

# Our Watch Annual Report 2022–23



**Our  
Watch**



Preventing violence  
against women

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### **Acknowledgment of Country**

Our Watch acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay our respects to Aboriginal and Torres Strait Islander peoples past and present.

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# Message from the Chair

Moo Baulch OAM

Chair, Our Watch



**10 years ago, Our Watch was established under the *National Plan to Reduce Violence against Women and their Children 2010-2022*, the world's first national policy framework to reduce violence against women.**

This year, we welcomed the second 10-year National Plan, which outlines a comprehensive, ambitious approach to ending violence against women in a generation. It's a good opportunity to reflect on progress we have already made as a nation and the enshrined commitment to a safer, gender-equal future in the new Plan. Governments, workplaces and organisations take their responsibility to prevent violence seriously. The wider community has an increasingly nuanced understanding that violence against women is preventable, not inevitable.

As stewards of a world-renowned and growing understanding about effective prevention, we know that evidence-based primary prevention work across all areas of society is the only way to end violence against women. We are pleased to see prevention recognised as a dedicated pillar of the second National Plan, aligned with Change the story.

This progress is thanks to the work of many dedicated people who have fiercely challenged gender inequality for decades. We thank the victim-survivors who have spoken out and shared their experiences while living with trauma that is a direct result of violence against women.

I particularly honour First Nations advocates who continue to fight for their experiences of gender and racial inequality to be heard. The release of the First Aboriginal and Torres Strait Islander Action Plan is a step forward and there is significant work for everyone to do to make Australia safer for all.

Among the people leading the way to set a new, gender transformative standard is Natasha Stott Despoja AO. This year, we were proud to appoint Natasha, the Inaugural Chair of Our Watch, as a Life Patron for her enduring commitment to women's leadership and advocacy to prevent violence against women and their children.

Following Natasha's 8-year tenure as Chair, I'm privileged to work alongside a Board of passionate and committed directors who each bring remarkable insights and strategic thinking to every discussion.

This year, we welcomed Hutch Hussein, Karen Iles and Jacque Petrusma to Our Watch's Board. We are privileged to now have three Aboriginal directors on the Our Watch Board. Their wealth of expertise and diverse careers has added invaluable depth to our Board, fortifying our capacity to create meaningful change.

On behalf of the Board, I thank outgoing directors, Dr Phil Lambert PSM, Sherryl Garbutt OAM and Kerry Chikarovski AM. Over the last decade, their dedicated leadership and expertise has been instrumental in guiding Our Watch through growth, change and challenges. I particularly

thank Phil Lambert for his unwavering support as Deputy Chair. We wish outgoing directors well, and know they remain committed to our vision for a violence-free future for all women and their children.

We've experienced significant growth at Our Watch in the last year and Patty, the Executive Team and their teams continue to deliver exceptional work in partnership with stakeholders across the nation. Amidst the changes at the Board level, our progress would not have been possible without the expertise of our dedicated staff and support from our government members, partners, donors and allies, who have continued to deliver tangible outcomes within their spheres of influence.

It's only through collaboration, and the expertise of our partners across all sectors of society, that we will change the story on violence against women.

Together, we can continue to build a future where all women and their children can live without fear of violence, and where equality and respect are the cornerstones of our society.

# Message from the CEO

Patty Kinnersly

CEO, Our Watch

**It has been an incredible year of growth at Our Watch. Not only in terms of our headcount - which increased by 40% to 109 dedicated team members - but also in the relationships we developed. We are now reaching more people than ever, across all areas of society, to bring them into the national movement to end violence against women.**

We know that stopping violence before it starts is everyone's responsibility. To succeed in our mission, we must act in unison across all the different parts of society so that one action reinforces another, and gender equality is normalised everywhere we live, work, learn and socialise.

At Our Watch, we have the privilege to work alongside experts in many fields, from education institutions to corporate and sport settings, in communities and all levels of government, to deliver primary prevention work that is grounded in evidence.

I thank our valued partners for their openness and willingness to collaborate. Preventing violence against women is challenging work that calls upon our humanity. The determination and compassion in the room whenever we work together is a testament to the commitment of our partners to a safe and gender equal future.

As a national organisation, Our Watch now has staff working in every jurisdiction across Australia.





With exceptional growth internally, we are acutely aware of our responsibility in maintaining robust governance and support for every team member across the country. We have committed to looking inward to improve the way we work together so that all team members at Our Watch are valued and recognised for their unique expertise.

This year, we established an Aboriginal and Torres Strait Islander Steering Committee to improve our work to prevent violence against Aboriginal and Torres Strait Islander women and their children. This committee is jointly chaired by Regan Mitchell, Head of Aboriginal and Torres Strait Islander Strategy, and I.

I particularly extend thanks to the Aboriginal and Torres Strait Islander staff and Board members who are a part of this Steering Committee and recognise the cultural load that comes with participating in this work. Through their generous sharing of cultural knowledge, Our Watch will continue to strengthen our commitment to allyship and reconciliation.

I thank Moo, the outgoing directors and all current directors on the Our Watch Board for their time, expertise and dedication to our work.

Thanks also to 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. Without the financial and strategic support we receive from our members, our progress would not be possible.

I also acknowledge the achievements, commitment and unwavering passion of the Our Watch staff, led by our talented Executive Team.

Our Watch's work to prevent violence against women is critical if we are to see meaningful change in the number of women who experience violence.

Until every woman lives free from violence, our work continues. Working in partnership with governments, organisations, the prevention sector, community groups and all Australians, we know that we can achieve our vision to end violence against women and their children.

# About Our Watch

## **Our Watch leads work to create an Australia where women and their children live free from all forms of violence.**

Preventing violence against women and their children is everyone's responsibility. We work to embed gender equality and address the drivers of violence wherever people in Australia live, learn, work and socialise.

Working in partnership with governments, communities, the prevention workforce and leaders across a wide range of environments including schools, tertiary institutions, sporting organisations, workplaces and national media, our mission is to create change for the whole of Australia.

Our Watch is committed to ensuring our 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.

Everything we do at Our Watch is based on robust research and evidence.

Our Watch's *Change the story* framework has developed the foundations for a world leading, evidence-based approach to primary prevention of violence against women.

Our Watch is a national organisation with 109 staff across every jurisdiction in Australia.



*Change the story: A shared framework for the primary prevention of violence against women in Australia (second edition) is a report with black text on a green background.*



*Changing the picture: A national resource to support the prevention of violence against Aboriginal and Torres Strait Islander women and their children is a report with white text on a teal background and cropped Aboriginal artwork.*



# Our values

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## Collaborative

### We do this work together.

When we work together, we are open, curious and respectful. We connect with each other's experiences and views to ensure we build strong, ethical and honest relationships. We succeed when we make decisions informed by all voices. By working collaboratively, we are able to best use all our skills, strengths and lived experience to achieve our shared vision.

## Optimistic

### We believe that change is possible.

Our belief in our work helps us through the hard times, supports us to transform society and inspires us with hope for a better world. When we face the most difficult challenges, we are kind to ourselves and each other. Through the highs and lows, we believe deeply, we show how we make it possible; we make it essential; we are positive, and we are passionate. We do this in our work, in our partnerships and in the way we recognise and celebrate our successes.

## Creative

### We are innovative and brave as we create change.

We transform society through our creative approach to the opportunities and challenges we face. Whether these issues are small and unique or large and complex we have the agility to look at and respond in new ways to move forward. We are prepared to step outside of the box, fail and learn. We are pragmatic, honest, supportive and constructive in everything we do.

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## Authentic

### We stand behind our work.

We are trusted because our work has integrity. We demonstrate that we are reliable by fulfilling the promises that we make. We are honest and ethical in our work, our decision-making and our communication. Our strong relationships allow us to find a pathway forward that protects the evidence base of our work and ensures ongoing support for the things we do.

## Inclusive

### We embed a diverse range of perspectives in everything we do.

We know that recognising and valuing a diversity of experiences and perspectives is vitally important to the prevention of violence against all women. Doing this is complex, it requires great empathy for ourselves and the people we partner with. We succeed because we listen, are compassionate and self-reflective in our communication and decision-making.



# About violence against women



**Violence against women is a serious and widespread problem in Australia, and it has significant and devastating impacts.**

But violence against women is also preventable. To prevent violence against women we need to understand it.

In Australia, violence against women is called many different things, including domestic violence, family violence, intimate partner violence, coercive control, workplace sexual harassment, street harassment and sexual assault.

Violence against women has distinct gendered drivers. Evidence points to four factors that most consistently predict or 'drive' violence against women.

**'Violence against women' means any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.'**

## Gendered drivers of violence against women

### Driver 1

**Condoning of violence against women**

### Driver 2

**Men's control of decision-making and limits to women's independence in public and private life**

### Driver 3

**Rigid gender stereotyping and dominant forms of masculinity**

### Driver 4

**Male peer relations and cultures of masculinity that emphasise aggression, dominance and control**

## The facts

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**On average, one woman a week is murdered by her current or former partner**

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**1 in 3 women (30.5%) has experienced physical violence since the age of 15**

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**1 in 5 women (18%) has experienced sexual violence since the age of 15**

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**1 in 3 women (31.1%) has experienced physical and/or sexual violence perpetrated by a man they know**

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**1 in 4 women (23%) has experienced physical or sexual violence by a current or former partner**

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**1 in 4 women (23%) has experienced emotional abuse by a current or former partner**

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**1 in 2 women (53%) has experienced sexual harassment in their lifetime**

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**Women are nearly three times more likely than men to experience violence from an intimate partner**

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**Almost 10 women a day are hospitalised for assault injuries perpetrated by a spouse or domestic partner**

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**Women with disabilities in Australia are around two times more likely than women without disabilities to have experienced sexual violence and intimate partner violence**

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**Aboriginal and Torres Strait Islander women are nearly 11 times more likely to die due to assault than non-Indigenous women**

# The year in numbers



**50K**

resources downloaded  
across Our Watch websites

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**271K**

people visited the  
Our Watch websites

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**4K**

individuals participated  
in primary prevention  
learning and  
capacity-building sessions

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**6K**

people subscribed to  
Our Watch newsletters

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**143**



capacity-building activities  
delivered to professionals,  
community members and  
organisations

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**765**

media  
mentions



**56M**

campaign  
impressions

**88K**

social media  
followers

**44.6M**

social media  
impressions



**53K**

engagements  
on social media

# Supporting prevention across Australia

## Working with government

**Across Australia, Our Watch works with the Commonwealth, state and territory governments to provide evidence-based advice to support governments leading primary prevention work.**

The Commonwealth Government and all state and territory governments are members of Our Watch. We also have specific partnerships with the Tasmanian and NT Governments which involve an embedded Our Watch role within those governments.

Our Watch supported the development of the *National Plan to End Violence against Women and Children 2022-32*, which includes a strong focus on primary prevention. Stopping violence before it starts has been recognised as a dedicated national priority.

Our Watch has provided advice to governments across Australia about ways to lead and support prevention work in their jurisdictions. We supported governments to put in place the infrastructure that supports prevention work, including:

- legislative, policy and regulatory reforms
- mechanisms for coordination, collaboration and quality assurance
- supports for workforce and sector development
- continuing to ensure there is a strong evidence base
- monitoring and reporting.





Our Watch's work has involved:

- Supporting the Commonwealth Government in the development of the Second National Plan Action Plan, Aboriginal and Torres Strait Islander Plan and Outcomes Framework.
- Continuing to build the evidence base, including ways to understand and build the national prevention workforce through release of *Growing with change: Developing an expert workforce to prevent violence against women*.
- Providing advice to other governments to inform development of strategies and plans relevant to gender equality and prevention of violence against women, as well as way to support prevention at a strategic and practical level.
- Providing advice about ways to monitor progress in prevention as well as the development and implementation of monitoring and evaluation.
- Chairing, facilitating, and participating in key advisory groups and bodies, including as Chair of the National Respectful Relationships Education Expert Working Group.

As part of building awareness and understanding of primary prevention, Our Watch has provided briefings and trainings to Ministers, their offices and government representatives across Australia, as well as providing policy advice and making submissions, including in relation to:

- Commonwealth Government's National Strategy to Achieve Gender Equality
- National Jobs and Skills Summit in September 2022
- Inquiry into Missing and Murdered First Nations Women and Children
- Inquiry into Current and Proposed Sexual Consent Laws in Australia
- Development of the National Principles to Address Coercive Control
- Development of the National Early Years Strategy.

As a national organisation, Our Watch has staff focused on government relations and policy across jurisdictions in every state and territory

# Developing the prevention workforce

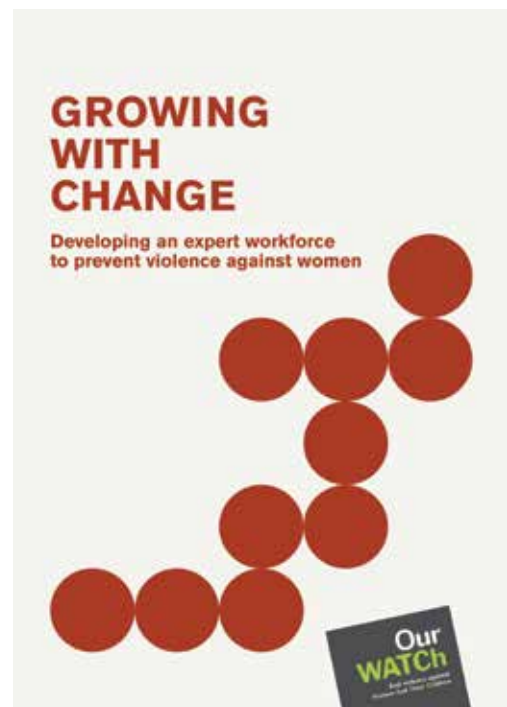


## Growing with change

**A specialist primary prevention workforce is a key part of the infrastructure needed to end violence against women.**

Published in February 2023, *Growing with change: Developing an expert workforce to prevent violence against women* seeks to understand the current national prevention workforce, the national policy context and considers how a strong national prevention workforce will be built and sustained into the future.

*Growing with change* is a report with dark red text on a beige background.



## Connecting prevention practitioners across Australia

As part of our work to develop the skill, size and coordination of the emerging prevention sector, in 2023 we launched three separate communities of practice for:

- primary prevention practitioners working with men and boys, and on masculinities
- local government professionals
- emerging primary prevention practitioners.

Across these three cohorts of 70 participants from across Australia, a reflective and strengths-based model was used to explore topics such as intersectionality, resistance and backlash, effective prevention techniques and embedding Our Watch frameworks in practice.

The sessions were well received – 100 percent of participants intend to continue their membership into late 2023 and we look forward to continuing and expanding our support to prevention practitioners across Australia.

# Preventing violence against Aboriginal and Torres Strait Islander women



**Our Watch has an ongoing commitment to the prevention of violence against Aboriginal and Torres Strait Islander women and children, who continue to suffer from violence at a significantly higher rate than non-Indigenous women.**

We acknowledge all Aboriginal and Torres Strait Islander people who generously share knowledge with non-Indigenous people and relentlessly advocate for an equitable, violence-free future in Australia.

## Aboriginal and Torres Strait Islander Steering Committee

In 2022, Our Watch established an Aboriginal and Torres Strait Islander Steering Committee. The group brings together Aboriginal and Torres Strait Islander Board members and staff and other key non-Indigenous organisational representatives to consider and provide advice on Our Watch's work to prevent violence against Aboriginal and Torres Strait Islander women. This committee is co-chaired by the CEO and Head of Aboriginal and Torres Strait Islander Strategy.

Through their wide-ranging skills and sharing of cultural knowledge, the Steering Committee helps us identify areas for improvement and opportunity

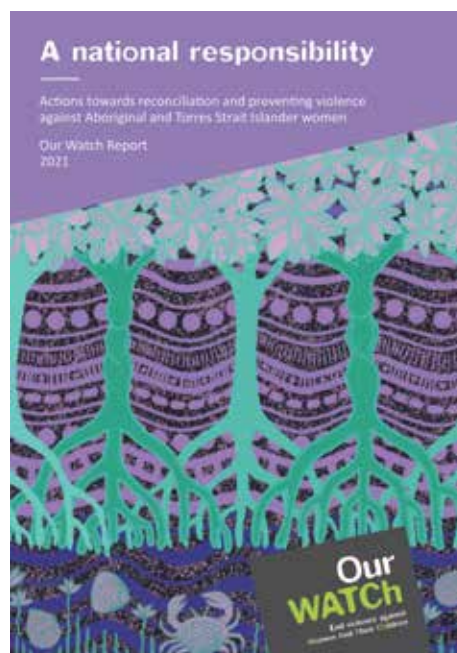
*A national responsibility* is a report with white text, a purple background and cover art by Kuku Yalanji artist Tarsha Davis.

to strengthen our commitment towards Aboriginal and Torres Strait Islander women and their children.

## A national responsibility

*A national responsibility: Actions towards reconciliation and preventing violence against Aboriginal and Torres Strait Islander women* is Our Watch's series of reports on the actions we are taking towards reconciliation and preventing violence against Aboriginal and Torres Strait Islander women.

This year, we published the second of three annual reports, which captures our partnerships, projects and other important work throughout 2022.





**‘Non-Indigenous organisations and people – both men and women – need to examine the way colonisation has embedded racist and sexist assumptions, structures and practices into how they operate every day.**

**Australian systems and institutions need to change.’**

– *Changing the picture* Aboriginal and Torres Strait Islander Women’s Advisory Group.

# Preventing violence against women and girls with disabilities





**Violence against women and girls with disabilities is a prevalent, serious and preventable violation of human rights. Women and girls with disabilities experience violence, abuse and neglect at much higher rates, over longer periods of time and perpetrated by more people, than people without disabilities.**

In February 2022, Our Watch and Women with Disabilities Victoria published *Changing the landscape: A national resource to prevent violence against women and girls with disabilities*. The resource names ableism and gender inequality as the two consistent, intersecting drivers of violence against women and girls with disabilities, and sets out the actions that must be taken to address these drivers and stop this violence before it starts.

Building on *Changing the landscape*, we are currently developing resources to increase action to prevent violence against women and girls with disabilities. This work is funded by the Australian Government Department of Social Services.

To date, a formal partnership arrangement has been established with Women with Disabilities Victoria ([see page 27 for more on Our Watch's approach to partnership](#)). A Project Advisory Group has been established, including disability sector representatives and women with disabilities.

This work will continue through 2022-23.



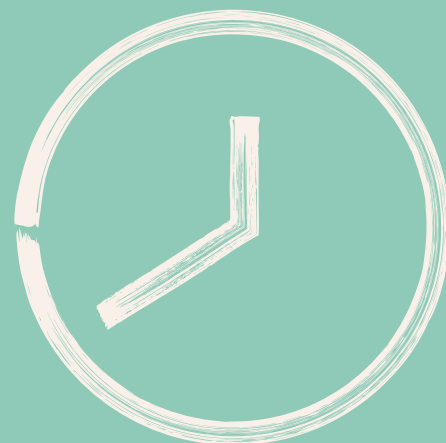
*Changing the landscape: A national resource to prevent violence against women and girls with disabilities* is a report with black text on a colourful cover and the logos of both Women with Disabilities Victoria and Our Watch.

# Creating safe and equitable workplaces

**Our workplaces have a significant influence on our lives, far beyond the time we are actually 'on the clock!' Gender equal workplaces benefit both workers and employers.**

All workplaces have the power to make changes that will support progress towards ending violence against women, including sexual harassment.

Our Watch's *Workplace Equality and Respect* is an evidence-based approach to promoting gender equality and preventing sexual harassment in the workplace. It includes a suite of tools and resources that support workplaces in their prevention work.



## Engaging employers to prevent sexual harassment

The Australian Human Rights Commission's *Respect@Work: Sexual Harassment National Inquiry Report* Recommended that Our Watch leads the development of evidence-based strategies to prevent sexual harassment.

Through the *Engaging employers to prevent sexual harassment* project, Our Watch is working with leaders from three industries – telecommunications, retail and construction – to stop sexual harassment before it starts.

This project involves raising awareness of the prevalence, nature and consequences of sexual harassment in workplaces and supports workplace to plan initiatives to change the behaviours that drive it.

In 2022-23, Our Watch developed a national campaign targeting medium to large employers. The results of this campaign and the implementation of *Workplace Equality and Respect* in the three key industries will be published in 2024.

## Workplace Equality and Respect in Local Government

**Our Watch has worked with local governments and peaks across Australia to support and recognise the important leadership role local government can play in prevention.**

For example, Our Watch engaged Engender Equality, a specialist family violence service, to work collaboratively with a small number of local governments in Tasmania to implement *Workplace Equality and Respect*.

The purpose was to increase primary prevention capability within council workplaces to embed gender equality in their policy, planning and services.

Three councils in Tasmania took part, with two completing the process within the funding period. The councils were required to undertake a series of *Workplace Equality and Respect* training sessions, participate

in communities of practice, undertake self-assessment processes and develop a measurable action plan.

This project ran from October 2021 to July 2022 and was evaluated in early 2023.

The council staff involved in the process identified some short-term outcomes, such as:

- Increased awareness of unconscious stereotyping, gender inequality and the prevalence of violence against women.
- Changing habits around language use.
- Increased support for and understanding of prevention among council leadership.
- Increased belief among staff that the council views issues of gender equality and violence against women as important.



# Our Watch Institute



**The Our Watch Institute is a new profit-for-purpose enterprise that empowers workplaces to take action and be part of the solution to end violence against women.**

The Our Watch Institute will support businesses with expert advice and tailored solutions for workplaces seeking to make meaningful change towards an Australia where all women are safe and respected.

Set to launch publicly in August 2023, the Our Watch Institute has been developed with financial support from founding partners, the Goodman Foundation.

Visit [ourwatchinstitute.org.au](https://ourwatchinstitute.org.au) for more information.

**'Goodman is extremely passionate about taking action to end violence against women in Australia. The Goodman Foundation has partnered with Our Watch to establish the Our Watch Institute to drive awareness and education of the critical need to create gender equality in all areas of our community.'**

**We believe that corporate Australia has a key role to play in affecting much needed change, and we encourage other organisations to join us in this important challenge.'**

– Greg Goodman, Goodman Group CEO

Right: Cara Gleeson, Director of the Our Watch Institute and Prevention in Action at the launch of the Our Watch Institute in August 2023.





# Embedding equality in education





## Working in partnership with Victoria University

### **In late-2022, Victoria University and Our Watch committed to working together to prevent gender-based violence in university and TAFE.**

This five-year strategic partnership is the first of its kind within the higher and vocational education sectors. It recognises that education providers can make meaningful change in the lives of educators, students and the communities that they serve.

The partnership will implement two Our Watch frameworks, *Educating for Equality* and *Respect and Equality in TAFE*, at Victoria University, which is a dual-sector institution.

Joint development has commenced to design the program of work, starting with engaging leadership, delivering subject matter expertise and capacity building.

### **Our Watch's approach to partnership**

Our approach to partnerships at Our Watch is built on an international model of working in partnership, from the Partnership Brokers Association. The Partnership Brokers Association is an international organisation that trains staff who work with stakeholders in collaborative, transformational partnerships.

The Victoria University and Our Watch partnership brokerage provided a model for Our Watch's approach to working with partner organisations. This process involved a structured set of workshops and discussions, mapping of shared objectives, individual objectives, partnership principles and a Partnering Agreement.

Left: Professor Adam Shoemaker, Vice-Chancellor of Victoria University and Patty Kinnersly, CEO of Our Watch.



## Integrating prevention knowledge into university degrees

In 2021, Our Watch published *Upskilling pre-service professionals*, a guide to embedding primary prevention in university curricula.

Primary prevention is increasingly seen as skill set desired by many employers. Universities want to ensure their students are workforce ready and qualified to meet the demands of the job.

The publication provides a framework to equip university students with primary prevention knowledge to support their future careers. It offers teaching resources specifically designed for courses in criminology, journalism, primary school education and health.

Building on this publication, Our Watch worked closely with an advisory group of public health academics, teaching and learning teams and an expert consultant to develop an updated resource aligned with the public health university curriculum.

The new resource contains several tools to support public health teaching staff to integrate prevention practice and understanding into their curriculum and will be published in late 2023. There is a further resource for early childhood education in development for release in 2023-24.

## Respectful relationships education

*Respectful relationships education* has been a key area of work since Our Watch was established. It aims to transform the education system to support gender equality for students, teachers and the entire communities of which they are a part.

Our work supports the Commonwealth, state and territory governments, and Departments of Education in relation to *Respectful relationships education*, including by supporting them to implement an evidence-based, cohesive, whole-of-school approach.

We also play an ongoing role in continuing to build the evidence base and use emerging evidence and practice to inform our work.

In May 2023, the Commonwealth Government announced of the establishment of a National Respectful Relationships Education Expert Working Group.

Our Watch CEO, Patty Kinnersly, has been appointed Chair of the Working Group, which will guide national collaboration to support the delivery of age-appropriate and evidenced-based respectful relationships school education.

**‘Respectful relationships education, supported by governments through the national school system, can contribute to the **generational change** needed to see an Australia free from gender-based violence.’**

– Patty Kinnersly, Our Watch CEO



# Men and masculinities

**While there are many masculinities, or ways of being a man, there tend to be particular social norms, attitudes and practices that men feel pressure to conform to and support. These dominant forms of masculinity help to maintain gender inequality, and at their most harmful, can also drive men's violence against women.**

In December 2022, Our Watch launched the *Men in focus* practice guide to support work with men to prevent violence against women. We hosted a national webinar which included a stakeholder panel as part of the launch activity.

Building on the *Men in focus* evidence review, this practice guide outlines the long-term, collective, and intersectional approach needed to transform the norms, structures and practices that reinforce gender inequality and lead to men's violence against women.





Our Watch has participated in a range of national events to share and promote the *Men in focus* evidence base including setting-based conferences, university events, women’s health summits and gender equality networking events.

Peer organisations within the prevention sector to build capacity and align work with the evidence-based principles in *Men in focus*. Our sector engagement work has included a community of practice to

support peer-to-peer sharing and learning, and supporting stakeholder research projects.

Our Watch will continue to lead and contribute to work in relation to men and masculinities. This will include a consultation and scoping project to build on the Men in focus resources.



The *Men in Focus: Addressing masculinities and working with men in the prevention of men’s violence against women* practice guide is a report with a cream background, illustrations of men doing different activities with red and black text.

# Shaping the public conversation



**The media has a crucial role in preventing violence against women and their children. It can shape public opinion, interrogate systems and encourage all Australians to recognise their role in preventing violence.**

In November 2022, we published *12 tips for media reporting on sexual harassment*. This tip sheet was developed by Our Watch in consultation with media representatives, survivor advocates and organisations working to address sexual harassment and assault, including in workplaces.

To support the launch of this resource, Our Watch hosted a webinar to explore the complex decisions journalists must make when crafting a story on sexual harassment to balance the pressures of newsrooms and clickbait culture with safety of sources.

All journalists and media professionals have a part to play in challenging the condoning of violence and sexual harassment against Aboriginal and Torres Strait Islander women, by challenging indifference, ignorance and disrespect towards Indigenous people and cultures, and addressing racist and sexist attitudes and social norms in their work.

In June 2023, Our Watch hosted a webinar to explore the connection between media reporting and violence against Aboriginal and Torres Strait Islander women. 105 journalists registered for this event.

**'Our stories have ripple effects... How is the community understood when we sensationalise something? And what does that mean for the future in terms of how they get services? How they're engaged with by the broader Australian community? How they're judged?'**

**These are the things that we need to be reflecting on because if we don't, it doesn't change community attitudes to our victims, it doesn't change community attitudes to our families and communities and in fact, if anything, it makes the conditions of our living worse.'**

– Professor Kyllie Cripps, *Improving media reporting to prevent violence and sexual harassment against Aboriginal and Torres Strait Islander women* webinar



## Working in partnership with the Walkley Foundation

Best practice reporting on violence against women reinforces the message that violence against women is unacceptable. Through an ongoing partnership with the Walkley Foundation, Our Watch works with journalists to improve reporting of violence against women.

We jointly deliver the Our Watch Fellowship program, a prestigious leadership opportunity for outstanding journalists to further develop their understanding of gender inequality as a driver of violence against women.

Our Watch has been recognising excellence in reporting on violence against women and their children since 2015 through the Our Watch Award, administered by the Walkley Foundation. This year's winner, Richard Willingham, exposed abhorrent failings in the healthcare system when providing care to sexual assault survivors.



Our Watch Chair Moo Baulch at the 2022 Walkley Awards.

## The Line

The Line is a long-term Our Watch social marketing campaign aimed at supporting young people to understand and have conversations about sex, dating and relationships.

The primary objectives for The Line are:

- to increase young people's **knowledge** of what constitutes healthy and respectful relationships
- to equip young people with **skills and tools** to challenge norms, attitudes and behaviours that drive violence against women.

From July 2022, Our Watch prioritised new channels preferred by young people to achieve these objectives. The Line launched onto two new platforms, Snapchat and TikTok, adding to existing channels Facebook and Instagram.

Our Watch established a content partnership with Junkee/Punkee, a youth-based digital publication, to build reach and engagement with our target audiences. These content pieces focused on consent – a topic consistently generating interest among The Line audience.

**87K** website visitors

**147K** social media followers

**20** new articles published

**1.29M** impressions through Junkee/Punkee content partnership

To find out more, visit [theline.org.au](https://theline.org.au)

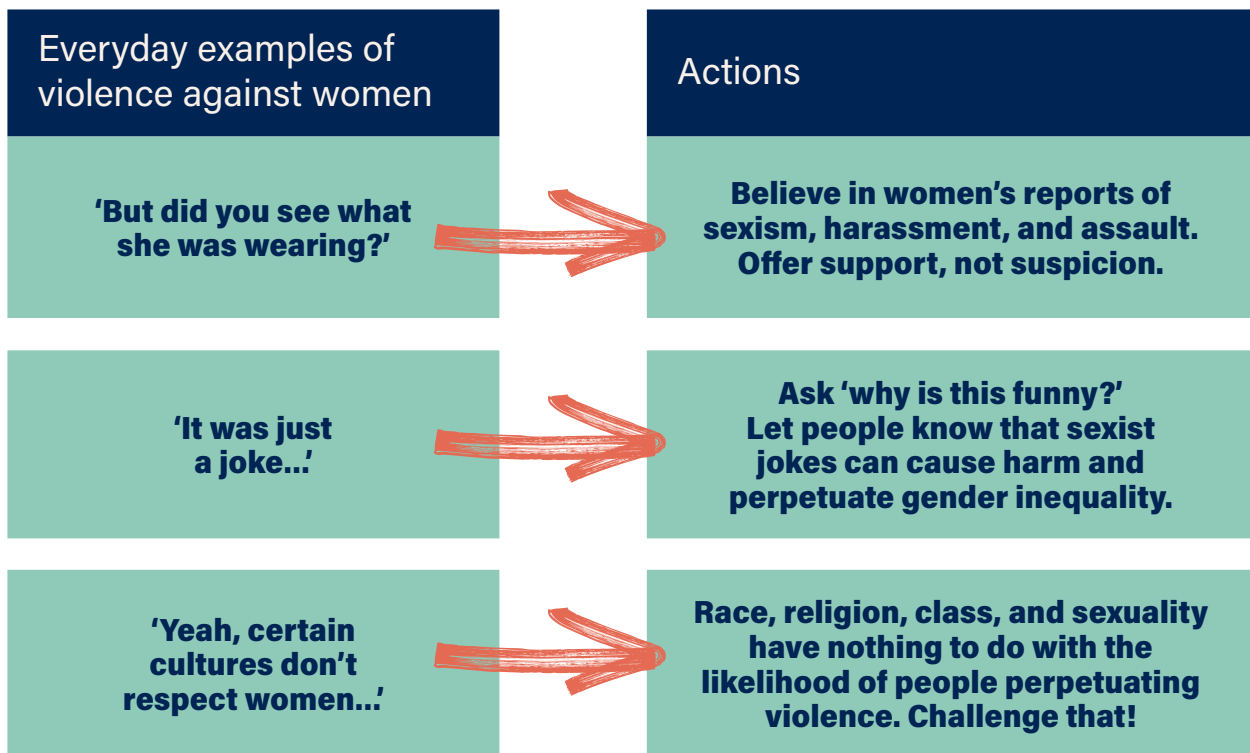
# Change the story campaign

Running in two bursts from September 2022 to March 2023, the *Change the story* campaign was designed to explore the general public's understanding, knowledge and beliefs about gender inequality and how it plays out in everyday settings.

This campaign aimed to translate the four drivers of violence against women into everyday situations. It highlights actions that individuals can take to challenge gender inequality, wherever they face it in their lives by responding to these statements.

For example:

## Driver 1: Condoning of violence against



**Campaign learnings indicate that the Australian public are willing to take action in their lives.**

There was strong engagement with messages about masculinity, demonstrating a need for further and ongoing campaign messages in this area.

**16.6M** social media impressions

**98.6M** out of home impressions

**642K** website visitors



# Governance

## **This year, we welcomed three new directors to the Our Watch Board.**

These appointments come after three long-serving members of Our Watch's Board stepped down. We thank Dr Phil Lambert PSM, Sherryl Garbutt OAM and Kerry Chikarovski AM for their dedicated leadership and invaluable guidance over the last decade.

The current directors on the Our Watch Board are:

- Moo Baulch OAM, Chair (Appointed 1 May 2022)
- Desmond Campbell, Director (Appointed 10 October 2019)
- Caroline Gurney, Director (Appointed 4 June 2015)
- Hutch Hussein, Director (Appointed 3 April 2023)
- Karen Iles, Director (Appointed 16 June 2023)
- Jacquie Petrusma, Director (Appointed 5 June 2023)
- Dr Anastasia Powell, Director (Appointed 1 June 2016)
- John Shepherd, Director (Appointed 21 October 2019)
- Dr Victor Sojo Monzon, Director (Appointed 30 March 2021)
- Vicky Welgraven AM, Director (Appointed 15 March 2018).

We also acknowledge Natasha Stott Despoja AO as a Life Patron of Our Watch.

The Company Secretary of Our Watch is Michael Corry.



(Left to right) CEO Patty Kinnersly facilitates discussion between Our Watch Board directors Moo Baulch OAM (Chair), Hutch Hussein, Dr Anastasia Powell, Desmond Campbell and Jacquie Petrusma.

## Board committees

**Four committees report to the Our Watch Board.**

### **Appointments Committee**

- Established 23 August 2013
- Chaired by Moo Baulch

### **Engagement Committee**

- Established 22 April 2016
- Chaired by Moo Baulch

### **Finance and Risk Committee**

- Established 21 June 2013
- Chaired by John Shepherd

### **Public Fund Committee**

- Established 23 November 2016
- Chaired by Moo Baulch

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## Member Representatives

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

- Lara Purdy, Commonwealth (Appointed February 2023)
- Alice Dunt, Victoria (Appointed June 2013)
- Anna Davis, Northern Territory (Appointed August 2014)
- Sanjugta Vas Dev, South Australia (Appointed August 2014)
- Courtney Hurworth, Tasmania (Appointed August 2015)
- Kylie Stephen, Queensland (Appointed January 2016)
- Kirsty Windeyer, Australian Capital Territory (Appointed July 2016)
- Selina Getley, Western Australia (Appointed December 2021)
- Hannah Tonkin, New South Wales (Appointed February 2023).

Our Watch has a strong and productive relationship with the Member Representatives who meet at least bi-monthly to share information, insights and discuss opportunities to work collaboratively to support prevention across Australia.



# Operations

Supported by a dedicated team of 109 staff nationally, Our Watch is led by CEO Patty Kinnersly and the Executive Team:

- Amanda Alford: Director Government Relations, Policy and Evidence
- Jilly Charlwood: Director Marketing and Communications
- Michael Courtney: Director Corporate Services and Business Transformation
- Cara Gleeson: Director Prevention in Action
- Krista Seddon: Director Innovation

We acknowledge and thank Acting Director of Innovation (as of 12 June 2023), Christine Gregory, and outgoing directors Brooke Daly and Agnes Valcanis, for their significant contributions to Our Watch.

The office of Our Watch is located in Melbourne, Victoria, on the lands of the Wurundjeri Woi-wurrung people of the Kulin nation.

## Our Watch manages the following websites and social media channels:

- Our Watch website ([ourwatch.org.au](https://ourwatch.org.au))
- Workplace Equality and Respect website ([workplace.ourwatch.org.au](https://workplace.ourwatch.org.au))
- Respectful Relationships Education website ([education.ourwatch.org.au](https://education.ourwatch.org.au))
- Media Making Change website ([media.ourwatch.org.au](https://media.ourwatch.org.au))
- Prevention in Action website ([action.ourwatch.org.au](https://action.ourwatch.org.au))
- Equality and Respect in Sport website ([sport.ourwatch.org.au](https://sport.ourwatch.org.au))
- Respect and Equality in Tertiary Education website ([tertiaryeducation.ourwatch.org.au](https://tertiaryeducation.ourwatch.org.au))
- Prevention Toolkit for Local Government ([localgov.ourwatch.org.au](https://localgov.ourwatch.org.au))
- Our Watch Facebook ([facebook.com/OurWatchAus](https://facebook.com/OurWatchAus))

From left to right: Christine Gregory, Jilly Charlwood, Amanda Alford, Cara Gleeson, Patty Kinnersly and Krista Seddon.



- Our Watch LinkedIn ([linkedin.com/company/our-watch](https://www.linkedin.com/company/our-watch))
- Our Watch YouTube (<https://www.youtube.com/c/OurWatchAus>)
- Our Watch Instagram ([instagram.com/ourwatch](https://www.instagram.com/ourwatch))
- Our Watch Twitter ([twitter.com/OurWatchAus](https://twitter.com/OurWatchAus))
- Our Watch CEO Twitter ([twitter.com/OurWatchCEO](https://twitter.com/OurWatchCEO))
- Doing Nothing Does Harm website ([doingnothingdoesharm.org.au](https://doingnothingdoesharm.org.au))
- No Excuse for Abuse website ([noexcuseforabuse.org.au](https://noexcuseforabuse.org.au))
- The Line Facebook ([www.facebook.com/theline](https://www.facebook.com/theline))
- The Line Instagram ([instagram.com/theline\\_au](https://www.instagram.com/theline_au))
- The Line TikTok ([tiktok.com/@theline\\_au](https://www.tiktok.com/@theline_au))
- The Line YouTube (<https://www.youtube.com/channel/UCxsetKcfyLIVJck0G-ISyeA>)
- The Line Snapchat ([app only](#))

**We also manage the following campaign channels:**

- The Line website ([theline.org.au](https://theline.org.au))

## Ambassadors

Our Watch is privileged to have worked with a group of passionate ambassadors, including:

- Arman Abrahamzadeh OAM
- Marcus Bontempelli
- Ben Brown
- Hester Brown
- Tarang Chawla
- Tiffany Cherry
- Alan Cransberg
- Kyle Flanagan
- Sabrina Fredrick
- Khadija Gbla
- Jarman Impey
- Drisana Levitzke-Gray
- Zach Merrett
- Dr Ann O'Neill AO
- Charlie Pickering
- Chelsea Randall
- Craig Rigney
- Chloe Shorten
- Lucy Turnbull AO
- Tasma Walton
- Julia Zemiro.

For almost 10 years, ambassadors worked with Our Watch to reach new audiences and mobilise support for preventing violence against women.

After an independent review, including consultation with board members and ambassadors, the decision was taken in December 2022 to discontinue the ambassador program. The program will be redeveloped with new strategic objectives and an updated model for engagement.

# Our people





**Our Watch is committed to creating a work environment where all employees are respected and valued.**

This year, we invested in our people and culture with strong leadership, a range of enhanced policies and improved procedures across the organisation. Following the appointment of our first Head of People and Culture, we transitioned from a transactional human resources model to strategic people and culture business partnering. We developed new induction procedures to support smooth and effective onboarding of new staff and implemented new HR and Payroll systems.

Our Watch celebrates the diversity of our staff as one of our greatest assets in meeting our strategic objectives. We are committed to supporting our staff with flexible conditions so that work fits seamlessly into their lives.

We have increased our parental leave pay from 10 weeks to 12 weeks and reduced the eligibility threshold from 12 months to 6 months of service at Our Watch, as well as widening our floating public holiday policy to be uncapped.

Our Watch participated in the Reconciliation Australia Workplace Barometer in September, which indicated that 95% of Our Watch staff agree that there is a visible organisational stance against racism and prejudice.

We launched an additional remuneration package for Aboriginal and Torres Strait Islander employees in recognition of the cultural load that they carry. Our commitment to building cultural safety for Aboriginal and Torres Strait Islander staff has continued with a further 57 staff members completing cultural awareness training delivered by the Koori Heritage Trust.

**109**

**total staff**

**75**

**new starters in 2022-23**

**40%**

**increase in staff headcount**

**+10**

**improvement in Employee Net Promoter Score**

(from +5 in November 2022 to +15 in April 2023)



**Employer of Choice in not-for-profit and public sector category**

**Winner of Best Flexibility Program**

Awarded at 2023 Australian HR Awards

# Supporters

## Principal government members



Australian Government

Australian Government



Victorian Government

## Government members



NSW Government



ACT Government



Government of WA



Government of South Australia



TAS Government



QLD Government



NT Government

## Corporate partners and donors



Commonwealth Bank

Commonwealth Bank



MIMCO



Goodman



Monash University



Victoria University



## Legal support

Our Watch would like to thank Collin Biggers & Paisley, Norton Rose Fulbright and MinterEllison for their generous pro-bono legal support.

## Donors

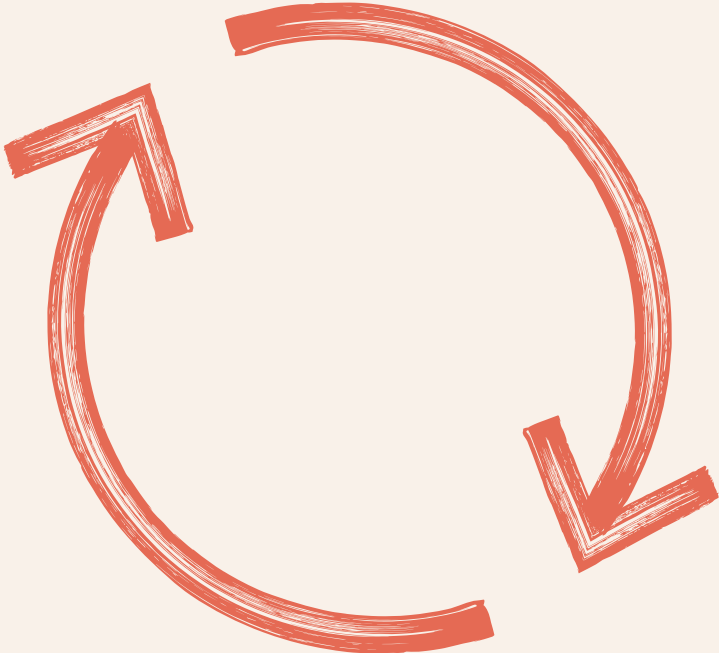
We sincerely thank the many individuals and organisations that generously donated to Our Watch over the past year to support our work to end violence against women and their children in Australia.



## Support Our Watch

Donations to Our Watch have a significant impact towards a future where women and their children in Australia live free from all forms of violence. Visit our website to donate.

Our Watch is a not-for-profit organisation and registered charity with Deductable 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.



# Financial statements



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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 2023.

### 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
- Ms Hutch Hussein (appointed 3 April 2023)
- Ms Caroline Gurney
- Dr Anastasia Powell
- Ms Vicky Welgraven AM
- Mr Desmond Campbell
- Mr John Shepherd
- Dr Victor Sojo Monzon
- Ms Jacquie Petrusma (appointed 5 June 2023)
- Ms Karen Iles (appointed 16 June 2023)
- Dr Phil Lambert PSM (resigned 5 June 2023)
- Ms Kerry Chikarovski AM (resigned 15 June 2023)
- Ms Sherryl Garbutt OAM (ceased office 31 December 2022)

## Information on Directors

### Ms Moo Baulch OAM

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(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 Primary Prevention, Women's and Girls' Emergency Centre (August 2020 - present)
- Head of Customer Vulnerability, Commonwealth Bank (2020)
- CEO, Domestic Violence NSW (2014-2019)
- Director, Inner City Legal Centre (Dec 2014-Sep 2018)
- 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)

### Ms Hutch Hussein

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(Director since April 2023)

*Title:* Director

*Experience and expertise:*

- Senior Manager, Government Engagement, Community Programs, Brotherhood of St Laurence
- Former Senior Manager, Diversity Unit and Refugees, Immigration & Multiculturalism, Brotherhood of St Laurence
- Former Deputy CEO, GM, Advocacy, Innovation and Marketing, Settlement & Family Services Programs, Spectrum Migrant Resource Centre
- Former Policy Advisor, Victorian Minister for Women's Affairs
- Former Board Member, Women's Rights Action Network Australia
- Recipient of Vincent Fairfax 'Ethics in Leadership' Fellowship

### Ms Caroline Gurney

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(Director since June 2015)

*Title:* Director, Member of Finance and Risk Committee

*Experience and expertise:*

- Chief Executive Officer of Future Generation
- Member of Chief Executive Women
- Member of Centennial Park and Moore Park Foundation
- Former Member of Ascham School Council
- Former Deputy Chief Managing Director & Head of Marketing & Corporate Communications, UBS Australia
- Former Director of Future Generation Australia



## Ms Jacquie Petrusma

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(Director since June 2023)

*Title:* Director, Member of the Finance and Risk Committee, Public Fund Committee

*Experience and expertise:*

- Member of the Parliament of Tasmania, Franklin (2010-2022)
- Former Minister, Tasmanian Government (Prevention of Family Violence; Women; Disability Services and Community Development; Human Services; Aboriginal Affairs; Police, Fire and Emergency Management; Sport and Recreation; Parks)
- Senior Government & Community Engagement Manager, The Shepherd Centre
- Board Member, Nexus Inc
- Board Member, Catholic Care Tasmania
- Member, Sexual Assault Support Service Tasmania
- Graduate Australian Institute of Company Directors
- Bachelor of Commerce
- Registered Nurse

## Ms Karen Iles

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(Director since April 2023)

*Title:* Director

*Experience and expertise:*

- Founder and Principal Solicitor, Violet Co Legal and Consulting
- Board Director, National Justice Project
- Board Director, First Australians Capital
- Board Director, Deadly Hearts
- Member NSW Law Society Employment Law Committee
- Specialist Independent Panel Member Review Panel, Australian Catholic Safeguarding
- Editor, First Nations Law Bulletin, Lexis Nexus
- Advisory Committee Member, Sydney Women's Fund - Sydney Community Foundation
- Policy and Advocacy Committee Member and Sexual Violence Committee, National Women's Safety Alliance
- Winner Private Practitioner of the Year 2023 Women Lawyers Association NSW
- Winner NSW Law Society Pro Bono Service Award 2022

## Dr Anastasia Powell

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(Director since June 2016)

*Title:* Director

*Experience and expertise:*

- 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 (NSWA)
- 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

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(Director since March 2018)

*Title:* Director, Member of the Appointments Committee

*Experience and expertise:*

- Proud Adnyamathanha Woman from the Northern Flinders Ranges of South Australia
- Board Director Power Community Limited Board - Port Adelaide Football Club
- Ambassador Hutt Street Centre
- Ambassador of Australia Day Council SA
- 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 of Adelaide White Ribbon Breakfast Committee
- Former Member of SA White Ribbon State Committee

## Mr Desmond Campbell

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(Director since October 2019)

*Title:* Director

*Experience and expertise:*

- Gurindji (South-Western desert) and Ngalakan (South-East Arnhem Land) man
- CEO, Welcome to Country
- 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
- Former 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

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(Director since October 2019)

*Title:* Director, Chair of Finance and Risk Committee

*Experience and expertise:*

- Graduate, Australian Institute Company Directors
- Managing Partner, Gallus Partners
- Former 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

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(Director since March 2021)

*Title:* Director

*Experience and expertise:*

- Senior Lecturer in Leadership, The University of Melbourne
- Senior Visiting Research Fellow, Global Institute for Women's Leadership, King's College London and 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, VicHealth Leading Thinkers Initiative - Leading Thinkers 2016-2020 Taskforce
- Board Director, Science in Australia Gender Equity (SAGE) Ltd

## 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/>. The 2024-2029 strategic planning process has also commenced.

### 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 (2022: \$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.



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**M Baulch OAM**

Chair

31 October 2023



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**Grant Thornton Audit Pty Ltd**

Level 22 Tower 5  
Collins Square  
727 Collins Street  
Melbourne VIC 3008  
GPO Box 4736  
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 2023, 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, 31 October 2023

[www.grantthornton.com.au](http://www.grantthornton.com.au)

ACN-130 913 594

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## Statement of profit or loss and other comprehensive income

For the year ended 30 June 2023

	Note	2023 \$	2022 \$
<b>Revenue</b>			
Contributions revenue	4	19,509,357	11,284,114
Other income	5	283,904	85,552
<b>Total revenue</b>		<b>19,793,261</b>	<b>11,369,666</b>
Employee benefits expenses	6	(10,460,050)	(7,367,361)
Directors' fees	16	(204,755)	(71,132)
Professional fees		(2,845,846)	(2,613,375)
Campaign costs		(2,588,812)	(1,312,818)
Information technology and communications expenses		(476,925)	(255,833)
Occupancy expenses		(17,837)	(25,905)
Administration expenses		(114,749)	(48,272)
Travel expenses		(336,612)	(102,066)
Depreciation expenses		(320,068)	(237,224)
Other expenses		(167,825)	(126,565)
<b>Surplus/(deficit) before income tax expense</b>		<b>2,259,782</b>	<b>(790,885)</b>
Income tax expense		-	-
<b>Surplus/(deficit) after income tax expense for the year</b>		<b>2,259,782</b>	<b>(790,885)</b>
Other comprehensive income for the year, net of tax		-	-
<b>Total comprehensive income/(loss) for the year</b>		<b>2,259,782</b>	<b>(790,885)</b>

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

## Statement of financial position

As at 30 June 2023

	Note	2023	2022
		\$	\$
<b>Assets</b>			
<b>Current assets</b>			
Cash and cash equivalents	7	21,156,530	15,298,278
Receivables and other assets	8	213,323	109,083
<b>Total current assets</b>		<b>21,369,853</b>	<b>15,407,361</b>
<b>Non-current assets</b>			
Property, plant and equipment	10	203,796	33,510
Right-of-use assets	9	531,874	152,644
Total non-current assets		735,670	186,154
<b>Total assets</b>		<b>22,105,523</b>	<b>15,593,515</b>
<b>Liabilities</b>			
<b>Current liabilities</b>			
Trade and other payables	11	2,174,927	1,201,069
Lease liabilities	12	162,059	171,444
Employee benefits provisions	13	627,672	491,343
Contract liabilities	14	13,198,621	10,418,796
Total current liabilities		16,163,279	12,282,652
<b>Non-current liabilities</b>			
Lease liabilities	12	369,815	-
Employee benefits provisions	13	91,144	89,360
Total non-current liabilities		460,959	89,360
<b>Total liabilities</b>		<b>16,624,238</b>	<b>12,372,012</b>
<b>Net assets</b>		<b>5,481,285</b>	<b>3,221,503</b>
<b>Equity</b>			
Retained surpluses		5,481,285	3,221,503
<b>Total equity</b>		<b>5,481,285</b>	<b>3,221,503</b>

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

## Statement of changes in equity

### For the year ended 30 June 2023

	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)
<b>Balance at 30 June 2022</b>	<b>3,221,503</b>	<b>3,221,503</b>

	Retained surpluses	Total equity
	\$	\$
Balance at 1 July 2022	3,221,503	3,221,503
Surplus after income tax expense for the year	2,259,782	2,259,782
Other comprehensive income for the year, net of tax	-	-
Total comprehensive income for the year	2,259,782	2,259,782
<b>Balance at 30 June 2023</b>	<b>5,481,285</b>	<b>5,481,285</b>

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

## Statement of cash flows

For the year ended 30 June 2023

	Note	2023	2022
		\$	\$
<b>Cash flows from operating activities</b>			
Government grants received (inc. GST)		20,477,230	11,037,978
Program contributions received (inc. GST)		8,217	770,224
Donations received		876,223	200,540
Interest received		89,783	7,211
Other receipts from customers		133,948	702,172
Payments to suppliers and employees		(15,295,667)	(7,394,599)
Finance costs paid		(4,208)	(11,576)
Net cash from operating activities		6,285,526	5,311,950
<b>Cash flows from investing activities</b>			
Payments for property, plant and equipment		(255,830)	(55,099)
Net cash used in investing activities		(255,830)	(55,099)
<b>Cash flows from financing activities</b>			
Repayment of lease liabilities		(171,444)	(171,444)
Net cash used in financing activities		(171,444)	(171,444)
Net increase in cash and cash equivalents		5,858,252	5,085,407
Cash and cash equivalents at the beginning of the financial year		15,298,278	10,212,871
<b>Cash and cash equivalents at the end of the financial year</b>	<b>7</b>	<b>21,156,530</b>	<b>15,298,278</b>

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 31 October 2023.

### 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**

Our Watch 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.

#### **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 - Simplified 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, which incorporates membership income, 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: shorter of 5-10 years or lease term
- 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 2023 totalled \$876,223 (2022: \$200,540).

**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

	2023	2022
	\$	\$
Government grants	18,615,664	10,034,525
Program contributions	7,470	700,204
Donations	876,223	200,540
Sponsorships	10,000	348,845
	<b>19,509,357</b>	<b>11,284,114</b>

### Note 5. Other income

	2023	2022
	\$	\$
Interest income	89,783	7,211
Other income	194,121	78,341
	<b>283,904</b>	<b>85,552</b>

**Note 6. Employee benefits expenses**

	2023	2022
	\$	\$
Wages and salaries	8,698,611	6,227,172
Recruitment and other employee related costs	498,965	184,741
Superannuation - defined contribution plans	919,145	662,972
Long Service Leave	20,732	37,430
Personal/Sick Leave Expense	208,821	187,878
Workers Compensation	113,776	67,168
	<b>10,460,050</b>	<b>7,367,361</b>

**Note 7. Cash and cash equivalents**

	2023	2022
	\$	\$
<i>Current assets</i>		
Cash at bank	8,098,500	8,249,476
Short term deposits	13,013,370	7,004,142
Bank Guarantee	44,660	44,660
	<b>21,156,530</b>	<b>15,298,278</b>

**Note 8. Receivables and other assets**

	2023	2022
	\$	\$
<i>Current assets</i>		
Trade receivables	135,477	-
Bonds	200	200
Prepayments	77,646	108,883
	<b>213,323</b>	<b>109,083</b>

**Note 9. Right-of-use assets**

	2023	2022
	\$	\$
<i>Non-current assets</i>		
Building - right-of-use	1,142,450	610,576
Less: Accumulated depreciation	(610,576)	(457,932)
	<b>531,874</b>	<b>152,644</b>

The company leases an office space in Melbourne. An option to renew the lease was actioned pre-year end given that the previous lease expired on 30 June 2023. The new lease term is three years, with rent payable monthly in advance.

**Note 10. Property, plant and equipment**

	2023	2022
	\$	\$
<i>Non-current assets</i>		
Leasehold improvements - at cost	521,240	349,725
Less: Accumulated depreciation	(376,189)	(336,781)
	145,051	12,944
Plant and equipment - at cost	468,858	384,543
Less: Accumulated depreciation	(410,113)	(363,977)
	58,745	20,566
	<b>203,796</b>	<b>33,510</b>

**Reconciliations**

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

	Leasehold improvements	Plant and Equipment	Total
	\$	\$	\$
Balance at 1 July 2022	12,944	20,566	33,510
Additions	171,515	169,441	340,956
Disposals	-	(3,381)	(3,381)
Depreciation expense	(39,408)	(127,881)	(167,289)
<b>Balance at 30 June 2023</b>	<b>145,051</b>	<b>58,745</b>	<b>203,796</b>

**Note 11. Trade and other payables**

	2023	2022
	\$	\$
<i>Current liabilities</i>		
Trade payables	644,070	410,906
Deductions Payable	20,497	6,721
GST and PAYG payables	1,002,873	234,896
Other creditors and accruals	507,487	548,546
	<b>2,174,927</b>	<b>1,201,069</b>

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



**Note 12. Lease liabilities**

	2023	2022
	\$	\$
<i>Current assets</i>		
Lease liability	162,059	171,444
<i>Non-current liabilities</i>		
Lease liability	369,815	-
	<b>531,874</b>	<b>171,444</b>

The company leases an office space in Melbourne. An option to renew the lease was actioned pre-year end given that the previous lease expired on 30 June 2023. The new lease term is three years, with rent payable monthly in advance.

**Note 13. Employee benefits provisions**

	2023	2022
	\$	\$
<i>Current assets</i>		
Annual leave	509,372	373,881
Long service leave	118,300	117,462
	627,672	491,343
<i>Non-current liabilities</i>		
Long service leave	91,144	89,360
	<b>718,816</b>	<b>580,703</b>

**Note 14. Contract liabilities**

	2023	2022
	\$	\$
<i>Current assets</i>		
Contract liabilities	13,198,621	9,815,555
Membership Income	-	603,241
	<b>13,198,621</b>	<b>10,418,796</b>

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**

	2023	2022
	\$	\$
<b>Amounts paid / payable to Grant Thornton Audit Pty Ltd</b>		
Audit of the financial report	25,750	20,000
Preparation of the financial report	4,532	4,000
Audit of acquittals	18,000	-
<b>Total auditor's remuneration</b>	<b>48,282</b>	<b>24,000</b>

**Note 16. Key management personnel disclosures****Compensation**

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

	2023	2022
	\$	\$
<b>Total remuneration</b>	<b>1,472,156</b>	<b>1,310,141</b>

The number of remunerated directors and other members that served as key management personnel were:

	2023	2022
	\$	\$
Directors*	11	9
Other members	9	10
	<b>20</b>	<b>19</b>

\*Director Welgraven is a non-remunerated Board Director and Director Gurney has accepted the position on a pro-bono basis.

### Note 17. Contingent liabilities

There are no contingent liabilities that have been incurred by the entity in relation to the reporting year (2022: none).

### Note 18. Commitments

No commitments at 30 June 2023 (2022: 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 following transactions occurred with related parties:

	2023	2022
	\$	\$
Payment for goods and services:		
Payment for services from commonly controlled entity	5,068	-
	<b>5,068</b>	<b>-</b>

#### Terms and conditions

All transactions were made on normal commercial terms and conditions and at market rates.

### Note 20. Events after the reporting period

No matter or circumstance has arisen since 30 June 2023 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

**30 June 2023**

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 2023 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 Regulations 2022; 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.



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**M Baulch OAM**  
Chair  
31 October 2023

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**Grant Thornton Audit Pty Ltd**

Level 22 Tower 5  
Collins Square  
727 Collins Street  
Melbourne VIC 3008  
GPO Box 4736  
Melbourne VIC 3001  
T +61 3 8320 2222

## 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 "Registered Entity"), which comprises the statement of financial position as at 30 June 2023, 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*, including:

a giving a true and fair view of the Registered Entity's financial position as at 30 June 2023 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 Regulations 2022*.

##### 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 Registered Entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (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 Registered Entity's annual report for the year ended 30 June 2023, 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 Registered Entity 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 Registered Entity'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 Registered Entity or to cease operations, or have no realistic alternative but to do so.

The Directors are responsible for overseeing the Registered Entity'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:

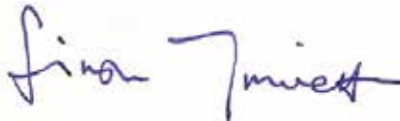
- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a 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 Registered Entity'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 Registered Entity'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 Registered Entity to cease to continue as a going concern.
- 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, 31 October 2023



## Contact

GPO Box 24229

Melbourne VIC 3001

[www.ourwatch.org.au](http://www.ourwatch.org.au)