



Artwork by Rosie Paine

Annual Report **2023 - 2024**

Circle Green 
Community Legal

We help with legal issues

Humanitarian • Tenancy • Workplace



Acknowledgement

“This image serves as an Acknowledgement of Country for the land on which Circle Green Community Legal sits, Whadjuk Noongar Boodja (Country). The blue wavy lines and dots are symbolic of the Derbarl Yerrigan (Swan River), an important part of Whadjuk Noongar Country. The orange and gold U shapes on either side, are symbolic of people along the river learning, growing and thriving. The green background and green dots further represent the growth of Circle Green Community Legal, and their commitment to Reconciliation” - Artist Rosie Paine.

Feature Artwork

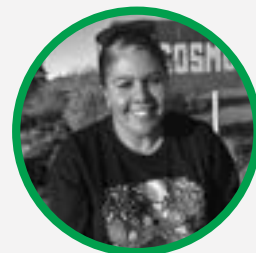


*‘Dandjoo koorliny, dandjoo waangkaniny, dandjoo kaadadjiny’
Walking together, talking together, learning together*

The large, dotted circle at the centre represents Circle Green Community Legal, a meeting place. The U shapes around this highlight this as a place where people come together with respect, equality, collaboration and education. The gold wavy lines, with white dots, leading out from the central image represents the connection of Circle Green Community Legal with other stakeholders (people, businesses, community). The smaller meeting places throughout the design, represent people coming together and the legal and cultural change influenced by Circle Green Community Legal.

Artist Background

Rosie is a Yilka, Wongutha, Noongar and Yamatji artist living on Noongar Country. She grew up in Cosmo Newberry Aboriginal Community and Laverton, Western Australia. Rosie has spent most of her life as a primary school teacher and is currently a Deputy Principal at a public school in Perth. She is a proud mother of two and runs her own small business, Rosie Made.



Rosie Paine, Artist

Our Reconciliation Journey

We continued to progress our reconciliation journey this year as we brought together staff across the organisation to consider and action initiatives to support our Reconciliation Action Plan (RAP).

We worked closely with artist Rosie Paine to develop an Acknowledgement of Country and artworks to represent Circle Green with a focus on our Workplace Respect project.

Both education and action are key to our reconciliation process, and many of our staff joined the Walk for Reconciliation as part of National Reconciliation Week and watched Mammung, a Noongar film, that was screened as part of NAIDOC Week. In that film we were reminded that there are ancient experiences and lessons in adaptation and the human capacity to endure.

Our Reconciliation Working Group has recently been strengthened with the appointment of Sheliah Radovanovic. Sheliah is a proud Noongar



Sheliah Radovanovic

woman from Boorloo (Perth) with connections to both Yued/Wadjuk and Balladong on her maternal side and Yamatji and Serbian heritage on her paternal side. Her background reflects a rich tapestry of cultural heritage and identity.

We are thrilled to have Sheliah as part of the working group, with her experience across community, youth development, program coordination, and prevention of family violence. Sheliah previously worked for Circle Green and has a strong understanding of the work we do.



National Reconciliation Week Walk

Message from our Chair

It has been an honour and privilege to serve as Chair of Circle Green for the last three years, and it is with both sadness and excitement that we are parting. Our family move to Victoria, an exciting adventure for us, led me to reflect that the role of Chair should be held by someone in Western Australia, and so we began the discussions as a Board about how we would move forward. We planned what we wanted from a new Chair, and discussed what type of person and what skills they would need to continue the journey. I'm delighted to let you know that Melissa De Abreu was chosen from the current serving Board members to step into the role.

I'm extremely proud of the way the current board has shown up to steer the organisation. You know things are going right when anyone can respectfully challenge the status quos and when you know what is strategically and culturally important for success and use this as a guide. They turn up again and again, always with heads and hearts fully engaged.

There are challenges ahead for the organisation, indeed for the whole sector. There is the never ending need to meet the volume of demand, which as a sector, let alone an organisation, we do not. The National Legal Assistance Partnership (NLAP) review process, for which we are grateful to Community Legal WA for coordinating a sector wide response, has significant recommendations which require extensive changes to what and how the Government funds the sector, and then, there is our ongoing work to create stronger commercial and community sector partnerships to secure untied funds so we can provide more holistic and complete service provision. There is much to be done.

Without changes to the funding environment, we will continue to have a complex reporting



environment. It is not unusual for over three or four sources of funds to come together to ensure an excellent service experience for our clients who are finding themselves in extremely vulnerable moments in time, and in need of the highest levels of advice and education.

And, we have a workforce who are stretched. People choose the community legal sector because they want to make a difference and accept that it comes with a sacrifice to salary (we can only hope that one day we will have a society that values helping more highly). What we cannot accept, and must keep fighting against, is a working environment where the relentlessness of unanswered calls, the significant impact of clients in distress, and the tenacity needed to advocate for change to unfair laws and systems, can leave people exhausted. We will continue to fight for funding and fair pay to support the most important people in our organisation, our frontline staff and volunteers. It is those staff and volunteers that I would like to say my final thanks to. You work so hard to provide access to justice to as many people as possible. Thank you for all that you do, and I wish the organisation all the very best as we part ways. A particular mention to our CEO Celia Dufall, and before her Sara Kane. You are both big hearted, intelligent, and capable women, and it was a pleasure to work with you both. It has been an absolute honour and privilege to serve both Circle Green Community Legal and The Humanitarian Group for the last eight years.

Emma Watton

Chair and Board of Circle Green

Message from our CEO

Legal rights are only meaningful if individuals can access and enforce them. Unfortunately, many people in Western Australia are facing significant barriers exacerbated by rising costs of living, making it increasingly difficult to access these rights without the support of free community legal services.

This year, we experienced a 25% increase in calls and requests for support, assisting over 8,000 West Australians through direct services and reaching many more through community education and online resources.

However, largely due to service capacity constraints, we had to turn away more people than we were able to support, a challenge common in the community legal sector. This highlights the importance of the work we continue to progress both internally, and collectively with the sector, to improve and refine the service system to better respond to community needs.

The support required by each of our clients differs based on their needs and their legal situation. Early legal advice can often prevent significant negative outcomes. I was reminded of this while speaking to a former client who sought our help a few years ago. The advice they received enabled them to understand their rights and empowered them to negotiate effectively, ultimately avoiding eviction into likely homelessness.

We are thankful for the ongoing support from our funders, and the additional contributions from the Department of Justice, Home Affairs, Department of Energy, Mining, Industry Regulation and Safety and the Financial Counselling Foundation as well as generous support from the estate of Krishna Somers, which have allowed us to expand our programs.

This year, we commenced a short-term project to assist eligible clients seeking protection as the government works to address the current



visa backlog. This opportunity has enabled us to consider new ways of responding to demand, and fostered collaboration with Legal Aid WA, SCALES, Murdoch University, Pro bono partners and Barristers. We are looking forward to progressing this project over the coming year.

We're also excited to partner with Women's Legal Service WA to establish the state's first Working Women's Centre. The Centre will build on the strengths of both services to deliver holistic and supported workplace legal advice across the state.

Our achievements are made possible by our dedicated team. Over the past year, I've seen volunteers become advocates and advocates transition into lawyer roles, enriching our organisation and supporting our community. We've also welcomed back former volunteers and advocates through our pro bono program.

I would like to recognise our departing Chair, Emma Watton. Emma has played a pivotal role in the formation and development of Circle Green. Her wisdom, guidance and support have also been invaluable to me. Emma will be greatly missed as she shifts her focus to her new home on Wurundjeri country. Thank you, Emma, for your outstanding leadership.

Also stepping away from an officeholding role this year is Dave Robinson. Dave made a significant and impactful contribution during his time as Vice Chair. Thank you, Dave, for your continued support for Circle Green.

A heartfelt thank you to everyone at Circle Green for their hard work in delivering access to justice. You are truly an exceptional group.

Celia Dufall

Chief Executive Officer

Our Board

The Board has worked towards a transition of office holders over the year.

Over the last few months Emma Watton has been working closely with Melissa De Abreu to support the transition of the Chair role.

Melissa is a senior lawyer with extensive experience in dispute resolution, litigation, commercial law and human rights. She holds a Bachelor of Laws (Hons) and a Bachelor of Science (Medical Science), is a member of the Australian Institute of Company Directors, and was a Judge's Associate in the Supreme Court of Western Australia. Melissa's commitment to access to justice, strong communities and empowering individuals is demonstrated through having made extensive contributions to pro bono legal services, her work as a senior lawyer in human rights, and serving on not-for-profit community focussed boards. Melissa joined the board of Circle Green in 2022 and was elected as Chair in August 2024.

Dave Robinson stepped down as Vice Chair during the year, with Courtney Fiddian moving into the role in March.

Courtney is a practising lawyer with experience in workplace relations and employment law and joined the Circle Green Board in 2022. She has held various leadership positions, including Associate Director of Workplace Relations at the University of Western Australia and Head of People, Social Impact and Sustainability and General Counsel at Perth Festival. She is a strategic and lateral thinker with extensive experience negotiating contracts and managing complex relationships, as well as leading and influencing teams to deliver in challenging environments. Courtney is currently the Director, Contracts for the Arts and Culture Trust with current key project being the Perth Film Studios.

Our thanks to both Emma and Dave for their significant contributions to Circle Green as we welcome Melissa and Courtney to join Cecily and Nina as officeholders.



Emma Watton
OUTGOING CHAIR



Melissa De Abreu
INCOMING CHAIR



Dave Robinson
OUTGOING VICE CHAIR



Courtney Fiddian
INCOMING VICE CHAIR



Cecily Court
SECRETARY



Nina Wild
TREASURER



Chanda Parmar-Bonta
MEMBER



Lamis Sabra
MEMBER to 15 November 2023



Paul Plowman
MEMBER to 16 June 2024

Who we are

Circle Green Community Legal (Circle Green) is a community legal centre in Western Australia providing state-wide specialist legal services in humanitarian, family and domestic violence, tenancy, and workplace law aimed at assisting people who are otherwise disadvantaged in their access to legal services.

Our Purpose

Accessible Justice. To create a system, place and space to ensure a safety net of best practice legal advice, education and advocacy in our specialist fields.

Our Values

Fair and equitable

We are committed to creating access to legal advice, education and advocacy so human and social rights can be upheld.

Holistic

We deliver wraparound support that addresses people's needs to enable access to justice.

Collaborate for change

We are stronger together. We collaborate with our clients, staff, partners, and government. We welcome partners who create better access to justice and permanent solutions.

Regenerate

We create a support system for each other so we can create a better world.

Strategic Plan

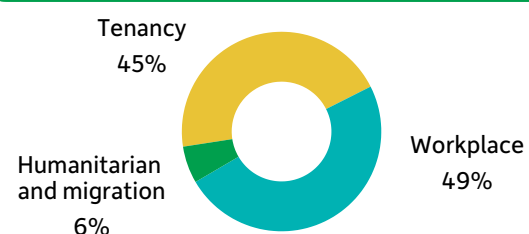
Circle Green's strategic focus areas for 2022 to 2025 are three intersecting core areas of best practice service delivery, sharing our impact, and regenerating our organisational capacity.



Year in review

37,606 requests for assistance:

📞 29,570 calls every 3 mins ↑ 26%
 🌐 8,036 online every 15 mins ↑ 23%



We supported over 8,000 people with 16,244 services:

- 📄 9,721 Information and Referrals
- ⚖️ 5,799 Legal Advices
- 📋 315 Legal Tasks
- 👩 182 Duty Lawyer Services
- 🏛️ 227 Representation matters

- 👤 158 Community Legal Education Sessions and Initiatives
- 🔧 48 Law Reform Initiatives
- 🤝 319 Stakeholder Engagements

💖 175 of our most vulnerable clients received additional support from our in-house social workers.

"The advocate was so empathetic and made the legal stuff make sense which was amazing and time efficient - thank you for making what is a huge burden feel manageable."

To improve client experience and service delivery we:

- 🏠 Commenced **five new programs** to better support key areas of community need.
- 📈 Delivered a **37% increase** in number of services provided.
- 👥 Established a **new reception area**, staffed by dedicated receptionists, to improve client experience and reduce unanswered calls.

Website

240,965 views ↑ 13%
 59,000 users ↑ 16%
 12,557 downloads

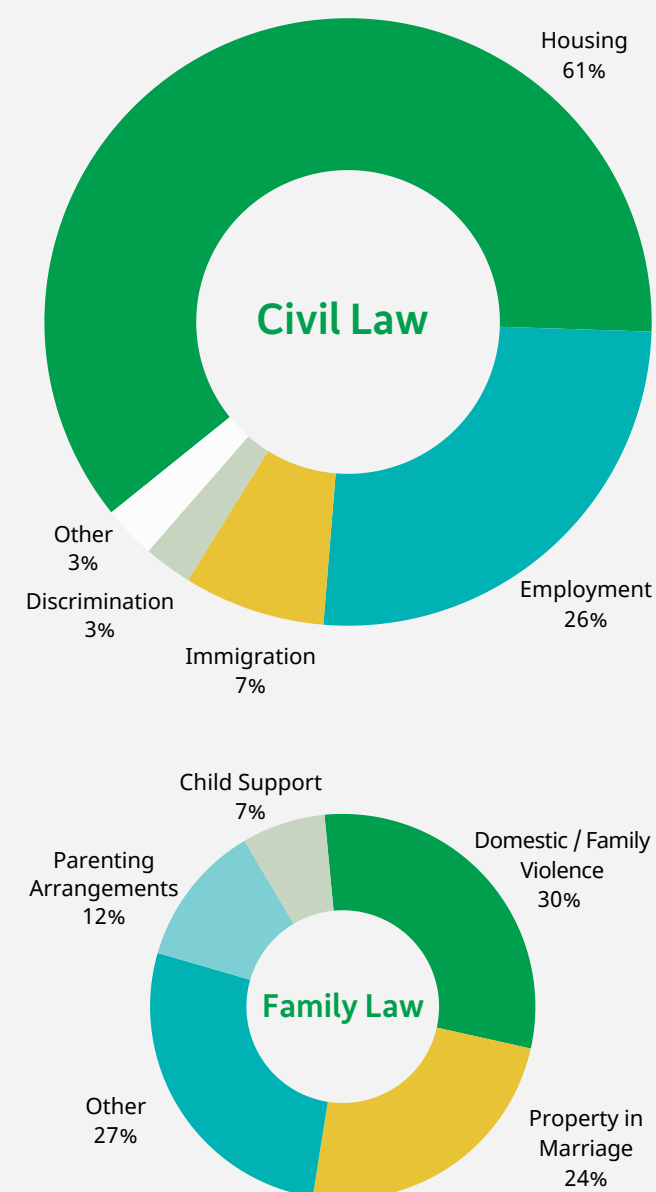
🔄 9,517 **Turnaways:** individuals that were not able to receive a service due to timeframe, resources or eligibility.

Overall satisfaction with service for Workplace and Tenancy:

★★★★★ 97% 4 or 5 stars

"It felt like the Circle Green adviser who I spoke with really cared about my situation which is a rare experience now days."

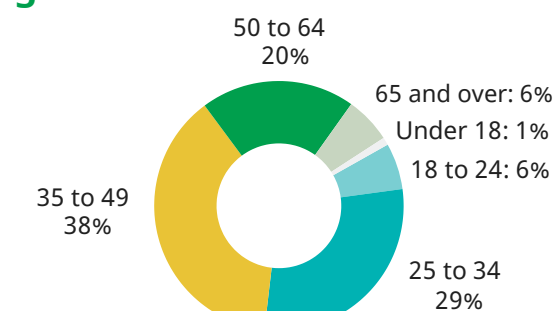
Legal Matter Types



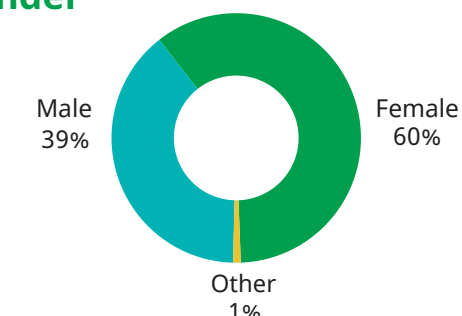
"I want to express my heartfelt gratitude for your unwavering assistance in my pursuit of permanent residency here in Australia. Throughout the years, you have been by my side, tirelessly providing support and guidance. I am truly grateful for your dedication."

Client Demographics

Age



Gender



- 💰 82% ↑ 29% Experiencing financial disadvantage
- ♿ 25% ↑ 19% Living with a disability
- 🗣️ 26% ↑ 60% Culturally and Linguistically Diverse
- 🇦🇺 6% ↑ 16% Aboriginal or Torres Strait Islander

"As someone part of the disabled community I've always appreciated the way Circle Green's team communicates legal issues in an easy understandable language and I find them very respectful when dealing with all matters."



Best Practice Service

We aim to provide **best practice service** through the provision of data-informed client-centric practice of high quality, accessible, responsive, collaborative, and integrated legal services.

Dedicated Reception

A new reception space with a child-friendly area, was built to improve access from the building entry, and welcome clients and visitors to Circle Green. Clients accessing any of our service streams are welcomed to our centralised reception. Reception staff have assisted our legal streams to extend operating hours and answer incoming calls, **improving client experience** and **enabling more people to access our services**. The reduction in the number of unanswered calls is a welcome outcome.

Financial Counsellor

Delivering on our goal of **supporting our clients with wraparound services**, in early 2024 we secured a grant through the Financial Counselling Foundation to deliver financial counselling services to private renters facing financial hardship. Delivery of this service commenced in July 2024.

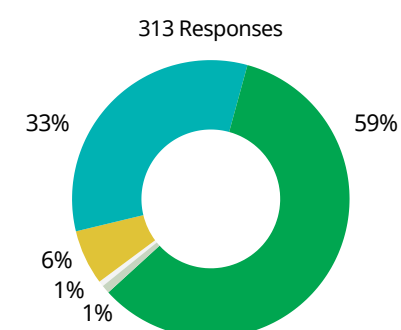
Client Outcomes

How we make a difference to our clients through the provision of legal assistance is vital to creating social change in people's lives. Among many of the key outcomes we aim to achieve is increasing individuals' knowledge and understanding of legal

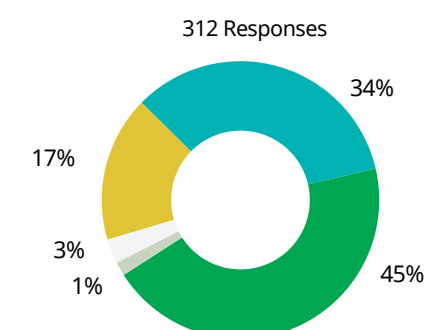
options and individuals feeling more confident in being able to advocate for themselves in relation to their legal issue. The information below was gathered through client surveys collected over 2023-2024 following the provision of legal advice.

Workplace

My knowledge and understanding of my legal options increased because of the legal advice I received

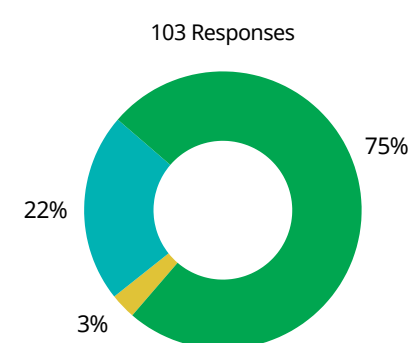


I now feel more confident in advocating for myself in relation to my workplace issue

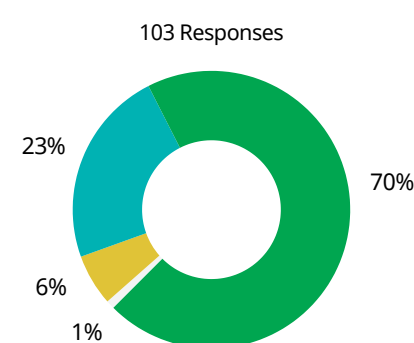


Tenancy

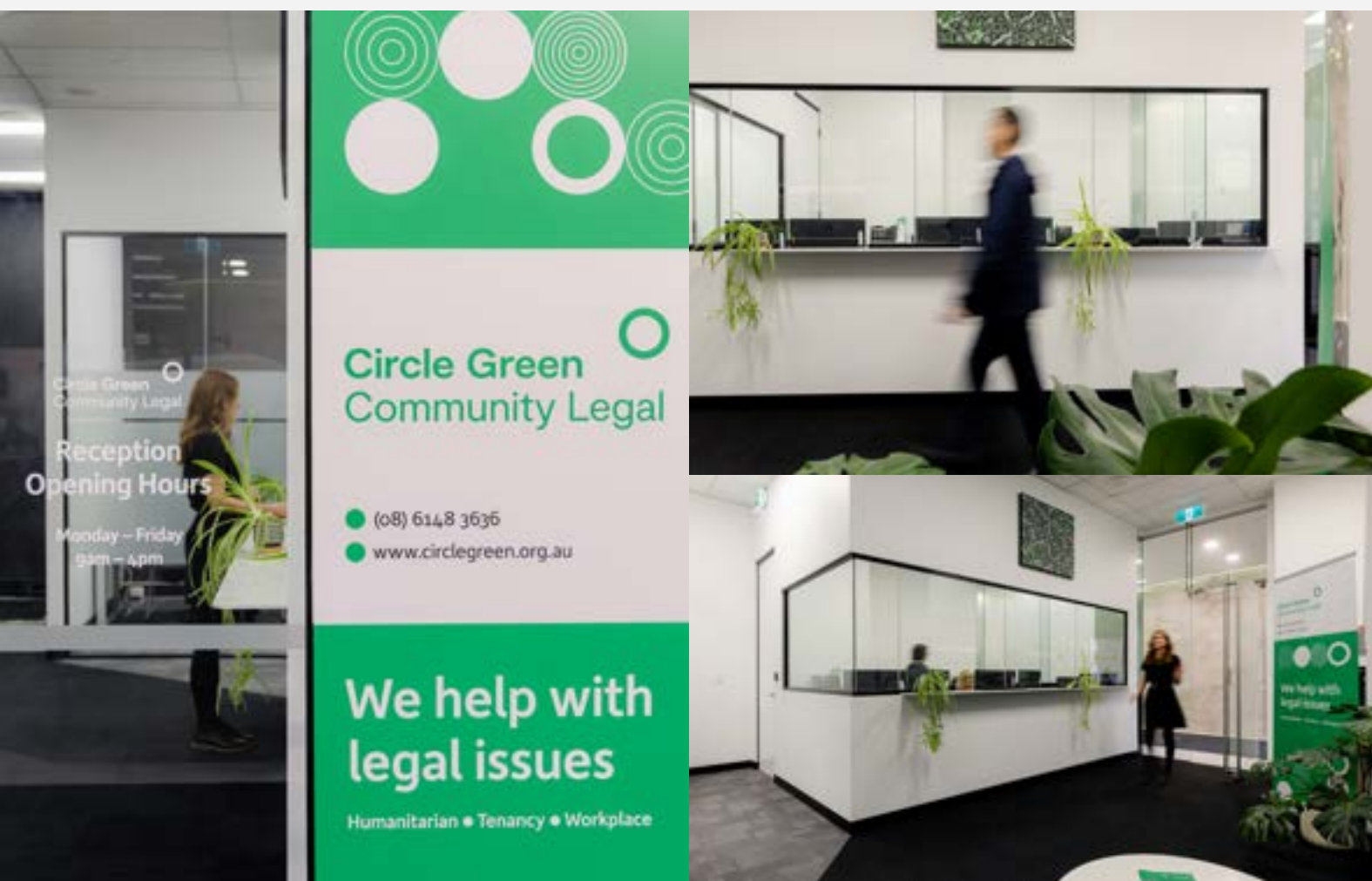
My knowledge and understanding of my legal options increased because of the legal advice I received



I now feel more confident in advocating for myself in relation to my tenancy issue



● Strongly Agree
 ● Agree
 ● Neutral
 ● Disagree
 ● Strongly Disagree





Best Practice Service Tenancy



Alice Pennycott, Principal Lawyer
– Tenancy

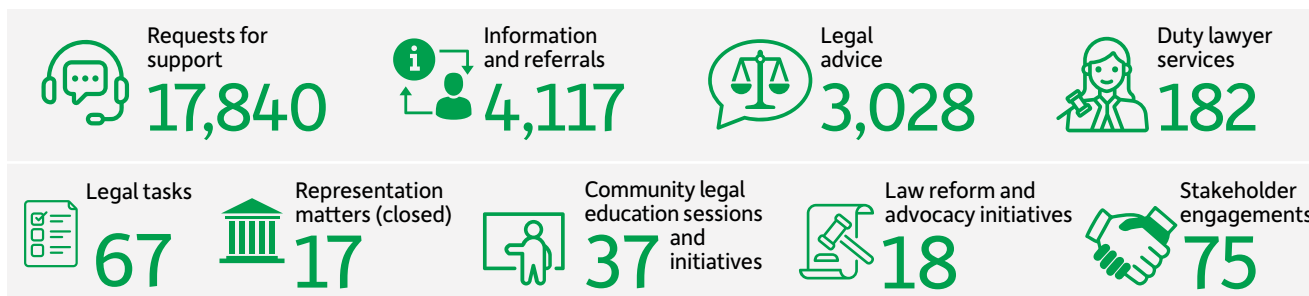
Circle Green helps renters across WA through the provision of our statewide telephone advice service. We offer representation and casework services to people who require further help to resolve their tenancy issues. We also deliver the duty advocacy service at the Perth Magistrates Court on Wednesdays and Thursdays, providing advice and support to tenants facing imminent court proceedings.

We undertake law reform activities and systemic advocacy to improve protections for renters, and we deliver community legal education to tenant advocates, service providers, and the wider community.

Most common issues faced by renters:

| | | | | | |
|---------------------------------------|---------------|-------------------------|----------------|-----------------------|------------------------------|
| Termination or eviction by a landlord | Bond disputes | Maintenance and repairs | Rent increases | Break lease enquiries | Navigating the Court Process |
|---------------------------------------|---------------|-------------------------|----------------|-----------------------|------------------------------|

Key statistics



Client feedback

Overall satisfaction with service.

180 Responses:



“Excellent service, I feel much clearer about my options now and in a better position to negotiate.”

“The advocate on the phone was so empathetic and made the legal stuff make sense which was amazing and time efficient - thank you for making what is a huge burden feel manageable.”

Emerging trends

Continued use of without grounds notices of termination to end tenancies.

An increase in tenants being unable to vacate in accordance with notices of termination or court orders to vacate as they are unable to secure alternative housing.

An increase in tenants not feeling confident to take steps to enforce their rights due to concerns that doing so would result in eviction and/or homelessness, or that their requests would be ignored.

Continued maintenance and repair issues that are being reported by tenants but no action being taken to rectify the issue by landlords, both private and public housing.

An increase in advice being sought where the root of the issue is from financial difficulty e.g. termination for rental arrears, or break lease where tenants can no longer afford rent.

Increase in tenants seeking advice regarding bond disputes prior to vacating a property, particularly where they have had other issues throughout the tenancy. This is also occurring where tenants for a range of financial reasons are needing their bond to be returned as soon as possible.



Tenancy Network Conference.

Tenancy Network

Circle Green coordinates the Tenancy Network – made up of the 16 community legal centres that deliver tenancy advice and education services (TAES) across WA. The Network works together towards improved service delivery and client outcomes, through information sharing and referral pathways.

Circle Green facilitates regular meetings of the TAES Network to bring together advocates and lawyers for peer support and learning. We deliver substantive legal training as part of this Network to ensure consistent knowledge and understanding across all TAES providers.

The Network is centred around improving protections for renters, as well as recognising that adequate tenancy legislation and housing policies are key measures in preventing homelessness. The law reform and systemic advocacy work undertaken by Circle Green is informed by the experiences and trends identified across the Network, with data and case studies to highlight issues that are prevalent across the state.

Tenancy Network Conference 2023

On 19-20 October 2023, Circle Green hosted a two-day in-person conference at the Perth Town Hall for the Tenancy Network.

The conference brought together advocates and lawyers from across the state with a focus on learning and professional development, highlighting important work from Australia's top tenancy lawyers as well as exploring the theme 'Advocating through Adversity' through various workshops and presentations. The conference provided a valuable opportunity for networking, sharing stories and ideas, and updating on key advocacy campaigns such as Make Renting Fair. In addition, a Magistrate, Registrar, and Courts Technology Group (CTG) officer of the Magistrates Court delivered sessions on how to run Residential Tenancy matters from start to finish through the Court system.

“Thank you for organising a very enlightening and informative conference. It was extremely enjoyable.”

Feedback from the conference evaluation survey.



Some of the Tenancy team members.

Brooke's Story

Brooke* had vacated her rental property as the landlord was planning to demolish and subdivide the property. Brooke had overpaid around \$2,000 in rent and the landlord was seeking money from the bond. The real estate agent would not refund Brooke's overpaid rent until they agreed to release the entirety of the bond to the landlord. Brooke had been in contact with Consumer Protection and received some general information, but they were unable to assist the parties with reaching an agreement. Consumer Protection referred Brooke to Circle Green for legal advice.

Circle Green advised Brooke that a landlord cannot hold the tenant's overpaid rent or use it for any purpose other than rent and provided advice on how the tenant could apply to court to

recover it. Brooke was grateful for the advice and felt more confident in advocating for herself.

Circle Green advises many tenants who are having bond disputes, and where the real estate agent is holding the tenant's overpaid rent while a bond dispute is being resolved. We hear from tenants in similar situations where the real estate agent is claiming a large sum from the tenant's bond. Tenants in these situations often feel that they cannot dispute any claims that the real estate agents are making, or even understand how the bond disposal process works.

**Real names and photos have not been used. We have withheld identifying details to protect and respect confidentiality.*

Jason's Story

Jason* was at court facing termination by a public/community housing provider. Jason did not have much detail from the housing provider as to why they were terminating the agreement, or what basis he might have to dispute the termination. Jason just knew he did not want to have the agreement terminated as he would be homeless.

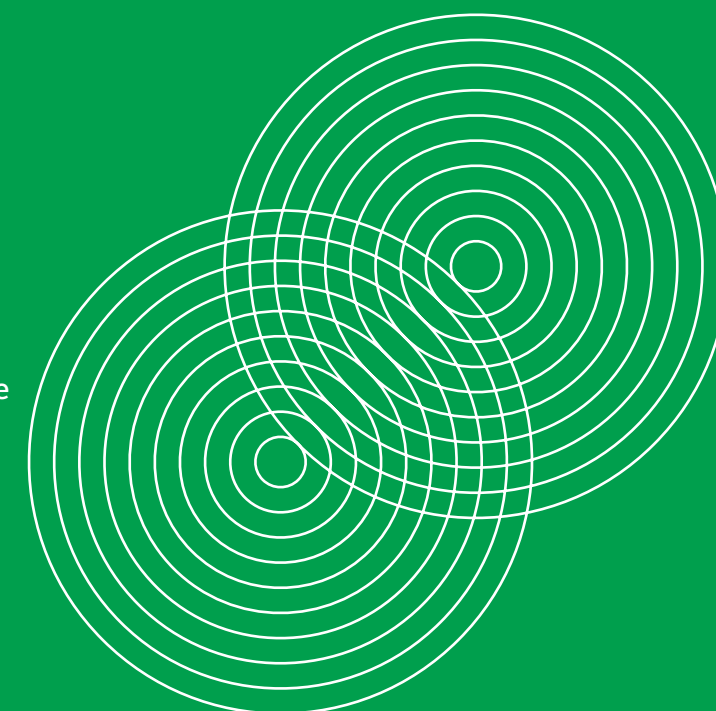
The duty lawyer first spoke with the housing provider (with the consent of Jason) and confirmed that the tenancy was being terminated because of a failure to keep the property clean. The duty lawyer was then able to provide some more detailed advice to Jason as to his prospects of success. The duty lawyer believed the issues were relatively minor and would be unlikely to justify termination of the tenancy but was concerned that Jason may not be able to present the arguments clearly and there was a risk of termination orders being made. The duty lawyer negotiated with the housing provider to seek an alternative to termination as Jason really wanted to sustain the tenancy.

The duty lawyer was able to negotiate with the housing provider to reach an agreement to adjourn the matter for a period of three weeks, and appeared before the Registrar to ensure this agreement was made into Court orders. Jason was confident with the issues raised that he could get these things addressed and would prioritise doing so before the next court date. Without assistance from the duty lawyer, Jason would have been entirely unprepared to go before the Registrar for his hearing. The consequences of a tenant being uninformed and unrepresented in proceedings, particularly where there is a significant power imbalance with their landlord as an institutional housing provider, can mean orders are made that are contrary to their



best interests. We often hear of tenants who are unrepresented feeling like they were forced to agree to termination orders by either housing providers or even by Registrars themselves. Being able to provide a duty lawyer service means we can provide practical assistance to clients right up to the time of their hearing, and often get far more favourable outcomes for these tenants, as well as this resulting in a far more effective use of the Court's time. Additionally, by helping Jason communicate with his housing provider, we helped Jason understand exactly what issues he needed to fix to sustain his tenancy, resulting in a more satisfactory outcome for all parties and an improved relationship between Jason and his housing provider moving forward.

**Real names and photos have not been used. We have withheld identifying details to protect and respect confidentiality.*





Best Practice Service Workplace



Elisha Butt, Principal Lawyer
– Workplace

Circle Green is the only community legal centre in WA which has a specialist workplace law practice that provides state-wide employment and workplace discrimination law services to non-unionised vulnerable and disadvantaged WA workers.

Our workplace law services include legal assistance to individuals, systemic advocacy on workplace issues affecting the clients and communities we serve, and community education to empower WA workers to understand their rights and engage in help-seeking behaviour.

We deliver a range of workplace legal assistance to WA workers, including our telephone advice service, extended advice service, evening legal service, legal casework, legal representation, legal information and referrals.

The top workplace problem types we assisted clients with were:

| | | | | | |
|------------------|--------------------------|----------------------|------------------------|-------------------------------|---------------------|
| Unfair dismissal | Employment contracts | Minimum entitlements | Underpayment | Bullying | General protections |
| Redundancy | Workplace discrimination | Forced resignation | Work health and safety | Targeted by sexual harassment | Misconduct |

Key statistics



Client feedback

Overall satisfaction with service. 135 Responses:



Emerging trends

Family and domestic violence impacts on work.

Employee entitlements in employer insolvency.

Migrant worker exploitation.

Workplace discrimination and harassment.

Employment contract issues – including restraints, sham contracting and unauthorised deductions.

“The lawyer was amazing. I couldn’t fault her and can’t thank her enough for the legal help and emotional support she has given me. She is great at what she does and inspired me to be educated on these topics and to stand up for what I believe in.”

“I had a fantastic experience [receiving] legal advice about my workplace issue. Both lawyers were very knowledgeable, clear and supportive, making complex legal concepts easy to understand. I am incredibly grateful for the service and highly recommend it for anyone seeking help.”



Some of the Workplace team members.

Amy’s Story

Amy* worked for a large retail employer in a regional area and faced significant challenges: she struggled with literacy issues, had a disability, and was the primary caregiver for three children, including one with a disability requiring substantial care.

Despite her circumstances, Amy’s manager consistently criticised her for taking necessary carer’s leave and for not being able to work extra shifts. This ongoing bullying took a toll on Amy’s mental health, leading her to take a mental health leave. During her leave, she received an unexpected email from her manager dismissing her. When Amy contacted the human resources department, they said the termination email was sent by mistake and sought to reverse it. However, Amy felt unable to return to a workplace where she had been treated so poorly.

Amy was referred to Circle Green by another community legal centre in her regional area. Circle Green supported Amy by providing her with extended advice and casework assistance from a workplace lawyer, who ultimately helped her draft a letter negotiating her exit and reviewed the settlement agreement. Empowered by Circle Green’s assistance, Amy successfully negotiated a substantial exit payment, stating without Circle Green “I

wouldn’t have the mental confidence to go through this.”

Circle Green’s strong connections with regional community legal centres allowed Amy to access our statewide specialist workplace law team. Our efficient and effective support enabled her to resolve her situation without needing to make formal court or commission claims, ultimately saving valuable public resources and allowing her to comfortably move forward with her life.

*Real names and photos have not been used. We have withheld identifying details to protect and respect confidentiality.



Lin's Story

Lin* is the sole income earner for his household and comes from a culturally and linguistically diverse background. He worked as a delivery driver for a major national employer but was being paid approximately 25% less than the minimum wage that applied to his employment.

When Lin raised concerns about his underpayment with his manager, he was dismissed and told instead that he owed the company for damages to a delivery vehicle. When he requested to discuss his wages further, the manager threatened to report him to a government authority for "working illegally."

Feeling unsure about where to turn, Lin reached out to Circle Green's workplace service. During an extended advice appointment with one of our workplace lawyers, with the assistance of an interpreter, he received clear advice on how to pursue his underpaid wages. Following this initial appointment, Lin decided to file a legal claim to recover his underpaid wages. Circle Green continued to support him by providing additional guidance on the legal claim process. As a result, Lin successfully advanced his case and secured a judgment against his employer for the wages he was owed.

Circle Green provided a safe place for Lin to seek assistance to address the exploitation he was experiencing as a migrant worker in the face of intimidating behaviour from his employer.

**Real names and photos have not been used. We have withheld identifying details to protect and respect confidentiality.*



Circle Green provided a safe place for Lin to seek assistance to address the exploitation he was experiencing as a migrant worker in the face of intimidating behaviour from his employer.



Workplace Respect Project

Circle Green Community Legal leads the Workplace Respect Project in Western Australia, part of the Commonwealth Government's response to the Respect@Work Report, addressing urgent priorities related to workplace sexual harassment in Australian workplaces. The Workplace Respect Project sits within Circle Green's broader Workplace program.



Heidi Guldback,
Project Manager, Workplace
Respect Project

The key priorities are:

Monitoring
legal need

Engaging with lived
experience experts

Advocating for legal
and cultural change

Delivering workshops
and developing
resources

Delivering legal
services

Client services

We provided 247 workplace sexual harassment and discrimination client services, including 121 legal advice services.



83% of clients
identified as
female



95% of clients were experiencing
financial disadvantage



71% of clients were
25-49 years old

Community Legal Education Services

We provided community legal education to 1,072 people across 8 Western Australian regions.

The two sessions we held most often were Workplace Sexual Harassment and Active Bystander training, and Respect at Work (a workshop for high school students).

Achievement and progress

Released an animated video in partnership with Legal Aid WA and Punchy Digital Video: 'What is sexual harassment? How can I get help?'.

Finalised new training for employers on the new Positive Duty: Preventing workplace sexual harassment (and other unlawful behaviours).

Sent our submission to the Australian Law Reform Commission's Inquiry into Justice Responses to Sexual Violence, with 22 recommendations guided by the experiences of our clients and input from our Lived Experience Advisory Panel.

Developed a legal need snapshot, using data from complaints or reporting agencies to highlight reports made, complainant demographics, and outcomes achieved.

Emerging trends and next steps

Development of two new animated video resources.

Creation of resources in Easy Read format and translation to other languages.

Partnering with community champion businesses as part of an upcoming awareness-raising campaign – Expect Respect.

Continued law reform efforts fostering a trauma-informed, equitable legal system for people targeted by workplace sexual harassment.

Continued engagement with stakeholders and facilitation of community legal education across regional Western Australia.

Client feedback

“I really enjoyed your company, and it went from a bad to a really nice experience. They made me feel so comfortable.”

“They gave me education and information that gave me a lot of confidence to seek my justice... how they speak to people was amazing.”

Community Legal Education feedback

“Trainers were highly knowledgeable and very engaging. Using lots of real examples and interactive activities was really helpful.”

“The level the presentation was pitched at was perfect. Presenters were able to work at the student level.”

Layla's Story

Layla* came to Australia on a working visa tied to her employment. She was employed as a manager at a fast-food restaurant, owned by Jeremy*. When Layla moved to Australia, she was required by Jeremy to pay a job security deposit and move into his house, where his family members lived.

Shortly after Layla started work, Jeremy began sexually harassing her. When Layla voiced how she felt about this behaviour, Jeremy threatened to ‘expose’ her to her family back home – a form of cultural shame.

After being targeted by sexual harassment for several years, Layla resigned from her employment following a physical assault perpetrated by Jeremy. Layla also reported the assault to police and obtained a restraining order.

Layla then contacted Circle Green's Workplace service. Circle Green provided initial advice, and following on from this advice, Layla decided to make a sexual harassment claim. Circle Green assisted her to prepare the claim and represented her in the dispute.

Throughout the claim process, Layla was supported by a Circle Green social worker who provided mental health and financial counselling referrals. Layla experienced significant financial hardship and housing insecurity due to her workplace issue. She was also referred to Circle Green's tenancy team for legal advice on her housing issues.

As part of the sexual harassment claim mediation process, Circle Green assisted Layla to negotiate a substantial settlement which allowed her to get migration advice, medical treatment, find a rental property and financially support herself while she recovered.

Co-occurring visa, housing and workplace issues are commonplace due to supervisor/landlords being able to exercise a high level of power and control.

*Real names have not been used. We have withheld identifying details to protect and respect confidentiality.

Angie's Story

Angie* is in her 60s, and was employed in a large organisation, in a male-dominated industry. She is one of only a few women working in this industry and has been employed by her employer for a long period.

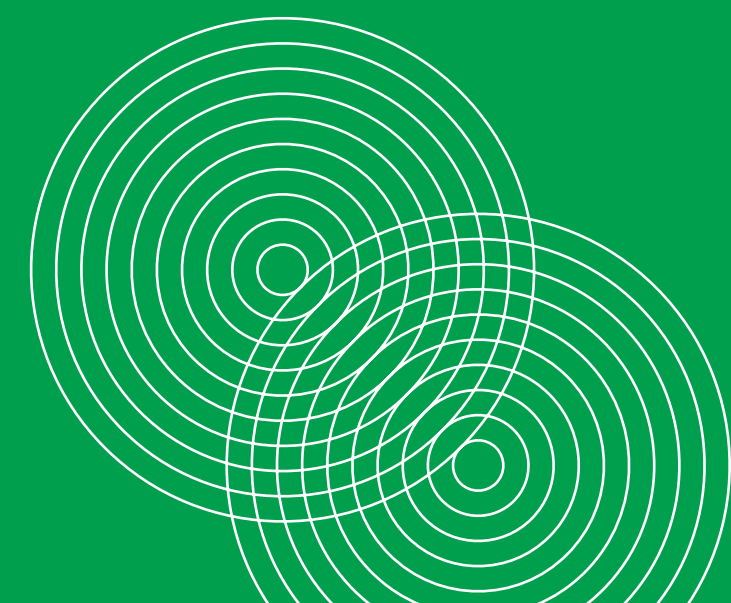
She contacted Circle Green after being targeted by workplace sexual harassment. The harassment she experienced was broad ranging, including comments and intrusive questions, culminating in unwanted physical contact that led to her decision to make a complaint, though she wanted to keep her job.

She reported the perpetrator's behaviour to human resources, requesting to be kept physically separate from him. Human resources took a long time to respond, and when they did, their response was disappointing to Angie.

Circle Green provided Angie with advice on her options for escalating her complaint. Angie decided to make an external complaint with the assistance of Circle Green, which empowered her to represent herself throughout a mediation process.

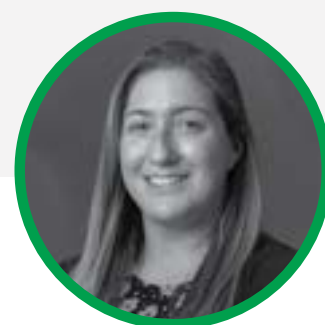
In mediation, Angie was empowered to negotiate a good outcome, including the removal of the perpetrator and an apology, as well as improved organisational policies and training in her workplace, so that she was able to remain safely in her job.

*Real names have not been used. We have withheld identifying details to protect and respect confidentiality.





Best Practice Service Humanitarian



Katy Welch, Principal Lawyer
- Humanitarian

Circle Green provides professional and accessible specialist immigration and refugee legal services to people new to Australia from Culturally and Linguistically Diverse (CaLD) backgrounds who are otherwise disadvantaged in their access to comprehensive and culturally informed legal assistance.

Emerging trends

Home Affairs changed their policy for newly lodged protection visa applications in February 2024. They are applying a 'first in, first out' process leading to a significant increase in requests for assistance both with initial protection applications and appeals for those recently refused by Home Affairs where applicants have not had the opportunity to put their full claim forward within the short timeframes applied.

Home Affairs are making decisions 'on the papers', rather than making a fair assessment of a person's asylum claim following an interview. The use of interviews as part of the initial decision-making process allows for a better and fairer assessment of claim and will ultimately reduce the number of meritorious Administrative Appeals Tribunal (AAT) matters, improving system efficiency.

Exploitation of migrants and asylum seekers by third party actors misrepresenting client information in the protection visa framework. The actors organising work, often low or underpaid, particularly in regional and rural areas.

Women who are dependent of their partner's temporary skilled visa suffering violence seeking advice on their visa options to remain safe.

Complex legal issues arising in family reunion matters. Primarily related to the delay caused by COVID19 of their humanitarian visa being granted and a several year delay in being resettled to Australia.

Key statistics



Country of origin

TOP FIVE:

- Afghanistan
- Myanmar
- Philippines
- India
- Indonesia

Client feedback

"I want to express my heartfelt gratitude for your unwavering assistance in my pursuit of permanent residency here in Australia. Throughout the years, you have been by my side, tirelessly providing support and guidance. I am truly grateful for your dedication."

We help with:

Protection visas

We provide advice and assistance to people seeking asylum. We support people with their initial application for a Protection visa to the Department of Home Affairs. As well as the Administrative Appeals Tribunal (now the Administrative Review Tribunal) and from 1 July 2024 we assist with providing advice and facilitating representation with Judicial Review at the Federal Circuit and Family Court of Australia.

Family Violence

We provide legal advice and assistance to visa holders who experience family and domestic violence. We ensure that they are made aware of their visa status, temporary and permanent, and the options available to them as well as assist in connecting clients to support services where appropriate.

People who arrived by boat to Australia

We provide advice to those who arrived by boat to Australia and seeking a resolution of their visa status. This includes those subjected to the 'fast track' process, those seeking a permanent Resolution of Status (RoS) visa.

Family Reunion

When people are forced to leave their home country due to a fear of persecution or serious human rights violations, they are often separated from their family who may still be in danger. We work with these people to help reunite them with their families in Australia. We provide a family reunion advice service to newly arrived humanitarian arrivals and deliver community legal education across all our practice areas.

Specialist legal assistance

We work closely with people from CaLD backgrounds seeking general legal advice and assistance including, but not limited to family law, citizenship, family violence restraining orders, Criminal Injuries Compensation, modern slavery and forced marriage.

Outreach

We provide three outreach services; the **Asylum Seeker Hub (ASH)**; **Luma** (formerly Women's Health and Family Services) and **South Metro - TAFE**. We also offer advice to people in prison and immigration detention via the Detention Advice Line (DAL).

Some of the Humanitarian team members.



Yasmin's Story

Yasmin* experienced family and domestic violence from her partner who was the sponsor of her visa. The Humanitarian team assisted her to obtain her permanent residency under the exemption provisions so she could separate from her partner. During her relationship she suffered a serious injury from her husband which affected her ability to work full time. She had four children from a previous relationship which remained in her home country when she moved to Australia. Despite her partner saying that he will sponsor her children, this did not occur.

Following the grant of her permanent residency, Yasmin was eligible to sponsor her children to live in Australia. We advised her that she could apply for child visas and assisted her to complete and lodge the applications. One of her children has a disability which was going to be a challenge due to the health criteria which he would have to meet. We also advised and assisted her to lodge an application for Criminal Injuries Compensation and provide evidence of her injuries, loss of earning and ongoing medical needs.

Three of the children were granted a Child visa. However, the fourth child failed the health criteria. We assisted her to apply for a health waiver and challenged the costings applied to her son's disability by the Medical Officer of the Commonwealth.

Yasmin was granted a Criminal Injuries Compensation payment of over \$100k. A few days later, the Department of Home Affairs accepted the submission regarding her son's health needs and the health waiver and his Child visa was approved.

Yasmin is looking forward to being able to continue to recover from violent relationship and to being reunited with her children in Australia.

**Real names and photos have not been used. We have withheld identifying details to protect and respect confidentiality.*

Krishna Somers

Humanitarian Settlement Project

Our family reunion work is named after the late Dr Krishna Somers who, as someone who had fled conflict himself, had a special interest in supporting legal assistance to refugees, asylum seekers and victims of human rights abuses, as well as dispersed migrant issues. The demand for family reunion assistance remains high and this continues to be an important part of our work.



Krishna Somers

Sabrina's Story

Sabrina* was evacuated from Afghanistan following the Taliban takeover in August 2021 with two children. Her husband and middle child were separated from her at Kabul Airport due to the bombing at the airport gates. Circle Green assisted Sabrina and her children to lodge an In-Country Special Humanitarian (subclass 201) visa which was granted. Following the grant of her humanitarian visa, we assisted Sabrina to lodge a split family application for her husband and middle child who were in a third country. Circle Green further assisted Sabrina to respond to any queries the Department of Home Affairs sent following the split family application. The application was successful, and her husband and middle child were granted with visas to come to Australia to join Sabrina and her children who are onshore.

**Real names and photos have not been used. We have withheld identifying details to protect and respect confidentiality.*





Rohini Thomas, Manager
- Protection Visa and
Appeals Program

Protection Visa and Appeals Legal Service

In late 2023, the Australian Government announced a range of funding to address the backlogs in protection visa caseloads. As part of the funding directed at legal services, in early 2024, Circle Green Community Legal Centre commenced the design and delivery of the Protection Visa and Appeals Legal Service. This service provides legal advice and assistance to eligible clients seeking protection, spanning initial application and all stages of appeal.

In seeking to design a sustainable, innovative and trauma informed model of service, Circle Green led collaboration with private law firms, barristers, SCALES and Legal Aid WA. Building partnerships and drawing on strengths and expertise across the broader legal assistance sector has been integral to the design of the service.

This service has commenced providing legal assistance from July 2024, and we look forward to providing an update in the next annual report.

Key aims of the service are to:

- Enable clients to understand the law, processes and options available.
- Contribute to improving the efficiency in case management and reduce the backlog of protection visa caseload at the Administrative Appeals Tribunal (to be Administrative Review Tribunal) and Federal Circuit and Family Court of Australia.
- Build knowledge and expand legal capacity and skills in protection and humanitarian immigration matters across the legal assistance sector in WA.

Ramineh's Story

Ramineh* arrived in Australia on a visitor visa. She had travelled around Australia working on farms in regional areas. She was fearful of returning to her home country as an LGBTIQ+ woman from a country where homosexuality is illegal. She had been refused refugee status from the Department of Home Affairs who stated it was safe for her to return. She approached our office for advice and assistance with her appeal application at the Administrative Appeals Tribunal (AAT) after being called for a hearing in a few weeks' time. We provided Ramineh with advice and assistance with her appeal application and represented her at the hearing. This involved providing guidance in obtaining supporting documentation from her LGBTIQ+ community and organisations.

We provided post-hearing submissions due to the concerns of the tribunal member regarding the questioning of her sexual and gender orientation.

The AAT remitted her matter stating she met the criteria for a Protection visa and subsequently her permanent visa has been granted by the Department of Home Affairs. Ramineh is now happily living in Australia as a permanent resident with her wife, safe in the knowledge that she can live and express herself freely.

Our relationships with our colleagues in other organisations and communities are incredibly important and shows the impact we can have when working together.

**Real names have not been used. We have withheld identifying details to protect and respect confidentiality.*



Visible Social Impact

We share our impact to amplify our organisation as a critical piece of the solution for creating social change in people's lives and in sector-wide legal reform.

Law Reform, Advocacy and Campaigns

Circle Green helps with more than just legal advice. We seek to maximise our social impact through various law reform and advocacy initiatives aimed at changing laws and legal systems for the benefit of people who are vulnerable or disadvantaged in our areas of practice.

When possible, we amplify the impact of our work through collaboration with other organisations across the state as well as nationally.

In 2023-2024 Circle Green engaged in 48 law reform and policy activities which included:

- Endorsement of Migrant Justice Institute Report: All Work, No Pay.
- Submission to the Treasury on the Competition Review of non-competes and other restraints.
- Submission to the Australian Law Reform Commission on the Inquiry into Justice Responses to Sexual Violence.
- Submission to Fair Work Commission's Paid Agents Working Group.
- Submission to Fair Work Commission's Modern Award Review 2023-24 (Work and Care) consultation.
- Power to Prevent Coalition Submission on Australian Human Rights Commission (AHRC) Amendment (Costs Protection) Bill inquiry.
- Feedback on Fair Work Ombudsman's draft Fixed Term Contract Information Statement.
- Power to Prevent Coalition Joint Statement on AHRC Amendment (Costs Protection) Bill.
- Contributed to Submission by Community Legal WA to NLAP Review.
- Endorsement of Submission by Migrant Justice Institute and Human Rights Law Centre into the Migration Amendment (Strengthening Employer Compliance) Bill 2023.
- Submission to inquiry into Migration Amendment (Strengthening Employer Compliance) Bill 2023.
- Endorsed the Refugee Council of Australia's statement on the Administrative Review Tribunal changes.
- Joint submission with Refugee and Immigration Network CLCs for Administrative Review Tribunal Bill 2023 (Provisions) and related bills.
- Signatory to the Visa Cancellations Working Group - Statement of concern regarding media and political commentary on Direction 99.
- Submission to the National Senate inquiry into the worsening rental crisis in Australia and endorsement of the National Association of Renters' Organisations (NARO) submission.
- Co-ordinated a response on behalf of TAES member organisations to the Department of Social Services proposed National Housing and Homelessness Plan.
- Multiple submissions to Consumer Protection as to the implementation of regulations dealing with pets and minor modifications under the first reforms to the Residential Tenancies Act.
- Joint release of the "National Nine" report as part of NARO, including participation in a panel event for the report's launch.
- Member of the recently re-launched Western Australian Consumer Advocacy Network (WACAN), led by Consumer Credit Legal Service and established with support of Consumer Protection, to advocate for financial, tenancy, and consumer rights.
- Continued to lead the Make Renting Fair campaign in collaboration with Shelter WA, Anglicare, and WACOSS, with support of various other stakeholder organisations.
- Joint submission with RAIN CLC of Family Violence reforms to Home Affairs.



Tenancy – Renter Rally

On 16 April 2024, staff and volunteers from Circle Green joined renters and housing advocates on the steps of Parliament House, calling for an end to unfair evictions in WA.

Alongside the Hon. Brad Pettitt MLC and Hon. Wilson Tucker MLC, Principal Lawyer Alice Pennycott spoke about the importance of removing without grounds evictions from the WA tenancy legislation, and highlighted how the State Government's practice of using without grounds evictions against public housing tenants must also come to an end.

Tenancy - Supreme Court Test Cases

Circle Green partnered with SCALES and barristers Matthew Albert and Fiona Lester to bring two test cases to the Supreme Court of Western Australia relating to the Housing Authority's use of fixed term tenancies and without grounds terminations.

Both matters ask the Court to consider whether the Housing Authority, when issuing a without grounds notice of termination at the end of a fixed term tenancy is required to afford tenants procedural fairness prior to making the decision and to make a decision which is legally reasonable.

The matters are being heard before the Court in September and October 2024, however, the lead up to this has involved many hours of work, collaboration with stakeholders, communication to the TAES Network, and raising awareness through the media.



SCALES Community Legal Centre solicitor Kate Davis with Circle Green tenancy lawyers Daniel Pritchard and Brogan Murphy (credit: Emma Kirk).

Expanding Our Reach and Amplifying Our Impact

Through a strategic focus on digital engagement, we have significantly raised awareness of Circle Green's specialist legal services across multiple platforms. By leveraging an expanded digital presence and targeted content delivery, we've positioned our organisation as a leading voice in our areas of law.

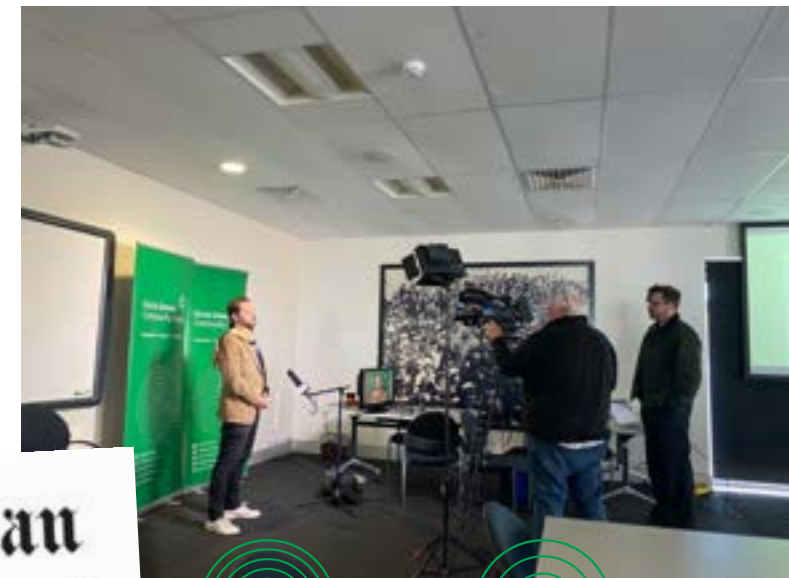
Over the past year, our online visibility has grown, driven by a calculated increase in content production on social media. This growth aligns directly with our broader strategic communications plan, enabling us to reach hundreds of thousands of viewers with highly engaging, informative content.

Our social media engagement rates have outpaced industry benchmarks, contributing to a remarkable 57% year-on-year increase in organic social acquisition on the website. This digital growth has translated into tangible results. Visitors are exploring our News section, downloading fact sheets, and accessing our services—making the platform an essential touchpoint in our outreach efforts.

The value of this organic reach is not only in the vast number of people we engage but also in the quality of those interactions. At minimal cost to the organisation, we're connecting with diverse demographics and expanding our influence.

Media

Circle Green has had notable media presence across radio, TV, social media and print, representing key law reform and initiatives. Thanks to the invaluable training provided by Anglicare, this hands-on experience has sharpened our presentation skills and deepened our understanding of the media landscape. This has enabled us to engage more effectively with journalists and enhance our communication strategies.



Sector Partnerships

Law Talk WA is a **podcast** dedicated to providing West Australians with insightful discussions on a wide array of legal topics. Hosted by **Legal Aid WA**, the podcast is a **community effort of various organisations** across Western Australia collaborating to ensure that content remains current and beneficial to our audience. Together, we strive to bridge the gap between the law and the community, offering clarity and guidance where it's needed most.

Each episode features conversations with a panel of experts who share their knowledge and expertise of a particular topic, with helpful and practical tips along the way.

The first series '**Separation: Navigating the road ahead**' is designed to help people navigating their way through separation. The Circle Green Humanitarian team contributed as subject matter experts to share our knowledge and expertise on topics such as arrangements for children, family violence and restraining orders as they effect newly arrived people from CaLD backgrounds and specifically those who are holders of temporary visas.

The second series '**Renters' Rights in a Housing Crisis**' shines a spotlight on Western Australia's current housing crisis and discuss some of the common issues faced by renters.

Tenant advocates and lawyers from Circle Green covered hints and tips to increase the chance of securing a rental property, the rights and obligations of tenants, how renters can best position themselves when negotiating with a landlord, options when struggling to pay rent, and where to find support.



Regenerative Growth

We will regenerate our organisational capacity by growing our capacity to change lives through strong governance, a valued and well-equipped workforce and broad financial base.

Our People

We have team of dedicated staff and volunteers that work together to enable us to deliver services and support our clients. Our team are the foundation of all we do.

We continued to provide training and development activities across and within teams. As part of our organisational wide development plan, we engaged a training consultant to work with us to support our emerging and mid-level managers through a series of six training and development sessions. We are currently assessing how we build on the success of this program.

Staff feedback

"Circle Green has been such a supportive, caring workplace, made up of the most thoughtful and gentle people. I'm grateful to have learnt so much, and to have grown considerably as a person since I began working here. These encouraging moments have made me feel empowered in my decision to pursue a career in law, trusting that I'm capable of achieving real, impactful results. It's one thing to see a mark on my academic transcript – and another entirely the relieved smile of a client."

"The people management training conducted by Prina helped me to develop my skill set and increase my confidence in supporting my colleagues to achieve their professional goals while working collaboratively to provide an invaluable service to our clients and community. I am very grateful to Circle Green for prioritising our ongoing learning and development in this space."



Dalton's Story

I'm Dalton, a lawyer at Circle Green and I'm proud to share a bit of my story here.

In 2020, I was a retail worker of six years struggling to support myself on insecure casual work, and I had known for a while I was being underpaid compared to my award. I joined my union, and the union and fellow members backed me and gave me the confidence to speak up to management. Together, with some other workers, we were able to get all casual employees back paid correctly. Through my union I learnt more about workplace rights, and I realised I wanted to be an advocate for workers.

After starting law, I began looking for ways I could improve my advocacy and learn about employment law in addition to my union. I heard the Employment Law Centre had merged into Circle Green and they were looking for volunteers! After volunteering with Circle Green on intake and triage for a while, I applied for an advocate position and began to work on the Telephone Advice Service and the Mining Industry Respect Infoline helping WA employees. I learnt a lot about all things employment law, but also about how important community legal centres like Circle Green



Michael Geelhoed and Dalton Whittle

are for our community and for clients who unfortunately often have nowhere else to go.

At Circle Green, I'm happy to say I work with a team full of people who are passionate about making a difference and helping each other to do so. I'd like to thank everyone in the team who gave me a chance, supported me, and taught me so much over the last few years, and I'm excited to continue my journey as a lawyer here.

Volunteers

Thank you to the dedicated **45 volunteers** that contributed **3,571 hours** and their skills to supporting our service and the community we serve.

"I enjoy being involved in real-life cases, including completing client intakes and doing research on casework."



Volunteer Feedback:

"The most rewarding aspect of volunteering was the ability to interact with clients and observe the real impact on their lives. This was amplified by the supportive and lively work environment at Circle Green."

"I liked being able to help people who were in difficult situations, especially those from a wide variety of backgrounds."

"I enjoy many things about volunteering; working with a knowledgeable, caring and inspiring team, assisting the community, but mostly contributing to an organisation involved in equitable practices and progress around the access of justice, it's satisfying."

"What I enjoy most about volunteering at Circle Green is that I have learnt a lot about the area of law, as well as developed many practical and professional skills that you would not learn through university. It is really satisfying to be able to learn while also assisting people and making a difference. The staff at Circle Green are also very nice and create a supportive environment."



Our volunteers are mostly law students and Circle Green would like to thank the Student Law Societies for invitations to participate in the following Careers Fairs:

- Blackstone Society's Beyond Commercial Law Careers Fair
- Curtin Mini Careers Fair
- Curtin Opportunities Fair
- Perth Law Careers Fair
- ECU Faculty of Business and Law Careers Fair
- The Law Society of Western Australia's 'Beyond the Magic Circle: Alternative Legal Careers Night'

Systems and Supports

Our backend systems and supports underpin our ability to deliver services and support our community. Over the year we focussed on preparing for and transitioning our organisation to better meet service needs including:

- Implementation of a new finance system which provides both additional efficiencies and better visibility of financial performance by project and streams, ultimately supporting better financial management.
- Preparation for a move to a new IT service provider and migration from a terminal server environment to SharePoint which was completed in early FY 2024/2025.
- Identification of a new HR platform which will be implemented in FY 2024/2025.

- Engagement of the Altius Group to conduct a Work Health and Safety Gap analysis and Psychosocial Risk Assessment. The reports highlighted the complex nature of the industry in which Circle Green operates and the above average exposure to psychosocial stressors. The reports noted the proactive processes currently in place, including the team debriefs that occur within streams, and recommended further actions to mitigate risks and opportunities to implement best practice.

The Senior Leadership Team continue to review and refine organisational priorities. To support this work has commenced on revisiting our existing strategic plan, with significant input and engagement across the whole organisation. We anticipate our new plan will be ready early 2025.

Circle of Friends

The *Circle of Friends* initiative is a vital part of Circle Green Community Legal's mission, empowering people to thrive in a just society. By fostering meaningful relationships with advocates, donors, and partners, *Circle of Friends* helps raise essential funds, increases our capacity to serve more clients, and strengthens our voice in legal advocacy. Together, we can protect the rights of vulnerable individuals and drive systemic change for a fairer society.

Join the *Circle of Friends* today and become part of a growing community of supporters committed to expanding access to justice.

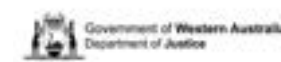


We look forward to continuing to engage with our Circle of Friends. You can join by using the QR code to sign up for our mailing list. You can also stay in touch by following us on social media.

THANK
YOU
to our
partners

- | | | | |
|--|---|--|--|
| • Aboriginal Family Legal Services | • Department of Home Affairs | • Kimberley Community Legal Services | • SCALES Community Legal Centre |
| • Aboriginal Legal Service WA | • Department of Justice | • King & Wood Mallesons | • Shelter WA |
| • Allens | • Department of Energy, Mines, Industry Regulation and Safety | • Kingston Reed | • South West Community Legal Centre |
| • Anglicare WA | • Edith Cowen University | • Krishna Somers Charitable Trust | • Stirling Women's Refuge |
| • The Association for Services to Torture and Trauma Survivors (ASeTTS) | • Estrin Saul | • Law Access | • Street Law Centre |
| • Ashurst | • Fair Work Ombudsman | • Legal Aid WA | • Student Legal Advice Centre (SLAC) UWA |
| • Asylum Seeker Resource Centre | • Financial Counselling Foundation | • Luma (formerly Women's Health and Family Service) | • Study Perth WA |
| • Australian Red Cross Society | • Financial Wellbeing Collective (FWC) | • McWilliams Davis Lawyers | • Sussex Street Community Law Services Inc |
| • Centre for Social Impact UWA | • Fremantle Community Legal Centre | • MDC Legal | • Tang Legal |
| • Commonwealth Attorney General's Department – National Legal Assistance Partnership | • Gilbert + Tobin | • Mercy Care | • Tasmanian Refugee Legal Service |
| • Community Legal Centres Australia | • Goldfields Community Legal Centre | • Midland Information Debt and Legal Advocacy Service (MIDLAS) | • The Forum of Australian Survivors for Survivors of Torture and Trauma (FASSTT) |
| • Community Legal WA | • Gosnells Community Legal Centre | • Minter Ellison | • The Fred P Archer Charitable Trust |
| • Consumer Credit Legal Service (WA) | • Great Southern Community Legal Services | • Modern Legal | • The Law Society of WA, Public Purposes Trust |
| • Corrs Chambers Westgarth | • Herbert Smith Freehills | • National Association of Renters' Organisations (NARO) | • The Salvation Army Australia |
| • DayDawn Advocacy Centre | • Immigration Advice and Rights Centre (IARC) | • Northern Suburbs Community Legal Centre | • Tottle Partners |
| | • Jesuit Refugee Service | • Norton Rose Fulbright | • United Nations Voluntary Fund for Victims of Torture |
| | • Kaldor Centre | • Peel Community Legal Services | • Uniting WA |
| | • K & L Gates | • Pilbara Community Legal Service | • University of Western Australia |
| | | • Piper Alderman | • Western Australian Council of Social Service (WACOSS) |
| | | • Refugee Advice & Casework Service (RACS) | • Welfare Rights and Advocacy Service |
| | | • Refugee and Immigration Legal Service (RAILS) | • Wheatbelt Community Legal Centre |
| | | • Refugee Council of Australia | • Women's Legal Service WA |
| | | • Refugee Legal | |
| | | • Regional Alliance West | |
| | | • Riverview Community Services | |
| | | • Ruah Legal Services | |

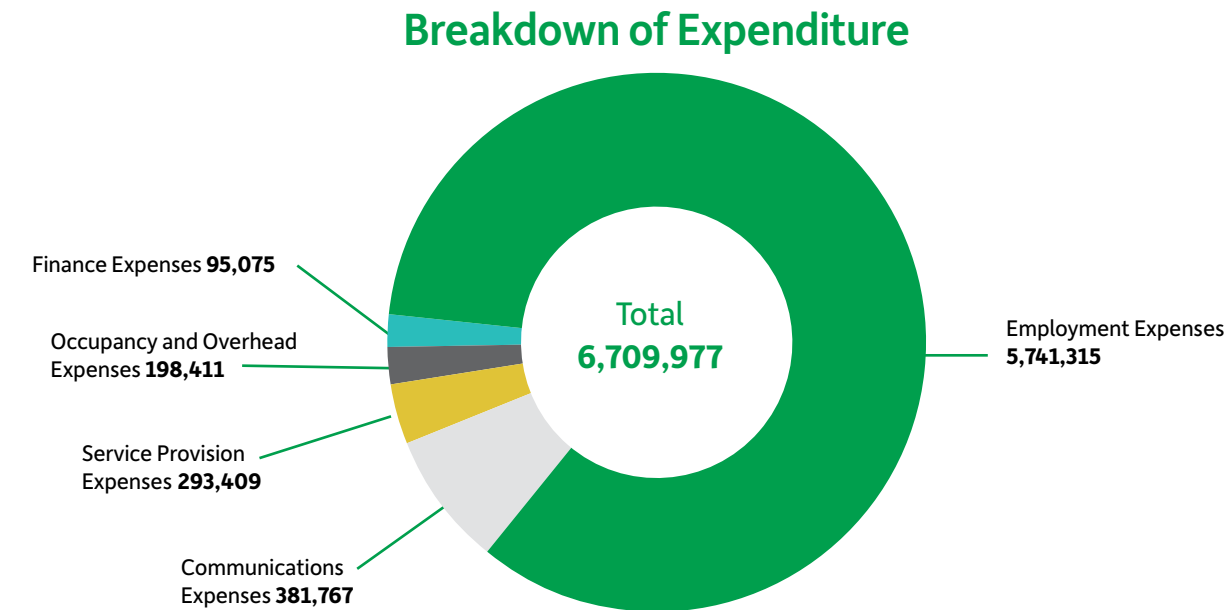
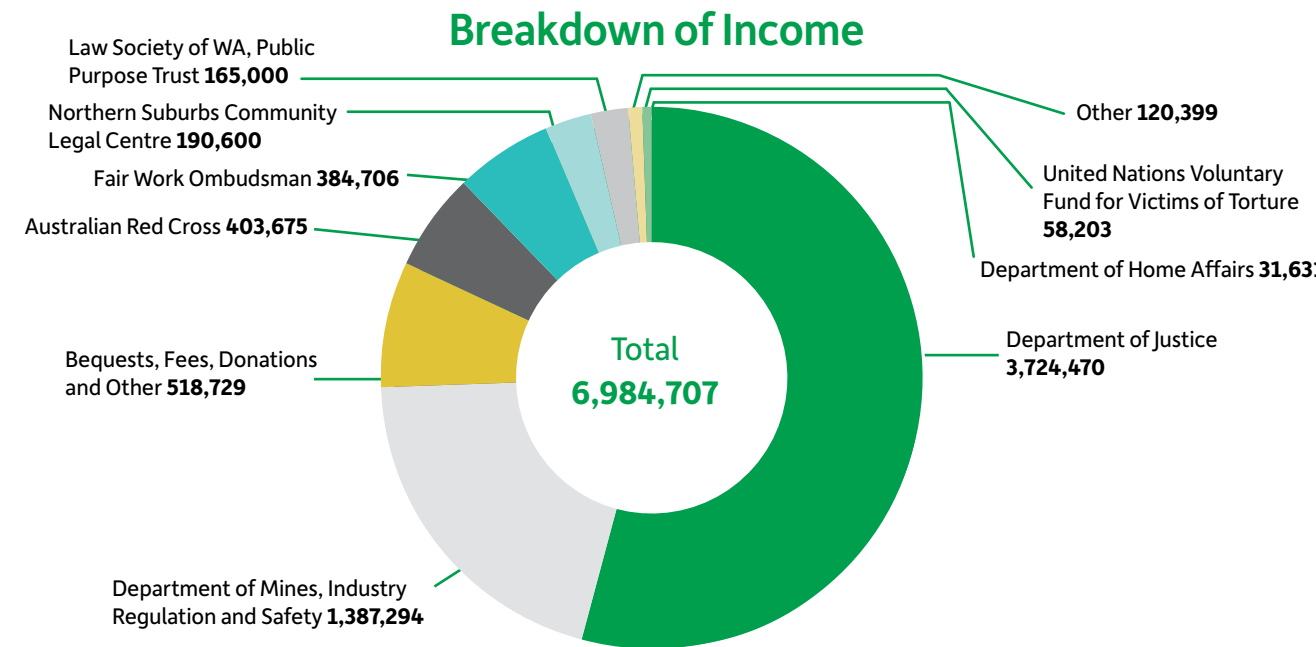
List of Funders



Financial Summary

| Profit and Loss | 2024 \$ | 2023 \$ | Balance Sheet | 2024 \$ | 2023 \$ |
|-------------------------------------|------------------|------------------|-----------------------------|------------------|------------------|
| Grants | 6,465,978 | 5,487,350 | Fixed Assets | 296,899 | 348,328 |
| Fees, Donations, Bequests and Other | 518,729 | 195,869 | Current Assets | 5,256,496 | 3,441,963 |
| Total Income | 6,984,707 | 5,683,219 | Current Liabilities | (3,664,047) | (2,107,296) |
| | | | Non-Current Liabilities | (379,291) | (447,668) |
| Employment Expenses | 5,741,315 | 4,704,093 | Net Assets | 1,510,057 | 1,235,327 |
| Other Expenses | 968,662 | 880,672 | | | |
| Total Expenses | 6,709,977 | 5,584,765 | Current Year Surplus | 274,730 | 98,454 |
| | | | Reserves | 1,235,327 | 1,136,873 |
| Surplus for the Year | 274,730 | 98,454 | Total Equity | 1,510,057 | 1,235,327 |

Note: a full set of our audited financial reports are available upon request.





Circle Green Community Legal



(08) 6148 3648



Ground Floor, 445 Hay Street
Perth WA, 6000



www.circlegreen.org.au



@CircleGreenCLC



/company/circlegreen



@circlegreenc

