



Blacktown Women's and Girls' Health Centre Inc.

Annual Report
2022/2023

Accredited at
Certificate Level of
the Australian Service
Excellence Standards





Blacktown Women's and Girls' Health Centre Inc
North West Sydney Domestic Violence Court Advocacy Service
Nepean Blue Mountains Domestic Violence Court Advocacy Service

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Funded by NSW Department of Health, administered by Western Sydney Local Health District
Funded by Legal Aid NSW

Blacktown Women's and Girls' Health Centre Inc. (BWGHC) is a Public Benevolent Institution with DGR Status. Donations of \$2.00 and above are tax deductible. The Centre holds **NSW Authority to fundraise: CFN/23808**.

All photos unless otherwise indicated are property of BWGHC. Thanks to the staff and students at BWGHC for their contribution of photographs to this report.

BWGHC Annual Report for 2022/2023 compiled by Shristi Singh

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We are committed to providing a professional, affordable and holistic gender informed service, promoting health, wellbeing and empowerment for women and girls, delivered in a caring, non-judgemental, respectful and safe environment.



Blacktown Women's and Girls' Health Centre Inc. (BWGHC) is a community-based, non-profit women's health centre which provides accessible health and wellbeing services for women and girls in Blacktown and Hills Shire LGA. Our peak body is Women's Health NSW, and we are part of a network of 20 community-based women's health centres in NSW which share a similar mission and ethos.

OUR MISSION

We are committed to providing a professional, affordable and holistic gender informed service promoting health, wellbeing and empowerment for women, delivered in a caring, non-judgemental, respectful and safe environment.

We achieve this by:

- Providing a holistic women's health service to the community.
- Educating women and children so they can make informed choices about health and well-being.
- Empowering women and children to make informed choices throughout their lives.
- Providing a safe place for women and children.
- Advocating for and supporting women from a feminist perspective.

OUR VALUES

We recognise that women's health encompasses the physical, spiritual, environmental, emotional and social wellbeing of women and girls. BWGHC offers a holistic approach to understanding, managing and supporting women, girls and the broader community in the Blacktown LGA to make informed decisions about their own health and wellbeing. This approach is based on feminist philosophy, with an emphasis on respect and empowerment for all women and girls. Our values are:

- **Dignity** – we treat all people in a way that is respectful of their diversity and as valued individuals.
- **Compassion** – in our interactions with people, we strive to be kind and empathic.
- **Optimism** – the unwavering belief in the positive potential inherent in people and society.

OUR SERVICE PRINCIPLES

- We are a community based, non-government organisation run by, and for women.
- We are a public benevolent institution providing a direct service to disadvantaged women.
- We focus on prevention and early intervention.
- We work in partnership with other agencies.
- We are accessible to all women and girls.
- We strive to maintain ethical standards in all our activities.
- We are committed to best practice.
- Our work environment reflects our values.

Our Community

BWGHC provides health and wellbeing services to women and girls in Blacktown LGA, a 'huge and diverse' area with high levels of cultural and linguistic diversity¹.

Many areas of Blacktown LGA experience high levels of socio-economic disadvantage, poor health outcomes and high levels of unmet need when it comes to service provision³.

Our area is also experiencing rapid urban development and population growth and is now one of the most densely populated Local Government Areas in Western Sydney², further increasing the demand for services.

BWGHC considers the unique needs of our local community. We provide accessible services that consider the social, cultural and economic barriers that may exist for women and girls wishing to access health services and resources in our area.





It is my privilege to present the Blacktown Women's and Girls' Health Centre (BWGHC) Annual Report covering the 2022-2023 financial year, to our many members, friends and stakeholders.

I am very happy to say that the overall performance of the BWGHC in the past year has been outstanding. The work done at all levels of the organisation has prepared a solid platform for ongoing growth and success of the organisation as it seeks to better serve the women and girls in Blacktown LGA it represents. The excellent performance of the Centre during the last twelve months is clearly testified by the array of programs and services we provide. The full details of our extensive range of programs are laid out in detail in the following pages of this Annual Report, which I encourage you all to read in depth.

In the course of the year, the Centre was successful in several grant submissions. We continue to receive donations, nominations and club grants. All these nominations and financial supports are very important to us, as they enable the provision of much needed extended services to young women and girls across the Blacktown LGA.

On behalf of the Management Committee, I express our gratitude to all the women and girls who use our services. Their ongoing trust in BWGHC to continue to be the Centre of excellence in women's health and domestic violence response in the Blacktown LGA, fuels all that we do.

I would like to sincerely appreciate our community partners. This includes but is not limited to the Outer Western Domestic Violence Network, Family Planning NSW, the Western Sydney Local Health District, NSW legal Aid and the Department of Communities and Justice, as well as numerous grass-root services and their workers whom we closely work with on a daily basis to ensure that women and girls get the relevant support they need.

I wish to acknowledge and extend my gratitude to our very able Executive Officer, Jhan Leach, for her professionalism, diligence and determination in executing our strategic and operational goals effectively and efficiently. Under her leadership and guidance, BWGHC is growing from strength to strength as evident from the variety of programs, services and partnerships established over the number of years she has been in the Centre.

Very importantly, I am very grateful to all the staff for their commitment, dedication, empathy and loyalty to BWGHC. Without their welcoming smiles, support, passion and commitment, it will be difficult (if not impossible) to make a difference to the health and well-being of our clients.

Finally, I would like to thank all the members of the Management Committee for their dedication, guidance and commitment to effectively govern the Centre. Your ability to promptly respond to the ongoing changing terrain that the sector is operating in, is highly appreciated.

I hereby present to you 2022-2023 Chairperson's annual report.

Yours Sincerely,

Dr Olayide Ogunsiji



Treasurer's Report | Vaishali Parmar



It is with huge honour and pride I take on the responsibility of being Treasurer for BWGHC. The mix of diversity and experience that each member of our committee brings forward is inspiring and something we all should be proud of. When I first met Jhan and some of the ladies during a grant presentation, it was a pivotal moment for me to contribute on an ongoing basis and give something back to the community. Having worked in a frontline management role, I have interacted with many vulnerable members of our community who can use appropriate support and guidance.

With this report I would like to take the opportunity to thank all the staff, volunteers & members for showing resiliency in adapting to rapid changes & challenges presented.

The centre remains committed in delivering the services that our community needs. It is also important for our employees and members to focus on their own safety & wellbeing, which is highly encouraged. Coming months will see us navigate the new normal & continue to deliver on our services.

“Not all of us can do great things. But we can do small things with great love.” — Mother Teresa.

Vaishali Parmar



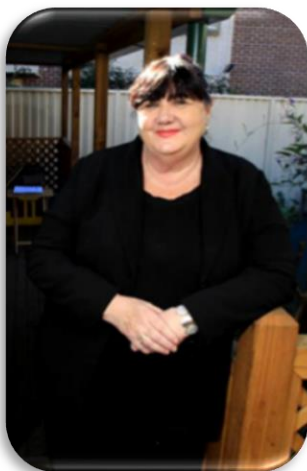
Local Small Business Awards 2023
Jhan Leach (Executive Officer), Kylie Tarasenko (Program Coordinator),
Dr Olayide Ogunsiji (Chairperson)



Most Inclusive Employer Award 2023
Dr Olayide Ogunsiji (Chairperson), Neena Sood Manger (NOVA employment), Kylie Tarasenko (Program Coordinator)



Executive Officer's Report | Jhan Leach



Thank you, to our dedicated Management Committee Members, our Chairperson Dr Olayide Ogunsiji, Treasurer Vaishali Parmar, Members, Barbara Hillman, Susan Baxter, Tammy Uma saran and Mariam Mourad, for all their excellent guidance and support over this past financial year. To our professional and dedicated staff, our service partners, our volunteers and students. Our medical, counselling, case management, reception and health program teams, have provided women and girls with a high standard and excellence in service delivery. Our Women's Domestic Violence Court Advocacy Services have dedicated their work to assist women, girls and children facing the toughest and most challenging times. We thank our North West Sydney Women's Domestic Violence Court Advocacy Service Manager, Jane Attard-Taylor and Assistant Manager Belinda Ryes-Corral and our Nepean Blue Mountains Women's Domestic Violence Court Advocacy Service Manager, Angie Gehle and Assistant Manager Kim King and their teams. I thank them for their dedication and excellent work, which has received high praise from the Legal Aid NSW, Women's Domestic Violence Court Advocacy Program Manager, Alice Styles and her Team over this past year.

Thank you to our community partners, our dedicated Family Planning NSW, Doctors and Nurses, who hold clinics every Wednesday; Women's Legal Services NSW and South West Sydney Community Legal Service's Solicitors clinics held fortnightly; the Australian Drug Foundation - Blacktown Local Drug Action Teams, Art therapy programs, Blacktown Domestic Violence Forum, WSLHD Multicultural Health Service programs. We support women, girls and children in our communities with our free food program, with Food Bank and Oz Harvest and their ongoing commitment is, to provide us with food for our most vulnerable clients.

We're very grateful to Nova Employment Blacktown Manager, Neena Sood, for all her and her team's ongoing dedication and support and thank you to NOVA Employment for this year's nominations, which enabled us to win the Blacktown City Local Business Award for Most Inclusive Employer and the Australian Women's Small Business Champion Award for Most Inclusive Employer in 2023. We sincerely thank our donors for their help and provision of funds, for our Blacktown Women's and Girls' Domestic Violence Emergency Fund and the Blacktown Club Grant Program funding from the Blacktown Lifestyle Group and we are privileged to receive support of the Chairperson Kay Kelley and the Board of Directors, CEO Morgan Stuart. We received dedicated and ongoing support and donations from Mr Rod Cullen at Lander Toyota, for our vehicle and to all our sponsors and donors, who have assisted us materially, physically and financially this year, we're very grateful and thank you.

We have achieved solid progress this year with staff recruitment and development, Strategic and Business Planning and team building; our successful re- Accreditation with QIP ASES, enabling our continuing solid service growth. We have succeeded in collaborating with a number of government and non-government organisations across the Blacktown and Nepean LGA's and I would like to thank them for their support and dedication to women, girls, children and families in our community. I'm very proud to have the ongoing support of our Local Member for Parliament, Mr Stephen Bali MP and I'm honoured to represent our organisation because of these achievements.

Yours sincerely,

Jhan Leach

Our Structure



Staff and Personnel

BWGHC employs permanent and sessional/casual staff as required and also provides students with placement opportunities. BWGHC also receives invaluable assistance and support from our volunteers. All personnel are accountable to the Executive Officer, Jhan Leach, who reports to the Management Committee.

Management Committee

BWGHC is an Incorporated Association, which is governed by a Management Committee made up of women committed to advancing the health priorities of women, girls, children and families living in our local community. The Management Committee is structured and operates according to the Rules of Association and consists of the Chairperson, Vice-chairperson, Secretary, Treasurer and Ordinary Members.

Funding

- NSW Department of Health, as administered by the Western Sydney Local Health District.
- Legal Aid New South Wales, Women's Domestic Violence Court Advocacy Program.
- Additional sources of funding are sought and provided via grant applications, community donations and strategic partnerships with other organisations.



Blacktown Women's and Girls' Health Centre



Stephen Bali, MP, The Hon. Chris Minns, MP, Dr. Olayide Ogunsiji, and Sameer Pandey, MP



Morgan Stewart CEO and Simon Graham, (Workers Lifestyle Group) with staff of NWSWDVCAS

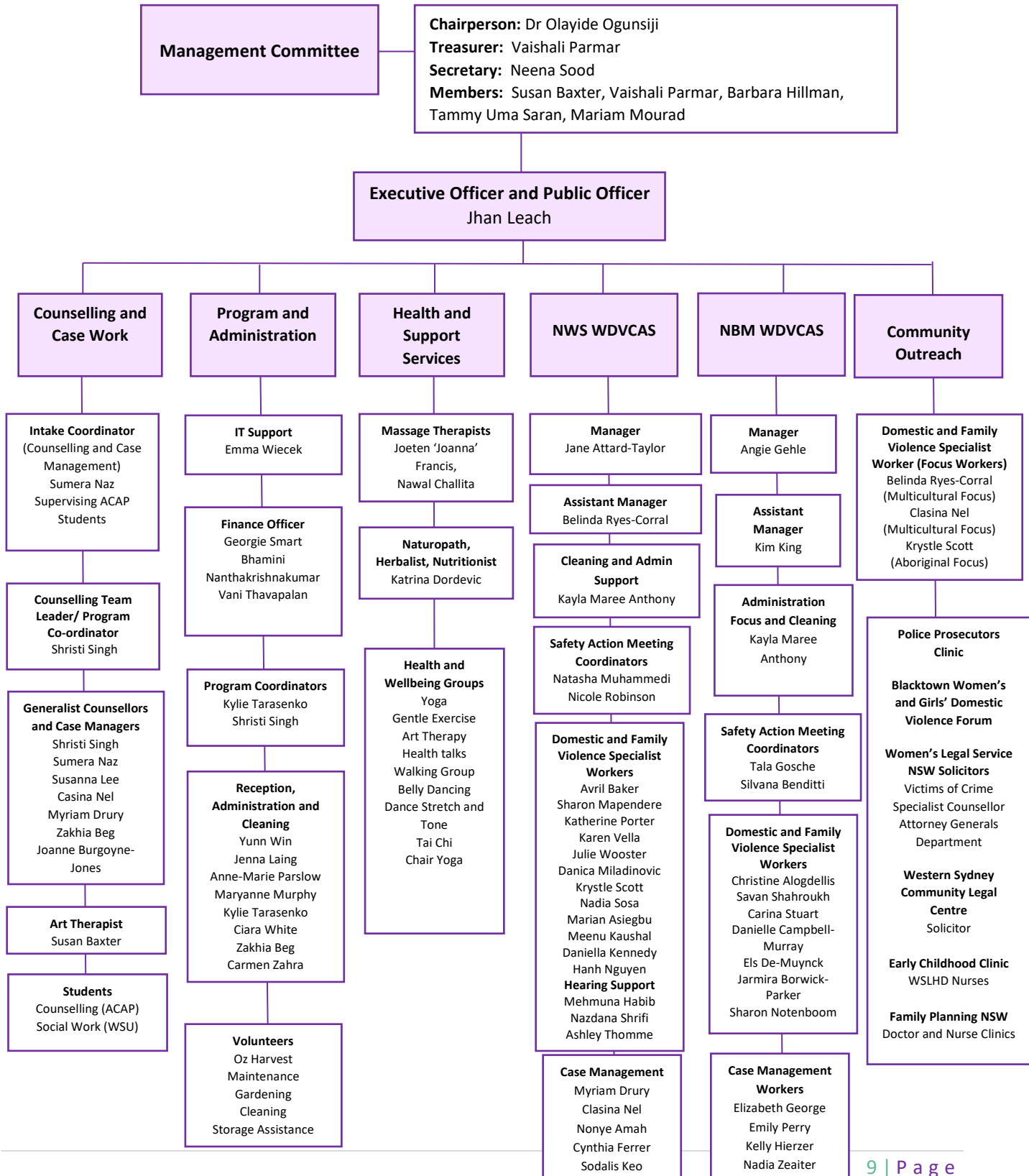


Kylie Tarasenko BWGHC, Simon Graham, Terry O'Loughlin, Kay Kelly, Chairperson from the Workers Lifestyle Group

Our Structure



Blacktown Women's and Girls' Health Centre, Nepean Blue Mountains and North West Sydney Women's Domestic Violence Court Advocacy Services



Working in alignment with NSW Health Goals



BWGHC works in alignment with NSW Government Health Goals. The following is extracted from the NSW Health Framework for Women's Health:

Women's health priorities across the life stages

Goal

To deliver services and foster environments in NSW which help women to meet their physical, social and economic potential, by increasing opportunities for women to be healthy at every stage in their lives and preventing avoidable detrimental health outcomes such as chronic disease.

Purpose

To identify health needs particular to women (whether biological or social); to deliver appropriate healthcare and health-promoting services; and to monitor the impact of interventions on groups of women at most risk of poor health.

Approach

The framework focuses on issues where the detrimental health impact is disproportionately experienced by women, or where the response is different for women than for men. The framework places women at the centre of decision making for their own health and acknowledges women's health is impacted by many factors including housing, rural living, employment and access to services.

As health outcomes are influenced by the cumulative effect overtime of social determinants, a life stage approach is used to structure opportunities for enhanced delivery of services and programs.

Values

NSW Health's CORE values are the guiding principles for implementation of women's health strategies.

The CORE values are:
**Collaboration, Openness,
Respect and Empowerment.**



Priority populations

While the Women's Health Framework is for *all* women, it is recognised that there are certain population groups, which experience poorer health and/or due to their circumstances may require focused attention to better address their health needs. Examples of priority populations in women's health include:

- **Aboriginal & Torres Strait Islander women**
- **Women from culturally and linguistically diverse communities, migrant and refugee women**
- **Women who are socio-economically disadvantaged**
- **Women with disability**
- **Women who are primary or secondary carers for other people**
- **Women who experience violence (sexual, domestic and family violence)**
- **Women living in rural and remote areas**
- **Lesbian, bisexual, trans-gender and inter-gender women.**

These priority populations are similarly identified by the National Women's Health Policy. Working to advance women's health also requires working with the communities in which women live.

Partnerships

Improving health outcomes for all women will require an across-government and multi-sectoral approach. NSW Health has funded a range of community-based services supporting women's health and arrangements for evidence-based service delivery will remain important into the future. Need to build strategic partnerships with other organisations which are not funded by the health system. This framework identifies the partnerships between NSW Government agencies which contribute to the infrastructure, services and programs supporting women's good health.

Source: NSW Health Framework for Women's Health, 2013





Quality, Innovation and Performance

BWGHC is accredited at Certificate Level of the Australian Service Excellence Standards (ASES). Since receiving accreditation, the Centre has continued to upgrade systems and processes in order to meet ongoing improvement targets for internal processes, and strengthening our operational policies and procedures, including recruitment, employment, financial and organisational management.

Meeting High Demand

BWGHC has undergone important changes during this financial year. We have improved our Centre's facilities and continued to expand our capacity to meet high demand for services.

We have also employed additional staff to meet the continuing high demand for our counselling and case management services and for the North Western Sydney Domestic Violence Court Advocacy service.

Improving Effectiveness

BWGHC has taken an efficient and consistent approach to managing the continuing high level of demand by new clients for counselling and case management, including the growing demand for domestic violence and crisis response.

This year we have continued our work with Legal Aid NSW alongside North Western Sydney Domestic Violence Court Advocacy Service. We have a good working relationship with the Women's Domestic Violence Court Advocacy Program at Legal Aid NSW. Achieving solid progress this year with staff recruitment and development, team building, strategic and business planning and enabling our strong service growth.

Our health promotions and early intervention group program has brought the Centre into new partnerships with local organisations and agencies, and provided women and girls with useful ways to address issues such as physical health, mental health and social wellbeing, regardless of age or cultural background.

The **BWGHC Domestic Violence Women's Girls' and Children's Emergency Fund** is able to respond to the growing needs of women, children and girls, fleeing domestic violence, sexual abuse, homelessness and has been supported with a NSW Clubs Grant from Blacktown Workers Club. During the next 12 months, this fund will continue to provide practical assistance for women, girls and children in crisis and at risk of homelessness.

The BWGHC Reception team, the first 'point of call' for clients, received between 20 – 40 calls a day.

Over 10% of the calls were complex or crisis related, requiring sound knowledge of referral pathways and appropriate services, internal and external, for the woman or girls calling.



Meeting NSW Health Requirements

BWGHC continues to effectively, quantitatively record and measure our performance in all areas through our Key Performance Indicators (KPIs), which were developed in consultation with NSW Health to meet their requirements and provide a consistent framework for monitoring and evaluating performance.



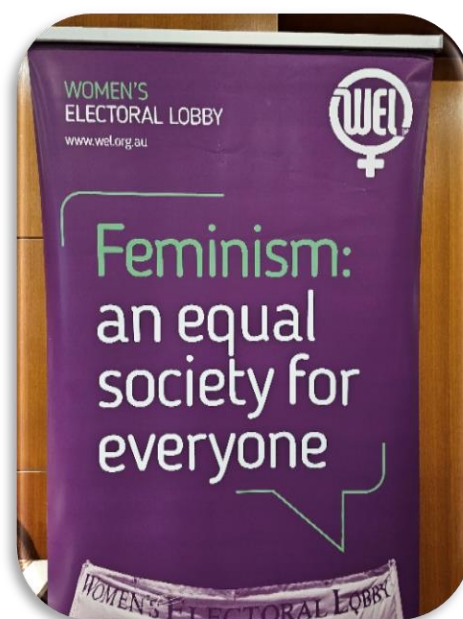
Blacktown Women and Girls Health Centre Inc. provides affordable, accessible and multi-disciplinary services to girls and women across their lifespan, particularly focusing on vulnerable population groups.

Our services target key health issues impacting women and girls, including sexual and reproductive health, mental health and wellbeing, domestic and family violence, and chronic illness and disease.

As a community health organization, BWGHC aims to operate as a 'one-stop shop' delivering integrated care to women and girls with complex needs and those who do not readily engage with health services. Services are free or low-cost. No woman or girl is turned away due to inability to pay.

BWGHC Services

- **Women's Domestic Violence Court Advocacy Service:** North Western Sydney Women's Domestic Violence Court Advocacy Service (NWSWDVCAS)
- **Counselling** Domestic Violence, Sexual Abuse and General Counselling support for women and girls to assist in dealing with trauma, stress and personal issues both immediate and long-term)
- **Case Management** (Consistent co-ordinated support for women and girls with complex needs)
- **Women's Health Nurse Clinic** (Free education, information, breast checks and more)
- **Naturopathy and Nutrition**
- **Remedial Massage Therapy**
- **Art Therapy**
- **Health Promotion and Community Outreach**
- **Early Intervention and Health Promotion Group Program**
- **Yoga, Gentle Exercise, Dance Stretch and Tone**



Western Sydney Women – Saying YES to the voice Campaign

BWGHC Services: In-House Partnerships

Our strong partnerships with other organisations help us to provide relevant, appropriate and responsive services to women and girls in our local community. The following services are provided onsite at BWGHC through our community partnerships:

- **Sexual and Reproductive Health Doctor and Nurse Clinics:** Family Planning NSW
- **Domestic Violence Counselling:** North West Sydney Women's Domestic Violence Court Advocacy Service (NWSWDVCAS)
- **Early Childhood Health Clinic:** Early Childhood Nurses from the Western Sydney Local Health District
- **Legal Support:** Women's Legal Services NSW (WLSNSW) Solicitors & Western Sydney Community Legal Centre (WSCLC) Solicitors
- **Police Prosecutors Clinic:** (DV Clinics – Blacktown)
- **Blacktown Domestic Violence Forum:** Blacktown Women's and Girls Health Centre and NWSWDVCAS.
- **Indigenous Women's Legal Support:** Indigenous Women's Legal Program (WLSNSW)
- **African Women's Health and Support Organisation (AWHASO):** regular outreach, meetings and information forums hosted by BWGHC
- **WSLHD Multicultural Health:** Health programs for Culturally and Linguistically Diverse Women and Girls.
- **Australian Drug Foundation:** Blacktown Local Drug Action Team
- **Western Sydney Local Health District:** Health and wellbeing Programs



Early Intervention and Health Promotion Group Programs (2022/2023)

- African Women's Health and Support Organisation (AWHASO) Groups
- Belly Dancing Group
- Bra Gifting Day
- Centrelink Information Workshop
- Dance, Stretch & Tone Classes
- English Classes
- Gentle Exercise Classes
- Healthy Eating on a Budget
- How to get a better night's sleep
- Information sessions for local school students
- Living Mindfully Groups
- Massage Therapy
- Meditation
- Naturopathy Services
- Oz Harvest/Food Bank
- Parenting Group – Tuning into Kids
- Police Prosecutors Clinic
- Self Care & Mindfulness Art Therapy
- Spring Clean Your Gut
- Tai Chi
- The Heart Foundation - Women's Walking Group
- WSLHD Multicultural Women's Health Groups
- Yoga



Raising Women's voices with Women's Electoral Lobby & Immigrant Women's Speak out

Left: Audience; Right: Professor Gabrielle Appleby, Colleen Mitchell, Ruby Langton-Batty & Nalika Padmasena

"Very welcoming; informative; good people.
Support catering to different needs of
individuals".

***Community Member**



Support through Covid-19 and Interest Rate Rises

During 2022 and 2023 we have continued to adapt to life with Covid-19. Our services with counselling, legal and Family Planning appointments are now entirely face-to-face. Blacktown Women's and Girls' Health Centre recognises the importance of face-to-face services as a way of providing the best possible service to our clients. Free food through Oz Harvest has continued to over 40 families each week during the complete period. We continued to use our group room as our new waiting area for our Family Planning NSW clinics. As restrictions started to ease we were able to begin offering face to face client services including counselling, massage, small groups, art therapy and Oz Harvest/Food Bank. The transformation of our children's cottage into a counselling room has been fantastic, so that staff and clients could maintain the required social distancing. This year we have also provided a new room on the premises to further practice our counselling and case management support. Thankfully, we were still able to have the Family Planning Doctor and Nurse on site, so we could have both face to face and telehealth appointments when possible. Oz Harvest and Foodbank services continued to operate with the new system and it seems to be working well; the women appreciate that we have still been able to supply them with much needed food during these difficult times as interest rates continue to rise.

"Every service that is provided in this centre is wonderful, very friendly environment. The staff are very friendly and counselling has helped me a lot."

***Community Member**



Maryanne Murphy and Ciara White at R U OK? Morning Tea



Accessible and Culturally Responsive Services

During the 2022-2023 Financial Period, BWGHC provided culturally responsive services to women and girls from culturally and linguistically diverse backgrounds. Clients were provided with a free interpreter when needed, either onsite or via the Telephone Interpreter Service (TIS).

BWGHC continued to develop and strengthen interagency and community partnerships. These partnerships allow BWGHC to benefit from the expertise of organisations which work closely with culturally diverse community groups to provide culturally responsive services including referrals, events and resources.

- Blacktown Women’s and Girls’ Health Centre hosted regular outreach meetings by the African Women’s Health and Support Organisation (AWHASO).
- We are members of an advisory committee that was led by SydWest Multicultural Services for the ‘CALD Domestic Violence Prevention Project’. The aim of this project was to reduce violence against women and their children residing in the Blacktown LGA. The target groups were Afghan, South Sudanese and Indian Sub-Continent refugee and migrant communities.
- We delivered programs for Indigenous and CALD women and children onsite with Ngroo Education Aboriginal Corporation.
- Blacktown Women’s and Girls’ Health Centre participated in Naidoc week, delivering health information and service referrals to CALD communities.



***Blacktown & Doonside Commbank Branch –
Staying Safe Online Workshop and Appreciation***

***Thyra Fernandes-Mohtaj,
Monalisa Shilpakar Sthapit & Shristi Singh***



***Blacktown & Doonside Commonwealth Bank
Branches delivering Staying Safe Online
Workshop Audience***



During the financial year **2022-2023**

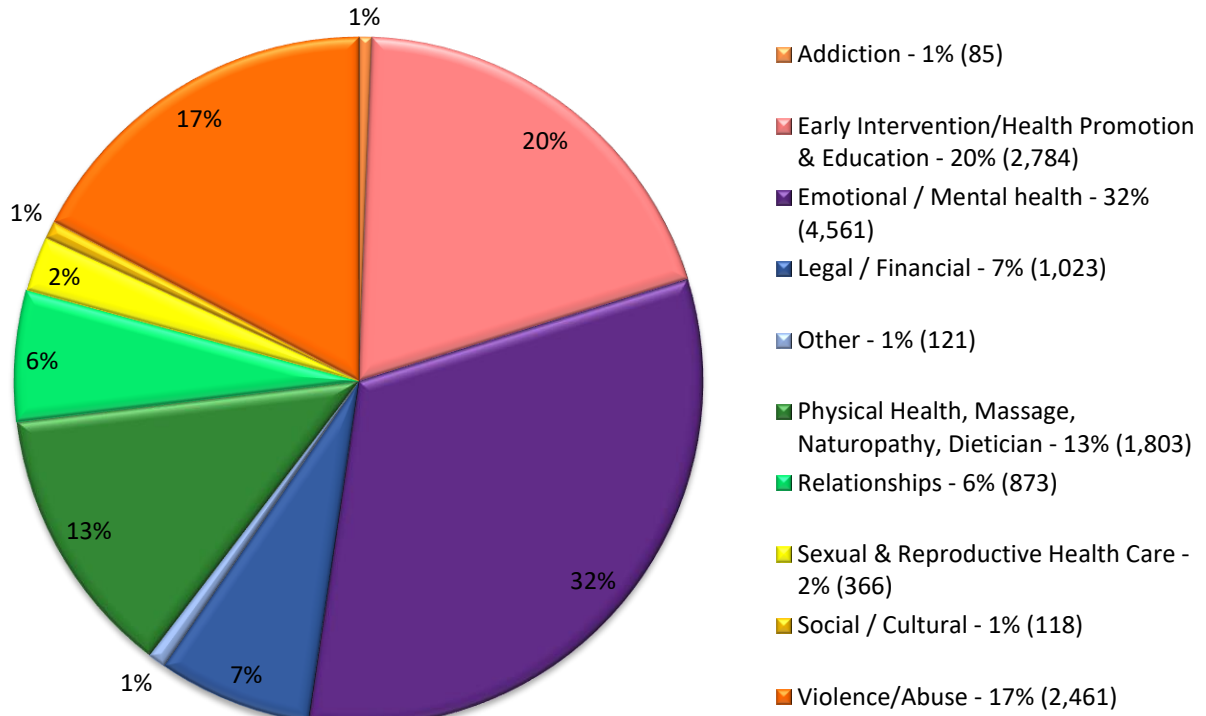
A total of **9,448** women and girls contacted the centre for assistance.

3,751 women and girls attended appointments.

2,784 women and girls attended groups and activities.

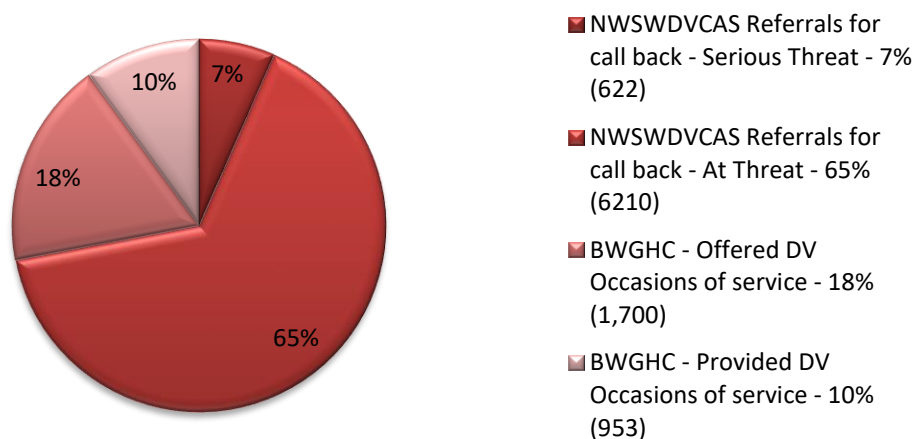
2,913 women contacted the centre for referral, information and crisis support.

Key Presenting Issues for 2022-2023



* Data sourced from Women's Health Database & Quarterly Statistics Reports

Domestic Violence Occasions of Service 2022-2023



North West Sydney Women's Domestic Violence Court Advocacy Service (NWSWDVCAS)



About Us

The North West Sydney Women's Domestic Violence Court Advocacy Service is one of 27 services of the Women's Domestic Violence Court Advocacy Program across NSW. Our service provides support for women experiencing domestic and family violence across the community. This support includes threat assessment, information, referrals, case co-ordination, case management, safety planning and Court advocacy at Blacktown and Mt Druitt Local Courts. NWSWDVCAS assist women to obtain effective legal protection from NSW Courts through the application of Apprehended Violence Orders (AVOs). Support is provided before, during and after the Court process.

The Women's Domestic Violence Court Advocacy Program (WDCAP) mission and aims guide NWSWDVCAS. We recognise the disproportionate and negative impact of domestic and family violence on women and provide a respectful service where women are treated with dignity, respect and sensitivity. Women can freely express their needs and make decisions in a supported and non-judgemental environment.

Our highly skilled WDCAS Workers provide a trauma informed model of service delivery and an integrated response to women assessed as 'threat' and 'serious threat' of injury or death due to domestic and family violence.

NWSWDVCAS facts & highlights at a glance

- Provided services at 2 Local Courts: Blacktown and Mt Druitt.
- Provided 15,196 Service events to 3,064 clients.
- Assisted clients to obtain 603 Final ADVO's.
- 20,570 referrals made to specialist services
- 508 clients identified as Aboriginal or Torres Strait Islander
- 1,083 Clients assisted were from Multicultural backgrounds

NWSWDVCAS is funded by Legal Aid NSW



NWSWDVCAS Team Members

Front row: Natasha, Ashley, Hanh, Sodalis, Jane, Nadia, Belinda, Karen

Back row: Krystle, Nicole, Avril, Sharon, Danica, Marian, Naz, Myriam



The NWSWDVCAS team consists of:

Manager	Jane Attard-Taylor
Assistant Manager	Belinda Ryes-Corral
Domestic & Family Violence Specialist Worker (Aboriginal Focus)	Krystle Scott
Domestic & Family Violence Specialist Worker (Multicultural Focus)	Danica Miladinovic
Blacktown Safety Action Meeting Coordinator	Natasha Muhammedi
Mt Druitt Safety Action Meeting Coordinator	Nicole Robinson
Case Management Worker/ Domestic & Family Violence Specialist Worker	Clasina Nel
Case Management Worker/ Domestic & Family Violence Specialist Worker	Cynthia Ferrer
Case Management Worker/ Domestic & Family Violence Specialist Worker	Myriam Drury
Case Management Worker/ Domestic & Family Violence Specialist Worker	Nonye Amah
Case Management Worker/ Domestic & Family Violence Specialist Worker	Sodalís Keo
Hearing Support Worker/Domestic & Family Violence Specialist Worker	Ashley Thomme
Hearing Support Worker/Domestic & Family Violence Specialist Worker	Moni Habib
Hearing Support Worker/Domestic & Family Violence Specialist Worker	Naz Sharifi
Domestic & Family Violence Specialist Worker	Avril Baker
Domestic & Family Violence Specialist Worker	Daniella Kennedy
Domestic & Family Violence Specialist Worker	Hanh Nguyen
Domestic & Family Violence Specialist Worker	Julie Wooster
Domestic & Family Violence Specialist Worker	Karen Vella
Domestic & Family Violence Specialist Worker	Katherine Porter
Domestic & Family Violence Specialist Worker	Marian Asiegbu
Domestic & Family Violence Specialist Worker	Meenu Kaushal
Domestic & Family Violence Specialist Worker	Nadia Sosa
Domestic & Family Violence Specialist Worker	Sharon Mapendere
Cleaner and Admin Support	Kayla Anthony

We also acknowledge the following staff members: Marianne Close, Vanessa Earl & Nieshanka Nanthakrishnakumar.



I would like to begin my 2022-2023 Annual Report by acknowledging the traditional custodians of the land in which we work, the Dharug people. I am honoured to live and work on the ancestral lands of the Dharug people and respect their continuing culture and the contribution they make to Blacktown City and the surrounding region.

This financial year has seen some substantial growth within our service allowing us to grow our service provisions and provide a high-level response to victims of domestic and family violence in our area.

The North West Sydney WDV CAS was selected to participate in the 12 month Hearing Support Pilot due to the high number of domestic violence hearings that occur at Blacktown and Mt Druitt Courts. The Hearing Support Pilot aims to enable WDV CAS to provide specialist hearing support to women victims of domestic and family violence to address barriers to court attendance and reduce the stress and trauma

associated with the court process. Hearing Support Workers provide intensive support prior to Court in preparation for Hearings, accompanying victims through the Hearing process, high-level advocacy with Police to ensure defendants cannot intimidate victims, and ongoing support and referrals after the Court process. We have received some amazing feedback from our clients and stakeholders about the support provided to clients during the stressful period of going through the Court process. The Hearing Support Pilot has now extended to all WDV CASs in the state and has now been increased for a further 12 months. The Hearing Support Pilot is an extension of the Court work and compliments the work we were already doing supporting victims.

With the new Labour Government and additional funding contributed to domestic violence services, WDV CASs around the State were granted funding on an ongoing basis to provide Case Management support for our clients. Our experienced Case Management Workers provide a trauma-informed, strengths-based approach providing an intensive, longer-term support to women who have experienced or who are experiencing domestic and family violence, and have complex needs. The 3 most common supports provided for Case Management clients include housing and accommodation and/or security upgrades to their existing home, assistance with Victims Services applications, and financial assistance or material aid. In the past 12 months, we have seen them achieve outstanding results for our clients and their children, helping them recover from their experience of domestic and family violence physically, emotionally, mentally and practically, and helping clients escape the cycle of violence wherever possible.

During this financial period, we have noticed an increase of women facing significant financial hardship and economic disadvantage. With the increase of interest rates and the cost of living, our clients are making more requests for financial assistance and material aid. We are noticing that women that are currently in stable employment are also requiring financial assistance as their income is not able to keep up with the increase of cost for essential items. For many, this is the first time in their life that they have had to reach out for financial support and ask for help. Women continue to provide a disproportionate amount of unpaid work in the household and take up the caring responsibilities of children and other family members. This further disadvantages women and they are more often facing financial hardship compared to men.



We have noticed an increase of families and/or multigenerational families sharing homes together. For many this is a more affordable option and reduces the financial strain in families. Clients have expressed the feeling of being overcrowded in their home creating tension and lack of privacy. This often leads to incidences between family members where several members of the same family are involved.

During these challenging times, the NWSWDVCAS have continued to respond appropriately to address these challenges. Our service is often referring clients to Financial Counselling services to assist them in the long term with managing their finances. We provide an extensive list of places/services in the local area that can provide essential services such as food, clothing, accommodation, assistance with utilities, furniture and whitegoods and homelessness support.

I was nominated and received an award at the International Women's Day event hosted by Sydwest Multicultural Services. This was the first year that the Multicultural Service gave awards to recognise the contributions and hard work of women who have demonstrated exceptional leadership, creativity and dedication in their roles as a community leader or their work. We have a very well established relationship with the domestic violence team at Sydwest and was honoured to have received this award which was presented by our Deputy Mayor, Julie Griffith. This was a proud moment for me in my career and having my eldest daughter, Amber there to see me receive it was very special.

Training and Development undertaken by NWSWDVCAS staff include:

- Safety Action Meeting Training
- AVO and Court Information Sessions
- Introduction to WDVCS with Legal Aid NSW
- Building understanding of and responses to strangulation - Insight Exchange
- Hand in Hand Make it Happen. Make it Matter Conference - LEAD Professional Development
- Understanding & Responding to Strangulation - Insight Exchange
- Identify and report children and young people at risk
- Court Preparation Training
- Sticky Stuff Sexual Health Training - Y Foundation
- DFV and Trauma-Informed Practice - DV NSW online
- Misidentification Training - DV NSW
- Responding to DFV in Settlement Services
- Suicide Prevention Training - Wesley LifeForce Suicide Prevention
- Victims Services Training
- Turning Lateral Violence Into Lateral Kindness - Aboriginal Workforce Development Program
- Webinar - The Homeless Person's Legal Service, Criminal Legal Service for Women
- Understanding Arabic Relationships - ICSA
- Domestic & family violence - supporting clients to navigate the family law system
- Responding to Family Violence & Coercive Control Against Women Summit - The Hatchery
- Leading Authentically - LEAD Professional Development
- Providing Supervision for Case Management Workers - Legal Aid NSW
- First Aid



Krystle & Danica



- Keeping Them Safe online MRG, reporting and information sharing training
- WDVCAP Unit Continuing Education Program - Public Speaking
- DV-Alert Training (Multicultural focus)
- Domestic Violence Electronic Monitoring Scheme
- Mental Health in the Workplace
- New Support for Women on Temporary Visas Experiencing Family & Domestic Violence
- WDVCAP Database Training
- Wormald Fire Evacuation & Warden Training

I would like to take this opportunity to thank all the community partners who we collaborate with and accept our referrals to continue to work with and effectively support our clients. Also, a very big thank you to the NSW Police Force staff from Blacktown, Mt Druitt and Riverstone Police Area Commands especially the Domestic Violence Officers which we work closely with.

Thank you to the Seconded Workers that assisted us at Blacktown and Mt Druitt Local Courts. Seconded workers play a vital part in providing much needed assistance to women subjected to domestic violence, as well as gaining the opportunity to build on skill set and professional development. Seconded workers help the WDVCAS to ensure that all women who attend court can speak to a worker who understands the dynamics of domestic and family violence, as well as local and appropriate referral pathways. Many thanks to the Seconded Workers who assisted from the following services:

- Mt Druitt Family Violence Service
- Domestic Violence Service Management
- Wesley Mission
- Women's Activities and Self Help House (WASH House)

Many thanks to our Domestic Violence Duty Service (DVDS) who are legal practitioners providing legal advice and representation to our clients at Blacktown & Mt Druitt Local Courts on AVO list days. They have assisted many clients experiencing domestic and family violence (including protected persons in police-initiated AVOs). We are very grateful to the following DVDSs, Women's Legal Services, Eleni Overell, Irfan Peerzada, Kirandeep Kaur Sahota, Mark Warren, Mohammed Algalele, Sionea Breust, David Cleverly Uchenna Okereke, Houda Hallani, Nazira Sowaid, Agnieszka Godden, Jacqueline Griffin, Kyle Kutasi, Richard McDonald, Steven Shneider, Razia Shafiq & Mohammed Algalele.



NWSWDVCAS TEAM Members at a Training Day

Naz, Belinda, Moni, Sodalis, Hanh, Meenu, Karen, Danica, Krystle, Kath, Marian, Nicole, Avril, Hanh & Jane.

I would like to say a very special thank you and acknowledge the work that the team at NWSWDVCAS do every day. They are a group of professional and dedicated women who strive to achieve the best possible outcomes for our clients and their families impacted by domestic and family violence. It is an honour to work with such passionate and hard working women.

Lastly, I would like to thank Blacktown Women's and Girls' Health Centre Executive Officer, Jhan Leach, the Management Committee and the Women's Domestic Violence Court Advocacy Program (WDVCAP) for their ongoing support and guidance.

Jane Attard-Taylor



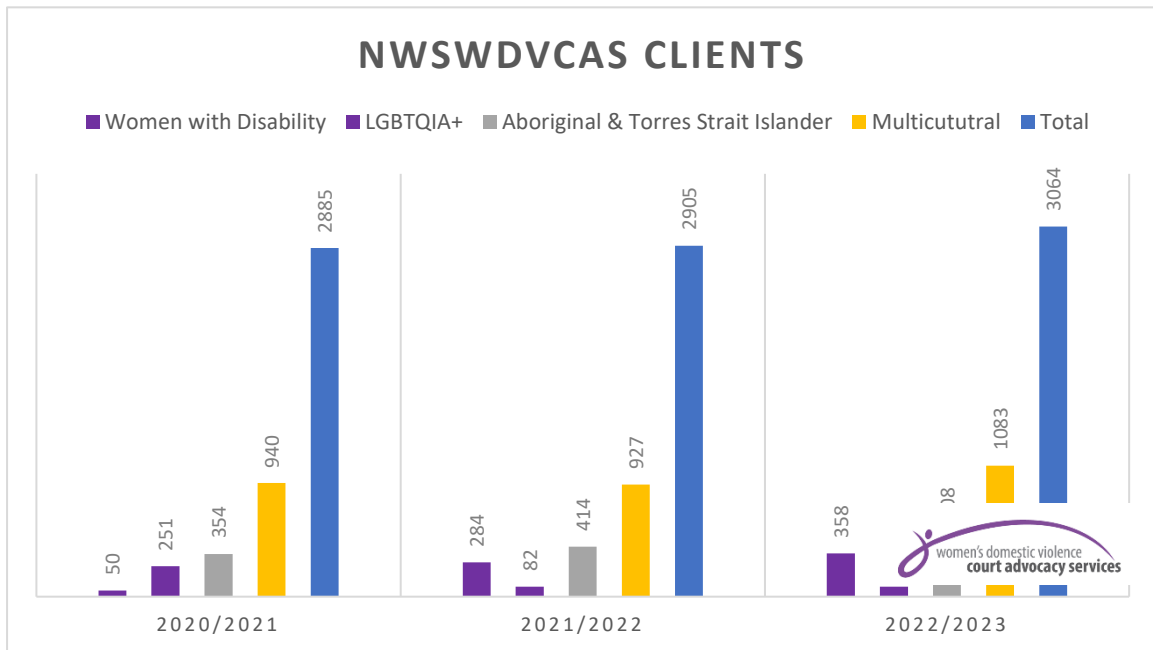
Eligibility criteria and target groups

WNSWDVCASs are accessible to all women aged over 16 years who have experienced or are experiencing domestic violence.

WNSWDVCASs have particular regard to the following groups in our service delivery. WNSWDVCASs deliver services to these groups in a way that is tailored to their specific needs, experiences, strengths and vulnerabilities.

- Aboriginal women;
- Women from multicultural communities;
- Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) women;
- Women living with disability;
- Young women (under 25 years of age);
- Older women (over 65 years of age); and
- Women who have been incorrectly identified as the person using violence in court proceedings.

WNSWDVCASs also support the children of clients wherever possible.



Client Feedback

Your commitment to ensuring every client feels supported and comfortable through the process is exceptional. You played a crucial role in making a challenging situation more manageable for me, and I'm genuinely thankful for that.

Thank you so much for the information. I just wanted you to know that you have made me feel heard and supported on that day. Thank you so much for listening and for providing me with the safety plan.



NWSWDVCAS provide women experiencing domestic and family violence with:

- **Threat assessment and safety planning** – The Domestic Violence Safety Assessment Tool (DVSAT) is a standard means that we use when assessing the level of threat to people experiencing domestic and family violence. The use of the DVSAT allows us to offer clients appropriate and tailored support, prioritise clients at greater risk of harm and target action to prevent violence from escalating. A person may be assessed as either 'at threat' or 'at serious threat' due to domestic and family violence through completion of the DVSAT. We seek to address clients' immediate safety needs and we offer clients safety planning where possible.
- **Case coordination** – We offer warm referrals to local services for women's key needs (e.g. housing, counselling, legal advice). We arrange and follow up on the delivery of services and supports to women and their children.
- **Information** – We provide legal information which involves describing legal procedures or processes and can include providing basic information about: making an application for an AVO; making a statement to the NSW Police Force regarding an AVO and/or a criminal offence; court proceedings; the effectiveness of an AVO, including reporting of AVO breaches; the role of the NSW Police Force; the role of legal representatives, including individual legal practitioners, representatives from Legal Aid NSW including the Domestic Violence Duty Service (DVDS), Police Prosecutors and community legal centres; and domestic and family violence legislation.
- **Court advocacy** – We provide advocacy to women going through the court process in relation to domestic and family violence matters. In particular, we help women obtain legal protection through Apprehended Domestic Violence Orders (ADVOs), tailored to meet the client's individual needs. This may involve advocating on the client's behalf with other organisations.
- **Case Management** – New to the NWSWDVCAS, we can now provide short to long-term case management services to eligible clients. Our Case Managers develop a person-centred case plan that identifies their key safety issues, needs and goals, and options for addressing these. Case management is undertaken within a trauma-informed, strengths-based framework that aims to respect and support clients' autonomy.
- **Hearing Support** – We provide specialist Hearing Support for victims in regard to defended hearings in Blacktown & Mt Druitt Local Courts for Apprehended Domestic Violence Order (ADVO) and/or domestic and family violence related criminal charge matters. We help address barriers to Court attendance and reduce the stress and trauma associated with the court process for victims, including giving evidence as a complainant.
- **Police Prosecutor Clinic** - The NSW Police Force in conjunction with NWSWDVCAS jointly run the Domestic Violence Prosecutor Clinics to provide an opportunity to prepare clients for defended hearings. The Prosecutor Clinics are held once a month at Blacktown Women's and Girls' Health Centre & Mt Druitt Court. The Prosecutor Clinics assist clients to eliminate any concerns they may have about giving evidence at Court by educating them about the Court procedure, and providing them with information necessary to prepare them for giving evidence at Court at the hearing of their Court matter held at either Blacktown or Mt Druitt Local Court. NWSWDVCAS would like to thank the Blacktown, Riverstone and Mt Druitt Police Prosecutors for their dedication; and support in assisting clients to have an enhanced understanding of the Court process and giving evidence.



NWSWDVCAS maintain strong and effective working relationships with key partners in order to gain specialist knowledge about the systems and services available to assist women and children experiencing domestic and family violence within the justice system. We use this knowledge in a respectful and collaborative way to assist women to negotiate these systems effectively. We work co-operatively and in collaboration with the following partners:

- NSW Police Force from Blacktown, Riverstone and Mt Druitt Police Area Commands, including the Domestic Violence Liaison Officers (DVLOs), NSW Police Prosecutors, and the Aboriginal Community Liaison Officers and Multicultural Community Liaison Officers.
- NSW Local Courts, including Blacktown and Mt Druitt Local Court staff
- Legal practitioners including solicitors on the Domestic Violence Duty Scheme (DVDS)

Non-government and government organisations such as:

Our key partners include:

- 1800 RESPECT
- Aboriginal Client & Community Support Officer at Blacktown & Mt Druitt Local Court
- Act for Kids
- Alice's Support Services
- Anglicare
- Baabayn Aboriginal Corporation
- Blacktown Women's & Girls' Health Centre
- Blacktown/Mount Druitt Sexual Assault Service (Yarra Place)
- Bonnie's Support Services
- Brighter Futures
- Community Health Centres – Doonside, Mt Druitt and Blacktown
- Community Resource Network
- Corrective Services NSW
- Department of Education
- Domestic Violence Line
- Domestic Violence Service Management
- DV West
- Elder Abuse Helpline & Resource Unit
- FaCS Child Protection
- FaCS Housing
- Family Advocacy and Support Services
- Family Connect & Support – Barnardos Australia
- Harman Foundation
- Housing NSW
- Indian (Sub-Cont) Crisis & Support Agency (ICSAO)
- Integrated Violence & Prevention Response Service
- Intellectual Disability Rights Service
- Legal Aid NSW
- Link2Home
- Marrin Weejali Aboriginal Corporation
- Mission Australia
- Mt Druitt Family Violence Service
- Ngallu Wal Aboriginal Child & Family Centre – Doonside
- NSW Court Service Centre
- NSW Health
- NSW Police Force Child Well-being Unit
- Odyssey House NSW
- Riverstone Neighbourhood Centre
- Relationships Australia
- Rosie's Place
- Salvation Army
- Services Australia, Centrelink
- Staying Home Leaving Violence
- St Vincent de Paul Society
- Syd West Multicultural Service
- The Hills Community Aid
- The Sanctuary – The Hills Women's Shelter
- The Translating and Interpreting Service
- The WASH House
- The Women's Cottage
- Uniting
- Victims and Witnesses of Crime Court Support
- Victim Services
- Wentworth Community Housing – Nurreen
- WESNET
- Western Sydney Community Legal Centre
- Wurringa Baiya Aboriginal Women's Legal Centre
- Women's Legal Services NSW



NWSWDVCAS have continued to maintain effective working relationships with our key partners and local services in our community. NWSWDVCAS is dedicated to raising awareness in the community of the impacts of domestic and family violence on individuals and the wider community. We have continued to represent NWSWDVCAS at interagency meetings, networks and forums and remain up to date with relevant sector information.

Meetings and Forums attended by NWSWDVCS staff are:

- Blacktown Domestic Violence Forum (BDVF) - chaired by NWSWDVCAS
- Blacktown Women's and Girls Health Centre AGM
- Outer West Domestic Violence Network (OWDVN)
- Police Prosecutor Clinics - held at BWGHC
- Koori Interagency - Riverstone Neighbourhood Centre
- Blacktown LGA Multicultural Interagency (BMI) - chaired by Syd West Multicultural Services
- BMI Access to Services Working Group - chaired by Syd West Multicultural Services
- BMI Health Working Group - chaired by Multicultural Health Service, Blacktown/Mt Druitt Health, Western Sydney Local Health District
- Women's Domestic Violence Court Advocacy Program Forum
- WDVCS Managers/Assistant Managers Meeting. Held online.
- WDVCS Online Forums - organised by DV NSW
- DV Vigil - organised by The WASH House
- Naidoc events at Penrith & Riverstone
- Naidoc Ball-Narang Birong Aboriginal Corporation
- 16 Days of Activism Walk with the OWDVN
- 16 Days of Activism Event with Blacktown Girls High School
- Hand in Hand Make it Happen. Make it Matter - LEAD Professional Development
- Official Opening of Blacktown's DV Memorial Grove
- Multifaith Donation Drive - It's In The Bag
- Dress For Success Multicultural Event
- Misidentification Forum - DV NSW
- IDAHOBIT Flag Raising Event - BACC
- Blacktown-Hills Home & Community Care Forum for Service Providers - presentation
- International Women's Day Event - organised by Sydwest Multicultural Services
- International Women's Day Event - organised by Blacktown City Council
- Coercive Control Summit
- Blacktown City Council Sorry Day Event - Nurragingy Reserve
- Australian Services Union 10 Days DV Leave Policy Launch
- DV Awareness Lunch - organised by Blacktown City Workers Club
- The Biggest Morning Tea - organised by Blacktown City Workers
- 2023 Women's Forum For Western Sydney-BCC Club



2022 Knit Bombing Project



2023 WDV CAP Forum
Clasina & Meenu



2023 WDV CAP Forum
Moni, Ashley, Sodalis



IDAHOBIT Flag Raising Event
Nonye, Clasina Jane & Naz



OWDVN 16 Days of Activism Walk
Sodalis, Jane, Belinda



Blacktown Workers Club DV Awareness Lunch
Naz, Jane, Natasha, Cynthia, Moni, Clasina, Avril & Krystle



WDVCAP 2023 Forum
Nonye, Karen, Meenu, Marian, Naz, Hanh



Supporting the Matilda's
Krystle & Nicole



WDVCAP 2023 Forum
Natasha, Danica & Avril



NBMWDVCAS TEAM:

Manager: Angie Gehle

Assistant Manager: Kim King

Domestic and Family Violence Specialist Worker (Aboriginal Focus): Christine Alogdellis

Domestic and Family Violence Specialist Worker (Multicultural Focus): Savan Shahroukh

Nepean Safety Action Meeting Coordinator: Tala Gosche

Blue Mountains Safety Action Meeting Coordinator: Silvana Benditti

Case Management Worker: Elizabeth George

Case Management Worker: Emily Perry

Case Management Worker: Kelly Hierzer

Case Management Worker: Nadia Zeaiter

Domestic and Family Violence Specialist Worker: Carina Stuart

Domestic and Family Violence Specialist Worker: Danielle Campbell-Murray

Domestic and Family Violence Specialist Worker: Els De-Muynck

Domestic and Family Violence Specialist Worker: Jarmira Borwick-Parker

Domestic and Family Violence Specialist Worker (Nepean SAM Proxy): Sharon Notenboom

Cleaner and Administration Support Worker: Kayla Anthony

We acknowledge the following staff members and the contributions they have made to the NBMWDVCAS during this reporting period:

Amelia Webster

Cynthia Ferrer

Janet Estaban

Josephine Wainhouse

Kessel Ryes-Corral

Leah George

Zakhia Beg



The Nepean Blue Mountains Women's Domestic Violence Court Advocacy Service (NBMWDVCAS) is one of 27 Women's Domestic Violence Court Advocacy Services across NSW and is managed by the Women's Domestic Violence Court Advocacy Program, Legal Aid NSW.

The service provides critical domestic and family violence specific services to women and their children across the Nepean, Blue Mountains and Hawkesbury regions. The support provided is comprehensive and includes: DFV Specific threat/risk assessment; information, referral, case-coordination; case management; safety planning and court advocacy at Penrith, Katoomba and Windsor Courts. NBMWDVCAS provides timely support, information and support to women and their children accessing legal protection through Apprehended Domestic Violence Order (ADVO) applications.

NBMWDVCAS FIGURES AT A GLANCE:

Provision of service at 3 Local Courts: Katoomba, Penrith and Windsor
Provided 9,576 events of service delivery to 2,286 clients
Assisted clients to obtain 262 Final ADVOs and made 3,848 referrals to specialist services
316 Clients identified as Aboriginal or Torres Strait Islander
315 Clients identified as Multicultural



DVO Morning Tea with NBMWDVCAS

1st Row - Silvana,

2nd Row - Kessel, Kim, Janet, Els,

3rd Row - Kiara, Sara- Jane, Janice, Savan, Renee, Jarmira, Demi, Zakhia & Amelia



I would like to begin my 2022-23 Annual Report by acknowledging that I am writing from the lands of the Dharug and Gundungarra peoples, I acknowledge the fact that these lands were never ceded and that the ongoing effects of colonization and displacement are at the forefront of our work every day.

It is critical for me to acknowledge the team members of the Nepean Blue Mountains Women's Domestic Violence Court Advocacy Service (NBMWDVCAS) and the tireless work they undertake to facilitate and promote the safety and wellbeing of women and their children in our localized communities. I would also like to mention in particular, the hard work of Kessel Ryes-Corral and Kim King in procuring and establishing new office space and embarking on the change management required to establish the solid foundations of the service.

During this reporting period, the NBMWDVCAS was procured by Blacktown Women's and Girls' Health Centre, which included recruitment, procurement of office space, re-establishment of key service networks and collaboration. The service has seen many changes over this period and we thank the Executive Officer, Jhan Leach and the Management Committee of Blacktown Women's and Girls' Health Centre for their unwavering support and guidance during this period.

Since my commencement as the Manager of the NBMWDVCAS in April this year, I have seen enormous growth in the practice development and confidence of the team. The team are forging forward into a non-oppressive, domestic violence informed practice framework which further drives the dignity of women and their children accessing the service. Vikki Reynolds states "In anti-violence work we act in solidarity with shared purposes and shoulder each other up to resist patriarchy and misogyny and create a society that is safer for everyone." (Vikki Reynolds PhD RCC; The Role of Allies in Anti-Violence Work. Ending Violence, Assn of BC; Issue 2011-2). As a Manager, I have observed team members individually and collectively consolidate their practice as allies in the work of anti-oppressive domestic and family violence interventions. I am proud of each team member and the dignity in which they engage with community and the hope they maintain in this space.

NBMWDVCAS has received funding during this reporting period for Specialist Domestic and Family Violence Case Management services and we have recruited into 4 positions who are working intensively with clients across the region. The team have walked alongside a number of clients and have assisted these clients in obtaining some positive outcomes, particularly in the areas of: secure housing, financial compensation, referrals into specialist services, criminal justice advocacy and representation on Safety Action Meetings.

I would also like to take the opportunity to thank our community partnerships; we acknowledge and honor the valuable collaborations of key agencies across the region. Without the commitment and sustainability of allies in this work, women and children walk in isolation. In particular, we thank the following services:

- NSW Police Force (Blue Mountains, Nepean and Windsor Police Area Commands)
- Women's Legal Services
- The Richmond Women's Cottage
- Corrective Services



- Department of Communities and Justice
- Blacktown Women's and Girls' Health Centre
- Penrith Women's Health Centre
- DV West
- The Haven
- Department of Education
- NSW Health
- DVSM
- CRN
- Bonnies
- Mt Druitt Family Violence Service
- DCJ Housing
- Centrelink
- IVPRS
- Springfield Cottage
- Victims Services
- Court Registry
- The Central Tablelands Community Legal Centre

We are very excited to embark on another year of service delivery which includes the implementation of Hearing Support and the ongoing specialist intervention services to women, children and young people across the Nepean and Blue Mountains. Thank you to our skillful, tenacious and professional team, the wonderful team of BWGHC and the incredibly committed Executive Officer, Jhan Leach and Management Committee (BWGHC) in addition to the Team at the Women's Domestic Violence Court Advocacy Program (WDVCAP) for their ongoing support.



Christmas Lunch with the CAP



*Leadership Team
Kim King, Angie Gehle*





The NBMWDVCAS provides services to women, their children and young people who have experienced domestic and family violence across the Blue Mountains, Hawkesbury and Nepean regions.

The NBMWDVCAS have particular regard to be accessible and specifically tailored in service provision to the following groups:

- Aboriginal women;
- Women from multicultural communities;
- Lesbian, Gay, Bisexual, Transgender, Intersex and Queer (LGBTIQ) women;
- Women living with a disability;
- Young women (under 25 years of age);
- Older women (over 65 years of age);
- Women who have been incorrectly identified as the person using violence in court proceedings.

As part of the Domestic and Family Violence Justice Strategy (Blue Print for Reform, 2016-21 NSW Government), the Central Referral Point (CRP, Department of Communities and Justice) is the electronic platform (portal) that facilitates Police referrals across the state. These referrals are allocated based on the residential postcode of the victim survivor and the referral is initiated after a domestic violence incident where Police are notified and/or attend.

Police will use the Domestic Violence Safety Assessment Tool (DVSAT) to assess the threat level of the victim survivor at the time of the incident and this assessment will be carried out again after the referral is received to further deem the level of risk of DFV lethality and/or harm.

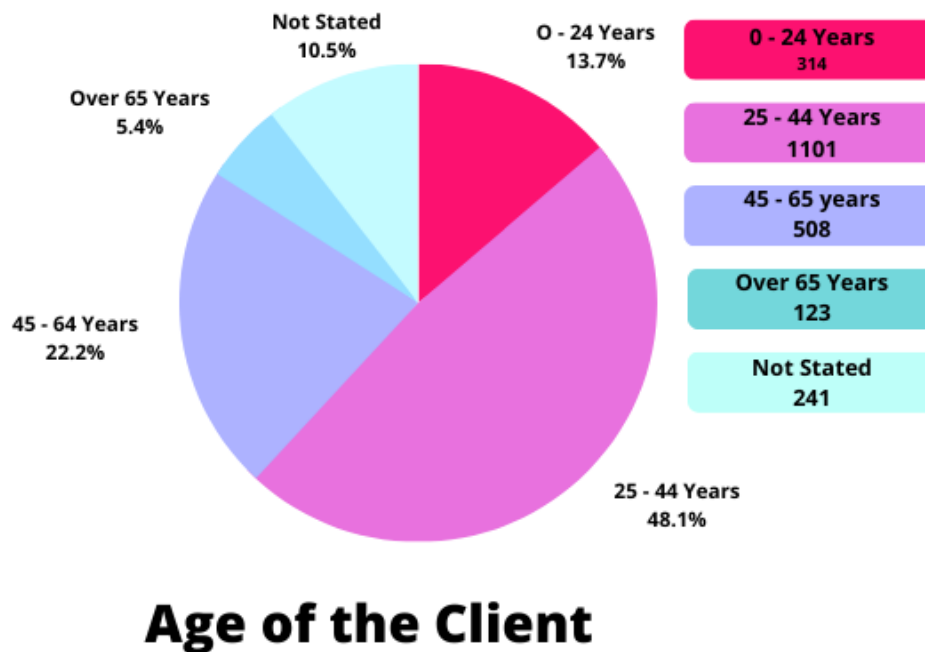
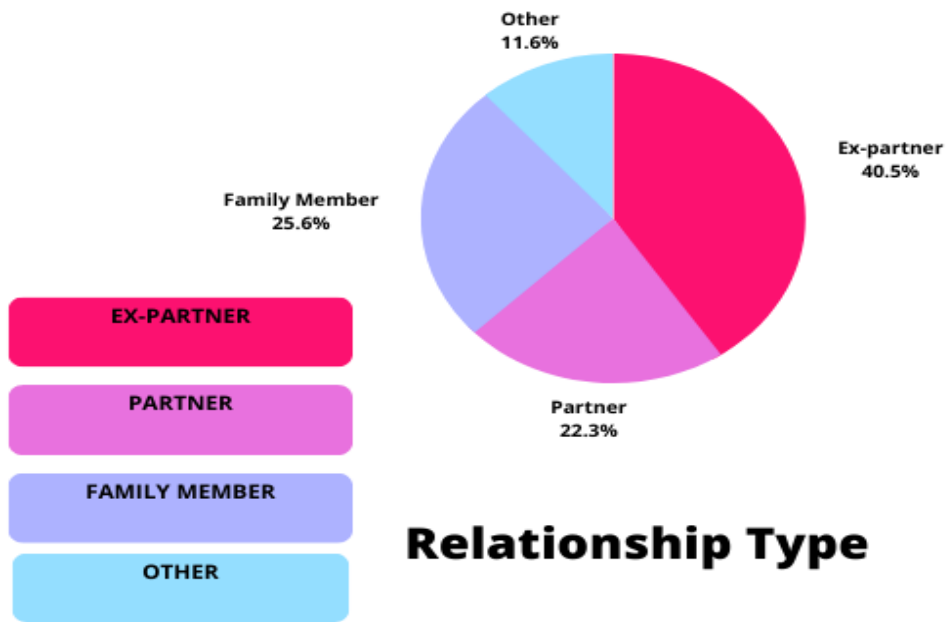
The NBMWDVCAS has received a total of 1,411 referrals (218 assessed at Serious Threat; 1193 assessed at Threat) on the Blue Mountains portal and a total of 3,403 referrals (376 assessed at Serious Threat; 3027 assessed at Threat) on the Nepean portal.

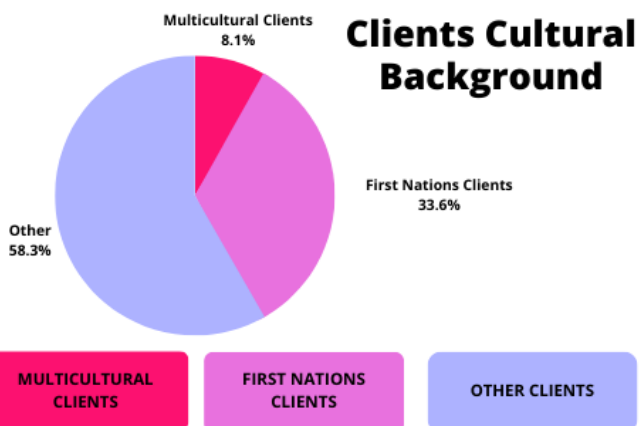
NBMWDVCAS coordinates the Nepean and Blue Mountains Safety Action Meetings which are held to address the immediate safety needs of victim survivors, these meetings are chaired by Senior Police and members are from a range of government and non-government agencies that have capacity to make high level decisions to promote the immediate safety needs of clients assessed at Serious Threat.

NBMWDVCAS have coordinated a total of 38 Safety Action Meetings during the reporting period and listed a total of 569 clients on the Safety Action Meeting agendas across Nepean and Blue Mountains.

The NBMWDVCAS commenced case management services in October 2022; case management is delivered using a trauma and domestic violence informed practice framework and the team have the capability of referring clients directly into this specialized area of intervention.

During this reporting period NBMWDVCAS has assisted 41 clients with specialist case management support including: criminal justice advocacy; Victims Services, Escaping Violence Payments, Tenancy, Housing applications; psychosocial support; financial and brokerage support; court support; advocacy and support with child protection interventions; comprehensive safety assessment and planning; referrals to specialist services.





Number of Children in Clients' Care

DOMESTIC VIOLENCE DUTY SOLICITOR SCHEME (DVDS) AND LEGAL SUPPORT

The NBMWDVCAS is very thankful to all of the legal practitioners from the Domestic Violence Duty Scheme, funded by Legal Aid NSW and to the Central Tablelands and Blue Mountains Community Legal Centre who attend court on ADVO list days to all three courts: Katoomba, Penrith and Windsor Local Courts.

The legal practitioners who assist our services are invaluable in assisting clients in the provision of legalized advice in the areas of: Family, criminal, civil, private representation, care and protection, housing, credit/debt, immigration, victims' services, misidentification. Practitioners also provide legal representation in private matters and in circumstances where the client is listed as the Defendant in an ADVO matter and have experienced domestic violence.

The DVDS and the provision of legal services from the Central Tablelands Community Legal Services are invaluable and we wish to acknowledge the Legal Practitioners who contribute selflessly to the provision of service delivery:

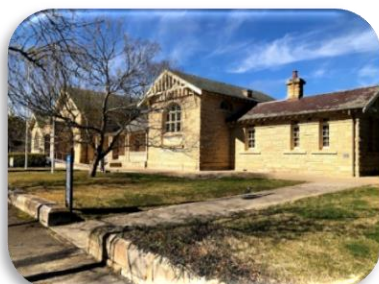
- Rebecca Frost (Central Tablelands Community Legal Centre)
- Shirin Mirzaee-Amirabad (Azidi Lawyers)
- Uchenna Fischer (State Chambers)
- David Cleverly (Hammond Nguyen Turnbull Legal)
- Lang Goodsell (Lachlan Macquarie Chambers)
- Sione Breust (SCB Legal)
- Karen Mifsud and the team at Women's Legal Service NSW
- Nazira Sowaid (Choice Law Group)



The NBMWDVCAS provides exceptional court support on ADVO list days to provide comprehensive support to women during ADVO Mentions. We also provide localized Police Prosecutors Domestic Violence Hearing Clinics at Penrith Court which is a form of Hearing preparation where clients receive tailored support and advice by a Police Prosecutor related to their matter. We pride ourselves on the provision of holistic, accessible and integrated support during a time of systemic confusion when a sense of powerlessness can be a barrier to a victim survivors' inclusion in their own social justice process.

During this reporting period, the NBMWDVCAS assisted:

- 230** clients at ADVO Mention
- 472** clients with court process information
- 26** clients have been assisted through the DV Prosecutors Hearing clinics



Penrith Court House, Katoomba Court House, Windsor Court House

COMMUNITY ENGAGEMENT



Windsor Court House celebrating 200 years of service 2022

Tala Gosche, Kessel Ryes-Corral, Mark Speakman (Attorney General),

Kim King, Renee Coomber, DVO, Amelia Webster



Hawkesbury Reclaim the Night 2022

Amelia Webster, Kim King, Silvana Benditti



Hawkesbury Reclaim the Night 2022
Amelia Webster, Kim King, Silvana Benditti



Marrin Weejali - Target 13 Community Consultation



NAIDOC Celebrations, 2023 – NCNS
Zac Tobin



NAIDOC Celebrations 2023 - NCNS
Angie Gehle, Daniella Kennedy



National Domestic, family and sexual violence Recovery and Healing Conference, 2023



Gift hampers – Koolyangarra Aboriginal & Child Family Centre
Kim King, Leonie Hains, Bronwyn Nutall, Caroline Gilbert, Daniella



During the financial year we have worked in partnership with peer agencies and funders to deliver specialist services in alignment with NSW Health priorities. We also delivered a range of presentations and activities on priority health and wellbeing topics.

NSW Health Priority: Violence

Our trauma-informed case management and counselling services worked primarily with local women and girls whose health, wellbeing and safety was being negatively affected by issues associated with domestic and family violence. Women were provided with support and practical assistance to ensure the safety and wellbeing of themselves and their children, and linked as relevant to our wellbeing activities and local services.

NSW Health Priority: Lifestyle-related chronic disease

During the year the Centre worked with Bilingual Community Educators from the Western Sydney Local Health District to run health & wellbeing groups for women from CALD communities.

Our registered women's health nurse and naturopath/nutritionist worked to support women with lifestyle related chronic disease, including issues associated with obesity.

Our exercise and movement groups, such as yoga, dance stretch and tone, belly dancing and walking groups have also given women and girls the opportunity to address chronic illness through exercise, as well as become linked with other services offered by the Centre's multidisciplinary team.



Donalee Rose, Hearing Australia's visit to Blacktown Women's and Girls' Health Centre



Inner Wheel Donations Kylie Tarasenko & Elizabeth



NSW Health Priority: Nutrition and physical activity / healthy weight

This year the Centre has worked with qualified local fitness trainers to introduce two exercises classes during which clients can have personalised attention.

These classes are suitable for women of all ages and levels of fitness and ability, whether they have undertaken an exercise program previously or not. Our registered women's health nurse and naturopath have also developed a series of free health talks, which include diet and nutrition related topics, including healthy weight.

Through our partnership with Oz Harvest and Food Bank the Centre has also been able to provide clients with access to fresh fruit and vegetables on a weekly basis, assisting between 30 to 40 families each week with food support.

NSW Health Priority: Reproductive and sexual health

The Centre works with Family Planning NSW to run two clinics every Wednesday where women and girls can attend for a full range of reproductive health care, including pap tests, breast checks, hormonal treatment, menopause care, contraceptive advice and prescription.

This year the Centre with Family Planning NSW ran a very successful Girls Group workshop, during which girls from local high school were provided education around reproductive health, consent, contraception and healthy relationships.



Thanks to Hillsong for donations of healthy food items contributing to our weekly Friday food hampers/Oz Harvest, 2023

NSW Health Priority: Mental health and social wellbeing

Our generalist and specialist domestic violence counselling services worked collaboratively with caseworkers and other members of the interdisciplinary team within a biopsychosocial framework to support women, girls and children with experiences of domestic and family violence including childhood trauma, to heal and recover from loss, grief and interrelation trauma.

As part of our ongoing health promotion and early intervention groups program, members of the Centre's interdisciplinary team also developed groups, which focussed on using mindfulness as a tool for dealing with anxiety and for developing healthy and empowering behaviours.

"Learned lots of ideas from the group. Shared different ideas".

***Community Member**



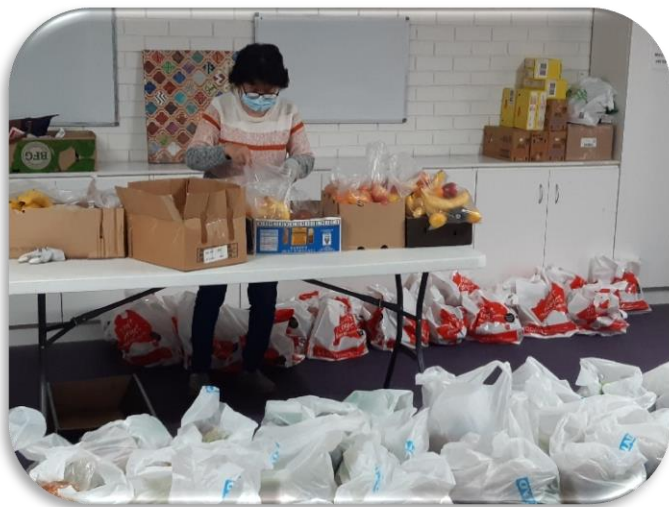
NSW Health Priority: Screening

Weekly women's health clinics were provided by our contracted clinicians, Family Planning NSW, to provide pap tests, breast screenings and checks for sexually transmitted diseases. With cervical cancer an issue for local women at a higher level than in other regions, our Centre with Family Planning NSW continued the popular Paps for Pashminas program, which offered incentives for women having a pap test at one of the Centre's Family Planning clinics.

NSW Health Priority: Tobacco, drugs and alcohol

Our Centre is recognised as one of the Blacktown Local Drug Action Teams. The Centre's Art Therapy program has long been an integral part of our communities informed and responsive group program. This year our art therapist has worked with women and young people to use creative expression as a therapeutic tool and protective factor for developing safe and healthy emotional expression.

Art therapy has proven a popular and useful part of groups providing support and health promotion for women and girls in the Blacktown LGA. This year we continued to receive grants from the Alcohol and Drug Foundation (ADF) to develop and deliver programs, which can prevent or minimise harm from alcohol and other drugs. The program focuses on young culturally and linguistically diverse women and girls who may be negatively impacted by substance abuse, particularly ice (crystal methamphetamines). The program will use a combination of art therapy and narrative therapy to decrease the risk of developing addictive behaviours.



OzHarvest Hampers – food support to vulnerable members of the community

My Lahn Tran & Kylie Tarasenko



During the financial year the Centre has worked in partnership with peer agencies, local police and community services and funders to deliver specialist services in alignment with priorities identified within our community, including domestic violence.

Community Priority: Promoting empowerment and resilience in girls and children

Working with other local agencies including Blacktown City Council Youth Library Services, the Centre engaged the community in both those agencies' programs and our programs.

Staff members and placement students have received in-service training from agencies such as the NSW Department of Communities and Justice, the Family Referral Service and ACT for Kids to enable the development of solid referral pathways.

A multidisciplinary team from the Centre developed two programs for high school age girls which focussed in age appropriate ways on building healthy relationships, sexual and reproductive health issues, self-empowerment, protective behaviours, personal growth and development and the healthy expression of feelings. Girls attended these popular programs from a range of ages and cultural backgrounds.

The Centre also offered a no appointment needed approach to encouraging students to visit the women's health clinics on Wednesdays.

"Very welcoming, informative, and good people"

***Community Member**

Community Priority: Emotional wellbeing

Our generalist counsellors worked with women and girls to address issues such as anxiety, depression, bullying, social isolation, emotional regulation, trauma, and much more by providing support and appropriate linking with specialist counsellors and agencies, after a thorough initial intake assessment. Clients with addictive behaviours and associated issues were also able to receive support from our group program which offered relaxation, stress management and mindfulness as core elements.



Students and Volunteers at the Centre



Blacktown Women's and Girls' Health centre acknowledges the commitment and dedication shown by our students and volunteers. We really appreciate their support and assistance during their time at the centre.

Thank you so much for all your hard work and help!

THANK YOU, VOLUNTEERS

- * Lorraine Robertson
- * My Lahn Tran



*My Lahn, Oz
Harvest/Food Bank
Volunteer*

*Lorraine,
Walking Group
Volunteer*

THANK YOU, STUDENTS

Students from Institutions:

- * Australian College of Applied Psychology
- * Open Training Education Network
- * TAFE Western Sydney Institute
- * Western Sydney University

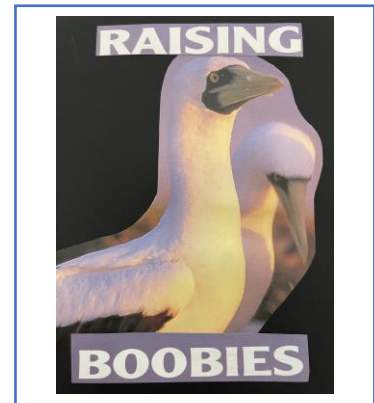


*Gardening and healthy eating
workshop with Katrina
(Naturopath)*

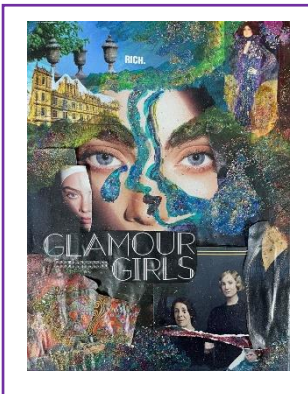




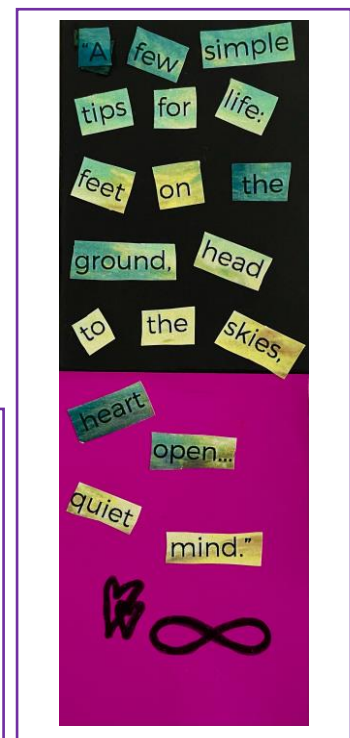
Blacktown Women’s and Girls’ Health Centre held creative art therapy workshops on topics such as Fetal Alcohol Spectrum Disorder (FASD) and discussions around alcohol and other drugs (AOD). This was funded by the Alcohol and Drug Foundation.



FASD workshops included ways to reduce stigma and harm around alcohol, smoking and vaping. Where to get support for mums to be, post-natal support, grand-mothers, and aunties. With difficult topics to discuss, we lightened things up with mindfulness relaxation meditation and lots of laughter whilst creating artworks of collage, drawing and painting.



During September FASD Awareness Month, I wrote an article about the Blacktown Local Drug Action Team program.



Mindfulness Art Therapy groups came together to make new social connections, have fun, learn new skills and make art.

Along the way women made new friends, felt empowered and learnt ways of balance and wellbeing.

Participants made bookmarks, drawings from objects and elements that represent earth, air, water and fire/light. Mindfully looking at their values, they created zine art booklets, made collage and paintings; all whilst practicing mindfulness meditation and learning new ways to be in the 'here and now'.



Thank you all for the opportunity to be able to support the organisation and the local community. It has been an enriching experience in getting to know everyone involved in reaching our goals for a happy and healthy community. To help achieve our vision of women and girls in the Blacktown LGA to live free of violence, have equal rights and optimum health, we have run programs and workshops including but not limited to:

- Aromatherapy,
- Kitchen Herbs and Spices,
- Stress Less,
- Gardening for Beginners,
- Art Therapy,
- Mediation Classes,
- Energise your diet,
- Self-Massage Classes,
- Succulent Gardening,
- Zen Gardens,
- Chair Yoga,
- Healthy Relationships with Schools,
- Belly dancing,
- Dance Stretch and Tone,
- Walking Group,
- Yoga,
- Women’s Self-defence Classes,
- Tai Chi.

We have also attended community events that allow us to reach as many women and girls who may be vulnerable through:

- NAIDOC week events,
- Meeting with local services,
- Centrelink Agency,
- Suicide Awareness
- Hawkesbury event,
- Community Vigils,
- Blacktown Domestic Violence Forum,
- Blacktown Domestic Violence Leadership Group,
- Linker Network,
- DCJ Response Hub,
- Say yes to the voice,
- SDN,
- WASABE,
- Workers Club Grants.

We embody our values of treating community members and colleagues with dignity, compassion and optimism and would like to thank each one of you for doing the same and making this workplace an enjoyable one!





Massage Therapy



Hi my name is Nawal, I started working here in the clinic since January 2023 and what a lovely experience it's been so far working with a bunch of strong and amazing women.

I have been in the Massage industry since 2018. Here in the clinic I specialise in Swedish massage every Tuesday from 9.30am till 4.30pm.

Many women say that after their massage they feel more relaxed and calmer. It a safe and nurturing place for women to refocus and find clarity. Massage can lower stress levels and feelings of anxiety. It can improve mood and relaxation while increasing confidence and self-image.

I can't believe how quickly this year flew past, but still can't wait for another exciting year!

Would also like to thank Kylie and Jhan for having me on board.

Nawal Challita



Hello Blacktown Women's and Girls' Health Centre staff. For those who don't know me, my name is Joanna. I am one of the massage therapists at BWGHC. I have worked at the Centre since April 2022, but have been friends with BWGHC for many years prior.

In doing my job, I have felt the passion and self-fulfilment of knowing that my clients have felt much better physically and emotionally after their massage sessions. I also enjoy working together with some wonderful counsellors, a nutritionist and other professional colleagues at the Centre.

I think I am lucky to be able to work in this happy environment and thank BWGHC for the warm memories I have made over the years.

Joe Ten (Joanna) Francis.





Naturopathy / Nutrition Clinic



Naturopathy is an evidence-based system of health care that empowers clients to make healthier choices and provide improvements with their health and well-being.

The Naturopathic & Nutrition clinic compliments the many other services in the centre and can support many aspects of women's lives, which are impacting on their health and wellbeing.

Clients may also be referred to counselling, case work, Family Planning Women's Health Dr and Nurse, external GP, massage therapy, group work, physical therapies such as gentle exercise and art therapy groups.

Snap shot of 2022 / 2023

Presenting issues in the Naturopathic clinic:

- * Stress, anxiety, low mood, loneliness and social isolation
- * Trauma / PTSD; this is a significant acute and chronic issue for many clients
- * Insomnia and sleep issues
- * Chronic illness management; ie. diabetes, cardiovascular disease
- * Chronic pain including; arthritis, chronic pain following injury or accident
- * Gastrointestinal issues; often present in people with stress, anxiety, depression
- * Assorted hormonal issues; thyroid, reproductive
- * Nutrition support; women wanting support to make healthier lifestyle and food choices.
- * Food insecurity and lack of resources

Health & Wellbeing Groups

Living Mindfully

Living Mindfully was run over 2 weeks and discussed many topics including; stress and stress reduction techniques, mindfulness, healthy eating to support good mental health, benefits of exercise and self-care.

Group participants reported feeling like they had more tools to assist with stress and mental health. Many have gone on to include more self-care and mindfulness strategies as part of their lives.

Healthy Eating on a Budget

Healthy Eating on a budget ran over 3 weeks and was developed to assist clients with improving eating patterns and food insecurity. The group was very engaging with lots of encouragement and positive support between the group participants.

The group discussed many topics from shopping, budgeting, eating well, seasonal eating, reducing food waste, meal planning and lots more.

Group participants reported feeling more aware of their current shopping and eating habits and very happily reported each week changes and improvements they made to their shopping and eating patterns.

Katrina Dordevic

We would like to thank our following key partners:



A big thank you to all of our sponsors, we don't know what we would do without your generosity in supporting Blacktown Women's and Girls' Health Centre, it is very much appreciated.



Donations from the Lion Club



*Commonwealth Bank Blacktown,
Community Donation Emergency Bags*



All Staff Christmas Party 2022

We would like to thank our following key partners:



- MOU with **Women's Health NSW** to manage the Women's Health Database.
- MOU with the **Western Women's Health Consortium** including sister centres **Penrith Women's Health Centre**, **Bathurst Women's Health Centre**, **Blue Mountains Women's Health and Resource Centre**, **Cumberland Women's Health Centre** and **Liverpool Women's Health Centre**.
- MOU with **Family Planning NSW** to provide Doctor and Nurses clinics in-centre.
- MOU with **Women's Legal Services NSW** who provide a Legal clinic for women and girls, focusing on family court matters specifically, including domestic family and intimate partner violence.
- Service Agreement with the **Indigenous Women's Legal program** to provide an outreach worker to specifically service Indigenous women from the local area needing legal advice and referral.
- MOU with **Relationships Australia** who provide groups at our Centre for women who have or are experiencing Domestic Violence and other abuses.
- Service Agreement with the **Western Sydney Local Health District Early Childhood Nurses (Doonside Community Health Centre)** who provide an Early Childhood Clinic.
- Service Agreement with the **Australian Breastfeeding Association Blacktown Branch**, which meets at the Centre.
- A relationship with the **National Share the Dignity Organisation** providing a collection of donated sanitary and continence products for distribution to women and girls who are homeless or at risk of homelessness.



Blacktown Girls High School Visit for Family Planning Workshop

- Agreement with **Oz Harvest** and **FoodBank** to provide fresh fruit, vegetables and other items as they become available, for collection by our disadvantaged clients.
- A Service Agreement with the **African Women's Health and Support Organisation (AWHASO)** who meet at our Centre to hold regular health promotion forums for women.
- A relationship with **Nova Disability Employment** providing a transition to work traineeship at the Centre to provide employment to women and girls.



Oz Harvest Food Donations



Connecting with Our Community



Community events provide a valuable opportunity for BWGHC to educate and raise public awareness of health issues, and advocate for women's interests in the community.

Participating in local community events also helps BWGHC gain insight into local issues, respond to local needs and develop and strengthen our interagency partnerships.

The following is a list of some of the community and interagency events that BWGHC participated in during this financial year:

- Coercive control forum
- Let's talk Event
- 100 Jobs in 100 Days - Nova
- Blacktown Workers Club – Domestic and Family Violence Awareness Breakfast
- Knit Bomb
- BWGHC + NWSWDVCAS AGM
- Commonwealth Bank – Donation presentation
- Community Partner Forum – ACU Event Launch
- Linker Network - Blacktown
- Blacktown Domestic Violence Forum (BDVF)
- DV Awareness Lunch – Blacktown Workers Club
- Naidoc Doonside
- Blacktown Domestic Violence Leadership Group
- Blacktown Domestic Violence Forum
- Inner Wheel – Donation presentation
- International Women's Day breakfast with service providers and Blacktown City Council
- NOVA Employment functions
- Wellness Conference (AWHASO) – Presentation
- Women's Health Week
- Winter Solstice/ Shine a light on Suicide Prevention
- Women's Legal Service



Evans High School Workshop with Family Planning NSW



Sumera Naz (Intake Coordinator) with African Women's Health and Support Organisation GROUP

“Very friendly staff and helpful.”

***Community Member**

Donations from Individuals and Organisations



We are thankfully indebted to our Major Donors and Sponsors:

- Blacktown Lifestyle Group
- Commonwealth Bank
- Lander Toyota Blacktown
- Storage King Blacktown
- Blacktown Lions Club
- Alcohol and Drug Foundation

Grateful thanks to our generous donors, including those who have made private and anonymous donations of goods and services:

- Blacktown Area Community Centre
- Blacktown Lifestyle Group
- Baked and Co.
- Bunnings Blacktown Superstore
- Unilever
- Commonwealth Bank of Australia
- Costco Marsden park
- Foodbank
- Inner Wheel
- Ikea Marsden Park
- Oz Harvest
- Share the Dignity NSW/ACT
- Zonta Club of Cumberland West

... And many others who have given donations large and small to assist the clients of the Centre

“The centre is very nice with friendly staff and beautiful atmosphere”.

***Community Member**

BWGHC would like to thank the **Blacktown Lifestyle Group** and other clubs participating in the **Blacktown City ClubGRANTS** for awarding BWGHC with a 2022-2023 ClubGRANT.

BWGHC would also like to thank all our partners and donors for their support in our ability to provide professional, affordable and holistic services to women in a safe environment with an emphasis on promoting health, wellbeing and empowerment our vision throughout the year.

These services have partnered with BWGHC to deliver important services and to engage in joint fundraising activities to benefit local women and girls.



DV Awareness Event at Workers Lifestyle Group, Blacktown

Sumera Naz (Intake Coordinator), Clasina Nel (Counsellor), Jhan Leach (Executive Officer), Zakhia Beg (Counsellor), Kylie Tarasenko (Program Coordinator), Shristi Singh (Counselling Team Leader)

Funders and Other Partners



Thank you to all our partners and funders for your collaboration and support during the financial year 2022-2023

Blacktown Women's and Girls' Health Centre is a member of Women's Health NSW. We are primarily funded by NSW Ministry of Health and Legal Aid NSW.



Acknowledging Our Community



BWGHHC loves to work co-operatively with individuals, other organisations and agencies to improve the services we offer our clients. Together, we make a community of support! With thanks:

- ACT for Kids
- Acute Care Mental Health Team (Blacktown Hospital)
- Alice's Cottages
- Blacktown Area Community Centres (BACC)
- Blacktown City Council
- Blacktown Friendship Centre
- Blacktown Hospital Women's Health Clinic
- Blacktown Hospital Social Work Department
- Blacktown North Public School
- Blacktown Police LAC and DVLOs
- Blacktown Pride in Diversity Network
- Bonnies Support Services (Refuge)
- Brighter Futures Blacktown/Baulkham Hills
- CALD Women's Health Groups (NSW Department of Health)
- Catholic Care Social Services
- Charmian Clift Cottages
- Community Resource Network (CRN) Inc
- Domestic Violence Services NSW
- Doonside Community Health team
- DV Safe Phones
- Family Planning NSW
- Family Referral Service
- Harman Foundation
- Headspace
- Hon Stephen Bali MP
- Hon Michelle Rowland MP
- Horizon Family Law Centre
- Immigrant Women's Speakout
- Junaya Family Development Services
- LGBTI Health Alliance
- Mackillop Family Services
- Marist Youth Services
- Mission Australia
- Ngroo Aboriginal Education Corporation
- Nova Employment
- Department of Communities and Justice (DCJ)
- NSW Department of Health
- NSW Department of Juvenile Justice
- NSW Refugee Health
- Odyssey House NSW
- Outer Western Domestic Violence Network
- PACS Blacktown Adolescent and Family Counselling
- Police Citizens Youth Clubs
- Quakers Hill Police LAC and DVLOs
- Relationships Australia
- Rosie's Place (women's refuge)
- Safe Relationships Project
- Safe Space Blacktown
- Salvation Army
- Share the Dignity (NSW/ACT)
- St Vincent de Paul Society
- Staying Home Leaving Violence (the WASH House)
- SydWest Multicultural Services
- TAFE NSW
- The Australian College of Applied Psychology
- The University of Sydney
- The Western Sydney University
- Transcultural Mental Health team
- Tri-Community Exchange
- Wesley Mission
- West Connect Domestic Violence Services (women's refuges)
- Western Sydney Community Legal Centre
- Women's Cottage
- Women's Legal Services NSW
- Zonta Club of Cumberland West

"This service is great, it feels good to talk about something personal with a group".

***Community Member**



Blacktown Women and Girls Health Inc

ABN 98 059 698 895

Financial Statements - For the Year Ended 30 June 2023

Detailed Profit or Loss Statement

	2023	2022
	\$	\$
Income		
Sale of goods		(2)
Fees	22	1,270
Interest Income	19,532	103
Dividend income	89	282
Grants	4,810,225	2,789,541
Donations	48,532	135,543
Other revenue	209,442	65,396
Workcover		5,768
Rebates		104,135
Other income	73,307	29,872
	5,161,149	3,131,908
Less: Direct expenses		
Accounting fees	23,882	22,351
Advertising	3,613	5,641
Staff recruitment	14,869	4,740
Bank charges	4,455	1,236
Cleaning	1,126	-
Legal, governance and accounting	48,655	43,320
Project management fees	209,442	65,396
Depreciation and Impairment	4,912	44,046
Electricity & water	9,713	5,662
Equipment <\$5,000	35,707	178,387
Rent & hire	73,252	60,069
Leave pay	107,180	248,978
Medical expenses	15,660	14,032
Motor vehicle expenses	24,156	5,847
Travel-local	14,903	5,515
Other employee costs	46,681	9,378
Other expenses	347,572	82,090
Repair and maintenance	110,237	99,063
Salaries	3,049,394	1,812,551
Staff training	29,247	10,898
Subscription	13,850	10,491
Superannuation contribution	325,479	192,280
Telephone and fax	60,155	40,775
Workers compensation	76,126	34,551
Monies carried forward	76,392	173,035
Sundry expenses		611
	4,726,658	3,170,943
Net profit / (loss)	434,491	(39,035)



Blacktown Women's and Girls' Health Centre Inc. Annual Report for the 2022/2023 Financial Year

Blacktown Women's and Girls' Health Centre Inc. (BWGHC) is a Public Benevolent Institution with DGR Status. Donations of \$2 and above are tax deductible

BWGHC is funded by NSW Health, administered by Western Sydney Local Health District and Legal Aid NSW.

Our Peak Body is Women's Health NSW.

BWGHC is accredited at Certificate Level of the Australian Service Excellence Standards (ASES)

We are accountable to the Australian Charities and Not-for-profit Commission (ACNC) and NSW Fair Trading. The Centre holds NSW Authority to fundraise: CFN/23808.

Contact Us:

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E: info@womensandgirls.org.au

W: www.womensandgirls.org.au

 BWGHC is on Facebook

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NOTES

^{1&3}Keynan, M., Hossain, M., & Hughes, R. 2013, *Blacktown LGA Community Health Needs Assessment Project Report*, Western Sydney Local Health District, Sydney.

².id, the population experts, 2011, 'Community Profile: Blacktown City', compiled from 2006 and 2011 Census Data, accessed via:

*Names changed to protect client privacy. Client comments from BWGHC Client Surveys 2022/2023 FY.