

Annual Report 2021—2022

**Our
WATCH**
End violence against
Women And Their Children

Acknowledgement of Country

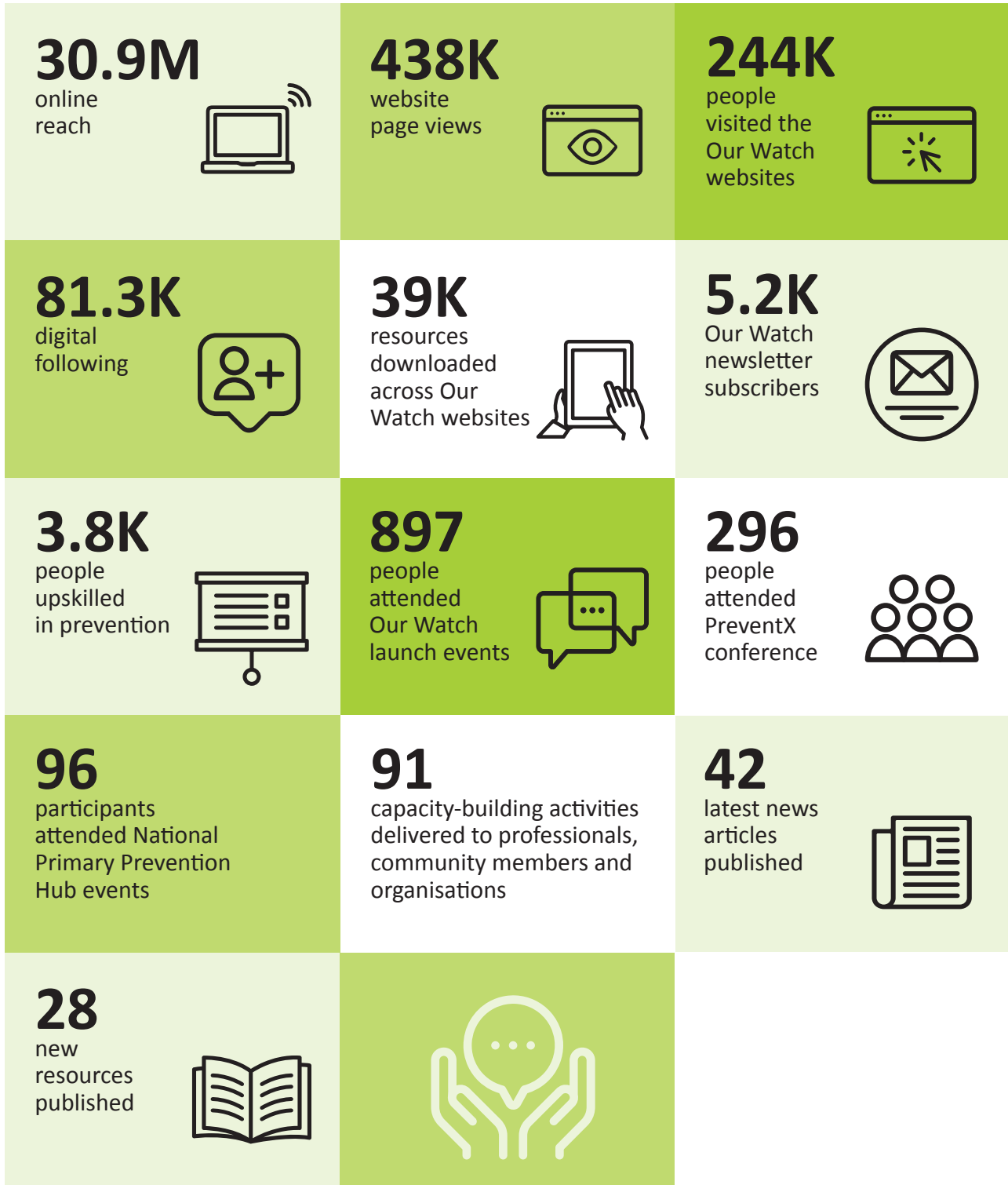
Our Watch acknowledges and pays respect to the Traditional Owners of the land on which its office is located, the Wurundjeri people of the Kulin Nation.

As a national organisation, we also acknowledge the Traditional Owners and Custodians of Country across Australia and pay our respects to them, their cultures and their respective Elders, past and present.

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The year in numbers



Campaigns

This year Our Watch conducted two major national primary prevention campaigns, *Never Follow* and *Doing Nothing Does Harm*, which collectively had more than 101.4 million exposures.

Doing Nothing Does Harm targeted Australian men aged 25–44 years, and specifically a segment of men most likely to be influenced to take bystander action. After seeing the *Doing Nothing Does Harm* campaign:

93% of men in the sample thought the message was important for Australians to hear at the time

65% felt more responsible to take bystander action in future

64% would be more likely to offer their support to others to take action

64% were clearer on why taking action will have a positive impact

62% had a better understanding of different ways to take action



Scene from a *Doing Nothing Does Harm* campaign advertisement

101.4M

total exposures



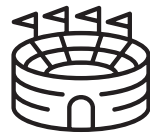
67.2M

people reached through social media



8.7M

people reached through out-of-home advertising



2.5M

people reached through TV



186.3K

people visited campaign websites



6.5K

search impressions



Violence against women: the statistics

Men's violence against women is a problem of epidemic proportions in Australia, with devastating and widespread impacts.

But violence against women is not inevitable – it is preventable.

We can change the story of violence against women and stop it before it starts.

Overwhelmingly, men are the perpetrators of violence against women.

1 woman each week is killed by a partner or former partner, on average.

1 in 2 women has experienced sexual harassment in their lifetime.

1 in 3 women has experienced physical violence by a partner, other known person or a stranger since the age of 15.

1 in 5 women has experienced sexual violence since the age of 15.

All violence has significant impacts on women's physical and mental health and wellbeing.

\$21.7 billion – 2015 estimate of how much violence against women costs the Australian economy each year.

Aboriginal and Torres Strait Islander women experience violence at more than three times the rate of violence against non-Indigenous women.

LGBTIQ women can experience unique forms of violence, including threats of 'outing', shaming of LGBTIQ identity or – for those who are HIV-positive or taking hormones to affirm their gender – withholding of hormones or medication.

Migrant and refugee women can be subjected to forms of violence that relate to their uncertain citizenship, where perpetrators threaten them with deportation.

Older women are more likely to experience violence from a wider range of perpetrators including partners, adult children, other family members, neighbours and caregivers.

Women with disability are more than twice as likely to have experienced physical violence in the last 12 months, and twice as likely to experience sexual violence over their lifetime than women without disability.

‘Violence against women is both a symptom and a cause of gender inequality and a barrier to its achievement.’

– Change the story: A shared framework for the primary prevention of violence against women in Australia – Summary¹

About us

Our Watch is a national leader in the primary prevention of violence against women and their children.

An independent not-for-profit organisation, Our Watch was established in 2013 by the Victorian and Australian governments. All state and territory governments are members of Our Watch.

Our vision is an Australia where women and their children live free from all forms of violence. Our role in achieving that vision is to stop violence before it starts.

Our Watch works to embed gender equality and prevent violence wherever Australians live, learn, work and socialise. We do this work in partnership with governments, communities, the prevention workforce, leaders across a wide range of settings, and the national media.

Our Watch is committed to ensuring its work addresses the intersections between different forms of inequality, discrimination and disadvantage – including colonisation, racism, ableism and homophobia – and the role these play in violence against women.

What is primary prevention?

Primary prevention means stopping violence against women from occurring in the first place by addressing its underlying drivers. It works across the whole population by changing systems, structures, norms, attitudes, practices and power imbalances.

This is distinct from, but complements, early intervention and crisis responses to violence against women. While essential, these responses are unlikely to significantly reduce the rates of violence against women on their own. To stop this violence from happening in the first place, we need a primary prevention approach.

‘Prevention can help create a future that is not only safer for women and girls, but more just, equal and respectful for all.’

– Change the story: A shared framework for the primary prevention of violence against women in Australia²

Message from the Chair



Dr Phil Lambert PSM

Dr Phil Lambert PSM

Deputy Chair, Our Watch

(Acting Chair, 1 August 2021 to 30 April 2022)

It has been a great privilege to act as Our Watch Chair this year, having served as Deputy Chair since the organisation's inception in 2013.

In my nine-year tenure on the Our Watch Board, I have seen Our Watch grow from relatively small beginnings to the national leader it is today. That growth took place under the leadership of our inaugural Chair, Natasha Stott Despoja AO. Natasha's drive, intellect, passion and skilled diplomacy were instrumental in the development of Our Watch.

Following her appointment to the United Nations Committee on the Elimination of Discrimination against Women in November 2020, Natasha stood down as Our Watch Chair in July 2021. We wish Natasha all the best in her new role and thank her for her significant contribution to Our Watch.

As well as changes to our organisation, this past year has also produced many highlights.

In July 2021, we announced a three-year contract extension for CEO Patty Kinnersly. We are thrilled to support her vision and retain her leadership and expertise in primary prevention for another term.

In March 2022, the Australian Government committed a record \$100.5 million in funding to Our Watch. This investment shows the respect with which Our Watch is held, and the importance of stopping violence against women before it starts.

Then in April, we proudly welcomed Moo Baulch OAM to the position of Our Watch Chair. My fellow Board Directors and I are greatly looking forward to working with Moo as we embark on an exciting new chapter for Our Watch, and for gender equality in Australia.

I would like to take this opportunity to thank all the Board Directors for not only their time and energy, but also their support for me while acting as Chair this year.

I also thank the wonderful Our Watch staff, tirelessly led by Patty Kinnersly and the Executive Team.

Finally, I acknowledge and thank our committees, ambassadors, partners, supporters and allies around the country.



Moo Baulch OAM

Moo Baulch OAM

Chair, Our Watch

I am delighted and honoured to chair Our Watch, an organisation I've known for a long time.

When Our Watch was established in 2013, I was leading ACON's work to address LGBTIQ domestic violence. I remember being filled with optimism and anticipation about what Our Watch might achieve. Finally there was a national organisation with the remit to build the evidence base, develop tools and resources, create campaigns and bring the country to a shared understanding of what drives violence against women, and what we can all do to help prevent it.

Our Watch and primary prevention have come a long way since then. People in Australia have developed a nuanced understanding about the scale of the problem of men's violence and an ever-growing intolerance for the attitudes and behaviours that allow this violence to thrive. Survivor advocates are beginning to have a voice and be heard, and we're building a strong evidence base about what needs to change to prevent violence.

Our Watch has led much of the vital work with Australian governments, workplaces, education settings, sporting codes and the media, and has provided a solid structure and

frameworks to support our emerging national prevention sector.

This progress is testament to the work of many, not least of all Our Watch's inaugural Chair, Natasha Stott Despoja AO. I thank Natasha for her outstanding contribution and sustained commitment to the organisation.

I also thank inaugural Deputy Chair Dr Phil Lambert PSM for his outstanding leadership as Acting Chair for most of the 2021–22 year. I look forward to working with all the Board Directors, CEO Patty Kinnersly, and the Our Watch team.

There's never been a better time to do this work. We are on the eve of a new *National Plan to End Violence against Women and Children*, and Australians are ready to actively engage in gender-based violence prevention.

I am optimistic about what we can achieve together in the next 12 months and beyond.

Message from the CEO

Patty Kinnersly
CEO, Our Watch

The demand for gender equality and an end to violence against women has never been more visible, visceral and vital for everyone across Australia.

Our Watch's role in this is prevention – the fundamental belief, backed by national and international evidence, that we can stop violence against women before it starts.

During a decade of increasing momentum and focus on a prevention approach, we've started to see progress.

But we still have a long way to go. We need to stay the course, consolidate our gains, and work together to continue filling identified gaps in our shared national approach. We all have a role to play.

The good news is that people in Australia not only want to see change, they want to be part of the change. I'm delighted to report that over the past year, Our Watch has experienced record demand for its evidence and support in areas such as education, government, workplaces, sport and the media.

To that end, in September 2021 we announced further support to universities to implement *Educating for Equality* – a world-leading model to prevent gender-based violence in universities. Then in March 2022, we announced a five-year partnership with Victoria University to take tangible, evidence-based action on student safety and primary prevention.

Recognising that a one-size-fits-all approach will not work to end violence against all women, this year we championed community-led approaches through the Connected Communities project. We were privileged to work with the Fijian Community Association of Victoria, Lebanese Muslim Association and South East Tasmanian Aboriginal Corporation

to broaden the reach and engagement of primary prevention work in Australia.

This year we also continued our award-winning campaigns *Doing Nothing Does Harm* and *The Line*, which respectively challenge bystanders to act when they witness disrespect towards women, and support young people to develop healthy relationships and to reject violence.

As community understanding of what drives violence against women evolves, and as people right across the community become more motivated to take action, our organisation must also continue to evolve.

Therefore, I'm pleased to report Our Watch has undertaken a number of growth and development initiatives over the past year to better support our role in leading prevention work across the country.

To ensure we have the skills and expertise required to grow our reach, impact, services and engagement, we undertook an organisational restructure late in 2021. The changes we've made ensure we are ready to deliver on the prevention elements of the *National Plan to End Violence against Women and Children 2022–2032*, which is due to be launched in the 2022–23 financial year. The new organisational structure also seeks to build Our Watch's national focus by increasing our partnerships and staff presence across states and territories.

The record investment of \$100.5 million from the Australian Government was a significant moment in the past year – for Our Watch, for prevention work and for women across

Australia. It reinforces that prevention is our most powerful tool for ending violence against women.

This five-year funding will allow us to develop and share new primary prevention knowledge, policy, practice and campaigns, which will enable us to reach more people directly, and to further collaborate with the sector to extend community reach and impact.

Ongoing multi-partisan commitment is critical to support the sustained long-term work necessary to prevent violence against women. We acknowledge the investment and support of the federal Coalition government over many years, and look forward to working with the new Labor government on the implementation of the second National Plan.

We enter this new phase of the organisation – with a new structure and a new National Plan forthcoming – under the leadership of our new Chair, gender equality and social justice leader Moo Baulch OAM.

With more than two decades of experience across the sector in policy development and as a prevention practitioner, and with her strong record of LGBTIQ and corporate engagement, Moo's expertise and experience will be invaluable to Our Watch.

Moo will seek to build on the legacies of both our inaugural Chair, Natasha Stott Despoja AO – who concluded her tenure in July 2021 – and our Acting Chair and longest serving board member Dr Phil Lambert PSM, a steadfast leader during a period of transformation and growth for both the organisation and the nation.



Patty Kinnersly

I thank Moo, Natasha, Phil and all members of the Our Watch Board for their commitment to our vision and our organisation.

I would also like to thank our members – the governments of the Australian Capital Territory, New South Wales, the Northern Territory, Queensland, South Australia, Tasmania and Western Australia – and our principal members, the Australian Government and the Victorian Government.

I acknowledge the contributions and commitment made by ministers and former ministers across Australia. In particular, I acknowledge the Honourable Gabrielle Williams MP and Senator the Honourable Anne Ruston for their leadership and commitment to the prevention of violence against women and the work of Our Watch. I look forward to working with the Honourable Minister Amanda Rishworth MP as the new Minister for Social Services as well as Senator the Honourable Katy Gallagher as Minister for Women.

I would also like to acknowledge the achievements, commitment and unwavering passion of the Our Watch staff, led by the Executive Team.

By working in partnership with governments, organisations, community groups, the prevention sector and all Australians, we can, and we will, achieve our vision to end violence against women.

Key achievements

Change the story

International evidence shows that to achieve the broad, deep and sustainable change needed to create a truly gender equitable society, a coordinated, long-term, national approach is required.

Published in November 2021, the second edition of *Change the story* provides an updated, evidence-based roadmap to guide this collective effort – a framework for all who share the vision of an Australia free of violence against women.

Change the story goes beyond a focus on individual behaviours to consider the broader social, political and economic factors that drive violence against women, and the social context of gender inequality in which this violence arises.

It outlines the essential actions needed at all levels of society to address these underlying drivers and stop this violence before it starts. Every sector, institution, organisation, community and individual has a role to play.

The updated *Change the story* strengthens its focus on the connection between harmful forms of masculinity, gender inequality and violence against women, and points to the importance of effectively engaging men and boys in prevention work.

It also highlights the critical need to address the multiple intersecting systems of oppression and discrimination, power and privilege that influence the prevalence and dynamics of violence against women.

‘Change the story has helped us explain to people about gender equality being the key driver of violence against Aboriginal women.’

– Shirleen Campbell,
Co-Coordinator, Tangentyere Women’s Family Safety Group





The Respect and Equality in TAFE online launch event

‘This initiative will have a huge ripple effect beyond our TAFE communities – sending a loud message that violence against women and families has no place in Victoria.’

– Victorian Minister for Training and Skills and Minister for Higher Education, the Honourable Gayle Tierney MP

Respect and Equality in TAFE

To create an Australia free from all forms of violence against women, we need to embed gender equality in all the places where we live, learn, work and play.

As employers, places of learning and community hubs, TAFEs have a unique opportunity not only to create cultures of equality and respect for their students and staff, but also to help build a future workforce where women are safe, equal and valued.

In July, with the support of the Victorian Department of Education and Training, Our Watch launched Respect and Equality in TAFE, a whole-of-institution approach to preventing violence against women.

Respect and Equality in TAFE outlines a step-by-step process to support TAFEs to promote gender equality across five key areas – workplace; students; teaching and learning; communications; and industry and community.

The approach was developed through a pilot that engaged five Victorian TAFEs – Bendigo Kangan Institute, Chisholm Institute, Melbourne Polytechnic, SuniTAFE and Swinburne University of Technology – and received positive feedback from participants.

Respect and Equality in TAFE is not a one-off program or workshop. It is an opportunity for TAFEs to build cultures where gender stereotypes are challenged; where sexism and discrimination is not tolerated; and where gender equality is promoted and modelled.

Changing the landscape

Across every state and territory in Australia, women and girls with disabilities experience violence, abuse and neglect at much higher rates than men with disabilities or people without disabilities.

These women and girls not only experience the same forms of violence as other women, but also experience disability-based violence. This can include restrictive practices, violence perpetrated by carers, and violence in disability services. For women and girls with disabilities who experience other forms of oppression – based on factors such as race or age – experiences of violence can be compounded even further.

This violence is preventable, not inevitable.

In February, Our Watch launched *Changing the landscape: A national resource to prevent violence against women and girls with disabilities* in partnership with Women with Disabilities Victoria.

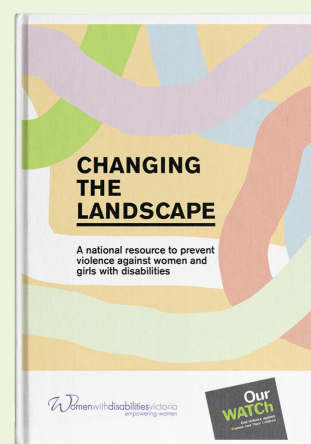
Changing the landscape not only explains the underlying and intersecting drivers of this violence, but also identifies the actions we must take to address these drivers, and offers principles that guide how these actions must be implemented.

The resource makes clear that action to prevent violence against women and girls with disabilities and promote gender and disability equality must be taken at all levels of society – we all have a role to play.

To ensure the new evidence from *Changing the landscape* is accessible to the widest possible audience, Our Watch also summarised the findings in its first Easy Read resource, *Stopping violence against women and girls with disability*.

‘Through *Changing the landscape*, Our Watch worked with disabled women and their representative organisations from around Australia, bringing together existing disabled women’s work and building on it. The resulting framework is an important resource which generated progressive media attention.’

– Jen Hargrave, Senior Policy Officer, Women with Disabilities Victoria



From Understanding to Action

Many Aboriginal and Torres Strait Islander people, communities and organisations around Australia work and advocate to prevent men's violence against Aboriginal and Torres Strait Islander women. The role of Our Watch is to support, amplify and partner with them in their violence prevention work.

Through the From Understanding to Action project, Our Watch partnered with three Aboriginal and Torres Strait Islander-led community-based initiatives from March 2020 to June 2022 – Thursday Island Community Justice Group, the Gamang Ngambaa Jiinda's Women's Group, and Strong Women Talking.

Supporting Aboriginal-led solutions, From Understanding to Action sought to strengthen each organisation's knowledge and capacity to understand how to stop violence against Aboriginal and Torres Strait Islander women before it starts.

The project also aimed to further build the evidence base developed in Our Watch's 2018 resource *Changing the picture* by testing prevention practices and approaches.

Project activities included: developing locally contextualised and culturally grounded services that incorporate violence prevention and intervention programs; establishing support programs to empower women; raising awareness about the drivers of violence through a digital campaign; and developing and delivering the Open Thinking conference, which focused on preventing violence against Aboriginal and Torres Strait Islander women.

Our Watch engaged Indigenous-led consultants Murawin to evaluate the project. A key theme emerging from the evaluation suggests that supporting community-led and self-determined primary prevention initiatives can increase the reach and engagement of primary prevention across Australia.

The From Understanding to Action project was made possible through a donation from the Luke Batty Foundation.

'Nothing about our mob, without our mob. This is not a slogan. This is critical, not only for our healing but for yours as our fellow Australians; this is the starting point for our relationship.'

– Warawarni-gu Guma Statement

Working with governments

An effective national approach to prevention comprises the coordinated efforts of multiple stakeholders. All governments have a key role to play in preventing violence against women through holistic, long-term and multi-partisan commitment and collaboration.

The Australian Government and all state and territory governments are members of Our Watch. This places Our Watch in the unique position of being able to work closely with government across Australia, at both the state and Commonwealth level, to help develop and implement the legislative, policy and regulatory approaches that are needed to address the drivers of violence against women and promote gender equality.

This year Our Watch has worked with governments in a number of areas.

National Plan and leadership

Our Watch has:

- provided advice and expertise to inform the development of the *National Plan to End Violence against Women and Children 2022–2032*
- provided national leadership and coordination across governments
- developed partnerships and embedded roles in a number of government jurisdictions
- shared national best practice across jurisdictions.

National monitoring mechanisms

Our Watch has:

- contributed to the ongoing development and implementation of efforts to monitor and evaluate prevention efforts across Australia, drawing on key frameworks *Counting on change* and *Tracking progress in prevention*.

Policy, legislative and regulatory reform

Our Watch has:

- developed new national frameworks, including *Changing the landscape* and an updated version of *Change the story*, to build the evidence base and underpin reform
- provided government with advice and support to drive and inform policy, legislative and regulatory reform, through which to address the drivers of violence against women and promote gender equality.

Our Watch has provided expert advice and information through submissions and other engagement to inform government and public policy processes, reviews and inquiries. This includes:

- providing advice on the development of gender equality, women's and prevention strategies and frameworks across jurisdictions
- participating in key advisory groups and roundtables, including the National Summit on Women's Safety
- providing advice in specific policy areas, such as ways to embed respectful relationships, sex and consent in the National Curriculum, and the rollout of this across Australia.

Local government

Our Watch has:

- formed a formal partnership with the Australian Local Government Association (ALGA)
- established the National Local Government Association Prevention of Violence Against Women Network, which includes ALGA, each state and territory local government association and Our Watch
- developed resources for the national local government sector to increase its understanding and capability in preventing violence against women, including two webinars
- delivered Workplace Equality and Respect in Tasmanian councils.



Tasmanian Minister for the Prevention of Family Violence the Honourable Jacquie Petrusma MP, with Our Watch Chair Moo Baulch and CEO Patty Kinnersly

Partnerships with the Tasmanian and Northern Territory governments

Our Watch now has specific partnerships with two of its members: the Tasmanian Government and Northern Territory Government. These partnerships allow an Our Watch staff member to be embedded directly in the state and territory governments. While the Northern Territory partnership is a new one, which commenced in May 2022, the highly effective partnership with the Tasmanian Government was renewed for a further five years in June 2022 and has allowed Our Watch and the Tasmanian Government to:

- build capability in primary prevention in Tasmania
- draw on Our Watch's expert primary prevention policy, and its practice analysis and advice, to inform government decision-making
- strategically link and translate national primary prevention policy and practice into a local context, and feed jurisdictional experiences into national work to build the evidence base about what works in prevention.

In the news

Evidence shows there is a clear link between media reporting and community attitudes towards men's violence against women. The media has the power to seek truth, demand accountability, influence community attitudes, lead the national conversation, and – most importantly – drive change.

Good reporting can be the difference between the public's acceptance of gendered violence as 'just the way things are' and an understanding that it's preventable, and that we all have a role to play. Good reporting can also help influence victims' and perpetrators' decisions to seek support, and can create change in public policy and legislation.

This year Our Watch worked with the media to highlight a number of key issues. These included the disproportionate effects of COVID-19 on women; the significance of change being made in sectors such as TAFE and sport; and the critical frameworks that show the way forward.

Our Watch CEO Patty Kinnersly penned opinion pieces (op-eds) that were published by media outlets across the country. The topics of these ranged from the link between the gender pay gap and violence against women, to the importance of respectful relationships education in the Australian curriculum.

'We're not going to shift the dial on violence against women if we don't address the underlying gender inequalities.'

– Patty Kinnersly, Our Watch CEO,
The Age, 24 November 2021

Overall, media coverage of violence against women has significantly improved in recent times. However, while First Nations women are more likely to experience violence, their stories are less likely to be told. Our Watch is committed to increasing the visibility of violence against Aboriginal and Torres Strait Islander women, and continues to work with the media to raise awareness of this violence and its drivers. During National Reconciliation Week, Our Watch ambassador Craig Rigney called on Australians to help make change.

Other Our Watch ambassadors also used their profiles to raise awareness and influence public opinion this year. Tarang Chawla highlighted victim blaming in *The Sydney Morning Herald* and the need for men to stand up for equality on *news.com.au*, while Chloe Shorten wrote in the *Australian Women's Weekly* about pornography and young people. Drisana Levitzke-Gray called for action on the alarmingly high rates of violence experienced by women with disability, and Lucy Turnbull used the International Day of Older Persons to draw attention to violence against older women. Lucy also wrote a piece for Women's Agenda recognising excellence in reporting, such as the *Tender* podcast series, which received the Our Watch Award for excellence in reporting on violence against women and children.

48.2M

reach



\$39.6M

advertising value
equivalent



3.9K

media
mentions



42

latest news
articles
published



24

media
releases



15

op-eds



**‘Prevention must
be our goal. We
can, and must,
stop violence
before it starts.’**

– Craig Rigney, Our Watch
ambassador, *The Canberra
Times*, 30 May 2022

**‘For women to be
safe, they must be
equal. This is the
story that needs
to be told to end
violence against
women in this
country.’**

– Lucy Turnbull, Our Watch
ambassador, *Women’s Agenda*,
16 June 2022

Ambassadors

Our Watch is privileged to have the support of an extraordinary group of ambassadors. By sharing their experiences and expertise, they help to raise awareness, mobilise support and drive change.

This year we welcomed Ngarrindjeri man and CEO of Kornar Winmil Yunti Aboriginal Corporation Craig Rigney as an Our Watch ambassador.



Arman Abrahamzadeh OAM



Ben Brown



Hester Brown



Tarang Chawla



Tiffany Cherry



Alan Cransberg



Kyle Flanagan



Khadija Gbla



Drisana Levitzke-Gray



Dr Ann O'Neill AO



Charlie Pickering



Craig Rigney



Chloe Shorten



Lucy Turnbull AO



Tasma Walton



Julia Zemiro

Rebecca Poulson

We were greatly saddened by the passing of Our Watch ambassador Rebecca Poulson on 18 July 2021. Rebecca was a remarkable advocate who worked tirelessly for decades to protect and support women and children experiencing violence and to advocate for positive social change. We extend our sincere sympathies to her loved ones.



Sue Salthouse AM

On 26 January 2022, former Our Watch ambassador Sue Salthouse was posthumously made a Member of the Order of Australia (AM). The honour is a welcome tribute to her tireless and fearless commitment to advancing the rights of women with disability.

Our Watch is also supported by ambassadors through our partnership with the AFL Players Association. We are privileged to have their support.

- Marcus Bontempelli
- Sabrina Fredrick
- Jarman Impey
- Zach Merrett
- Chelsea Randall

Governance

In May this year, the Our Watch Board welcomed Moo Baulch OAM to the position of Our Watch Chair. A gender equality and social justice leader, Ms Baulch brings more than two decades of experience across the sector in policy development and as a prevention practitioner.

Ms Baulch's appointment came following the conclusion of Natasha Stott Despoja AO's tenure as inaugural Chair of the Our Watch Board. We acknowledge Ms Stott Despoja's instrumental contribution to the development of Our Watch over the last eight years.



Moo Baulch OAM
Chair
Appointed 1 May 2022



Dr Phil Lambert PSM
Deputy Chair
Appointed 5 Jun 2013



Caroline Gurney
Director
Appointed 4 Jun 2015



Sherryl Garbutt OAM
Director
Appointed 15 Jul 2015



Kerry Chikarovski AM
Director
Appointed 17 Jun 2015



Dr Anastasia Powell
Director
Appointed 1 Jun 2016



Vicky Welgraven AM
Director
Appointed 15 Mar 2018



Desmond Campbell
Director
Appointed 10 Oct 2019



John Shepherd
Director
Appointed 21 Oct 2019



Dr Victor Sojo
Director
Appointed 30 Mar 2021

We also acknowledge Deputy Chair Dr Phil Lambert PSM, who acted as Chair for nine months.

Our Watch congratulates Board Director Vicky Welgraven on being made a Member of the Order of Australia (AM) on 26 January 2022 for significant service to women through social welfare organisations, and to Indigenous health.

The Company Secretary of Our Watch is Michael Corry.

Four committees report to the Our Watch Board. We thank the members of the following committees for their time, energy and expertise:

- **Appointments Committee**
Chaired by Ms Baulch
(established 23 August 2013, chaired by Ms Stott Despoja until 31 July 2021 and Dr Lambert from 1 August 2021 to 30 April 2022)
- **Engagement Committee**
Chaired by Ms Baulch
(established 22 April 2016, chaired by Ms Stott Despoja until 31 July 2021 and Dr Lambert from 1 August 2021 to 30 April 2022)
- **Finance and Risk Committee**
Chaired by Mr Shepherd
(established 21 June 2013, chaired by Dr Lambert until 5 June 2022)
- **Public Fund Committee**
Chaired by Ms Baulch
(established 23 November 2016, chaired by Ms Stott Despoja until 31 July 2021 and Dr Lambert from 1 August 2021 to 30 April 2022).

The Australian Government and all state and territory governments are members of Our Watch. The government Member Representatives are as follows.

- **Amber Shuhyta – Commonwealth**
(appointed 2 August 2021)
- **Alice Dunt – Victoria**
(appointed 1 April 2021)
- **Anna Davis – Northern Territory**
(appointed 1 July 2021)
- **Sanjugta Vas Dev – South Australia**
(appointed 21 April 2021)
- **Courtney Hurworth – Tasmania**
(appointed 20 November 2021)
- **Dr Kylie Stephens – Queensland**
(appointed 27 April 2020)
- **Kirsty Windeyer – Australian Capital Territory**
(appointed 23 April 2020)
- **Selina Getley – Western Australia**
(appointed 4 October 2021)
- **Sophie Holloway – New South Wales**
(appointed 1 April 2022)

Operations

The passionate and talented Our Watch staff is led by CEO Patty Kinnersly and the Executive Team:

- **Amanda Alford** – Director, Government Relations, Policy and Evidence
- **Brooke Daly** – Director, Marketing and Communications
- **Cara Gleeson** – Director, Prevention in Action
- **Krista Seddon** – Director, Innovation
- **Agnes Valcanis** – Director, Corporate Services and Chief Financial Officer

Our Watch acknowledges and thanks outgoing directors Donna Guille, Kim Henderson and Siobhan McCann for their significant contributions to Our Watch.

The office of Our Watch is located in Melbourne, Victoria.

Our Watch manages the following websites and social media channels:

Our Watch website
ourwatch.org.au

The Line website
theline.org.au

#BecauseWhy website
becausewhy.org.au

Doing Nothing Does Harm website
doingnothingdoesharm.org.au

No Excuse for Abuse website
noexcuseforabuse.org.au

Workplace Equality and Respect website
workplace.ourwatch.org.au

Respectful Relationships Education website
education.ourwatch.org.au

Media Making Change website
media.ourwatch.org.au

Prevention Handbook website
handbook.ourwatch.org.au

Equality and Respect in Sport website
sport.ourwatch.org.au

Respect and Equality in Tertiary Education website
tertiaryeducation.ourwatch.org.au

Our Watch Facebook
[facebook.com/OurWatchAus](https://www.facebook.com/OurWatchAus)

The Line Facebook
www.facebook.com/theline

Our Watch Twitter
twitter.com/OurWatchAus

Our Watch LinkedIn
linkedin.com/company/our-watch

Our Watch Instagram
instagram.com/ourwatch

The Line Instagram
instagram.com/theline_au

Our Watch YouTube
youtube.com/c/OurWatchAus

The Line YouTube
youtube.com/c/TheLineAus

Supporters

Principal government members



Government members



Corporate partners



Trust and foundation supporters



Legal support

Our Watch thanks Colin Biggers & Paisley and MinterEllison for their generous pro-bono legal support.

Donors

Our Watch conveys special thanks to the many individuals and organisations that generously donated to Our Watch over the past year to support our work in ending violence against women and their children in Australia.

Support Our Watch

At Our Watch, we know that violence against women and their children is preventable.

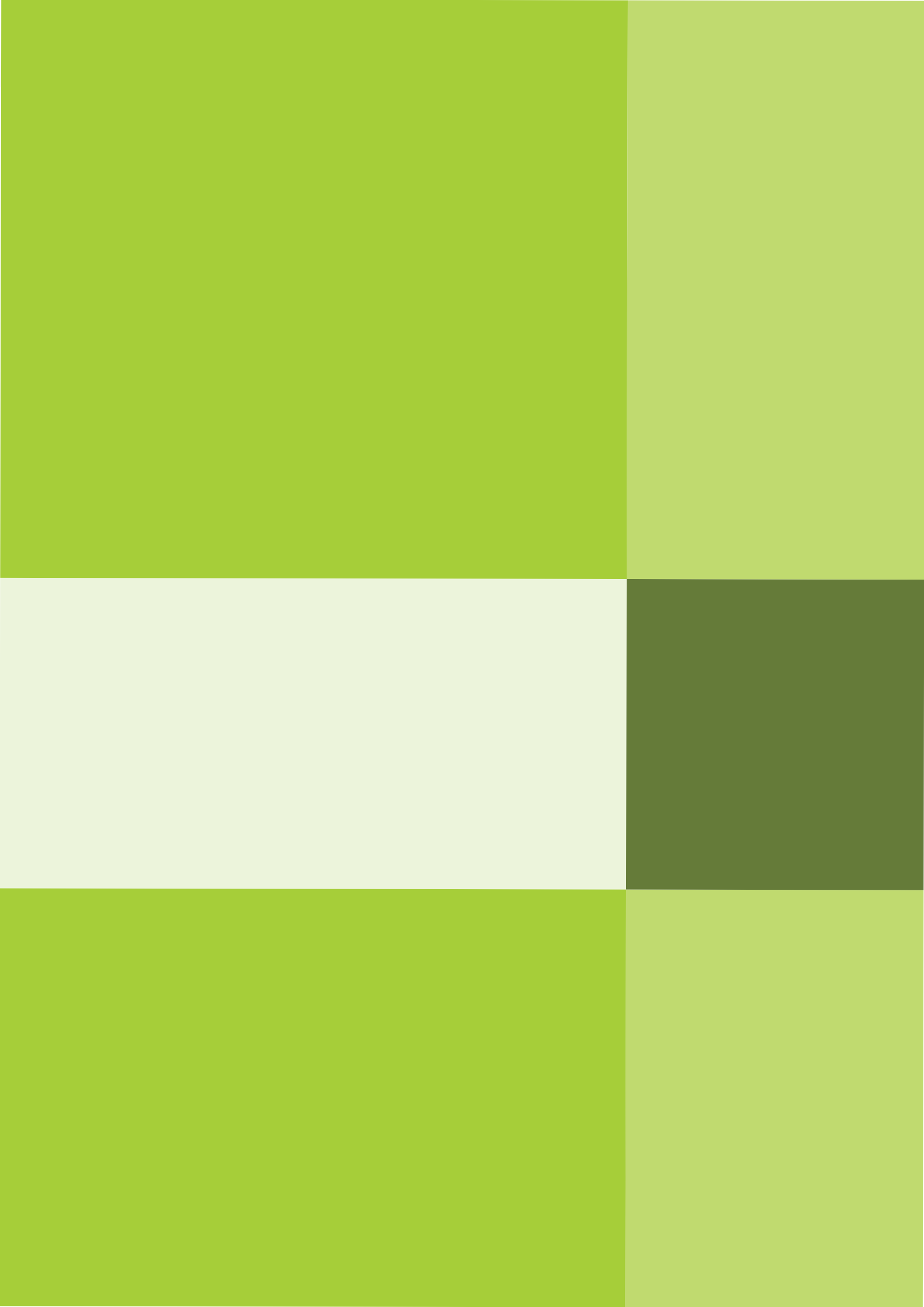
To achieve an Australia free from violence against women and to improve gender equality as a pathway to preventing violence against women, we need to promote gender equality in all the places in which we live, love, learn, work and play – from our schoolyards, to our decision-making institutions. Our Watch has been able to create positive change since 2013 with the generosity of governments, businesses, philanthropic foundations, and the many individuals who financially support our vital work in addressing the gendered drivers of violence against women.

Our Watch is a not-for-profit organisation and registered charity with Deductible Gift Reciprocity Status. Donations to Our Watch support our work in advancing gender equality by achieving structural change through social and community engagement, research, the development of tools and resources, and our work in public policy.

Gifts to Our Watch

Donations to Our Watch have a significant impact on our capacity to create a future where women and their children in Australia live free from all forms of violence. For information about how your gift will support ending violence against women and their children, please contact Our Watch donations@ourwatch.org.au.





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Directors' report

The Directors present their report, together with the financial statements, on the entity for the year ended 30 June 2022.

Directors

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

- Ms Moo Baulch OAM (appointed 1 May 2022)
- Ms Natasha Stott Despoja AO (ceased office 31 July 2021)
- Dr Phil Lambert PSM
- Ms Kerry Chikarovski AM
- Ms Sherryl Garbutt OAM
- Ms Caroline Gurney
- Dr Anastasia Powell
- Ms Vicky Welgraven AM
- Mr Desmond Campbell
- Mr John Shepherd
- Mr Victor Sojo Monzon

Information on Directors

Ms Moo Baulch OAM

(Director since May 2022)

Title: Chair and Chair of the Appointments Committee, Engagement Committee and Public Fund Committee

Experience and expertise:

- Advisor, Commonwealth Bank Next Chapter Financial Abuse Response and Prevention (October 2020–present)
- Director of Primary Prevention, Women’s and Girls’ Emergency Centre (August 2020–present)
- Head of Customer Vulnerability, Commonwealth Bank (2020)
- CEO of Domestic Violence NSW (2014–2019)
- Director, Inner City Legal Centre (Dec 2014–Sep 2018)
- Board Director, Domestic Violence Service Management (June 2014–present)
- Board Director, Luke Batty Foundation (Oct 2016–June 2018)
- Recognised by Australian Financial Review as one of 100 Women of Influence, 2019
- Co-Chair of NSW Women’s Alliance (2014–2019)
- Member of NSW Domestic, Family and Sexual Violence Council (2015–2019)

Dr Phil Lambert PSM

(Director since June 2013)

Title: Deputy Chair, Member of Finance and Risk Committee, Member of Appointments Committee and Acting Chair 1 August 2021–30 April 2022

Experience and expertise:

- Former General Manager Australian Curriculum, Assessment and Reporting Authority
- Recipient of the Public Service Medal in the 2012 Queen’s Birthday Honours for his contribution to leadership in education and work in the community to prevent violence against women and girls
- Board Member and National President of the Australian College of Educators
- Adjunct Professor, University of Sydney
- Member of NSW Children’s Court Advisory Committee
- Non Government Schools Not-for-Profit Advisory Committee – Member

Ms Kerry Chikarovski AM

(Director since June 2015)

Title: Director

Experience and expertise:

- Founder & Director, Chikarovski & Associates
- Director of NSW Waratahs Rugby Union
- Chair of NSW Women’s Rugby
- Board Member of Adopt Change and Humpty Dumpty Foundation
- Ambassador of Australian Indigenous Education Foundation (AIEF)
- Mentor with the Minerva Network
- Leader of the Opposition of New South Wales (1998–2002) and member of the New South Wales Parliament for Lane Cove (1991–2003)
- Director of Tender Loving Cuisine Australia Pty Ltd
- Director of Lygon 1B Pty Ltd
- Executive Director of Government Relations – Papyrus Australia Ltd

Ms Sherryl Garbutt OAM

(Director since July 2015)

Title: Director

Experience and expertise:

- Former Chair of Northern Region Family Violence Network and Victorian Children’s Council
- Member of the Parliament of Victoria Greensborough (1989–1992) and Bundoora (1992–2006), Minister for Women’s Affairs (1999–2001), Minister for Conservation and Environment (1999–2002), Minister for Community Services (2002–2006) and Minister for Children (2005–2006)
- Former Member, State Library Board of Victoria
- Former Council Member, RMIT University
- Former Chair, Western Bulldogs Football Club Childcare Advisory Committee
- Former Board Member, Brunswick Industries Association

Ms Caroline Gurney

(Director since June 2015)

Title: Director

Experience and expertise:

- Chief Executive Officer of Future Generation
- Member of Ascham School Council
- Member of Centennial Park and Moore Park Foundation
- Ambassador for the Australian Indigenous Education Foundation (AIEF)
- Former Deputy Chief Managing Director & Head of Marketing & Corporate Communications, UBS Australia
- Former Director of Future Generation Australia
- Former Member of Chief Executive Women

Dr Anastasia Powell

(Director since June 2016)

Title: Director

Experience and expertise:

- Associate Professor, Criminology & Justice Studies, RMIT University
- PhD (Criminology, University of Melbourne), specialising in primary prevention, policy and legal reform addressing violence against women
- Member, Domestic, Family & Sexual Violence Working Group, National Women's Safety Alliance (NWSA)
- Editor-in-Chief, Crime and Justice in Digital Society (Springer book series)
- Editorial board member, Crime Media Culture, and Current Issues in Criminal Justice journals
- Member, Australian & New Zealand Society of Criminology (ANZSOC)

Ms Vicky Welgraven AM

(Director since March 2018)

Title: Director

Experience and expertise:

- Proud Adnyamathanha Woman from the Northern Flinders Ranges of South Australia
- Port Adelaide Football Club AFLW Steering Committee
- Ambassador Hutt Street Centre
- Ambassador Australia Day
- Member of UN National Committee Australia
- Individual Member of Zonta International
- Formerly the South Australian representative on National Aboriginal & Torres Strait Islander Women's Alliance
- Former Member on the South Australian Premier's Council for Women
- Former Chair, Nunga Mi:Minar
- Former Member on Adelaide White Ribbon Breakfast Committee
- Former Member on SA White Ribbon State Committee

Mr Desmond Campbell

(Director since October 2019)

Title: Director

Experience and expertise:

- Gurindji (South-Western desert) and Ngalakan (South-East Arnhem Land) man
- First Australians Practice Lead and Manager Consultant with Social Ventures Australia
- Former Operations Manager for the community-based Family Violence Program with NT Correctional Services
- Senior Executive Officer for the Attorney General and Justice Department of the Northern Territory
- Former Chair of the Youth Minister's Youth Justice Advisory Council
- Former White Ribbon Ambassador (2008–2019)

Mr John Shepherd

(Director since October 2019)

Title: Director, Chair of Finance and Risk Committee from 2 June 2022

Experience and expertise:

- Graduate, Australian Institute Company Directors
- Managing Partner, Gallus Partners
- Non-Executive Director, Brisbane Economic Development Agency
- Former Non-Executive Director, Brisbane Racing Club
- Former Non-Executive Director, Brisbane Cruise Wharf Terminal
- Former Non-Executive Director, Urban Development Institute of Australia Queensland

Dr Victor Sojo Monzon

(Director since 30 March 2021)

Title: Director

Experience and expertise:

- Senior Lecturer in Leadership, University of Melbourne. Researching workplace sexual harassment, diversity management and leadership development
- Senior Visiting Research Fellow, Global Institute for Women's Leadership, King's College London and the Australian National University
- Associate Editor, Australian Journal of Social Issues
- Panel Member, Gender-wise Philanthropy Award, Australia Investing in Women
- Member, veski connection & Selection Panelist, The veski Inspiring Women STEM Sidebyside Program
- Member, The Oaktree's Diversity Council
- Member, VicHealth Leading Thinkers Initiative- Leading Thinkers 2016–2020 Taskforce

Principal activities

The principal activities of the entity are to promote the prevention of emotional abuse, sexual abuse and physical abuse, specifically, the prevention of violence against women and their children. The entity's principal activity will be carried out through the following activities:

- raising awareness and engaging the community in taking action to prevent violence against women and their children;
- driving a broad-based change in attitudes that condone or excuse violence against women and their children and promoting respect between women and men, including young people and children;
- working with communities in which women and their children can be especially vulnerable to violence, including Aboriginal and Torres Strait Islander communities, culturally and linguistically diverse (CALD) communities, and women and children with disabilities;
- protecting children through preventing violence against women, recognising the linkages between violence against women and child safety and wellbeing;
- building a platform to bring together and support existing best practice primary prevention and other community organisations to collaborate in reducing violence against women and their children; and
- establishing an innovative and sustainable company.

There have been no significant changes in the nature of these activities during the year.

Objectives

The entity's short-term objectives are to:

- Build the national movement for the prevention of violence against women and their children.
- Engage media to increase quality reporting of violence against women and their children and build awareness of the impacts of gender stereotyping and inequality.
- Encourage discussion with young people and provide guidance and tools regarding respectful relationships and gender equality.
- Recognise our First Nations and learn from Aboriginal and Torres Strait Islander elders and leaders about ways of supporting safe and healthy relationships, families and communities.
- Commence a long-term bystander and community information program to encourage and equip individuals and groups in our community and workplaces to speak out and take action to prevent violence against women and their children.
- Identify successful local or regional primary prevention projects and strategies that may be applied more broadly across the country.
- Evaluate Australia's progress on the prevention of violence against women and their children against international and research benchmarks.
- Foster collaboration and shared learning across sectors and across the country.
- Build a sustainable, respected and effective organisation.

The entity's long-term objectives are to provide national leadership to help create an Australia where women and their children live free from all forms of violence.

Strategy for achieving the objectives

The entity's strategy for achieving its objectives is set out in the Our Watch Strategic Plan 2019–24, which may be viewed at <https://www.ourwatch.org.au/resource/our-watch-strategic-plan-2019-24/>.

Contribution in winding up

The entity is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. In the event of the entity being wound up, the constitution states that each member is required to contribute a maximum of \$100 each towards meeting any outstanding obligations of the entity. The total amount that members of the entity are liable to contribute if the entity is wound up is \$900 (2021: \$900).

Auditor's independence declaration

A copy of the auditor's independence declaration as required under section 60–40 of the Australian Charities and Not-for-profits Commission Act 2012 is set out immediately after this Directors' report.

Signed in accordance with a resolution of the Directors.



M Baulch OAM

Chair

21 October 2022


Grant Thornton Audit Pty Ltd

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Melbourne VIC 3008
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Melbourne VIC 3001
T +61 3 8320 2222

Auditor's Independence Declaration

To the Directors of Our Watch Limited

In accordance with the requirements of section 60-40 of the Australian Charities and Not-for-profits Commission Act 2012, as lead auditor for the audit of Our Watch Limited for the year ended 30 June 2022, I declare that, to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit.



Grant Thornton Audit Pty Ltd
Chartered Accountants



S C Trivett
Partner – Audit & Assurance

Melbourne, 21 October 2022

www.grantthornton.com.au

ACN-130 913 594

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Statement of profit or loss and other comprehensive income

	Note	2022 \$	2021 \$
Revenue			
Contributions revenue	4	11,284,114	12,567,511
Other income	5	85,552	105,258
Total revenue		11,369,666	12,672,769
Employee benefits expenses			
Directors' fees		(71,132)	(76,650)
Professional fees		(2,613,375)	(1,902,446)
Campaign costs		(1,312,818)	(1,644,528)
Information technology and communications expenses		(255,833)	(189,277)
Occupancy expenses		(25,905)	(18,123)
Administration expenses		(48,272)	(24,150)
Travel expenses		(102,066)	(86,601)
Depreciation expenses		(237,224)	(202,292)
Other expenses		(126,565)	(316,929)
Surplus/(deficit) before income tax expense		(790,885)	883,781
Income tax expense		–	–
Surplus/(deficit) after income tax expense for the year		(790,885)	883,781
Other comprehensive income for the year, net of tax		–	–
Total comprehensive income/(loss) for the year		(790,885)	883,781

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

Statement of financial position

	Note	2022 \$	2021 \$
Assets			
Current assets			
Cash and cash equivalents	7	15,298,278	10,212,871
Receivables and other assets	8	109,083	384,069
Total current assets		15,407,361	10,596,940
Non-current assets			
Property, plant and equipment	10	33,510	62,991
Right-of-use assets	9	152,644	305,288
Total non-current assets		186,154	368,279
Total assets		15,593,515	10,965,219
Liabilities			
Current liabilities			
Trade and other payables	11	1,201,069	740,650
Lease liabilities	12	171,444	157,320
Employee benefits provisions	13	491,343	526,649
Contract liabilities	14	10,418,796	5,274,981
Total current liabilities		12,282,652	6,699,600
Non-current liabilities			
Lease liabilities	12	–	171,444
Employee benefits provisions	13	89,360	81,787
Total non-current liabilities		89,360	253,231
Total liabilities		12,372,012	6,952,831
Net assets		3,221,503	4,012,388
Equity			
Retained surpluses		3,221,503	4,012,388
Total equity		3,221,503	4,012,388

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

Statement of changes in equity

	Retained surpluses	Total equity
	\$	\$
Balance at 1 July 2020	3,128,607	3,128,607
Surplus after income tax expense for the year	883,781	883,781
Other comprehensive income for the year, net of tax	–	–
Total comprehensive income for the year	883,781	883,781
Balance at 30 June 2021	4,012,388	4,012,388

	Retained surpluses	Total equity
	\$	\$
Balance at 1 July 2021	4,012,388	4,012,388
Deficit after income tax expense for the year	(790,885)	(790,885)
Other comprehensive income for the year, net of tax	–	–
Total comprehensive loss for the year	(790,885)	(790,885)
Balance at 30 June 2022	3,221,503	3,221,503

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

Statement of cash flows

	Note	2022 \$	2021 \$
Cash flows from operating activities			
Government grants received (inc. GST)		11,037,978	12,535,577
Program contributions received (inc. GST)		770,224	917,353
Donations received		200,540	(112,824)
Interest received		7,211	11,410
Other receipts from customers		702,172	727,212
Payments to suppliers and employees		(7,394,599)	(13,062,797)
Finance costs paid		(11,576)	(18,330)
Net cash from operating activities		5,311,950	997,601
Cash flows from investing activities			
Payments for property, plant and equipment	10	(55,099)	(80,716)
Net cash used in investing activities		(55,099)	(80,716)
Cash flows from financing activities			
Repayment of lease liabilities		(171,444)	(144,069)
Net cash used in financing activities		(171,444)	(144,069)
Net increase in cash and cash equivalents		5,085,407	772,816
Cash and cash equivalents at the beginning of the financial year		10,212,871	9,440,055
Cash and cash equivalents at the end of the financial year	7	15,298,278	10,212,871

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

Notes to the financial statements

Note 1. General information

The financial statements cover Our Watch Limited as an individual entity. The financial statements are presented in Australian dollars, which is Our Watch Limited's functional and presentation currency.

Our Watch Limited is a not-for-profit unlisted public company limited by guarantee.

The financial statements were authorised for issue, in accordance with a resolution of Directors, on 21 October 2022.

Note 2. Significant accounting policies

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

New or amended Accounting Standards and Interpretations adopted

In April 2021, the International Financial Reporting Standards Interpretations Committee (IFRIC) issued a final agenda decision, Configuration or customisation costs in a cloud computing arrangement. The decision discusses whether configuration or customisation expenditure relating to cloud computing arrangements is able to be recognised as an intangible asset and if not, over what time period the expenditure is expensed.

The Agenda Decision requires that management capitalise those elements of expenditure that meet the definition of an "Intangible Asset" as defined by AASB 138 Intangible Assets and recognise any additional amounts as an expense as the entity benefits from the expenditure – either by applying AASB 138 or applying another accounting standard.

The impact of this decision has not had a material impact on the entity's financial statements.

There are no other standards that are not yet effective and would be expected to have a material impact on the entity in the current or future reporting periods and on foreseeable future transactions.

Going concern

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

Basis of preparation

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

Critical accounting estimates

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

Revenue

Revenue comprises revenue from government grants, donations and interest.

Revenue from contracts with customers

Revenue is recognised at an amount that reflects the consideration to which the entity is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the entity: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Variable consideration within the transaction price, if any, reflects concessions provided to the customer such as discounts, rebates and

refunds, any potential bonuses receivable from the customer and any other contingent events. Such estimates are determined using either the 'expected value' or 'most likely amount' method. The measurement of variable consideration is subject to a constraining principle whereby revenue will only be recognised to the extent that it is highly probable that a significant reversal in the amount of cumulative revenue recognised will not occur. The measurement constraint continues until the uncertainty associated with the variable consideration is subsequently resolved. Amounts received that are subject to the constraining principle are recognised as a refund liability.

Government grants

A number of the entity's programs are supported by grants received, from the federal and state or territory governments.

If performance obligations are attached to a grant, recognition of the grant as revenue is deferred until those performance obligations are satisfied, giving rise to a contract liability. Contributions are generally received in advance of the satisfaction of the performance obligations.

For base funding, revenue is recognised on receipt or when control is obtained. For projects, revenue is recognised in line with the occurrence of expenditure due to specific requirements within funding agreements which specify that unspent funds are subject to recall and milestones.

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

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

Donations

Donations collected are recognised as revenue when the entity gains control, economic benefits are probable and the amount of the donation can be measured reliably.

Interest revenue

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

Other revenue

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

Operating expenses

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

Income tax

As the entity is a tax exempt institution in terms of subsection 50-10 of the Income Tax Assessment Act 1997, as amended, it is exempt from paying income tax.

Current and non-current classification

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

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

A liability is classified as current when: it is either expected to be settled in the entity's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Cash and cash equivalents

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

Trade and other receivables

Trade receivables are initially recognised at fair value and subsequently measured at cost, less any provision for impairment.

Individually significant receivables are considered for impairment when they are past due or when other objective evidence is received that a specific counterparty will default. Receivables that are not considered to be individually impaired are reviewed for impairment in groups, which are determined by reference to the industry and region of a counterparty and other shared credit risk characteristics. The impairment loss estimate is then based on recent historical counterparty default rates for each identified group.

Property, plant and equipment

Plant and equipment (comprising fittings, furniture and electronic equipment) is initially recognised at acquisition cost, including any costs directly attributable to bringing the assets to the location and condition necessary for it to be capable of operating in the manner intended by the entity's management.

Plant and equipment is subsequently measured using cost less depreciation and impairment losses.

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

- Leasehold improvements: 5–10 years
- Plant and equipment: 3–15 years

The residual values, useful lives and depreciation methods are reviewed, and adjusted if appropriate, at each reporting date.

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

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 entity 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 entity 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.

Trade and other payables

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

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 entity's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual

guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

Employee benefits

Short-term employee benefits

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

Other long-term employee benefits

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

Defined contribution plans

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

Provisions, contingent liabilities and contingent assets

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

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

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

Goods and Services Tax ('GST') and other similar taxes

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

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

Public Fund

The Public Fund was established under the Our Watch Constitution and is regulated by the Office of the Harm Prevention Charities Register. The Public Fund along with its Deductible Gift Recipient (DGR) status gives the organisation the ability to accept donations from the public and to issue tax receipts for donations. Revenue for the year ending 30 June 2022 totalled \$200,540 (2021: \$120,176).

Note 3. Critical accounting judgements, estimates and assumptions

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

Estimation uncertainty

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

Estimation of useful lives of depreciable assets

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

Employee benefits provision

As discussed in note 2, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Note 4. Contributions revenue

	2022 \$	2021 \$
Government grants	10,034,525	11,203,013
Program contributions	700,204	833,958
Donations	200,540	125,176
Sponsorships	348,845	405,364
	11,284,114	12,567,511

Note 5. Other income

	2022 \$	2021 \$
Interest income	7,211	11,410
Other income	78,341	93,848
	85,552	105,258

Note 6. Employee benefits expenses

	2022 \$	2021 \$
Wages and salaries	(6,227,172)	(6,484,695)
Superannuation-defined contribution plans	(662,972)	(611,985)
Long Service Leave	(37,430)	—
Personal/ Sick Leave Expense	(187,878)	—
Workers Compensation	(67,168)	—
Recruitment and other employee related costs	(184,741)	(231,312)
	(7,367,361)	(7,327,992)

Note 7. Cash and cash equivalents

	2022	2021
	\$	\$
<i>Current assets</i>		
Cash at bank	8,249,476	3,211,179
Short term deposits	7,004,142	7,001,692
Bank Guarantee	44,660	–
	15,298,278	10,212,871

Note 8. Receivables and other assets

	2022	2021
	\$	\$
<i>Current assets</i>		
Trade receivables	–	351,540
Bonds	200	200
Prepayments	108,883	32,329
	109,083	384,069

Note 9. Right-of-use assets

	2022	2021
	\$	\$
<i>Non-current assets</i>		
Building- right-of-use	610,576	610,576
Less: Accumulated depreciation	(457,932)	(305,288)
	152,644	305,288

The company leases an office space in Melbourne. The lease term is three years, with rent payable monthly in advance. An option exists to renew the lease at the end of the term for an additional term of three years. This option is not binding for the company.

Note 10. Property, plant and equipment

	2022	2021
	\$	\$
<i>Non-current assets</i>		
Leasehold improvements – at cost	349,725	349,725
Less: Accumulated depreciation	(336,781)	(319,747)
	12,944	29,978
Plant and equipment – at cost	384,543	330,915
Less: Accumulated depreciation	(363,977)	(297,902)
	20,566	33,013
	33,510	62,991

Note 11. Trade and other payables

	2022	2021
	\$	\$
<i>Current liabilities</i>		
Trade payables	410,906	83,218
Deductions Payable	6,721	–
GST and PAYG payables	234,896	353,217
Other creditors and accruals	548,546	304,215
	1,201,069	740,650

All above liabilities are short-term. The carrying values are considered to be a reasonable approximation of the fair value.

Note 12. Lease liabilities

	2022 \$	2021 \$
<i>Current liabilities</i>		
Lease liability	171,444	157,320
<i>Non-current liabilities</i>		
Lease liability	–	171,444
	171,444	328,764

The company leases an office space in Melbourne. The lease term is three years, with rent payable monthly in advance. An option exists to renew the lease at the end of the term for an additional term of three years. This option is not binding for the company.

Note 13. Employee benefits provisions

	2022 \$	2021 \$
<i>Current liabilities</i>		
Annual leave	373,881	423,159
Long service leave	117,462	103,490
	491,343	526,649
<i>Non-current liabilities</i>		
Long service leave	89,360	81,787
	580,703	608,436

Note 14. Contract liabilities

	2022 \$	2021 \$
<i>Current liabilities</i>		
Contract liabilities	9,815,555	5,274,981
Membership Income	603,241	–
	10,418,796	5,274,981

Contract liabilities primarily relate to deferral of revenue to be recognised upon meeting relevant performance obligations stipulated in funding agreements. Contributions are generally received in advance of the satisfaction of the performance obligations, giving rise to a contract liability.

Note 15. Auditor remuneration

	2022 \$	2021 \$
Amounts paid / payable to Grant Thornton Audit Pty Ltd		
Audit of the financial report	20,000	18,000
Preparation of the financial report	4,000	4,000
Audit of acquittals	–	3,000
Total auditor's remuneration	24,000	25,000

Note 16. Key management personnel disclosures

Compensation

The aggregate compensation made to members of the key management personnel of the entity, including Directors:

	2022	2021
	\$	\$
Total remuneration	1,223,002	1,034,434

Note 17. Contingent liabilities

There are no contingent liabilities that have been incurred by the entity in relation to the reporting year (2021: none).

Note 18. Commitments

No commitments at 30 June 2022 (2021: none).

Note 19. Related party transactions

Key management personnel

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

Transactions with related parties

The entity's related parties include its key management personnel and related entities. Key management personnel of the entity are the Board of Directors and senior management.

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

Note 20. Events after the reporting period

No matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the entity's operations, the results of those operations, or the entity's state of affairs in future financial years.

Directors' declaration

In the opinion of the Directors of the entity, the attached financial statements and notes are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, and:

- give a true and fair view of its financial position as at 30 June 2022 and of its performance for the year ended on that date; and
- comply with Australian Accounting Standards (including the Australian Accounting Interpretations) and the Australian Charities and Not-for-profits Commission Regulation 2013; and
- there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the Directors.



M Baulch OAM
Chair
21 October 2022

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Independent Auditor's Report

To the Members of Our Watch Limited

Report on the audit of the financial report

Opinion

We have audited the financial report of Our Watch Limited ("the Company"), which comprises the statement of financial position as at 30 June 2022, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the Directors' declaration.

In our opinion, the financial report of Our Watch Limited has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012* ("ACNC Act"), including:

- a giving a true and fair view of the Company's financial position as at 30 June 2022 and of its financial performance for the year then ended; and
- b complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Information Other than the Financial Report and Auditor's Report Thereon")

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

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

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

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

Responsibilities of the Directors for the financial report

The Directors of the Company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the ACNC Act, and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors either 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 report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the 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 this financial report.

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 report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional 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 report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

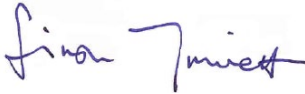
Grant Thornton Australia Limited

- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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



Grant Thornton Audit Pty Ltd
Chartered Accountants



S C Trivett
Partner – Audit & Assurance
Melbourne, 21 October 2022

Grant Thornton Australia Limited

Endnotes

- 1 Our Watch. (2021). *Change the story: A shared framework for the primary prevention of violence against women in Australia – Summary (2nd ed.)*. Melbourne, Australia: Our Watch.
- 2 Our Watch. (2021). *Change the story: A shared framework for the primary prevention of violence against women in Australia (2nd ed.)*. Melbourne, Australia: Our Watch.



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www.ourwatch.org.au

**Our
WATCH**
End violence against
Women And Their Children