



# Kingsford Legal Centre Annual Report 2014

Never Stand Still

Law

Kingsford Legal Centre





Kingsford Legal Centre is a community legal centre providing free legal advice, casework and community legal education to people who live, work or study in the Randwick and Botany Bay local government areas.

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Kingsford Legal Centre acknowledges the Gadigal and Bidjigal Clans, the traditional custodians of the Sydney Coast. We pay respect to those Elders, past and present and thank them for allowing us to work and study on their lands.

**Front cover photo:** Laurence Schwartz

**Design by:** Tonic Connective

We specialise in discrimination law and provide advice New South Wales wide on discrimination problems. KLC is a part of UNSW Australia Law Faculty and provides clinical legal education to its students.





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## Kingsford Legal Centre Mission Statement

Kingsford Legal Centre is committed to social justice and to promoting access to and reform of the legal system.

We aim to provide quality legal services to the community and to promote excellence in clinical legal education whilst fostering a critical analysis of the justice system.

# Dean's foreword





## Over 500 UNSW Australia Law students learnt through clinical legal education at Kingsford Legal Centre in 2014. This is a unique opportunity for these students not only to experience law in action, but to participate in, and reflect upon, the effect of the justice system on disadvantaged individuals and communities.

KLC Director Associate Professor Anna Cody commenced her research leave in Mexico in September of 2014. Anna will be working towards her PhD in this period as well as taking the time to reflect on KLC's courses and areas for further growth. She is a Visiting Fellow at the prestigious National Independent University of Mexico in Mexico City. She has left the centre in the very capable hands of KLC's Principal Solicitor, Emma Golledge.

KLC staff were recognised through the award to Acting Principal Solicitor Dianne Anagnos who won the UNSW Staff Award for Community Engagement, in recognition of her work as coordinator of KLC's community legal education program. While advice and casework assists a client with their current legal problems, community education is a preventative measure and ensures clients and communities learn to identify legal issues and advocate for themselves.

KLC also hosted Laotian academic Bounleuth Xaphakdy as a Visiting Fellow over 12 weeks. This was the first Asian-Pacific exchange in clinical legal education for UNSW Law. This extends KLC's role in supporting development in the Asia Pacific region, building on its previous work in Timor Leste. It complements the Law School's work on developing legal education with colleagues in Myanmar, Cambodia and Vietnam.

KLC's law reform work in 2014 was once again extensive and far-reaching. In 2014 KLC's Acting Director Emma Golledge began the co-ordination (with other human rights organisations) of the Australian NGO response to the United Nations Universal Periodic Review of Australia's human rights record. Access to affordable public housing was again a priority for the Centre due to its importance for KLC clients. Centre staff worked extensively with public housing tenants to ensure that they were aware of Government proposals and could engage in the process. Once again the Centre worked with clients who were homeless to help them secure housing. As always, KLC clinical students worked with our clients and local

community in all aspects of the Centre's work, significantly building on their understanding of social justice.

The cut in Federal Government funding to KLC's Family Law Community Legal Education Clinic was very disappointing. This clinic had been rejuvenated by an evaluation by ex-Director of KLC and current Senior Lecturer at UNSW Frances Gibson early in 2014. The implementation of the evaluation has developed this course to further deepen our connections with the local community and develop the understanding of our students of complex issues such as domestic violence.

The continuing cuts in Commonwealth funding of law centres are putting the sector into crisis. While arguments for social justice apparently appeal little to the Government, arguments for efficient public administration should. Law centres provide remarkably good value for money in helping the courts and other public services to operate efficiently. It seems clear that the cuts to law centre funding are more about ideology than good governance.

Kingsford Legal Centre is a core program of UNSW Law and we will work together to maintain services for our clients and students so far as is possible. However, other community legal centres are more exposed, and there is real danger of irreparable damage to programs which are vital. It's time for all those who are concerned about justice in our communities to question these policies via their elected representatives.

I look forward to working with KLC's outstanding, very committed and hard working staff into 2015.

**Professor David Dixon**  
Dean, UNSW Faculty of Law

# Director's report





I write this report from Mexico City, where I am currently on research leave. I feel very privileged to have this opportunity to concentrate on the academic side of my position as Director of KLC and have the space to do some of the research work which is often difficult when faced with the day to day tasks of running a busy community legal centre/legal education clinic. This is also a time for me to reflect on the work of the Centre – to think about our courses for students and our service to our community.

During the year we have renewed our family law clinic with a shift in focus to ensure students present effective, relevant community education presentations to our local community and that the clinic is better integrated into the whole Centre. The syllabus was reviewed and developed after a comprehensive evaluation of the clinic. Our community law and employment law clinics continue to grow with students gaining valuable experience running legal cases and writing law reform submissions in relation to anti-discrimination law and housing issues among many others. With the introduction of the new course Lawyers, Ethics and Justice, the Centre has worked closely with the course Convenor Justine Rogers to ensure effective integration of the clinical component. This unique course is the only one in Australia, or internationally, which ensures all students have a clinical experience early in their degrees.

Community legal centres and the Community Legal Services Program have been under the microscope for some time now. We have been surveyed, studied, researched, quantified and written up! There has been the Productivity Commission Report, the evaluation of the National Partnership Agreement and the current Federal Government's commitment to change current funding models – this list is not exhaustive. The basis for much of this is the extensive findings of the Law Foundation's research into 'Legal Needs in Australia and the Reshaping Legal Assistance Services Report'.

KLC has participated in all of these studies and processes and has made submissions to all enquiries. Our Centre did an extensive study of the legal needs of our community, and in particular the most disadvantaged members of our community, which we refer to regularly. We were one of the first centres in NSW to achieve accreditation, ensuring that we had an efficient framework and appropriate infrastructure to continue to provide quality legal advice, casework and education to our community. We produce extensive quarterly statistical reports of service delivery to monitor our work and ensure that our service is directed at those in most need.

What strikes me about this research and various studies is that by all of these standards, Kingsford Legal Centre is a centre of excellence with best practice across all facets of our organisation. Our service delivery model is responsive and fluid; our partnerships with our community organisations are based on shared values and respect; our focus is on our extensive public housing estates and the inspiring clients we work with. The high quality of our service to these clients was evidenced from the excellent results of our client survey. Our clinical legal education courses are recognised as demonstrating best practice and we lead within Australia and internationally for our teaching.

The basis for all of this is something that can't be counted or measured – the commitment, passion, compassion and hard work of our wonderful staff, secondees, volunteers and students. It is a privilege to work with, and learn from them all and from this distance, I have the space to appreciate what an amazing place KLC is. This was particularly recognised this year with Dianne Anagnos, Acting Principal Solicitor winning the UNSW Community engagement award.

Recently, at a meeting of community workers to organise a community legal education session for public housing tenants on safety issues, a community worker who is recognised for her understanding of the needs of the most disenfranchised in the community, said that she wanted KLC to lead the session as, she felt that, "our community members trust them". We are proud to have our work recognised in this way.

2015 will definitely be a challenging one with funding being uncertain. However, I believe that our Centre is well placed to face these challenges and we will continue working to ensure that social justice is enjoyed by all, and that we continue to lead the sector in clinical legal education and community justice.

**Associate Professor Anna Cody**  
Director

# Aims and objectives of Kingsford Legal Centre

## 1. To educate tomorrow's lawyers by:

- giving students an opportunity in a clinical supervised setting to work for disadvantaged clients
- developing student understanding of how the legal system works and its impact upon disadvantaged clients
- providing students with an opportunity to reflect upon social justice issues, the legal system and the role of lawyers within it including the values and objectives underpinning the work of community legal centres
- assisting students to understand the integral role that systemic advocacy and community legal education play in legal service provision

**2. To improve access to justice** for residents of the Botany Bay and Randwick local government areas by providing free legal advice and assistance including specialist employment advice

**3. To reduce discrimination** through the provision of specialist legal advice and representation on discrimination matters to residents of NSW and those who are discriminated against in NSW

**4. To enhance people's knowledge** of, and access to, appropriate legal services through the dissemination of information and by making and receiving referrals

**5. To promote access and equity** in all areas of the organisation including service delivery, legal education, community education and policy work

**6. To ensure Kingsford Legal Centre is respectful** of Indigenous cultures and people

**7. To improve the community's knowledge** of the legal system and the capacity for people to enforce their legal rights, by delivering community legal education



► Nimitz Housing Estate, South Maroubra

**8. To undertake systemic advocacy**, including law reform, and to represent the interests of clients and the local community on social policy and administration of justice issues

**9. To create partnerships** with other community organisations on legal issues

**10. To maintain an efficient infrastructure** for the Centre to provide support for staff, volunteers and students, and outcomes for clients



# Clinical legal education

Clinical legal education is a way of teaching law, legal procedure and ethics. In Australia when we talk about clinical legal education we mean a style of teaching where students are engaged in legal work for real clients and they analyse and reflect on this experience in a structured way.

## Our courses

Kingsford Legal Centre offers a range of courses and clinical components to UNSW Law students. These are:

**1st Year: Foundations Enrichment II:** This is a course for 1st year Indigenous students focusing on communication skills, legal interviewing and the legal aid system.

**2nd/3rd Year:** Interviewing component in Lawyers, Ethics and Justice: Students interview KLC clients and write a reflective assignment on it. These students are taught interviewing skills by KLC solicitors and spend five hours at the Centre in an evening legal advice session interviewing clients and working with volunteer solicitors.

**KLC Community Law Clinic (1 Day) and (2 Days) & KLC Employment Law Clinic (2 Days):** These are courses in which students develop their understanding of issues of social justice as well as developing interviewing, negotiation, drafting, submission writing and advocacy skills. We teach students to think critically about the law, the legal system and the place of disadvantaged clients within it. We do this through students working on client files, answering phones and working on law reform and community education projects under the supervision of clinical supervisors for one to two days each week. There is also a weekly two hour seminar program and daily one hour tutorial program for reflection on substantive issues of law and justice questions.

**KLC Family Law Community Education Clinic (1 Day):** This course has developed a range of legal education modules for community groups and community members with a focus on family law and the cross over with domestic violence. The students meet with community workers in the local area, then prepare and present community legal education workshops to members of the local community.



► Semester 2 2014 students

# Clinical legal education

## ► Other Teaching and Learning Achievements in 2014

### Visiting fellow: Bounleuth Xaphakdy from Laos

From 22 February to 23 April, Kingsford Legal Centre hosted a Visiting Fellow, Bounleuth Xaphakdy. Leuth is a clinical legal education Director from the National University of Vientiane. We organised a full schedule of visits to other community legal centres, Legal Aid NSW, internal Faculty meetings and an interstate visit to other clinics. Leuth also met with the Human



► Bounleuth Xaphakdy

Rights Clinic teachers and the Policing Clinic teachers in order to gain a thorough overview of the clinical program at UNSW. He observed our assessment process, our classes and was given all the documents which the Centre uses as precedents and for teaching purposes. He also learnt about the integration between clinical legal education and the Faculty's work. Leuth also made a presentation to Herbert Smith Freehills who have been active in their support of Laos clinical developments.

### Professor Frank Bloch visit and organisation of supervision training for all experiential learning teachers

In early May, KLC hosted a visit by a leading clinical legal education professor from Vanderbilt University USA, Professor Frank Bloch. He presented a faculty seminar on current developments in legal education in the USA. Professor Bloch and Associate Professor Anna Cody then taught a half day workshop on effective supervision skills for all the experiential learning teachers, including all the internship supervisors as well as the clinical teachers. About 20 supervisors participated in the workshop and it was a useful forum for learning about teaching challenges.

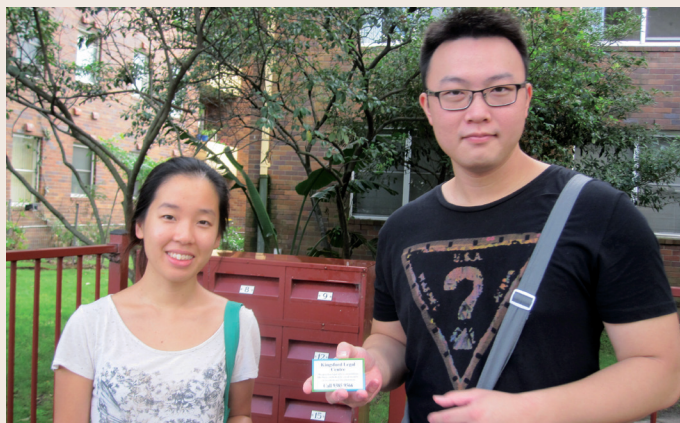
### Papers presented

In May 2014 KLC Director Anna Cody presented a paper on ethical frameworks used in community legal centres at the NSW CLC symposium. The paper drew on the work we have been doing in the Centre with students and challenged some of the dominant professional responsibility approaches which our new course, Layers, Ethics and Justice has moved away from.

In June KLC employment solicitor Maria Nawaz attended the Young Lawyers NSW Midyear Assembly as a CLCNSW representative, and discussed the importance of clinical legal education in equipping young lawyers with the skills to act ethically in practice.

In July Anna Cody presented a paper to the International Journal for Clinical Legal Education Conference on teaching ethics through a clinical methodology.





► Students leafletting

### ► Indigenous access initiatives

During 2014 KLC continued to make a significant contribution to the Law Faculty's commitment to increasing the numbers of Indigenous students studying law. KLC is an active participant in the Indigenous Legal Education Committee.

### Classes on working with indigenous clients and communities

The seminar program for students includes a class on working with Indigenous clients and communities in order to provide greater insight and skills for students. This class was presented by KLC Aboriginal Access Worker Kaleesha Morris.

### Winter school program for indigenous high school students

KLC hosted Indigenous high school students during the Winter School program involving Year 10, 11 and 12 students. The students came to the Centre to learn a bit more about the law and what happens at law school. They enjoyed meeting other students and staff as well as debating real life legal problems and deciding what they should do!

### Indigenous pre-law visits

Kingsford Legal Centre hosted a visit by pre-law Indigenous students in 2014 organised by the Nura Gili Centre. The Nura Gili Centre is key to improving Indigenous access to, and retention in, tertiary studies in the University. The students came from around Australia and were a mix of school leavers and mature age students. The Faculty of Law pre-law program is a well-developed program with an introduction to various areas of law and excursions to expose students to a wide variety of University activities.

### Indigenous Students-Foundations Enrichment II Course

The Foundations Enrichment II Course is designed to assist first year Indigenous students to settle into university studies and develop oral and written communication skills in a legal setting. The KLC course engages law students in the day to day operation of the legal system and lawyering, and bridges the gap between the theory and practice of the law. Students are given the opportunity to assist people in our community with their legal problems while also acquiring valuable communication skills.



► Pre-Law Students 2014

# Statistics

► Statistical summary of our service and our clients 2014

## INFORMATION AND ADVICE

Information only	1952
Advices	1727

## ADVICE / Problem Type Top 10

Employment conditions/entitlements	169
Employment Other	156
Employment unfair dismissal	122
Road traffic and motor vehicle regulatory offences	114
Discrimination disability	111
Credit and debt owed by client	96
Neighbourhood disputes complaints about neighbours	91
Tenancy Other	77
Motor vehicle accident	70
Other civil violence/restraining orders	65

## CASEWORK

Open at period start	58
New cases opened in period	279
Total cases open during period	337

## CASEWORK / Area of Law

Discrimination	11%
Employment	20%
Criminal (Including DV)	4.5%
Civil	60.5%
Family	4%

## CLIENTS

New Clients	1029
Repeat Clients	320

## CLIENT DEMOGRAPHICS / Gender

Female	48%
Male	52%

## CLIENT DEMOGRAPHICS / Age

< 18	1%
18-34	33%
35-49	28%
50-64	22%
65 & over	14%

## CLIENT DEMOGRAPHICS / Income

No Income	14%
Low	55%
Medium	16%
High	10%

## CLIENT DEMOGRAPHICS / Aboriginal and Torres Strait Islander

% of clients identifying as ATSI	7%
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## CLIENT DEMOGRAPHICS / Disability

% of clients with a disability	25%
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## CLIENT DEMOGRAPHICS / Interpreters

% of advices where an interpreter was used	4%
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## CLIENT DEMOGRAPHICS / Country of Birth Top 10

44% of Clients were Australian Born 54% were born outside of Australia 2% not stated

Australia	44%
China (excludes SARs and Taiwan Province)	6%
England	3.4%
New Zealand	2.6%
Bangladesh	2.5%
Indonesia	2%
Greece	1.9%
India	1.6%
Iran	1.5%
Philippines	1.5%

## NON-CASEWORK PROJECTS

Non-casework Projects Open at Period Start	84
Opened in Period	137
Total Open in Period	221

## NON-CASEWORK PROJECTS / Types

Access & Equity	3%
Community Development	19%
Community Legal Education	12%
Continuing Professional Development	4%
Early Intervention & Prevention	0
Law Reform and Legal Policy	35%
Organisational Management/Support	11%
Public Relations	4%
Service Extension and Development	2%
Social Justice Campaigns	7%



# Advice and casework

2014 was an extremely busy year for KLC's advice and casework practice. We provided 1723 advices and opened 269 cases in the period.

KLC could not have helped all these clients without the hard work and dedication of Principal Solicitor/Acting Director Emma Golledge, Solicitor/Acting Principal Solicitor Dianne Anagnos and Solicitor Natalie Ross as well as our secondee solicitors, in particular Emma Anderson and Damian Finan. Thanks are also due to our roster of over 70 volunteer solicitors whose commitment, professionalism and great good humour continued throughout 2014 ensuring our local community had access to quality free legal advice, three evenings a week.

## Discrimination law practice

KLC specialises in discrimination law and provides a state-wide service in this area of law. The breakdown of discrimination cases and advices in 2014 are:

Type of Discrimination	No. of Cases Opened	No. of Advices Given
Discrimination disability	29	108
Discrimination race	11	46
Discrimination Other	7	31
Discrimination sex/gender	7	17
Discrimination age	-	8
Discrimination sexual orientation	-	3
Discrimination marital status	-	3
Discrimination religion	1	3
Discrimination pregnancy	7	18
<b>Total</b>	<b>62</b>	<b>237</b>

## Sexual harassment

Our client was a woman who was employed in a small business that shared premises and other facilities with another small business. The director of the other small business tried to engage our client in conversation of a sexual nature, and on one occasion he exposed his underwear to her. Our client explained what had been happening to her own employer, who arranged to move her to a different location. Our client also lodged a complaint of sexual harassment against the director who harassed her with the NSW Anti-Discrimination Board. Before receiving our help, our client tried to conciliate a settlement, but this was unsuccessful, as the respondent was so hostile that the conciliation was terminated. KLC agreed to represent the client, at the NSW Civil and Administrative Tribunal. We attended a mediation at the Tribunal and the matter was settled with the respondent paying our client compensation and attending a course on discrimination and harassment in the workplace.

## Pregnancy discrimination in employment

KLC represented a client in a pregnancy discrimination complaint against her employer. The client requested a period of two months unpaid leave to have her baby after working at the company for 8 months. The employer denied her request, arguing that she had no entitlement to parental leave, as she had not worked there for at least twelve months. We represented our client at a conciliation conference at the Australian Human Rights Commission. We helped the client settle her complaint at the Commission. She received \$5,000 in compensation and a written reference.

# Advice and casework

## Disability discrimination in housing

KLC represented a client in a long running case of disability discrimination. Our client uses a motorised wheelchair and lives in social housing. His front door was too small for him to easily enter his home, and the automatic door mechanism was malfunctioning. As a result he sometimes couldn't enter his home. His attempts to have the matter resolved had been unsuccessful. KLC helped him lodge a discrimination complaint and also arranged for a pro bono access consultant to attend the property to refute suggestions that there was no possible access solution, and that the client had to live with the door as it was. As a result of a conciliation agreement, the client's home was modified and he now has a fully accessible front door.

## Generalist law practice

In 2014 KLC offered between 35 to 40 generalist advice appointments each week. Advice is given in most areas of civil and administrative law as well as minor criminal matters.

## Victims compensation

KLC received several victims compensations decisions in 2014 for matters lodged prior to the 2013 victims compensation scheme



▶ KLC volunteer Mike Steinfeld working with a student

changes. The results were mixed. Most of our clients received far less compensation than they would have received under the previous rules. For example, clients who have been victims of years of domestic violence have been awarded \$1,500 instead of up to \$10,000 under the old rules. The effect has been partially lessened by the payment of a “transitional” amount of \$5,000. However this transitional payment is only paid to people who lodged their applications within two years of the act of violence, and will not apply to new claims. KLC particularly noted this rule impacted negatively on clients who experienced abuse as children who often lodge claims many years after the violence.

In a long running case our client received only \$10,000 for multiple sexual assaults perpetrated on her as a child. She was not eligible for the \$5,000 transitional payment even though her claim had been accepted “out of time” under the old rules. We are concerned that these cases show that the amounts paid out under the new scheme are grossly inadequate for people who have experienced multiple sexual assaults as children.

We were successful in obtaining \$15,000 for a client who experienced sexual assault and domestic violence by her husband. This included a \$5,000 transitional payment, as she had lodged under the old scheme within the two years.

## Victims compensation – restitution

KLC helped a client who we first met when he was in Long Bay Correctional Centre. On his release he received a restitution order from Victims Services to pay over \$25,000. Our client had been gaoled for assaulting another man, who had received victims compensation. Prior to going to gaol our client was homeless and lived with serious drug addiction. He also had a mental illness and other chronic health conditions. While in gaol he had been seriously assaulted and suffered a brain injury.

After his release from gaol our client was living in a boarding house and on a disability support pension. He couldn't pay the restitution amount so we helped him prepare evidence of his circumstances to object to the amount. The Commissioner reduced the amount of the order to \$1,000. The decision highlighted the circumstances

of our client and that at the time of the assault he was not receiving treatment for his mental illness. The decision also stated that it was “one of those unusual cases” where the amount should be reduced based on our client’s understanding at the time of the offence, which was affected by untreated psychotic illness.

### **Housing NSW appeal for a homeless client**

Our client was a recently arrived migrant who spoke little English. She had to leave her home because of family violence. She became homeless as she was ineligible for public housing because of her visa-type, even though she was a permanent resident. We helped the client appeal the decision and wrote to the Minister with our concerns about the impact of the policy especially for women escaping violence. Housing NSW upheld our appeal. We are happy to report that due to a lot of advocacy she was offered a flat and finally has permanent accommodation. Because of the urgent nature of this case almost every solicitor at the Centre helped this client. This case highlights how legal centres can work in the community, raise policy issues and respond to clients in urgent need

### **Client survey**

Every two years KLC seeks feedback from our clients on our advice clinic service delivery. In 2014 the survey was run during August and September. Daytime, evening and outreach clients were all asked to complete the survey at the conclusion of their appointment. We received 41 responses. The results were overwhelmingly positive with no clients rating service negatively on any of the questions. The survey highlights the hard work and professionalism of our wonderful volunteers.

### **Power of attorney clinic**

This pro bono clinic commenced in May 2011 in partnership with Clayton Utz. It provided appointments on Power of Attorney and Enduring Guardianship matters. Clayton Utz solicitors visited clients in their homes, nursing homes and hospital. The Clinic ended in 2014. KLC is grateful to the generous support of Clayton Utz of this clinic over the past three years. KLC continues to provide limited power of attorney and guardianship appointments.



► KLC student taking instructions

### **Student advocacy**

KLC’s student advocacy scheme continued to offer clients student representation in guilty pleas at Waverley Local Court and in administrative appeals at the Social Security Appeals Tribunal. Several KLC students participated in the scheme in 2014, all of whom did exceptionally well in their pleas and advocacy under the supervision of our solicitors

One example of a successful student advocacy matter involved a client appealing a public transport fine. Our client was a man with significant disabilities who had recently arrived in Australia. Another client was a young student charged with possession of MDMA. Both clients were represented by KLC students who delivered outstanding pleas in mitigation, resulting in both clients receiving “Section 10” dismissals of their charges. The student advocacy program allows students to gain invaluable real life advocacy experience as well as lessening the stress and impact of going to Court for our clients. Thanks to our local Magistrates particularly at Waverley Local Court for their patience and feedback to our students.



# Outreaches

Our outreaches are an important part of KLC's service delivery to our clients. The location of our outreach clinics is informed by our Legal Needs Assessment of our catchment, requests by community organisations and workers, and our resources. The success of our outreaches is in large part due to the strong partnerships KLC has with local community organisations. We are very grateful for the warmth and generosity of all our outreach partners.



► KLC student at SENC Outreach

## **Yarra Bay outreach**

Our Yarra Bay outreach is staffed by our Aboriginal Access Worker, Kaleesha Morris and is aimed at the local Aboriginal community. It is a fortnightly (during school terms) drop-in clinic situated in the La Perouse Aboriginal Community Health Centre at Yarra Bay. The emphasis of this clinic is developing relationships with our community and working with them on community legal education and law reform issues, as well as providing advice on legal problems.

## **South East Neighbourhood Centre (SENC) outreach**

Our SENC outreach operates to provide access to clients from the Botany Bay Local Government area. It is a popular clinic with three appointments every second Wednesday throughout the year.

## **Kooloora community centre outreach**

KLC's advice outreach clinic at Kooloora sees clients from the five major housing estates in the South Ward of Randwick Council. This clinic is a fortnightly drop-in clinic which operates during school terms. It has been successful, with very disadvantaged clients attending with multiple and complex issues. In particular, KLC is seeing increasing numbers of clients at this outreach with housing issues.



► KLC students at Kooloora Outreach

In 2014 we evaluated our Kooloora outreach. The outreach is very successful in reaching vulnerable public housing clients and the partnership with Kooloora is very strong. New procedures were put in place around coordination of the clinic as a result of the feedback. Our evaluation found that our work in partnership with Kooloora staff was key to the success of the clinic.

### Long Bay Correctional Centre Outreach

This outreach clinic helps inmates at Long Bay Correctional Centre. KLC responds to requests from prison welfare workers or prisoners directly. Prisoners who contact KLC by telephone are immediately put through to a solicitor for assistance and we regularly arrange legal visits to provide advice. We also regularly attend pre-release information sessions at the prison to help prisoners deal with their legal issues as they face release.

### Legal Aid Early Intervention Family Law Outreach

One of the key achievements during 2014 are two new outreaches in our local area for clients with family law issues. Legal Aid's Early Intervention Unit now have a fortnightly family law service at the La Perouse Community Health Centre and at The Deli Women and Children's Service in Eastlakes. Our students work with Legal Aid at the Deli outreach where they have the opportunity to sit in on interviews. This has been a wonderful opportunity for our students to gain a deeper understanding of the issues in family law and is a great asset to our local community in terms of access to family law advice.

The breakdown of KLC advice clinic outreaches in 2014 is below:

Outreach	Clients Targeted	No. of Advices Given in 2014
Kooloora Community Centre	Social housing tenants in the South Ward of Randwick LGA	42
Long Bay Correctional Centre	Civil matters of inmates of Long Bay Correctional Centre	14
South East Neighbourhood Centre	People who live in Botany LGA	48
Yarra Bay	Aboriginal and Torres Strait Islander clients	2

# Employment clinic report

2014 was another very busy year for the Employment Clinic with 44 cases taken on and 445 advices given. Employment is the largest single area of advice for KLC.

Below is a breakdown of the clinic's service delivery:

Problem Type	No. of Cases	No. of advices
Employment Other (not unfair dismissal or conditions/entitlements)	16	156
Employment conditions/entitlements	17	167
Employment unfair dismissal	11	122
Total	44	445

## Case work

### Unfair dismissal matters

In 2014 KLC took on 11 unfair dismissal matters, in most cases successfully negotiating significant settlements for our clients. In one case, our client was working as a personal assistant and was told over the phone not to come into work any longer because she "made the boss too emotional". Our client lodged an unfair dismissal complaint with the Fair Work Commission (FWC). The employer alleged that the client had engaged in serious misconduct. KLC successfully represented the client at conciliation, with settlement terms including compensation of \$8,000 and a written reference indicating that the client resigned.

### General protections matters

KLC undertook a number of general protections matters at FWC, with a spike in the number of pregnancy discrimination cases.

KLC represented a client at a General Protections dismissal conference at FWC. Our client was working as an accounts

officer on a full time basis. After she advised her employer of her pregnancy, her manager began raising performance issues which were inconsistent with the positive feedback she had previously received. Our client was dismissed within her probation period. KLC assisted our client to lodge a General Protections dismissal complaint, and represented her at conciliation, arguing that her employer had discriminated against her on the grounds of her pregnancy, by terminating her employment. We settled the matter for compensation of \$7,000 and a statement of service indicating that she had resigned.



► KLC employment law students with employment solicitor Maria Nawaz (4th from left)



### Entitlements matters

KLC acted for a client who had been employed as a cook for over ten years. She had been paid less than the award wage for her entire employment period. KLC assisted the client to file an underpayments claim. KLC negotiated a \$15,000 settlement before the matter went to hearing.

In another matter, our client was employed as a pastry chef for over five years, and was underpaid during this period. KLC assisted the client to make a complaint to the Fair Work Ombudsman, and when the FWO declined to prosecute the matter, KLC negotiated a settlement of \$20,000 directly with the employer.

### Pro bono advice clinic

The Employment Clinic has been running a pro bono advice clinic with law firms for over a decade. Every Wednesday during semester, a solicitor from one of the four firms on our roster attends KLC to give employment advice to our clients and to work with our students. The pro bono clinic significantly increases our capacity to help people with employment law problems. The clinic runs extremely smoothly and is an asset which we value highly. Thanks to all of the participating firms - Bartier Perry, Harmer's Workplace Lawyers, Henry Davis York and HWL Ebsworth - for their generous commitment to KLC and our clients.

### Networks & community legal education

#### Employment law network

In 2014 KLC employment solicitor, Maria Nawaz, jointly convened the Employment Law Network meeting of Community Legal Centres NSW. The Network aims to increase collaboration, knowledge, and to encourage community legal centres to undertake employment law advice and casework. At the May meeting KLC volunteer solicitor Larissa Andelman presented to the network on the new anti-bullying laws.



► Daceyville Housing Estate

# Employment clinic report

## Employment and discrimination law training for solicitors

In May 2014 KLC solicitors Natalie Ross and Maria Nawaz delivered an employment and discrimination law training session for over 40 volunteer solicitors. In November 2014 KLC solicitors Dianne Anagnos and Maria Nawaz delivered a training session at the CLC's NSW quarterly meeting entitled "Employment and Discrimination Law – choosing the right path".

## Women at Work project

The Women at Work Project was funded as a partnership project with Legal Aid NSW. In 2014 KLC finalised the publication of fact sheets in community languages - Indonesian, Bangla and Chinese. The factsheets were based on the workshops KLC convened with the help of Asian Women at Work where we spoke to vulnerable women about their experiences at work. The factsheets are aimed at raising awareness of employment law rights, and developing resources for future community legal education. We would like to thank all the women that contributed their stories to the project, Asian Women at Work and Legal Aid NSW.

## Law reform and policy

### General protections paper at NACLCL conference

In August 2014 Maria Nawaz attended the National Association of Community Legal Centres conference in Alice Springs, where she delivered a paper entitled "General protections or no protections – a critique of discrimination provisions under the Fair Work Act".

### Australian human rights commission rights and responsibilities consultation

In December 2014, Maria Nawaz and employment clinic students contributed to the KLC and CLCNSW submissions to the Rights and Responsibilities consultation, commenting on the importance of freedom of association in the workplace.

KLC solicitors Dianne Anagnos and Maria Nawaz presented on the project at the Community Legal Centres NSW symposium, reflecting on the challenges and successes of this model of community legal education.

**Women at work**

UNSW Kingsford Legal Centre

Never Stand Still | Law | Kingsford Legal Centre

### MAY LOSES HER JOB

May works as a cleaner in a hotel. One day when she goes to work, her boss tells her that he is giving her a warning for not doing her job properly. May has never been given any warnings before. May is very worried about her job and does not understand what she has done wrong.

The next day, May's boss tells her that she does not have a job anymore, and that she should leave the workplace. May is very confused because she did not get a chance to improve her work and did not get to tell her boss her side of the story.

#### What can May do?

A dismissed employee when your employer tells you that you don't have a job with them anymore. Employees are allowed to discuss workers if they don't improve after being warned that they aren't doing their job properly, or if they do something against the law, for example, stealing from work.

If you are doing something wrong at work, you should usually be told what you have done wrong and what you need to do to improve. You should also be given a chance to explain your side of the story. The way in which May lost her job might be unfair because she was not given a chance to explain, and was not given any time to improve her work after she was warned.

If you lose your job and you don't think it was fair you might be able to make a complaint of **unfair dismissal** to the **Fair Work Commission**. If you need to make an unfair dismissal complaint, you need to do so within **21 days** of losing your job. It is very important that you meet this time limit, otherwise the Fair Work Commission might not deal with your case. You can get a copy of the application form on the Fair Work Commission's website [www.fairwork.gov.au](http://www.fairwork.gov.au).

You can get free legal help from:

**KINGSFORD LEGAL CENTRE** - Call 0285 9566 or 1300 722 795  
**LEGAL AID NSW** - [www.legalaid.nsw.gov.au](http://www.legalaid.nsw.gov.au) or call Law Access  
**LAW ACCESS** - Call 1300 888 132 or 1300 889 928 if you are hearing/visually impaired

**Women at Work Factsheet**

# Family law/family violence community education clinic report

The KLC Family Law/Family Violence Community Education Clinic is funded by a grant from the Commonwealth Attorney General to develop and deliver community legal education to our local community, in a clinical legal education setting. The course gives students the opportunity to meet and build relationships with workers in the local area and to prepare and present community legal education workshops to our local community.

## Clinic evaluation

Early in 2014 KLC engaged ex-KLC Director Frances Gibson to undertake an evaluation of the Family Law/ Family Violence Clinic. Frances interviewed all stake holders and delivered her report in March 2014. Some of her recommendations included:-

- Integration of the community education work within the overall Centre community education work
- More shared work between family law students and community and employment law students
- More exposure to individual client work for family law students.

KLC has worked throughout 2014 and summer to implement the recommendations into Clinic practice. This has resulted in a clinic that has a greater focus on participative education and presentation skills for students. Overall, the evaluation process has been very positive one.

## Funding cut

In 2014 we had to prepare to alter the operation of this clinic following a fifty percent funding cut by the Federal Attorney General's Department, due to take effect from 1 July 2015. This significantly affected the future direction of the clinic. Much gratitude is owed to the experience and skill of KLC solicitor Natalie Ross who worked so effectively despite this uncertainty to implement the evaluation recommendations under difficult circumstances.

## Family law/ family violence clinic workshops

Many workshops and projects were organised by KLC students for groups and organisations in 2014 including:

- training session for hospital social workers on domestic violence and tenancy
- workshop on debt and family breakdown for clients and staff at Jewish Care
- workshop at KLC for local community workers on debt and family breakdown
- information session on Apprehended Violence Orders for Spanish speakers
- training session for St Vincent de Paul staff on apprehended violence orders and recent NSW reforms on threat assessment and information sharing.



► KLC Family Law students



# Secondees report

Law firms Herbert Smith Freehills and Allens Linklaters provide secondee solicitors to KLC. Herbert Smith Freehills provides two solicitors every year on a six month rotation basis. In 2014 unfortunately our Allens Linklaters secondment was reduced from a full time secondment every six months to two days a week for six months.

Later in 2014, Allens Linklaters advised us they would no longer be able to provide a secondee to KLC.

KLC is very grateful to Allens Linklaters for all of their considerable support over the past eight years. In that time, Allens Linklaters secondees provided over 660 advices and opened more than 200 cases

Three secondees from Herbert Smith Freehills worked at KLC during 2014; Emma Anderson, Michael Cole and Damian Finan.

In 2014 our Allens Linklater secondee, Tess Deegan attended KLC for two days per week for six months.

## **Advice and casework**

The Freehills and Allens secondees work closely with the permanent staff and students at KLC. In 2014 secondees gave 140 advices to our local community and worked on over 64 case files on matters such as problems with mobile phones, debt recovery, fines, tenancy, motor vehicle accidents, victims compensation, enduring powers of attorney and guardianship. The secondees also staff our fortnightly outreach at the South-East Neighbourhood Centre in Eastlakes, as well as doing many of our power of attorney home, hospital and nursing home visits. Our secondees filled many gaps for us, helping with evening advice, seeing clients at Long Bay Correctional Centre and seeing clients who drop-in to the Centre with urgent problems.

## **Community legal education**

Our secondees also are key in our delivery of community legal education seminars. Some 2014 presentations included briefing community workers on fines as well as presenting to inmates involved in a pre-release program at Long Bay Correctional Centre.

Kingsford Legal Centre is grateful to both Herbert Smith Freehills and Allens Linklaters for their very generous support of our Centre and our clients. We thank our wonderful secondees in 2014 for working so hard for us and filling all those gaps that seem to constantly appear! We look forward to working with them in 2015 and beyond.



► Damian Finan delivering CLE

### Secondee experience of KLC

Damian Finan, Herbert Smith Freehills secondee, writes of his KLC experience:

*"I have had a really wonderful experience at Kingsford Legal Centre. It has been both humbling and terrifying to be able to give advice to clients who are quite often going through really challenging times. It was a real eye opener for me visiting clients in their homes, in hospital and in prison and it helped me reflect on the lack of access many in the community have to legal advice.*

*I have learnt so much at Kingsford Legal Centre about the law and legal practice and I hope my time here has made me a better lawyer. I am particularly grateful to all the solicitors at KLC from whom I learned a great deal. I also really enjoyed working with the UNSW students. Their enthusiasm for the law and their willingness to learn about legal practice was a constant motivation for me.*

*I worked with one particular client who was a prisoner in Long Bay Correctional Centre and had built up over \$5000 in debt to four different phone providers. His mother was being harassed about the debt by credit collection agencies and he was worried that he would have his assets seized to cover his debts. We succeeded in getting all his debt cancelled on the basis that he should never have been signed up to the various plans in the first place. It was really great to be able to deliver the news to him and help get him a fresh start when he was released."*



► Tess Deegan (Allens Secondee) & Damian Finan (Herbert Smith Freehills Secondee)

# Aboriginal access project

Since 2009, Kingsford Legal Centre has employed a part time Aboriginal Access Worker (AAW) to ease the pathway to our Centre for our local Aboriginal and Torres Strait Islander community members, and to our discrimination law clinic for Aboriginal and Torres Strait Islander clients state-wide. KLC aims to provide a flexible, respectful and responsive service delivery model for Aboriginal and Torres Strait Islander clients. We are also active in law reform and policy on issues affecting access to justice for Aboriginal and Torres Strait Islander people

## Service provision

In 2014 KLC gave 104 advices and opened 23 case files for Aboriginal clients, representing 7% of advice clients in the period. The largest single area of advice for these clients was race discrimination.

## Yarra Bay outreach

KLC's outreach service to the Aboriginal community at La Perouse continues every second Tuesday morning at La Perouse Aboriginal Community Health Centre. Aboriginal and Torres Strait Islander community members are free to drop in to the centre to have a yarn with our Aboriginal Access Worker about their legal problems, with no need to book an appointment. KLC promotes the service via letterbox drops, regular updates on the KLC website, via social media platforms and by posters at various local community organizations. KLC has also been attending the monthly La Perouse and Kooloora Wrap Around event, a mass outreach service whereby local services attend the one event to provide outreach.

## Community liaison & events

### Aboriginal Advisory Group (AAG)

The AAG continues to be a valuable and supportive group to KLC's Aboriginal Access Worker, Kaleesha Morris. KLC is very grateful for their generous commitment to our centre. Members of the AAG in 2014 were: Ron Timbery, Emma Langton, John Leha, Michael Ingrey, Brendon Lindley, Robyn Murphy, Sharron Smith and Keith Ball.

### Close the gap day

KLC students and staff held an information table and UNSW Indigenous student volunteers hosted 'Indigenous traditional games' at the Kooloora Close the Gap Day event. This was a great community event and there was good participation from all generations.

### Federal court reconciliation action plan launch

Kaleesha Morris assisted the Federal Circuit Court to organize its morning tea celebration to launch its new Reconciliation Action Plan on the 30th of May.



► AAG Meeting, October 2014. Pictured above is Aboriginal Access Worker Kaleesha Morris with AAG members (from left to right), Brendon Lindley, Robyn Murphy and Ron Timbery.



## Law reform

### Enquiry into consorting laws

Kaleesha Morris worked on the KLC submission to the Consorting inquiry emphasising the disproportionate effect it has on Aboriginal community members. Kaleesha was interviewed for SBS's Living Black program on the issue. She has also been working with the NSW Ombudsman to connect them to community in order for them to undertake their review of the impacts of the laws. KLC's work continues to raise awareness of the new police powers through sending out emails to community workers and posting materials for the community online.

### Justice reinvestment

Kaleesha Morris has been working with 'Justice Reinvestment for Aboriginal young people in NSW' campaign as a youth ambassador. This year she has been focusing on recruiting more youth ambassadors to the cause and promoting the campaign throughout the local community.

## Community legal education

### Law Week Talk – first nations people and the law

For Law Week 2014, KLC held a talk titled 'First Nations People and the Law' at Malabar Library. At this session Kaleesha and a KLC student talked about KLC's Aboriginal Access Program, the NSW Consorting Laws, and the Justice Reinvestment Campaign. There was a great turnout for the event and the evaluation forms indicate the session was very well-received.

### Fines workshop at Kooloora Wraparound

In December Kaleesha Morris and Freehills secondee Damian Finan presented a workshop on Fines to community workers at the Kooloora Wraparound.



► Fish carving at Yarra Bay

## Clinical legal education

Kaleesha Morris delivered the seminar 'Working with Aboriginal and Torres Strait Islander clients and communities' to students three times in 2014. They were rated very highly by students in their evaluations. Students also attended the Yarra Outreach as well as working with Kaleesha on community events, community legal education and law reform and policy projects.

# Community legal education

Community Legal Education is a key part of Kingsford Legal Centre's service delivery program. KLC runs an extensive program both proactive and reactive to community requests. In 2014 KLC's Community Legal Education (CLE) program held over 20 workshops and events.

## Community workers series

KLC has continued its monthly community workshop series. This series presents plain English law seminars to local community workers. Some of the topics covered in 2014 included legal basics, working with Aboriginal clients and communities, fines, discrimination, victims compensation and tenancy.



► Herbert Smith Freehills Secondee Damian Finan delivering a CLE

## CLE by request

KLC is invited to present CLE sessions by various community organisations, other community legal centres and by UNSW. The variety and flexibility of the CLE program is highlighted by the following examples of sessions we presented in 2014:

### Induction of UNSW international students

KLC delivered two sessions as an introduction to Australian law and legal services to UNSW international students. The sessions are run at the beginning of each semester. The sessions cover road traffic and drivers licence issues, basic tenancy and where to go for legal help if needed.

### Presentation to Jewish Care

KLC did a presentation to the Family Support team at JewishCare in Bondi Junction. The support workers in the team specifically requested a training session on making legal referrals and identifying legal issues for their clients. The session was delivered by a KLC staff member and a KLC student, and was very interactive and well received.

### **CLE and Long Bay Correctional Centre**

KLC has continued to provide presentations at the Ngarra Nura rehabilitation program at Long Bay Correctional Centre. We are invited to speak to groups of inmates who are nearing their release dates after completing a drug and alcohol rehabilitation program. The presentations are followed by an advice session, where inmates receive help with issues such as fines, debt and victims compensation.

### **Randwick Boys High School presentation**

KLC staff and students presented a CLE session at Randwick Boys High School for year 10 students on crime prevention. We used Legal Aid NSW's 'Burn' resources, which provide a short film that stimulates discussion around police powers, criminal liability and co-offending. The session was highly interactive and the students lively and fully participative.

### **Dianne Anagnos wins UNSW staff award for community engagement**

KLC Acting Principal Solicitor Dianne Anagnos achieved the UNSW Staff Award for Community Engagement in 2014 in recognition of her work as coordinator of KLC's community legal education program. Dianne is a very experienced and creative community educator who is well respected by her colleagues throughout the community legal education sector. All at KLC

## **KLC Acting Principal Solicitor Dianne Anagnos achieved the UNSW Staff Award for Community Engagement in 2014**



▶ KLC Students



# Law reform and policy

Kingsford Legal Centre has a dedicated Law Reform and Policy Solicitor position focusing on proactive and reactive law reform and policy projects, which aim to address systemic injustice and improve the lives of our disadvantaged clients. Our law reform projects are informed by the advice and casework of the Centre.



▶ UPR Workshop

## Major law reform projects in 2014

### Universal Periodic Review (UPR) – Australia’s human rights scorecard

In 2014 KLC began the process of coordinating the NGO contribution to the United Nations Human Rights Council’s 2015 Universal Periodic Review of Australia (UPR) along with the National Association of Community Legal Centres and the Human Rights Law Centre.

### Affordable housing

KLC analysed our advice and casework and made submissions to the NSW Parliament Select Committee on Social, Public and Affordable Housing and the Commonwealth Senate Standing Committee on Economics inquiry into affordable housing. We made recommendations to change Housing NSW policies and supported proposals made by NCOSS regarding increasing the funding of social housing and related homelessness services. We also made a submission to the United Nations Special Rapporteur on Adequate Housing on the responsibilities of sub-national governments, and the NSW Legislative Assembly Public Accounts Committee’s inquiry into tenancy management in public housing. We continued to work with local tenants groups and community organisations to support them in advocating on law and policy issues affecting them.

### Proposed changes to the Racial Discrimination Act

The Federal Attorney-General released an exposure draft of a Bill proposing to reduce protections against racial vilification in 2014. KLC sent the Attorney-General a letter detailing our concerns about the proposed changes and asked that the Act not be amended and, if amended, that the Bill be significantly changed before it is introduced. Our letter was supported by Kooloora Community Centre, SENC, Sydney Multicultural Centre, Darwin Legal Service and National Association of Community Legal Centres. We also made a submission to the Attorney-General’s Department on the exposure draft Bill. In addition, we drafted a plain English guide



▶ Daceyville Public Housing

to the changes and how to make a submission for community organisations in our catchment area. The Prime Minister subsequently announced that the Government would not be proceeding with the changes due to a lack of community support for the change.

#### **Productivity commission inquiry into access to justice arrangements**

The Productivity Commission released their draft report on access to justice arrangements in 2014. KLC made a submission responding to a number of information requests and draft recommendations, focusing particularly on draft

recommendations to change the way community legal centres are funded. We emphasised the value of our connection with our local community and how that enables effective community advocacy. We also argued against competitive tendering as a model for legal service provision. The Productivity Commission released its report in December 2014. It recognised the important work done by legal assistance providers, including community legal centres, the major level of unmet legal need, and the need for more resources to meet the legal needs of disadvantaged and vulnerable people. It also acknowledged the important role of community legal centres in undertaking law reform and policy advocacy work in improving ineffective or unfair laws, policies and practices, and by doing so, preventing legal problems from occurring in the future.

#### **Other law reform highlights in 2014**

KLC engaged in other law reform activities which aimed to address systemic injustice:

- Submission to the NSW Ombudsman Inquiry into Consorting Laws, and follow up meeting with the Ombudsman on this issue
- Worked with WEAVE Youth and Community Services to develop a presentation on Justice Reinvestment for the Kool Kids Club at La Perouse
- Submission to the Australian Human Rights Commission's Inquiry into the prevalence of pregnancy related discrimination in employment
- Submission to the Australian Human Rights Commission's Rights & Responsibilities consultation
- Submissions to the Royal Commission into Child Abuse in Institutions on civil litigation, the need for survivor designed redress schemes and victims compensation (Issues Papers 5, 6 & 7)
- Meeting with Victims Services to provide feedback on new victims support scheme

# Law reform and policy

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- Letters to Attorney-General and local MPs about the importance of community legal centre's law reform work
- Endorsement of the NGO Report for Australia's review by the UN Committee Against Torture
- Sent (with other human rights and legal organisations) an open letter to the Commonwealth Attorney-General urging Australia to ratify the UN Optional Protocol to the Convention Against Torture
- A follow up letter to the CLCNSW communication to the UN Special Rapporteur on Violence Against Women about changes to victims compensation
- Participated in Australian NGO Survey to inform the NGO Report to the UN Committee on the Elimination of Discrimination Against Women.

## Committees and alliances

KLC has also advocated for improvements to access to justice through participating in a number of committees and alliances:

- Eastern Suburbs Domestic Violence Network
- CLC NSW Board
- CLC NSW Employment Law Network – convenor
- NACLCL Employment Law Network
- CLC NSW Law Reform & Policy Sub-Committee
- CLC NSW Prisoners' Rights Working Group – convenor
- CLC NSW Law Reform & Policy Working Group on Victims Compensation
- Human Rights Network - convenor
- NLAF Housing Group
- NLAF Prisoners Group
- Just Reinvest NSW.

We value our connection with our local community and how that enables effective community advocacy.



# Communications

## Clinical legal education guide

KLC has published the Australian Guide to Clinical Legal Education Programs 2014. The guide lists clinical legal programs offered by Australian universities. The Guide is available on our website at: [http://issuu.com/unsw\\_p3design/docs/55386\\_clinical\\_legal\\_education\\_guid?e=9305792/7586890](http://issuu.com/unsw_p3design/docs/55386_clinical_legal_education_guid?e=9305792/7586890)

## Casework and advice guide

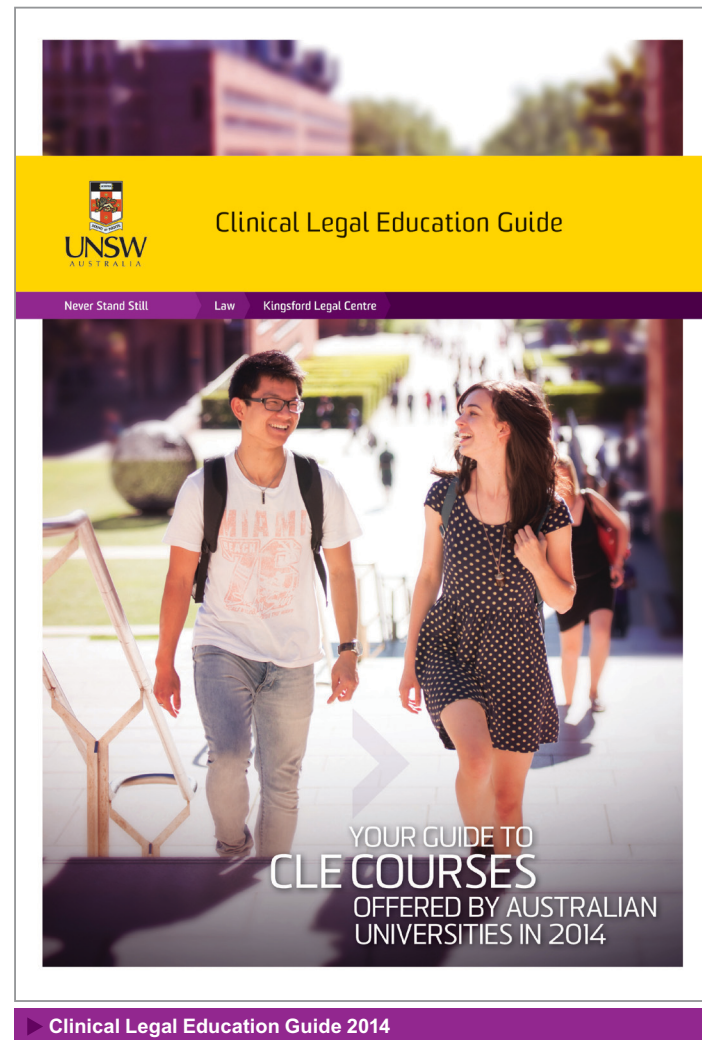
KLC has updated our casework and advice guide which is the main resource students use to determine whether to book a client an appointment. The guide also outlines when KLC will decide to take on a case.

## Kingsford legal centre E-Bulletin

The E-Bulletin outlines the work of the centre, including casework, community legal education and law reform. It is also an opportunity for the Centre to publicise events and to celebrate achievements of staff, students and volunteers. In 2014 we redesigned the E-Bulletin to update its look and three editions were published.

## Legal needs assessment

The Kingsford Legal Centre Legal Needs Assessment is an in depth analysis of the demographics of our catchment community and an assessment of their legal needs. The document was first developed in 2011. In 2014 it was updated to include 2011 census data and 2013 service delivery figures ensuring that it remains a relevant reference tool for KLC in its planning processes.



# Management committee

Kingsford Legal Centre appreciates the contribution made by our Management Committee members during 2014. The committee met three times during the year: in February, June and November and provided useful direction on several issues arising throughout the year. Thank you to Professor Jill Hunter for chairing the committee and to the committee members: Professor David Dixon, Dean Faculty of Law (UNSW), Associate

Professor Sean Brennan (UNSW Law School), Fei Wong (UNSW Law School), Gemma Niven (UNSW Law School), Anne Cregan (Ashurst/Gilbert & Tobin), Keith Ball (Aboriginal representation) and Kate Melhopt (South East Neighbourhood Centre). KLC staff welcomes the Management Committee's commitment and support of the Centre and looks forward to working closely with its members again in 2015.



► KLC Management Committee

# Working with our community

For over 30 years KLC has prioritised getting out into our community and working closely with community organisations to ensure that we understand their concerns and legal issues and respond appropriately. Our work over 2014 increasingly focussed around Kooloora Community Centre and the tenancy and campaign groups that they resource.



▶ SWAG members at Planning for Non-Planners Seminar

## South Ward Action Group (SWAG)

This group is resourced out of Kooloora Community Centre and covers residents in the South Ward of Randwick Local Government area. SWAG meets to discuss and campaign around issues effecting public housing tenants in the area. In 2014 SWAG principally discussed the impact of the State Government's South Anzac Parade Urban Activation Precent proposal which could mean the redevelopment of five major social housing estates. KLC attended five SWAG meetings in 2014 and assisted social housing tenants to understand the planning processes and to participate in the consultation processes.

## ASPIRE program student

KLC hosted two Year 10 students from regional NSW as part of the UNSW Aspire program. This program is part of the University's access and equity program aimed to give these students a taste of university life. The students allocated to KLC expressed an interest in studying law and we hope to see them again in the future in one of our courses.

## Management committees

A number of KLC staff were on local community management committees in 2014 including: South East Neighbourhood Centre (SENC); Deli Women and Children's Centre; Eastern Area Tenancy Service (EATS); The Junction Neighbourhood Centre and Kooloora Community Centre. These cement KLC's relationships with these key community organisations and ensures that we are up to date on issues affecting these services' clients. We have assisted some of these organisations to gain pro bono legal advice on issues such as changes to privacy legislation and changes to DA planning.

## Local member Michael Daley MP

Semester 1 students were fortunate to meet our State Government representative, Michael Daley MP, on their induction day. Mr Daley presented KLC with a certificate from Kooloora Community Centre thanking KLC for our partnership with their community. Mr Daley is a lawyer and he spoke to the students about opportunities to give back to the community once they have graduated.



# Working with our community



▶ Julie Spies, Michael Daley MP, Gillian Collier

## South Maroubra tenants group

KLC staff and students have continued to work with this group in advocating on issues affecting the South Maroubra social housing estate. We helped the group write letters to the new State MP who is responsible for public housing, Gabriel Upton, congratulating her on her new portfolio and informing her of the issues our clients face; as well as writing to Housing NSW outlining the problems and asking a representative to attend their next meeting.

## Bilga Crescent Malabar tenants group

In 2014 KLC worked with this group around meeting protocol and procedures to help them to overcome problems they have been experiencing. This has been very productive for the group.

## Leafleting

KLC continues to promote to our local public housing estates through leafleting. Students enjoy pounding the pavements and it gives them a close up view of parts of Sydney that they would not normally experience. They always prove great ambassadors for the Centre by stopping and chatting to the community about KLC and the work we do.

## South Ward meeting with local MPs

KLC attended a meeting in Malabar lobbying local MPs for more resources for the South Ward of Randwick LGA. Michael Daley MP, Bruce Notley-Smith MP and Matt Thistlethwaite MP attended. We advised them on the complex needs and vulnerability of the clients we are seeing from this area. The MPs gave advice on gathering data and agreed to help push for further resources once this data has been collated.

## Anti-Poverty week cake stall

KLC students held their annual cake stall as part of the Faculty's Anti-Poverty Week events. KLC highlights the work that local neighbourhood centres do in alleviating poverty at a grassroots level. In 2014 KLC students raised an incredible \$1,500 which was donated to Kooloora Community Centre at Malabar.



▶ KLC student Rebecca Sutton with Kooloora President Shane Flint

# Volunteers

In 2014 Kingsford Legal Centre boasted a roster of over 70 volunteer solicitors who provide advice at the Centre three evenings a week. Without their commitment and professionalism KLC could only service a fraction of the clients that we currently do. They are the heart and soul of KLC and we are very grateful for their generosity to our clients and students. We look forward to working with them in 2015. Congratulations are due to our 2014 to paddle winners, Graeme Ulbrick, Megan Norris and Harry McDonald for 'Organisational Commitment to KLC' - all three solicitors in the firm are KLC volunteers!



▶ Vol Sol Paddle winners Graeme Ulbrick (l) and Harry McDonald (r) with KLC Principal Solicitor Dianne Anagnos(c)



▶ KLC volunteer solicitor (and Alumnus) Anthea Eills working with a student on an advice night

## Kingsford Legal Centre Volunteers 2014

Aaron McKinnon	Divya Pahwa	Marie-Louise Scarf
Alex Brown	Ellie Setakeh	Mary O'Connell
Alex Ying	Emma Anderson	Maya Pollak
Alice Paul	Emmanuel Giuffre	Megan Lee Norris
Alishan Megerdichian	Erin Gavin	Michael Probert
Amy O'Callaghan	Fiona Robson	Mike Steinfeld
Ananda Stoevelaar	Gabe Chipkin	Novie Kurniawan
Anthea Eills	Geena Kordek	Paul Young
Anthony Krensel	Gina Block	Penny Josey
Arturo Norbury	Graeme Ulbrick	Penny Vlahogiannis
Ashley Walker	Harry McDonald	Peter Hill
Ben O'Sullivan	Helena Golovanoff	Ross Buchanan
Benjamin Broyd	Hugh Donnelly	Shona Seaton
Bill McManus	Jacyleen Ong	Simon Bruck
Celine Thomson	Joseph Kennedy	Simone Vrabac
Charmaine Roberts	Kenneth Yardy	Sophie Parker
Cherry Siu	Larissa Andelman	Sue Mordaunt
Chris Hill	Laura Cottam	Susan Lee
Christa Ludlow	Leah Hecht	Sylvia Hobbs
Dana Beiglari	Leon Apostle	Ting Tsia
Danielle Mawer	Linda Needham	Wendy Muir
Danny Grynberg	Lucy Ware	Zeina Touma
Dave McMillan	Marea Wilson	
Deborah Lum	Marie Sacco	

# Students

## Clinical legal education courses at KLC

Thanks to all of our wonderful clinical students from 2014 – we wish them all well into the future.

## Lawyers ethics and justice students

Over 450 Law Lawyers and Society students attended the Centre for a one off advice night during 2014. We look forward to seeing these students later in their degree in one of our clinical courses.

### Semester 1 2014

Alexander Dixon	David Kaye	Matthew Lau
Alexis Kim	Fei Zhou	Matthew Mok
Alice Chow	George Limnios	Sarah Constable
Alison Wong	Julie Tran	Taleen Karapetian
Alison Tang	June Lee	Tasmina Alamgir
Angelina Yang	Katie Timmins	Thomas Liang
Audrey So	Kelly Zhuang	Timothy Gonski
Ava Luong	Kristina Van Der Dolder	Wilma Lee
Brian Lee	Lisa Li	Yvonne Young
Bronwyn Flowers	Louis Banh	Zeynep Selcuk
Claire Li	Marcus Wong	

### Semester 2 2014

Amber Karanikolas	Jonathon So	Robert Lau
Angela Leung	Julie Kim	Ryan Ruslim
Anna Prell	Kelly Seo	Saif Al-Momani
Annie Tan	Kevin Lam	Sarah Leong
Anthony Coudounaris	Luisa Perez	Stephen Coudounaris
Blake Donald	Marial Daniel	Terence Lee
Eleanor Wood	Mark Susanto	Varsha Kulkarni
Jennifer Ho	Michael Liu	William Drolz-Parker
Jesse Hanna	Rebecca Sutton	William Ma
Jie Han Yeow	Rebecca Giam	Yan Liu

### Summer Session 2014/15

Aiham Shukur	Emily Haworth	Monar Ead
Alisha Mathew	Emma Holloway	Rebecca Nezval
Angeleke Elfes	Hashani Dissanayake	Regina Hackett
Anneliese Oldcastle	Hui Vern Lim	Ron Mak
Annie Zhuang	Jacqueline Wong	Sally McCrossin
Ceri Williams	Jiayao Vicky Peng	Teela Reid
Chris Leung	Mai Nguyen	Vanessa Trang
Claudia Crause	Marie Yaw	William Drolz-Parker
Daniel Tassone	Mihiata Tomoana	
David Quayle	Milijana Masanovic	



# Staff

## DIRECTOR

Associate Professor **Anna Cody** (Jan-Sept 2014 – currently on sabbatical)  
**Emma Golledge** (Sept – Dec 2014)

## PRINCIPAL SOLICITOR

**Emma Golledge** (Jan-Sept 2014)  
**Dianne Anagnos** (Sept – Dec 2014)

## OFFICE MANAGER

**Denise Wasley**

## SOLICITOR/CLINICAL SUPERVISOR

**Dianne Anagnos** (Jan-Sept 2014)  
**Natalie Ross**

## EMPLOYMENT LAW SOLICITOR/CLINICAL SUPERVISOR

**Maria Nawaz**

## FAMILY LAW/DV SOLICITOR/CLINICAL SUPERVISOR

**Dolun Teoman** (Jan – June 2014)  
**Natalie Ross** (June – Dec 2014)

## LAW REFORM AND POLICY WORKER/CLINICAL SUPERVISOR

**Kellie McDonald** (Jan – Jul 2014)  
**Edwina MacDonald** (July – Dec 2014)  
**Katherine Boyle** (Oct – Dec 2014)

## FRONT OFFICE SUPERVISOR

**Murray Baker** (Jan – April 2014)  
**Roselle Nunes** (May – Dec 2014)

## ABORIGINAL ACCESS WORKER

**Kaleesha Morris**

## LIBRARIAN

**Murray McWilliam**

## HERBERT SMITH FREEHILLS SECONDEES

**Emma Anderson**  
**Michael Cole**  
**Damian Finan**

## ALLENS LINKLATER SECONDEE

**Tess Deegan**

## CLISIS DATA WORKER

**Gloria Bankhead**



► Polka dotted staff members (l-r) Sasha Kistrwani (casual), Anna Cody, Dianne Anagnos and Maria Nawaz

## NEW STAFF MEMBERS IN 2014



► Roselle Nunes



► Katherine Boyle

# Financials

<b>Income</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
AG Clinical Legal Education Initiative	134,641	133,588	128,626
CLCP Commonwealth Funding	47,436	47,071	45,315
CLCP State Funding	1,395,666	1,352,258	1,300,020
AG Clinical Funding - Family Law/DV	95,778	70,588	43,100
Fees Non Award student Activity	2,055	1,164	2,536
KLC generated income - Legal costs & Disbursements	12,290	2,931	1,851
CLC NSW - Board Chair Reimbursement	5,170	12,254	7,020
Clinical Conference Registrations			245
Donations			330
Fees - Consulting		587	2,400
Intern Inc General Fundraising			15,000
Cost Recoveries	11,217	16,145	7,333
<b>Total</b>	<b>448,153</b>	<b>419,586</b>	<b>383,7</b>
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<b>Expenditure</b>			
Salaries and on costs	1,006,135	951,226	936,785
Materials and Running Costs	68,915	54,711	76,682
Equipment and Maintenance	12,961	8,889	6,838
Travel and Conferences	20,939	24,131	24,543
<b>Total</b>	<b>1,108,950</b>	<b>1,038,957</b>	<b>1,044,848</b>
<hr/>			
Net Expenditure before UNSW Contribution	(660,797)	(619,371)	(661,072)

## Kingsford Legal Centre

Statement of financial performance  
for the Year Ended 31 December 2014

<b>UNSW Contribution</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
UNSW Funded	699,844	664,291	584,984
<b>Total</b>	<b>699,844</b>	<b>664,291</b>	<b>584,984</b>
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<b>Result for the Period including UNSW contribution Surplus / (Deficit)</b>	<b>39,047</b>	<b>44,920</b>	<b>(76,089)</b>
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<b>Surplus at beginning of year</b>	<b>82,191</b>	<b>32,925</b>	<b>106,326</b>
<b>YE Adjustment</b>	<b>1,072</b>	<b>4,346</b>	<b>3,487</b>
Opening 2014 balance	83,263		
<b>Surplus before encumbrances</b>	<b>122,308</b>	<b>82,191</b>	<b>33,724</b>
Encumbrances	797		-799
<b>Surplus at end of year</b>	<b>121,512</b>	<b>82,191</b>	<b>32,925</b>

**Notes:**

1. Legal Costs and disbursements are an abnormal item which can vary considerably from year to year.
2. Kingsford Legal Centre is a unit of the Faculty of Law of the University of New South Wales. As such, all its accounts operate within the financial structure of the Law Faculty.
3. Donation from the UNSW Law Society & clients are sitting with Donate UNSW Ledger Project PS22311 and have not been brought into the KLC Ledger

**Certified Balancing to the Ledger**

Rajinder Cullinan  
Management Accountant, Faculty of Law  
Faculty and Divisional Support  
UNSW Australia

**Certified Correct**

Denise Wasley  
Office Manager  
Kingsford Legal Centre  
UNSW Australia



# Acknowledgements

## During 2014 Kingsford Legal Centre received income and grants from:

- UNSW Law Faculty
- Federal Attorney General
  - Community Legal Services Program (CLSP)
  - Clinical Legal Education Initiative (Employment Law Clinic)
  - Family Law Focused Clinical Education Project (Family Law/Family Violence Clinic)
- NSW Attorney General – Community Legal Services Program (CLSP).

## Kingsford Legal Centre would like to acknowledge the support provided by:

- Herbert Smith Freehills for their ongoing secondment program
- Allens Linklaters for their secondment program
- La Perouse Aboriginal Community Health Centre and La Perouse Local Aboriginal Land Council for support for the outreach at Yarra Bay
- Kooloora Community Centre for providing the venue and their support of an outreach service
- South East Neighbourhood Centre for providing the venue and their support of an outreach service

- The following law firms for their participation in the employment law clinic: Harmer's Workplace Lawyers, Henry Davis York, HWL Ebsworth and Bartier Perry
- Clayton Utz for their participation in the pro bono Power of Attorney Clinic
- Guest speakers at the Wednesday afternoon classes
- Staff of the UNSW Law Faculty and Law School
- Students Anthony Markakis, Laurence Schwartz, Kelli Ng and John Karantonis for many of the photos used in this publication.



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