and systems for impact

As we work to deepen and extend our impact, we need to ensure our ways of working are fit for purpose. We have reviewed and updated our organisational values and guiding principles, as we see these to be foundational to our work. We are developing our theory of change to ensure clarity about the change we are working towards and how we will achieve it. We are also developing our framework of monitoring, evaluating and learning about our progress towards this change. And we are assessing our technological systems and platforms to ensure a digitally savvy organisation that is efficient, effective and engaged.



ANROWS Board trip to Mparntwe (Alice Springs), September 2024

We are clear on what the strategy means for who we need to be



Create	Connect	Inform & Influence	Impact	Operate
Conduct and facilitate high-quality, targeted research	Collaborate with purpose and integrity	Disseminate the evidence to inform and educate	Ensure the evidence is used to create meaningful change	Be an inclusive, innovative, respected and respectful workplace of choice
<p>We conduct and ensure the production of research needed to prevent, respond to and end violence against women and children.</p> <p>We approach FDSV through an intersectional framework. We recognise that race, gender, class, disability and intersecting forms of oppression compound the impact of gender-based violence.</p>	<p>We extend the reach and impact of our work by convening and collaborating with others.</p> <p>We build understanding in government, non-government organisations; and across First Nations, LGBTQ & intersex, victim/survivor, people with disability, and culturally and linguistically diverse (CALD) communities.</p>	<p>We make research and the evidence base accessible and relevant.</p> <p>We cultivate deep relationships with critical stakeholders and engage with them at the right time using tailored communications, targeted evidence and tools to influence policies and practice.</p>	<p>We initiate and participate in key conversations, public debate and through mediums where our voice will have the greatest impact.</p> <p>We share evidence to inform the actions of policymakers and practitioners and to mobilise the wider community.</p>	<p>As a high-performing organisation that delivers on our strategy, we align our operations with our mission, while enhancing our skills, expertise and systems. We strengthen ANROWS' reputation as an inclusive, respected and innovative employer by attracting relevant expertise and continuing to grow the organisation's capabilities in a sustainable way.</p>

Milestones in the research journey

In the past 10 years, ANROWS has delivered a range of landmark achievements that continue to shape the evidence base, policy and practice in our efforts to support women's safety. These include the following.

2013–14: Establishment of ANROWS and release of first Australian National Research Agenda

ANROWS was formally launched in 2014, following its establishment the previous year, with the release of the first Australian National Research Agenda. This document set the national direction for research into domestic, family and sexual violence and laid the foundations for the development of subsequent research agendas. It unified efforts across jurisdictions and sectors, ensuring that evidence generation was coordinated, policy-relevant, and responsive to the needs of frontline services. The research agenda helped establish a shared understanding of priority areas, such as perpetrator accountability and victim support, and laid the groundwork for a decade of impactful research.

2016: Focus on First Nations communities and culturally safe responses

Since 2016, ANROWS has funded First Nations-led projects that apply cultural governance, data sovereignty and strengths-based methods. These studies have examined community-defined safety and culturally responsive services, producing evidence directly relevant to Aboriginal and Torres Strait Islander peoples. ANROWS continues to learn from and be guided by the findings of these studies, as well as supporting their translation and uptake more broadly.

2017: Launch of first ANROWS National Community Attitudes Survey (NCAS)

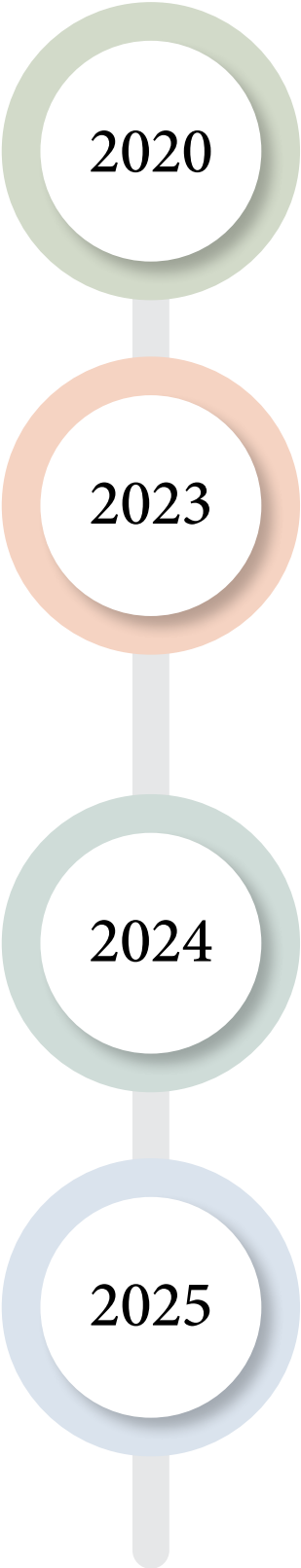
ANROWS assumed responsibility for the NCAS, one of the key pillars for measurement of progress of the National Plan to end violence against women. In 2017, a major redevelopment of the survey was followed by continuous improvement over two iterations, in 2021 and 2025 (with results from the 2025 survey to be released in 2026). A vital tool for tracking public attitudes towards violence against women, the survey has been instrumental in shaping national education campaigns and informing policy by identifying persistent myths and misconceptions. The 2021 survey revealed troubling gaps in public understanding, such as myths about gender-based violence, minimisation of the impact of

2014

2016

2017

coercive control, and victim-blaming attitudes. These findings prompted renewed investment in community education and awareness initiatives, directly influencing the design of prevention strategies under the National Plan.



2020

2018–20: Research on perpetrator interventions and men's behaviour change programs

ANROWS published the findings of a series of commissioned studies evaluating men's behaviour change programs (MBCPs) and broader perpetrator intervention systems. The findings highlighted the need for integrated responses and better coordination between justice, health and social services.

2023

2023: Development of the Evidence Portal

To improve access to research findings, ANROWS launched the Evidence Portal, a searchable online database cataloguing interventions and their effectiveness in addressing violence against women. It allows users to easily find information about what might work to address or end violence against women in high-income countries like Australia. It is both a curated database – containing only references to impact evaluations of interventions – and a specialised search engine, allowing users to search for information using filters and tools designed specifically for the subject area.

2024

2024: Strategic renewal and cross-sector collaboration

Under new leadership, ANROWS commenced strategic renewal with a broadened focus on cross-sector collaboration, strengthening partnerships with sectors such as health, education, housing and justice in recognition that violence prevention requires a whole-of-society approach. This shift expands ANROWS' influence beyond the traditional violence response and prevention sectors, embedding evidence-based practices into broader social policy and service delivery systems.

2025

2025: Continued research into perpetration and prevention

ANROWS allocated a further \$1.49 million to 6 additional research projects focused on understanding people who use violence and how best to intervene in perpetration, including studies involving First Nations and LGBTQ communities. These projects complement previous years' investments in research that aims to uncover the drivers of violence, improve early intervention strategies, and develop inclusive prevention models. The expanded evidence base from these investments will inform integrated approaches across sectors, supporting the development of policies that address root causes and promote safety from gender-based violence.

Informing and influencing: Connecting evidence to national conversations



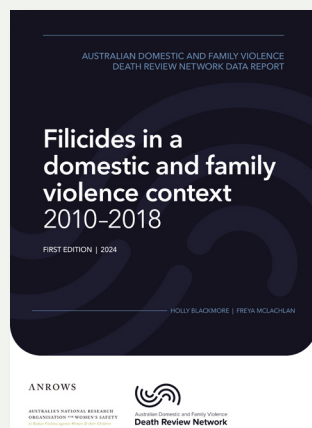
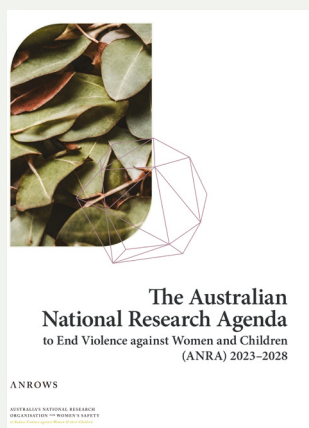
ANROWS plays a leading role in driving the national conversation for change, ensuring that evidence sits at the heart of how Australia understands, discusses and responds to violence against women and children.

Through our media, digital and stakeholder engagement, we bring research to life and connect it to the audiences who use it: policymakers, practitioners, advocates, researchers and communities. This work reflects ANROWS' mission to develop and communicate evidence that informs policy, practice and public understanding as part of the collective effort to end gender-based violence.

Evidence in the national spotlight

At a time when commentary often outweighs evidence, ANROWS provides a reliable foundation for accurate, evidence-based reporting. Our research continues to be a trusted reference point for journalists, policymakers and sector leaders seeking credible insight into and context for domestic, family and sexual violence.

ANROWS evidence remains widely accessed and shared across Australia. During the year, research reports, resources and fact sheets were downloaded more than 41,000 times by over 18,000 users, demonstrating strong demand for high-quality, research-informed content.



The most frequently downloaded publications were:

- ***The Australian National Research Agenda to End Violence against Women and Children (ANRA) 2023-2028***: downloaded 1,236 times, reflecting broad engagement with the framework guiding national research priorities.
- ***Australian Domestic and Family Violence Death Review Network data report: Filicides in a domestic and family violence context 2010-2018***: downloaded 1,225 times, underscoring the continuing interest in research that deepens understanding of violence against children.

The reach of ANROWS evidence extends far beyond our own platforms. Throughout the year, ANROWS was referenced in 1,277 media stories, including 314 syndicated pieces, across television, radio, print and online outlets. Coverage appeared in *ABC News*, *The Sydney Morning Herald*, *SBS News*, *The Australian*, *The Conversation*, *Women's Agenda*, *Marie Claire* and *The Monthly*, reflecting strong engagement across both mainstream and specialist audiences.

Through these appearances, ANROWS ensured that evidence shaped how key issues were publicly discussed. Media coverage explored ANROWS research on intimate partner violence and filicide, perpetration and prevention, sexual harassment in the workplace, and violence affecting Aboriginal and Torres Strait Islander women.

Connecting evidence to communities

While national media coverage brings ANROWS evidence into the public conversation, digital communication ensures the research reaches the people who use it every day. Our online platforms, newsletters and webinars extend that reach, creating spaces where evidence is shared, understood and applied across policy, practice and community settings.

Our monthly newsletter reached more than 17,000 subscribers, featuring new research, CEO commentary, and sector initiatives that strengthen collaboration across Australia's domestic, family and sexual violence ecosystem.

“Beyond producing research, our role is to ensure that evidence drives how Australia understands and responds to violence.”

Dr Tessa Boyd-Caine,
CEO, ANROWS

On social media, ANROWS continues to grow an informed community of practice.



14,035
followers

2,078

new connections

17% year-on-year increase reflects the platform's role as ANROWS' primary channel for policy and sector engagement



1,963
followers

713

new followers

57% increase in our Instagram followers demonstrates expanding reach among public and community audiences

ANROWS' YouTube channel also played a critical role in extending the reach of evidence and discussion. Webinars and event recordings delivered on the platform reached 56,500 views with 2,200 hours of watch time, and the subscriber base grew to 724. These sessions provide ongoing access to expert discussions on key issues such as perpetration, prevention, and centring children and young people in responses to violence.

Together, these channels make ANROWS evidence accessible to people wherever they are, from policymakers looking for current research, to practitioners applying insights in their daily work, to communities learning about prevention and safety.

By strengthening this digital community, ANROWS continues to expand its visibility, accessibility and role as the national hub for evidence that drives the conversation for change to end violence against women and children.

Creating accessible, relevant evidence

Each ANROWS publication, campaign and partnership is designed to make research accessible and relevant.

Stories in the media this year that drove national discussion:

‘Intimate partner violence found in majority of cases of a parent killing their child’

(Filicides in a domestic and family violence context 2010-2018) – drawing national attention to the link between family violence and filicide

‘ANROWS report reveals 77% of LGBTQ young people have experienced workplace sexual harassment’

(#SpeakingOut@Work: Sexual harassment of LGBTQ young people in the workplace and workplace training) – reinforcing the need for safe, inclusive work environments

‘Migrant and refugee women face intersecting sexual harassment, racism and exploitation in Australian workplaces’

(Migrant and refugee women: A national study of experiences of, understandings of and responses to sexual harassment in the workplace) – supporting public conversation about workplace safety and intersectionality

‘Urgent call for systems-level change to address violence against Aboriginal and Torres Strait Islander women’

(Attitudes matter: The 2021 National Community Attitudes towards Violence against Women Survey (NCAS), Findings for Aboriginal and Torres Strait Islander respondents) – supporting First Nations-led calls for systemic reform

Together, these efforts demonstrate ANROWS’ commitment to inform and connect, ensuring that evidence continues to guide national dialogue and sector action.

Reaching new audiences

In October 2024, *Marie Claire* brought together five leading voices working to end gender-based violence, including ANROWS CEO Dr Tessa Boyd-Caine, to ask a vital question: *where do we go from here?*

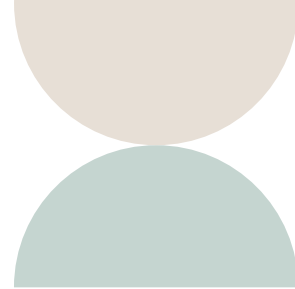
The feature highlighted the breadth of work happening across Australia, from frontline crisis services and advocacy to academic research and national policy. Tessa's contribution highlighted the role of evidence in driving systemic change, reinforcing ANROWS' commitment to ensuring research informs national understanding and response.

Appearing alongside sector leaders such as Sarah Williams (founder and CEO of What Were You Wearing?), Annabelle Daniel OAM (Women's Community Shelters), Ashlee Donohue (Mudgin-Gal Aboriginal Corporation - Women's Centre) and Dr Vincent Hurley (Macquarie University), the piece illustrated the collective effort required to create change.

By contributing to national conversations in mainstream publications, ANROWS continues to extend the reach of evidence, connecting with new audiences, sparking public dialogue and reinforcing that ending gender-based violence is a shared responsibility.



In Focus: Partnership initiatives in South Australia



In 2024-25, ANROWS finalised an evaluation of four partnership initiatives funded under the *South Australian National Partnership on Family, Domestic and Sexual Violence Responses 2021-2023* (the National Partnership initiatives) for the Office for Women in South Australia. ANROWS conducted the evaluation over a 2-year period (2023-2025). Each of the four partnership initiatives was established and piloted during this time.

Each initiative brought together service providers from metropolitan, regional and remote areas to design and deliver new pilot programs in under-resourced areas of the service system. Seven service providers – including two Aboriginal Community-Controlled Organisations – partnered in different configurations across the four initiatives. The initiatives piloted programs in four areas:

- early intervention for victim-survivors
- First Nations whole-of-family responses to family violence
- people using or at risk of using violence
- recovery for victim-survivors.

The evaluation aimed to support continuous learning and improvement for these pilots, while also contributing to the broader family, domestic and sexual violence evidence base in South Australia.

Understanding the “service continuum”

The National Plan describes the family, domestic and sexual violence service continuum across four interconnected domains: prevention, early intervention, response, and recovery and healing. While these domains are recognised as interrelated, in practice they are often funded and delivered as separate, discrete areas of work.

In practice, people’s needs rarely fit neatly within program boundaries. Victim-survivors may move between crisis support, recovery and prevention services as their circumstances change.

However, current funding models often reinforce separation across these areas, making it difficult for services to deliver the continuity and flexibility required to meet people’s needs effectively.

This evaluation explored how services and clients experienced the continuum on the ground, with a particular focus on early intervention and recovery.

Key findings and insights from the evaluation

The evaluation generated a range of findings across the four National Partnership initiatives and their pilot programs.

One key insight was that while crisis responses are essential for ensuring the immediate safety of victim-survivors, a system that focuses solely on managing crisis fails to prevent future harm, interrupt cycles of abuse, or support the long-term recovery and wellbeing of victim-survivors.

Evaluation findings underscore the importance of services that reach across the continuum of prevention, early intervention, and recovery and healing, and that include work with people at risk of using or who have used violence. Expanding these supports would also relieve pressure on overstretched crisis services.

The evaluation also highlighted that different approaches are required to meet needs across the continuum – for example, engaging people at risk of using violence, supporting children and young people (either as victim-survivors in their own right or engaging early where they are identified as at risk of using violence), and tailoring recovery supports to the different circumstances of victim-survivors.

Across all areas, services need flexibility to respond to the evolving and dynamic needs of clients over time. This requires funding models and eligibility criteria that allow services to adapt to client circumstances and to the cultural needs of the communities they serve.

Intended use and outcomes of the evaluation

ANROWS intended the evaluation to be useful at multiple levels: service delivery, government and the broader sector.

At the service level, ANROWS collaborated with service providers on the design and delivery of the evaluation and facilitated regular reflection sessions to test emerging findings and support learning in real time. This process aimed to enable service providers to adapt their pilot programs during implementation, drawing directly on evaluation insights.

At the government level, ANROWS worked closely with the South Australian Office for Women to share findings, co-develop recommendations, and inform funding considerations for the next iteration of the initiatives. During the final stages of the evaluation, the South Australian Government commenced the Royal Commission into Domestic, Family and Sexual Violence. The evaluation was able to contribute to the Commission through consultations held between ANROWS and the Commission, and through the sharing of early draft reports.

More broadly, the evaluation aimed to strengthen understanding of South Australia's family, domestic and sexual violence service continuum. A high-level public report, to be released in 2025–26, will synthesise findings from across the four initiatives. This report will:

- complement and reinforce the findings of the Royal Commission, while offering additional guidance for government to support implementation of recommendations
- contribute to the evidence base in areas where knowledge gaps remain, particularly in relation to early intervention, recovery and healing, First Nations-led whole-of-family approaches, and programs for people who use violence

- provide insights for other jurisdictions seeking to develop partnerships and collaboration across their family, domestic and sexual violence service systems.

Implementing Australia's National Research Agenda: Priority areas of research

The evaluation contributed to the following ANRA research priority areas:

Systems and society:

- trauma- and DFSV-informed, victim-centred systems

Priority populations:

- people who use violence
- Aboriginal and Torres Strait Islander people
- children and young people.

Ways of working

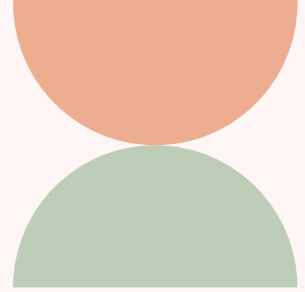
The evaluation adopted the following ANRA-aligned ways of working:

- Valuing practitioner expertise through participatory, utilisation-focused approaches that involved collaboration with service providers and practitioners in designing the evaluation approach, data collection, sense-making of findings, and developing recommendations.

- Being guided by the deep practice knowledge and cultural expertise of the First Nations leaders and staff from the two Aboriginal Community-Controlled Organisations involved in the initiatives. The evaluation established a First Nations advisory group led by the CEOs of the two Aboriginal Community-Controlled Organisations, and under the group's leadership, delivered a discrete First Nations-led project on culturally safe family, domestic and sexual violence program delivery for the Office for Women as part of the evaluation.

Evaluating the impact of research is crucial for ANROWS. It ensures research is translated into meaningful change for those affected by domestic, family and sexual violence. Impact evaluation also strengthens accountability to stakeholders and helps secure ongoing support by showing evidence of real-world benefits.

In Focus: Men's Behaviour Change Programs

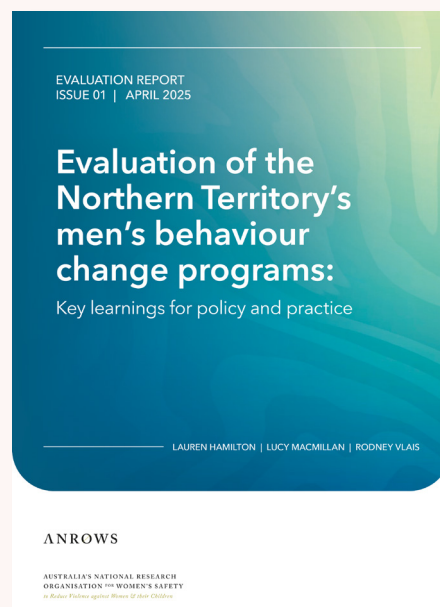


Why MBCP evidence is critical to the national response to violence

Australia's response to domestic, family and sexual violence has increasingly focused on people who use violence. The National Plan and its First Action Plan 2023-2027 emphasise the importance of investment in services and systems to hold people who use violence to account and to change their behaviours, with the aim of protecting the safety and wellbeing of women and children.

Consultations and the review of evidence carried out in the development of the research agenda had a clear message: we need to better understand why people use violence, what enables this, and when and how we can intervene most effectively.

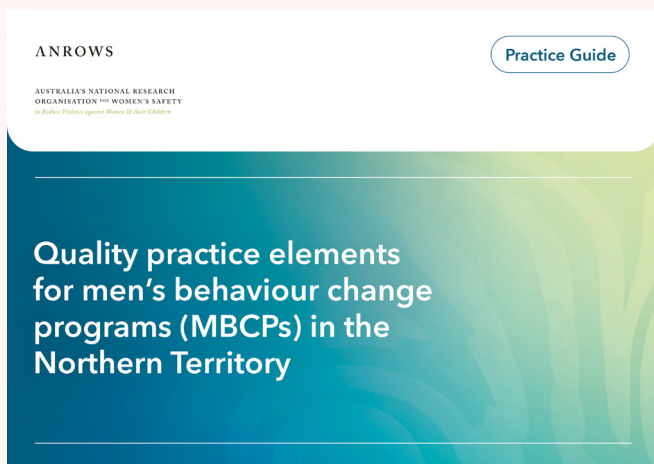
MBCPs are one of many approaches that seek to work with adults who use violence and are often the only intervention that works with users of violence in many contexts in Australia. Given this, demand for evidence on the role of MBCPs in addressing domestic, family and sexual violence in Australia remains high.



Evaluations of the MBCPs in the Northern Territory

In early 2025, ANROWS completed process evaluations of the two community-based MBCPs in the Northern Territory for the Northern Territory Department of Children and Families.

As this was the first time the two MBCPs had been externally evaluated, the evaluations aimed to support the two service providers delivering the MBCPs, as well as the Northern Territory Government, to understand if the programs were being delivered in line with quality practice, key factors influencing their implementation, and areas for improvement.



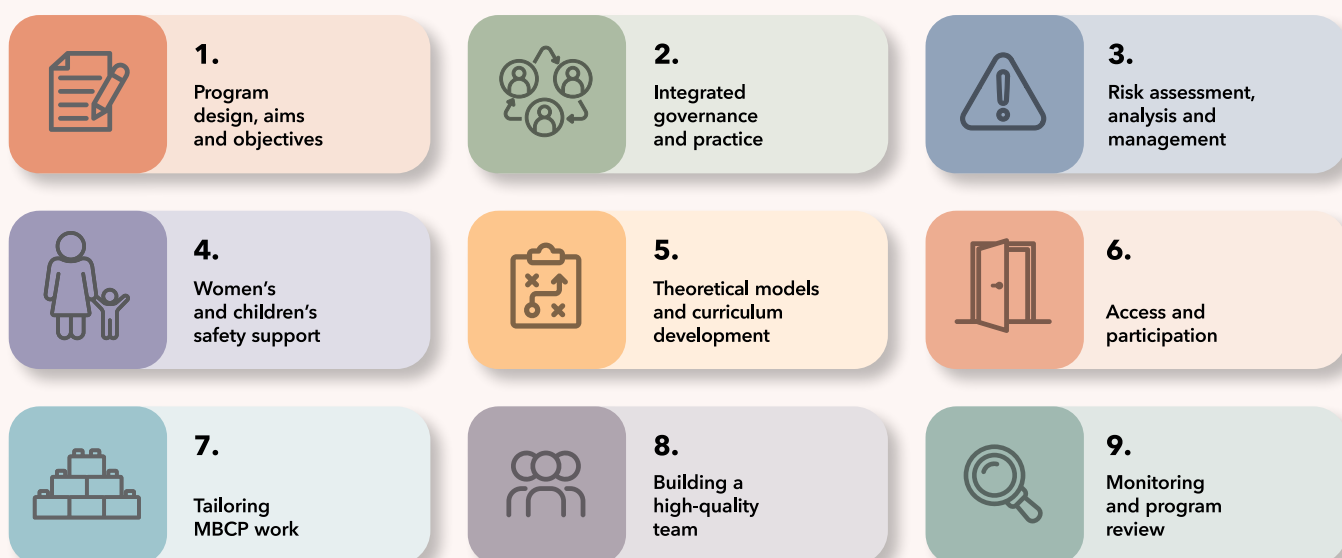
Evaluation resources: Key contributions and what was produced

In addition to the two (unpublished) evaluation reports produced for the Northern Territory Government and MBCP providers, ANROWS produced some key publicly available outputs as part of the evaluation. These included a public learnings paper and a quality practice framework for MBCPs in the Northern Territory, and an associated self-assessment tool.

The learnings paper contributes to the evidence base on MBCPs by sharing lessons learned from the evaluations, highlighting key areas of quality practice across both Northern Territory MBCPs, and drawing together the most critical recommendations.

The quality practice framework is an evidence-informed framework which outlines the program practices most likely to contribute to

delivering a high-quality MBCP in the Northern Territory context. The framework identifies nine areas of quality practice, with associated indicators that describe what “good” looks like in practice. The self-assessment rubric was produced alongside the framework as a tool for MBCP providers to assess their own program against the practice standards, and it was made publicly available for other jurisdictions to adapt.



Nine areas of quality practice in MBCPs

Findings and significance

Findings from the Northern Territory evaluation support key findings from a related ANROWS evidence brief that MBCPs are often the only interventions that work intensively with men who use violence, and often they are used in isolation.

Greater investment is needed to support and develop other workforces to engage men who use violence and to work collaboratively with MBCPs towards improved outcomes for victim-survivors, behaviour change, accountability, and increased visibility and risk management of people who use violence.

Impact, uptake and contribution to the Australian National Research Agenda

During and after the evaluation, ANROWS sought opportunities to inform and support key changes in the Northern Territory service system based on emerging findings from the evaluations.

In addition to developing practice-level recommendations for the MBCP providers, the evaluations also provided systems-level opportunities for the Northern Territory Government to support the MBCPs in working towards enhancing the safety of women and children. A number of these recommendations supported those presented by Coroner Elizabeth Armitage in late 2024 following the coronial inquests into the deaths of four Aboriginal women at the hands of their partners.

The quality practice framework produced as part of the evaluation also contributed to the development of the Northern Territory Government's *Minimum standards and application process for declared DFV*

rehabilitation programs during the evaluation period.

The public outputs from the evaluation are key contributions to a limited existing evidence base on domestic, family and sexual violence intervention in the Northern Territory.

Since the publication of these outputs in the first half of 2025, ANROWS has been finding opportunities to share learnings from this work with other jurisdictions. This has included co-producing a webinar with WorkUP Queensland to share findings on quality practice in MBCPs with MBCP practitioners in Queensland.

ANRA priority research areas – populations in focus:

- people who use violence
- Aboriginal and Torres Strait Islander people and communities.

Ways of working – valuing practice expertise and community-led expertise:

- The ANROWS evaluation drew upon and was guided by practitioner and community-led expertise.
- First Nations expertise guided key elements of the evaluation. For the Alice Springs program, this included consultation and sense-making with the Tangentyere Council's Women's and Men's Family Safety Groups, whose members are Aboriginal women and men from the Alice Springs Town Camps. In the Darwin program, ANROWS partnered with Kowa Collaboration, an Aboriginal-led evaluation consultancy, to lead parts of the data collection, analysis and sense-making.
- The evaluation adopted a participatory, utilisation-focused approach, working collaboratively with both service providers

to refine evaluation questions and methods, and to test emerging findings and recommendations. Findings and learnings were workshopped with participating services to support reflection and promote their use in practice.

Examining the evidence base to support behavioural change

In early 2025, ANROWS prepared an evidence brief on MBCPs to inform the Domestic, Family and Sexual Violence Commission roundtable, "Engaging men and boys - What's next?" The brief was developed in partnership with No to Violence and independent consultant Rodney Vlasis, drawing on available peer-reviewed and grey literature as well as practice-based evidence.

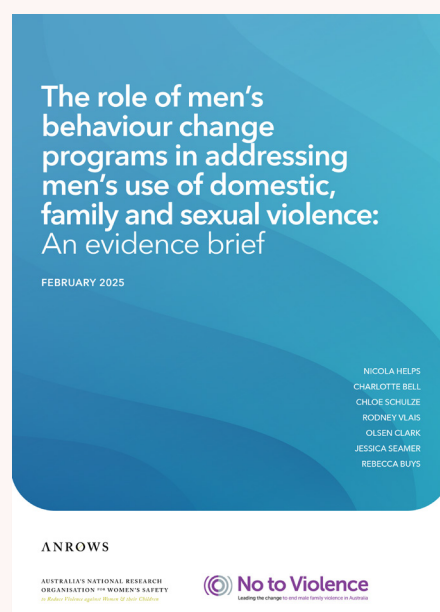
MBCPs vary in their theoretical frameworks; their structure, including duration, frequency and intensity; and their focus, for example the extent to which they address themes such as safe fathering or co-occurring factors such as alcohol and other drug use. Evidence of the effectiveness of MBCPs, as standalone interventions, in shifting behaviour is mixed, highlighting that:

- positive outcomes are most likely to be incremental when it comes to reducing aspects of a participant's violent and controlling behaviours
- outcomes vary substantially between program participants
- facilitating shifts in a participant's entrenched patterns of behaviour can take considerable time.

Most people who use violence will never engage with an MBCP service; for those who do, finishing a program does not mean their behavioural change is complete. Nonetheless, the ANROWS evidence brief showed that

MBCPs are a piece of the broader infrastructure required to address men's use of violence.

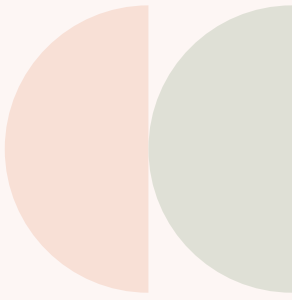
They [MBCPs] do not exist in a vacuum: they can be enhanced or undermined by the broader environment within which they are offered and within which a person using violence is situated.



Expecting significant, transformational change from a single intervention is unrealistic. There is now a growing appreciation and understanding that MBCPs are one piece of the puzzle in a wider system of accountability for people who use violence.

The evidence brief points to the critical need for service system infrastructure which collectively and collaboratively supports efforts towards accountability and behaviour change for people who use violence. It made four key conclusions:

- MBCPs are conceptualised as one piece of the puzzle but they are yet to be operationalised as part of a fully integrated system.



- MBCPs need to be better funded to provide tailored, holistic and timely services that can support meaningful behaviour change.
- MBCPs need to be embedded collaboratively within the broader domestic, family and sexual violence ecosystem so they can work together with other services. This collaboration could enable improved outcomes for victim-survivors, including children, as well as meaningful behaviour change, increased accountability, and improved visibility and risk management.
- MBCPs are only one piece of the response to domestic, family and sexual violence.

Centring children and young people to end violence



Children and young people have always been at the heart of ANROWS' work. From our earliest projects, we have recognised that their experiences of domestic, family and sexual violence are distinct, profound and long-lasting, and that their voices must shape the systems designed to protect them.

In 2024-25, we strengthened this long-standing commitment through research, partnerships and national conversations that deepened understanding and amplified young voices. Across the year, ANROWS evidence continued to be referenced in policy and practice discussions, revealing both the challenges to and the opportunities for creating safer futures for children and young people.

The various projects that follow highlight the breadth of this work, from uncovering the hidden histories of domestic violence and filicide, to providing policymakers with a roadmap for action, to spotlighting the experiences of LGBTQ young people in workplaces. They also capture the insights shared at the ANROWS Conference 2025: Listen, learn, act, where young advocates and sector leaders came together to chart new pathways for prevention and healing.

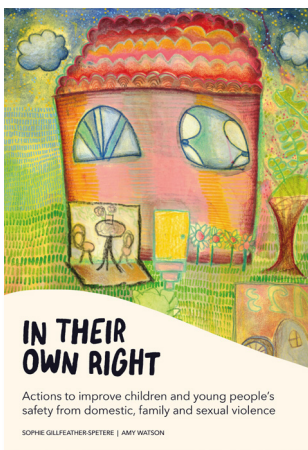
Each piece of work reflects a different facet of the same goal: ensuring that children and young people are recognised not as bystanders, but as victims, survivors and leaders in their own right.

For ANROWS, centring children and young people is not a one-off focus – it is a consistent priority. The work of 2024–25 built on earlier evidence to ensure children and young people remain visible in national policy and practice responses.

Our responsibility is to act consistently and meaningfully on what children and young people tell us.

“Ending violence is about building safety, dignity and futures. For every life lost, there are thousands more hanging in the balance, and for them, we keep fighting.”

Dr Tessa Boyd-Caine, CEO, ANROWS



In their own right: A roadmap for policymakers

On World Children's Day 2024, ANROWS released *In their own right: Actions to improve children and young people's safety from domestic, family and sexual violence*. Drawing on over 20 reports and 130 recommendations, the guide provides a blueprint for policymakers to recognise children as victims and survivors in their own right.

It calls for greater recognition of the diverse impacts of violence on children and young people, the inclusion of their expertise in policy and practice, a central role for self-determination for Aboriginal and Torres Strait Islander children, and prevention-first approaches tailored to their needs.

The guide is being used across peak bodies, non-government organisations, and policy and practice offices to inform and motivate change. The guide centres the voices of young victim-survivors and provides practical examples of innovation and reform, supporting readers to translate recommendations into real-world contexts.

Young advocate Harrison James described the cost of inaction:

“Living with violence as a child affects every part of your life, your education, your friendships, your ability to trust. Policymakers need to stop overlooking us and start listening to us.”





LGBTQ young people: A wake-up call for workplaces

Children and young people also experience violence outside the home. In December 2024, ANROWS released *#SpeakingOut@Work*, the first national study on workplace sexual harassment of LGBTQ young people.

Findings include the following:

77%

of study participants had experienced workplace sexual harassment often linked to their gender or sexuality

30%

were threatened with sexual violence as a way to “fix” their gender or sexual orientation

Distinguished Professor Kerry Robinson, lead researcher from the School of Social Sciences, Western Sydney University, said:

“ Sexual harassment isn’t an isolated incident for LGBTQ young people – it’s part of a larger pattern of harm rooted in homophobia, biphobia and transphobia. This research shows how deeply workplace harassment impacts LGBTQ young people – it’s not just about inappropriate behaviour; it’s about a culture that devalues their identity. ”

ANROWS Conference 2025: Listen, learn, act

In May 2025, over 700 delegates joined the ANROWS Conference, online and in Sydney, under the theme 'Listen, learn, act: Centring children and young people to end violence'.

The conference signalled a shift from symbolic consultation to genuine partnership with young people.

- **Voices of lived experience:** Young advocates demanded authentic co-design, clear communication and consistency in care.
- **Data to action:** Australian Child Maltreatment Study data show 62 per cent of Australians surveyed had experienced child maltreatment; 95 per cent of young people in one homelessness service cited domestic violence as the cause.
- **System critique:** Experts called for reforms beyond child protection, highlighting the need for integrated, violence-informed and developmentally appropriate systems.



L-R: Dr Georgina Dimopoulos, Dr Tessa Boyd-Caine and Elena Campbell at the ANROWS Conference, May 2025

"Learn to ask the right questions," said a university student and youth advocate with the CREATE Foundation, Ariel. "Instead of 'Are you safe at home?' ask, 'What happens when you get into trouble in this house?'"

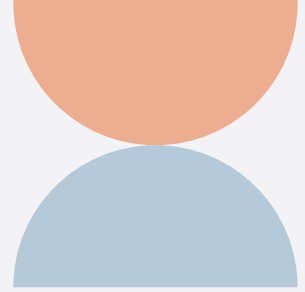
Conference speakers and highlighted research showcased effective, evidence-informed and practical responses to children and young people's safety. These included:

- First Nations-led approaches grounded in culture and community
- peer responder models like the Survivor Hub
- legal supports in schools to give children direct access to justice
- universal responder training equipping adults to recognise signs of domestic, family and sexual violence and act
- trauma-informed services tailored to children without protective caregivers.



Hon Tanya Plibersek MP, Minister for Social Services, speaking at the ANROWS Conference, May 2025

Filicide research and the power of partnering with the jurisdictions



In July 2024 ANROWS and the Australian Domestic and Family Violence Death Review Network released a landmark national study on the killing of a child or children by a parent (filicide). The research studied 113 filicide cases that occurred in Australia between July 2010 and June 2018 – 138 children were victims, and 106 children were victims specifically of DFV-context filicide. The study found 76 per cent of the filicide cases reviewed occurred within the context of domestic and family violence, involving a history of child abuse, intimate partner violence or both.

The study's key findings and insights on the domestic and family violence-context filicides include the following.

Around **8 in 10** cases

involved an identifiable history of violence towards children.

Around **9 in 10** cases

involved intimate partner violence either perpetrated or experienced by the filicide offender.

When women killed their children, it almost always followed a history of being subjected to intimate partner violence.

When men killed their children, it almost always followed a history of perpetrating intimate partner violence.

In many cases, children were experiencing both child abuse and the harm of parental intimate partner violence.



This research enhances our understanding of filicide in Australia and its intersection with domestic and family violence. It was one of ANROWS' most impactful pieces in 2024-25, covered by ABC News and other media, and listed in Australian Policy Online's top 10 most viewed justice resources in 2024.

Stakeholder reflections highlight the significance of this report. For example, on 8 in 10 cases having a history of violence against children, the Federal Circuit and Family Court of Australia's Family Violence Committee noted, "This is a very significant statistic and, in our view, one worth highlighting as, while there is a growing awareness of lethality factors in the context of [intimate partner violence], there is much less understanding of the significant contributors to filicide."

ANROWS researcher spotlight: Dr Holly Blackmore

The filicides report demonstrates ANROWS' commitment to research rigour and the organisation's ability to work with key stakeholders to achieve measurable outcomes. Dr Holly Blackmore, lead researcher on the filicides project, personifies these values – and the project has given her a sense of professional fulfilment.

"One of the most rewarding aspects of this immensely complex work is being able to connect with and learn from the expertise and understanding of the various jurisdictional teams," Holly said.

 **Together, we are creating this body of national evidence to draw out learnings that, hopefully, lead to change.** 

Addressing the filicides research, she said the team's work had revealed an important misunderstanding.

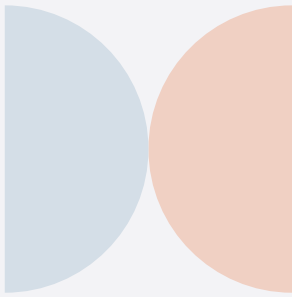
"There can be a perception that if there's no evidence of physical harm directed against a child they are therefore safe," Dr Holly Blackmore said. "Or if one parent is threatening another parent, but hasn't directly threatened the child, the child is safe. What we found in some of these filicide cases was that there had been no evidence of harm directed against the children prior to the filicide but that there had been prior intimate partner violence.

"The high rates and the gendered nature of intimate partner violence that preceded the domestic and family violence-context filicides indicate that a risk of violence to women should be seen as a risk to any children in the family."

The collaboration between ANROWS and the Death Review Network which underpinned the study brought together the voices of every jurisdiction. "It's a collaborative partnership between the Network and ANROWS. We engage in collective priority setting for all the projects and program direction and we make all key decisions by consensus," said Holly.

"We work with each of the jurisdictions," she said. "We have an annual planning workshop where we discuss jurisdictional and other priorities with all the members. They all have a voice on which project is next because if it's not possible for a couple of states or territories, we'll lose that national picture quite quickly."

In collating the data at a national level, the partnership has delivered unique and ground-breaking insights into the characteristics of domestic and family violence-context filicide in Australia. The study found most of the filicide cases reviewed had a history of domestic and family violence, which indicates opportunities for effective prevention, early intervention and responses to violence. The project demonstrates the power of evidence to underpin effective policy.



"It is the collective knowledge across jurisdictions that makes the contribution of the Network particularly powerful," Holly said.

“ **In this partnership, we're guided by the deep jurisdictional expertise – they understand the context of their own jurisdiction, the context of their cases, and how the police and other systems operate.** ”

"But we're also very aware of the resourcing and capacity constraints they have. Jurisdictions are not specifically resourced to undertake these partnership projects, so the work is in addition to their day-to-day, core jurisdictional work. Participation is very much coming from a goodwill perspective."

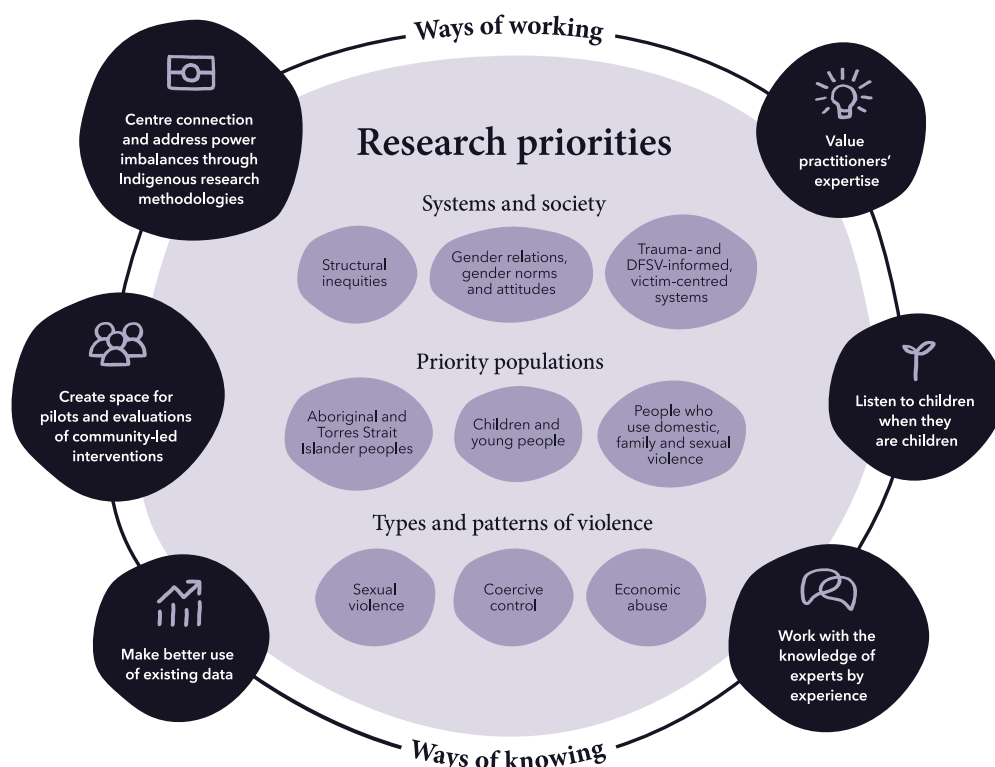
Importantly, the partnership has helped to fill a research gap: "It provides a nuanced, deep understanding of the domestic and family violence context of filicides," Holly said.

"You don't often get the same level of access to data that we do for this work with the Death Review Network, because they are the ones with access to briefs of evidence, coronial inquest findings, police reports, health records and all sorts of other data. Thanks to the partnership, we're able to really unpack these cases and derive learnings at a national level."

Building stronger evidence through the Australian National Research Agenda Webinar Series

Strengthening Australia's evidence base is central to ending violence against women and children. The *Australian National Research Agenda to End Violence against Women and Children (ANRA) 2023-2028* sets out a shared vision for priority areas of research and how research should be conducted inclusively.

In 2024-25, ANROWS advanced this vision through a webinar series designed to help researchers, policymakers and practitioners engage with the ANRA's ways of working, including making better use of existing evidence and centring Indigenous knowledge. These sessions aimed to build the capability and confidence of the sector to design and deliver research that is efficient, innovative and culturally grounded.



The Australian National Research Agenda to End Violence against Women and Children (ANRA) 2023-2028 ways of working, ways of knowing and its research priorities



Purpose and reach

The ANRA Webinar Series forms part of ANROWS' role as a knowledge broker, connecting research, policy and practice so that evidence can better inform decision-making across the national response to domestic, family and sexual violence.

In the two webinars held this year, 'Making better use of existing data' (August 2024) and 'Indigenous methodologies' (November 2024), ANROWS brought together leading voices in research, policy and community. Together, the webinars attracted more than 3,600 registrations and around 800 live attendees per session, demonstrating the strong appetite across the sector to deepen understanding of how research is done and who it serves.

Both sessions were recorded and are available on the ANROWS website and YouTube channel, where they continue to attract national and international viewers.



1. Making better use of existing data

The first webinar, held on 27 August 2024, explored how existing data can be used more effectively to inform responses to domestic, family and sexual violence.

Facilitated by Sally Mills (Head, Family, Domestic and Sexual Violence Unit, Australian Institute of Health and Welfare), the panel included Dr Betty Luu (Western Sydney University), Professor Maggie Walter (University of Tasmania), Dr Rebecca Buys (No to Violence), and Vivian Yue (Department of Communities and Justice, NSW).

The discussion unpacked the current landscape of domestic, family and sexual violence data in Australia, the challenges of working across different datasets, and the opportunities for collaboration between researchers and data custodians.

Panellists emphasised the importance of data sovereignty, particularly for Aboriginal and Torres Strait Islander communities, and outlined principles to ensure data is used ethically and meaningfully.



Impact

Participants reported that the session helped clarify how existing data could be used effectively to fill evidence gaps, inform program design, and support more coordinated national reporting. The discussion also reinforced ANROWS' ongoing advocacy for data governance systems that balance accessibility with safety and respect.



Fantastic session, full of insights and questions. I left wanting to connect with every presenter to keep learning.



Webinar participant



2. Indigenous methodologies

The second webinar, held on 6 November 2024, invited participants to reflect on the power of Indigenous methodologies in sustainably engaging with First Nations people.

Structured as a decolonised, informal yarn, this session created a space for mutual learning rather than hierarchical facilitation – an approach that was deeply valued by attendees for its authenticity and relational focus.

Speakers included Fiona Cornforth (Australian National University), Professor Juanita Sherwood (University of Technology Sydney), and Dr Nicole Tujague (The Seedling Group). Together, they shared insights into the values underpinning Indigenous research practices, including:

- power and positionality
- decolonising methodologies
- connection and partnership
- strengths-based approaches
- cultural safety.

Impact

Attendees reported the session challenged their thinking about research relationships and ethics. Many described it as a transformative learning experience, prompting them to reflect on their own positionality and to approach research partnerships with greater humility and respect.

“ The webinar has given me so much to think about my own practice, whether what I’m doing is exploitative or colonial. One of the quotes that stayed with me was, ‘Well, you know how to make friends, don’t you?’ – a reminder that relationships come before research. ”

Webinar participant



Why this is important

The ANRA Webinar Series demonstrates ANROWS’ leadership as a national knowledge broker. By creating accessible learning spaces, we are helping to:

- build research capability and relationships across sectors and jurisdictions
- promote data sovereignty and ethical research practices
- embed Indigenous methodologies and cultural safety in research design
- strengthen connections between evidence, policy and lived experience.

Through these activities, ANROWS continues to shape how evidence about domestic, family and sexual violence is produced and used, ensuring that research not only informs change but models the values needed to achieve it.



Looking ahead

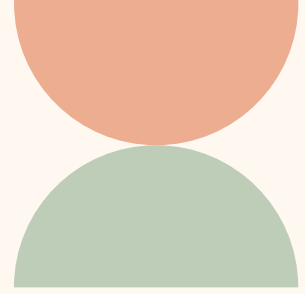
The strong participation in and feedback from the 2024-25 series confirm the sector’s appetite for practical guidance on implementing the ANRA.

In the year ahead, ANROWS will:

- deliver new webinars focused on intersectionality and evaluation frameworks
- continue building partnerships with universities, data custodians and community-controlled organisations
- develop online learning resources to extend the reach of the series to regional and international audiences.

By continuing this work, ANROWS is helping to create a more connected and ethical research environment, one that respects knowledge in all its forms and strengthens the collective effort to end violence against women and children.

People and culture: The foundation of our impact



We are committed to supporting every person at ANROWS to thrive, knowing that when our people thrive, so too does our work to end violence against women and children. This year we developed that commitment further in the following ways.

Investing in our people

We have taken deliberate steps to enhance how we support, develop and grow our workforce. Recognising that ongoing learning is critical to both individual fulfilment and organisational success, we have been developing a new training and development strategy designed to provide more structured, equitable and impactful opportunities for all staff. This refreshed approach is aligned with our organisational goals and tailored to support diverse learning needs across teams.

The training plan includes a mix of formal and informal learning, on-the-job development, and coaching practices aligned with individual career aspirations and role-specific capabilities. Importantly, it emphasises a growth mindset and encourages continuous feedback, reflection and dialogue across the organisation.

We have also continued to support leadership capability at all levels. We introduced targeted management development opportunities to support team leads and senior staff to lead with empathy, strategic clarity and cultural responsiveness. These initiatives are not only building confidence and skills internally but are also helping us retain and attract talent aligned with our mission and values.

Living our values

Our values are more than words on a page – they shape our everyday actions and decisions. This year we undertook a deep review of ANROWS' guiding principles and values to ensure they continue to reflect our evolving identity and aspirations, and the communities we serve. This work involved consultation across the organisation, hearing from all levels of our organisation.

Our updated values provide a stronger foundation for accountability and alignment, particularly as we work in complex and often challenging contexts. They centre on respect and integrity, curiosity and learning, and inclusivity – principles that guide how we work with each other, our partners and the broader community.

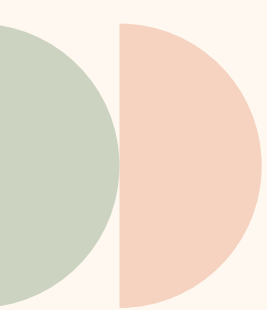
Supporting wellbeing

Staff wellbeing remains a core focus for the People and Culture team at ANROWS. We have continued to support flexible working arrangements, clinical supervision and debriefing, support pathways for those engaged in vicarious trauma work, and regular wellbeing communications. We recognise that wellbeing is not a one-size-fits-all concept, and we strive to support holistic, trauma-informed approaches where possible.

Building capacity for impact

As ANROWS continues to grow and evolve, we have focused on building internal capacity to deliver impactful outcomes externally. This year, we supported several structural and departmental changes aimed at improving our operational agility and strategic alignment. These changes were underpinned by people-centred change management principles, ensuring teams were engaged, informed and supported throughout the process.

We are also investing in and advancing our cultural safety work, with a specific focus on how we work with and alongside Aboriginal and Torres Strait Islander communities. Staff participated in cultural safety training and reflective practice sessions to deepen understanding of historical and ongoing injustices, and to critically examine how our work can be more inclusive, ethical and accountable. Through this work, we are strengthening the capability of teams to collaborate effectively, communicate with purpose, and work in ways that are culturally responsive and trauma-informed. These are key elements of the impact we aim to have through our work.



ANROWS Board



Joan Fitzpatrick
Board Chair



Professor Jenny Morgan
Independent Director



Anna Lutz
Director, Commonwealth



Kirsty Windeyer
Director, Australian
Capital Territory



Barry Sandison
Independent Director
Deputy Chair
Chair of Appointments and
Governance Committee



Dr Melanie Heenan
Director, Victoria



Professor Dawn Bessarab
Independent Director



Nisha Padmanabhan
Independent Director,
Chair of Finance,
Risk and Audit Committee



Edward Mosby
Independent Director



Courtney Hurworth
Director, Tasmania

ANROWS Leadership team

The ANROWS Leadership team brings together deep expertise across research, evaluation, strategy and engagement to advance our mission: developing and communicating evidence to inform policy, practice and public understanding for ending gender-based violence in Australia.

The team ensures ANROWS continues to connect, inform and influence, driving the conversation for change that supports ending violence against women and children in Australia.



Dr Tessa Boyd-Caine

CEO

Prior to joining ANROWS in 2024, Dr Tessa Boyd-Caine was the founding CEO of Health Justice Australia, the national centre for health justice partnership. Originally a criminologist, she has worked in health, criminal justice and human rights organisations in Australia and internationally.

She was previously deputy CEO of the Australian Council of Social Service and was the inaugural Fulbright Professional Scholar in Non-Profit Leadership. Tessa's PhD looked at the detention and release of offenders living with a mental disorder.

Tessa is a graduate of the Australian Institute of Company Directors. She combines her passions for enabling young people to thrive and for arts and culture as Chair of the Board of Gondwana Choirs, the leader in Australian choral performance.

She is also the Chair of the Australian Pro Bono Centre, providing leadership for the growth and excellence of pro bono legal services.



Anandini Mayuran

Director, Strategy & Organisational Development

Anandini Mayuran has over 15 years' experience in strategy design, public policy, organisational development and philanthropy. Formerly head of Capability at the Paul Ramsay Foundation, she is focused on strengthening ANROWS' strategic delivery, innovation and organisational resilience, supporting its mission to drive evidence-led change.



Dr Kristin Diemer

Director, Research

Dr Kristin Diemer brings more than 30 years' expertise in family violence research. She developed Australia's first multi-agency Family Violence Database and co-led the globally recognised kNOwVAW data course with UNFPA and DFAT. She is focused on strengthening Australia's research network and translating evidence into programs and policies that enhance the safety of women and children.



Lucy Macmillan

Director, Evaluation & Impact

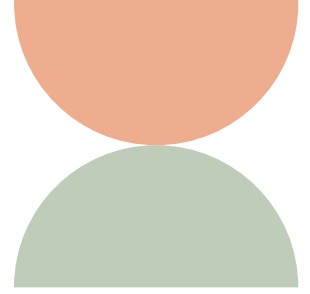
Lucy Macmillan is an evaluation and impact specialist with 20 years' experience across the domestic violence, justice, education, public health and homelessness sectors. She has led major evaluations of men's behaviour change programs and early intervention initiatives. Lucy is passionate about centring lived experience and building evidence to drive systems change.



Dr Meredith Nash

Director, Communications & Engagement

Dr Meredith Nash is an internationally recognised gender equity thought leader with a 20-year career spanning government, academia, not-for-profit and corporate sectors. She previously led Respect@Work initiatives at KPMG Australia and conducted the transformative 2022 Nash Review of Diversity, Equity and Inclusion in the Australian Antarctic Program. She specialises in strategic communications, research translation, and fostering partnerships to amplify research impact.



Financial statements

ANROWS

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

ABN 67 162 349 171

Financial Statements - 30 June 2025

Australia's National Research Organisation for Women's Safety Limited
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30 June 2025

ANROWS

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The directors present their report, together with the financial statements, on the company for the year ended 30 June 2025.

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:

Professor Dawn Bessarab	Independent Director (appointed 16 August 2019)
Ms Joan Fitzpatrick	Independent Director (appointed 20 February 2025)
Ms Elizabeth Foley	Independent Director (appointed 29 July 2020, resigned 29 August 2024)
Dr Melanie Heenan	VIC Director (appointed 22 February 2024)
Ms Courtney Hurworth	TAS Director (appointed 20 February 2025)
Ms Jeanette Kerr	Northern Territory Director (appointed 2 March 2022, resigned 20 February 2025)
Ms Anna Lutz	Commonwealth Director (appointed 22 February 2024)
Professor Jennifer Morgan	Independent Director (appointed 23 November 2018)
Mr Edward Mosby	Independent Director (appointed 20 October 2017)
Ms Nisha Padmanabhan	Independent Director (appointed 20 February 2025)
Mr Barry Sandison	Independent Director (appointed 7 August 2021), Interim Chair (appointed 24 April 2024)
Ms Kirsty Windeyer	ACT Director (appointed 20 February 2023)

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:	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 Joan Fitzpatrick
Title: Independent Director
Qualifications: BA(Hons) LLB FAICD Fellow ANZIIF
Experience and expertise: Joan is an experienced company director and leader of business success. Her executive and director experience covers the corporate, government and not-for-profit sectors and she has a strong track record of working collaboratively across different stakeholders.

Joan has an extensive record of achieving successful business outcomes in complex change environments. Originally qualified as a barrister, she was attracted to a management career which began at 20th Century Fox's fast-moving consumer goods enterprise in London. She went on to hold senior management roles in heavy manufacturing industries, large start-up projects in Europe, and international insurance operations in Asia. For over 16 years she worked as CEO and Director of the Australian and New Zealand Institute of Insurance and Finance (ANZIIF).

Joan currently works within a diverse portfolio of non-executive director roles, her private consulting business, Alvearium Pty Ltd, and a range of pro bono charity work.

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: Dr 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.

Name: Ms Courtney Hurworth
Title: TAS Director
Qualifications: Bachelor of Arts
Experience and expertise: Courtney Hurworth is Chief Reform Lead in the Department of Premier and Cabinet, Tasmanian Government. In this role Courtney leads whole of Government reform to improve the lives of Tasmanian children and families, to prevent child sexual abuse and family violence.

Courtney reports to the Secretary, Department of Premier and Cabinet and through her, to the Premier of Tasmania and the Minister for Prevention of Family Violence. Prior to this Courtney was Acting Deputy Secretary Community Partnerships and Priorities Division leading social policy development, human service design and commissioning across multiple government portfolios.

Prior to moving into the sphere of social policy, Courtney held a range of policy roles in the Department of Education, and was Senior Advisor, Education to the former Tasmanian Minister for Education the Hon Sarah Courtney MP. Courtney is a graduate of the University of Melbourne.

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: 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: 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: Ms Nisha Padmanabhan
Title: Independent Director
Qualifications: Bachelor of Information Technology, Graduate Diploma of Psychology, Graduate Diploma of Applied Finance and Investment
Experience and expertise: Nisha Padmanabhan is a strategic executive and non-executive director, known for her integrity, commercial acumen, and collaborative leadership across service-oriented, corporate, and for-purpose sectors.

As Chief Risk Officer at The University of Sydney, she leads enterprise risk and governance initiatives that underpin the university's long-term resilience and global ambition. Her leadership spans operational transformation, strategy execution, and cultural change in complex, highly regulated environments.

Nisha has held senior executive roles at BPAY, Macquarie Group, Insurance Australia Group, and Ernst & Young, and was previously Chief Risk Officer at The Salvation Army Australia (Eastern Territory).

She currently serves as an independent director and Chair of the Finance, Risk and Audit Committee at ANROWS, and has contributed to the boards and advisory committees of Baptist World Aid Australia, Transform Aid International, and Habitat for Humanity Australia.

Known for applying contemporary risk and governance thinking to real-world complexity, Nisha brings a deep understanding of how purpose, performance, and people intersect. She is a champion of inclusive leadership, systems thinking, and decision-making that balances opportunity with integrity.

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

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 member on four national Boards (ANROWS, the National Centre for Vocational Educational Research, the Australian Education Research Organisation and the Alcohol and Drug Foundation). Barry is also a strategic advisor to a number of commercial and NFP organisations as well as several Australian Government Departments.

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 was also a research fellow with the Australian National University School of Health and Medicine for several years and has been a Board member for several local NFP community organisations.

Special responsibilities: 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.
Interim Board Chair, Deputy Board Chair, Chair of the Appointments and Governance Committee

Name: Ms Kirsty Windeyer
Title: ACT Director
Qualifications: BA/LLB
Experience and expertise: Kirsty Windeyer is the Deputy Director-General, Health and Community Services Directorate, ACT Government.

The Health and Community Services Directorate (HCSD) manages the human services responsibilities of the ACT Government. It supports the ACT Government to deliver integrated long-term policy advice and client-centred services for Canberrans who need them.

Kirsty provides strategic leadership for whole-of-government collaboration and coordination in response to domestic, family, and sexual violence. She works in partnership with other ACT Government Directorates, the ACT community and service providers to develop new policy, services and approaches to improve how the ACT Government prevents and responds to domestic, family and sexual violence.

With significant experience as a senior executive lawyer, Kirsty has held leadership roles such as 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 also the inaugural Principal Solicitor of the ACT Women's Legal Centre.

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 2025, 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
Professor Dawn Bessarab	5	6	-	-	3	5
Joan Fitzpatrick	2	2	2	2	1	1
Elizabeth Foley	-	-	1	1	-	-
Melanie Heenan	5	6	-	-	4	5
Courtney Hurworth	1	2	1	2	-	-
Jeanette Kerr	3	3	1	1	-	-
Anna Lutz	5	6	-	-	-	-
Professor Jennifer Morgan	6	6	4	5	-	-
Edward (Ed) Mosby	5	6	-	-	-	-
Nisha Padmanabhan	2	2	2	2	-	-
Barry Sandison	6	6	4	5	4	5
Kirsty Windeyer	6	6	1	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 outstandings and obligations of the company. At 30 June 2025 the number of members was 9 (2024: 9). At 30 June 2025 the collective liability of members was \$900 (2024: \$900).

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.

Australia's National Research Organisation for Women's Safety Limited
Directors' report
30 June 2025

ANROWS

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

On behalf of the directors



Joan Fitzpatrick
Chair of the Board

28 October 2025

**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 2025 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: 28 October 2025

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 2025

ANROWS

	Note	2025 \$	2024 \$
Revenue	3	11,555,024	8,378,326
Interest revenue calculated using the effective interest method		434,565	261,795
Total revenue		<u>11,989,589</u>	<u>8,640,121</u>
Expenses			
External research grants		(1,237,469)	(5,431)
Employee benefits expense		(6,113,160)	(5,395,637)
Consultants		(235,061)	(237,747)
Depreciation and amortisation expense	4	(342,659)	(328,224)
Contracts and agency temporary staff costs		(1,205,426)	(797,245)
Board remuneration and expenses		(113,183)	(91,669)
Other expenses		(1,299,936)	(1,050,905)
Finance costs	4	(42,589)	(57,718)
Total expenses		<u>(10,589,483)</u>	<u>(7,964,576)</u>
Surplus before income tax expense		1,400,106	675,545
Income tax expense		-	-
Surplus after income tax expense for the year		1,400,106	675,545
Other comprehensive income for the year, net of tax		-	-
Total comprehensive income for the year		<u><u>1,400,106</u></u>	<u><u>675,545</u></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 2025

ANROWS

	Note	2025 \$	2024 \$
Assets			
Current assets			
Cash and cash equivalents	5	7,680,513	5,842,544
Trade and other receivables	6	411,020	349,018
Other financial assets	7	5,125,705	1,840,721
Other assets	8	73,711	146,285
Total current assets		<u>13,290,949</u>	<u>8,178,568</u>
Non-current assets			
Property, plant and equipment		56,916	40,126
Right-of-use assets	9	<u>626,906</u>	<u>940,360</u>
Total non-current assets		<u>683,822</u>	<u>980,486</u>
Total assets		<u>13,974,771</u>	<u>9,159,054</u>
Liabilities			
Current liabilities			
Trade and other payables	10	1,658,589	717,843
Contract liabilities	12	7,159,848	4,377,522
Lease liabilities	13	348,238	310,966
Employee benefits	11	303,301	307,979
Total current liabilities		<u>9,469,976</u>	<u>5,714,310</u>
Non-current liabilities			
Lease liabilities	13	388,351	736,589
Employee benefits	11	<u>65,208</u>	<u>57,025</u>
Total non-current liabilities		<u>453,559</u>	<u>793,614</u>
Total liabilities		<u>9,923,535</u>	<u>6,507,924</u>
Net assets		<u>4,051,236</u>	<u>2,651,130</u>
Equity			
Reserves		-	19,692
Retained surpluses		<u>4,051,236</u>	<u>2,631,438</u>
Total equity		<u>4,051,236</u>	<u>2,651,130</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 2025

ANROWS

	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>
	Research Fund \$	Retained surpluses \$	Total equity \$
Balance at 1 July 2024	19,692	2,631,438	2,651,130
Surplus after income tax expense for the year	-	1,400,106	1,400,106
Other comprehensive income for the year, net of tax	-	-	-
Total comprehensive income for the year	-	1,400,106	1,400,106
Transfer from Research fund	(19,692)	19,692	-
Balance at 30 June 2025	<u>-</u>	<u>4,051,236</u>	<u>4,051,236</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 2025

ANROWS

	Note	2025 \$	2024 \$
Cash flows from operating activities			
Receipt of grants from government		14,479,991	9,091,144
Receipt of fees for service and other income in the course of operations (excluding grants from government)		1,306,346	759,418
Payments to suppliers and employees		(10,698,710)	(9,280,972)
Interest received		347,599	176,037
Interest and other finance costs paid		(42,589)	(57,718)
Net cash from operating activities		<u>5,392,637</u>	<u>687,909</u>
Cash flows from investing activities			
Payments for plant and equipment		(45,995)	(47,361)
Investment in term deposits		(3,197,707)	-
Net cash used in investing activities		<u>(3,243,702)</u>	<u>(47,361)</u>
Cash flows from financing activities			
Repayment of lease liabilities		(310,966)	(275,987)
Net cash used in financing activities		<u>(310,966)</u>	<u>(275,987)</u>
Net increase in cash and cash equivalents		1,837,969	364,561
Cash and cash equivalents at the beginning of the financial year		<u>5,842,544</u>	<u>5,477,983</u>
Cash and cash equivalents at the end of the financial year	5	<u><u>7,680,513</u></u>	<u><u>5,842,544</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 28 October 2025.

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.

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.

Critical accounting estimates

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.

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. Revenue

	2025 \$	2024 \$
<i>Revenue from contracts with customers</i>		
Grants income	10,204,612	7,612,067
Fees for service	863,595	734,087
Event and ticket sales	254,494	-
	<u>11,322,701</u>	<u>8,346,154</u>
<i>Other revenue</i>		
Donations	2,856	2,752
Contributions - government	124,384	-
Sponsorships	50,000	-
Other revenue	55,083	29,420
	<u>232,323</u>	<u>32,172</u>
Revenue	<u>11,555,024</u>	<u>8,378,326</u>

Disaggregation of revenue

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

	2025 \$	2024 \$
<i>Timing of revenue recognition</i>		
Services transferred at a point in time	1,118,089	734,087
Services transferred over time	10,204,612	7,612,067
	<u>11,322,701</u>	<u>8,346,154</u>

	2025 \$	2024 \$
Government revenue (including grants)		
Commonwealth - Department of Social Services	7,233,965	4,361,324
Commonwealth - Department of Social Services / State / Territory Governments	2,970,647	3,250,743
	<u>10,204,612</u>	<u>7,612,067</u>

	2025 \$	2024 \$
State government		
New South Wales - Department of Communities and Justice	<u>124,384</u>	<u>-</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.

Interest

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

Note 3. Revenue (continued)

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 4. Expenses

	2025 \$	2024 \$
Surplus before income tax includes the following specific expenses:		
<i>Finance costs</i>		
Interest and finance charges paid/payable on lease liabilities	42,589	57,442
Other interest charges	-	276
Finance costs expensed	42,589	57,718
<i>Superannuation expense</i>		
Defined contribution superannuation expense	583,375	526,722
<i>Depreciation and amortisation expense</i>		
Right of use assets	313,454	313,453
Plant and equipment	29,205	14,771
	342,659	328,224

Note 5. Cash and cash equivalents

	2025 \$	2024 \$
<i>Current assets</i>		
Cash at bank and in hand	7,539,526	2,629,916
Term deposits less than 3 months	-	3,074,453
Cash at bank - Research Fund	140,987	138,175
	<u>7,680,513</u>	<u>5,842,544</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 6. Trade and other receivables

	2025 \$	2024 \$
<i>Current assets</i>		
Trade receivables	172,787	199,121
Interest receivable	76,533	76,844
BAS receivable	161,700	73,053
	<u>411,020</u>	<u>349,018</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 7. Other financial assets

	2025 \$	2024 \$
<i>Current assets</i>		
Term deposits greater than 3 months	<u>5,125,705</u>	<u>1,840,721</u>

Term deposits include an amount of \$401,407 (2024: \$384,930) held by the bank as security deposit guarantee for the performance on the lease of office premises.

Note 8. Other assets

	2025 \$	2024 \$
<i>Current assets</i>		
Prepayments	<u>73,711</u>	<u>146,285</u>

Note 9. Right-of-use assets

	2025 \$	2024 \$
<i>Non-current assets</i>		
Buildings - right-of-use	1,567,266	1,567,266
Less: Accumulated depreciation	<u>(940,360)</u>	<u>(626,906)</u>
	<u>626,906</u>	<u>940,360</u>

Note 9. 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 2024	940,360	940,360
Depreciation expense	(313,454)	(313,454)
Balance at 30 June 2025	<u>626,906</u>	<u>626,906</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 10. Trade and other payables

	2025	2024
	\$	\$
<i>Current liabilities</i>		
Trade payables	1,472,904	320,920
Other payables	185,685	396,923
	<u>1,658,589</u>	<u>717,843</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 11. Employee benefits

	2025 \$	2024 \$
<i>Current liabilities</i>		
Annual leave	303,301	307,979
<i>Non-current liabilities</i>		
Long service leave	65,208	57,025
	<u>368,509</u>	<u>365,004</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 12. Contract liabilities

	2025 \$	2024 \$
<i>Current liabilities</i>		
Grants in advance - Government	7,159,848	4,215,173
Research Fund unspent - Luke Batty Foundation	-	95,585
Fees for service in advance	-	66,764
	<u>7,159,848</u>	<u>4,377,522</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 13. Lease liabilities

	2025 \$	2024 \$
<i>Current liabilities</i>		
Lease liability	348,238	310,966
<i>Non-current liabilities</i>		
Lease liability	388,351	736,589
	<u>736,589</u>	<u>1,047,555</u>
<i>Future lease payments</i>		
Contractual cash flows are as follows:		
Within one year	375,048	353,831
One to five years	397,114	772,161
	<u>772,162</u>	<u>1,125,992</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 14. Financial assets and financial liabilities

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

	2025 \$	2024 \$
Financial assets at amortised cost		
Cash and cash equivalents	7,680,513	5,842,544
Trade and other receivables	411,020	349,018
Other financial assets - term deposits	5,125,705	1,840,721
Total financial assets at amortised cost	<u>13,217,238</u>	<u>8,032,283</u>
	2025	2024
Financial liabilities at amortised cost		
Trade and other payables	1,658,589	717,843
Lease liabilities	736,589	1,047,555
Total financial liabilities at amortised cost	<u>2,395,178</u>	<u>1,765,398</u>

Note 14. 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 15. Key management personnel disclosures

Compensation

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

	2025 \$	2024 \$
Aggregate compensation	<u>1,218,507</u>	<u>1,118,857</u>

Note 16. Remuneration of auditors

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

	2025 \$	2024 \$
<i>Audit services - Felsers</i>		
Audit of the financial statements	<u>18,720</u>	<u>16,500</u>
<i>Other services - Felsers</i>		
Audit of grant acquittals	<u>1,144</u>	<u>1,050</u>
	<u>19,864</u>	<u>17,550</u>

Note 17. Related party transactions

Key management personnel

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

Transactions with related parties

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

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

Receivable from and payable to related parties

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

Loans to/from related parties

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

Note 18. 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 19. 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 outstandings and obligations of the company. At 30 June 2025 the number of members was 9 (2024: 9).

Note 20. 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 21. Events after the reporting period

No matter or circumstance has arisen since 30 June 2025 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 2025 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



Joan Fitzpatrick
Chair of the Board

28 October 2025

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 2025, 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 2025 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 are 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 represent 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 Zabetti

Partner

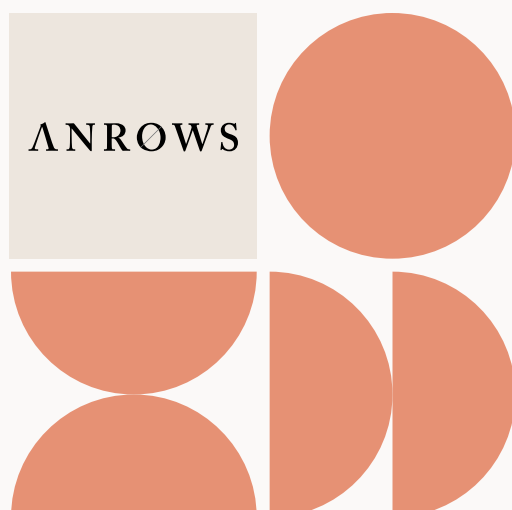
Dated: 28 October 2025

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Chartered Accountants + Business Advisors
Sydney + Melbourne + Brisbane
Perth + Adelaide + Hobart

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ANROWS

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

Australia's National Research Organisation for
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