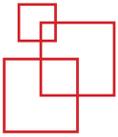




*youthsafe*

Annual Report  
2019/20



## YOUTHSAFE

'We partner to prevent unintentional injury of young people'

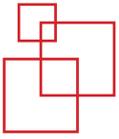
Twitter: @youthsafe

Facebook: @youthsafe82

[www.youthsafe.org](http://www.youthsafe.org)

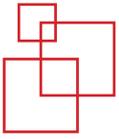
304/ 5-9 Devlin Street RYDE NSW 2112  
PO BOX 1074 RYDE NSW 1680





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# CHAIRPERSON'S MESSAGE

Professor James Middleton

While Youthsafe pursued a range of new opportunities this year focussed on building a sustainable business model for the future, the advent of the COVID-19 pandemic in the last quarter of the year served to reframe strategic opportunities. The Directors worked with the staff team to strengthen Youthsafe's value proposition for long-term sustainability by targeting opportunities for securing investment and highlighting the social justice value of Youthsafe's services and products.

Augmenting our core commitment to prevent unintentional injury of young people, the benefits of our services towards the promotion of mental health and financial independence were also championed. Licensure provides young people with access to opportunities in relation to employment, training and further education, as well as participation in family, community and cultural activities: collectively contributing to individual, family and community success.

We welcomed the investment from the State Government's Stronger Country Communities Fund to advance this more widely through a scoped set of strategies in partnership with PCYC's Rise Up programs in Dubbo, the Central Coast and Lake Illawarra.

The wider service brief also supported our application to Transport for NSW to become a provider of the Driver Licensing Access Program (DLAP): a further opportunity to provide support to regionally based young people and one still under active consideration at year's end.

We thank the Ministry of Health for its enabling and continuing support of our work. So much of what we do - from our interactive school and community sessions and curriculum support, to our support of Learner Driver Mentor Programs, to our national and state-level advocacy - is made possible by the Ministry's triennial investment.

There are, of course, many other supporters whose contribution is important to our work. I would like to express my thanks to Parramatta Leagues Club and Canterbury Hurlstone Park RSL for their ClubGrants funding and Ryde Eastwood Leagues Club for its in-kind support; Cumberland Council for the chance to work with the Afghan community in Western Sydney; the Local Councils of Hornsby, Ku-ring-gai and Woollahra for supporting our principal charitable fundraising program and the donation from OfficeWorks West Ryde.

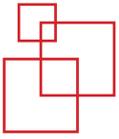
I would also like to acknowledge the assistance received during the last quarter of the year as part of the Federal Government's response to community investment during the COVID-19 challenges. The Cash Flow boost and JobKeeper assistance will do much to support ongoing operations for some time.

*Teachers were lovely.  
Very passionate about what  
they do which is great to see.*

*Safer Drivers Course  
participant feedback*



Participants of the Safer Drivers Course Module 2 Coach Training (holding work-books) with Youthsafe CE, Warren Johnson, and Youthsafe Education Coordinator, Emma Treanor.



# CHAIRPERSON'S MESSAGE

I extend my thanks to the following volunteer Directors, who comprise the Youthsafe Board and note that the successes we have enjoyed have been in no small part due to their dedication and assistance: David Richards (Deputy Chairperson); Sharit Dass (Treasurer and Company Secretary); Greg Cantwell; Gerald Khoury and Max Lloyd-Jones.

I know I speak for the entire Board when I extend thanks to the office team, which has exercised agility and creative thinking in testing times. Thanks to the team - Emma Treanor, Duncan Nisbet, Kim Ray, Michaela Zappia and Hamish McDonald - and to our Chief Executive, Warren Johnson.

The challenge in the coming year will be to build on the opportunities identified throughout the year with a view to bringing them to scale not only in NSW but beyond.

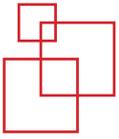


*This workshop should be a part of the FFA coaching licences.*

*Front of Mind participant  
Mounties Wanderers Football Club*



Participants at our popular workshop for coaches -Why understanding the teen brain is key to coaching.



# CHIEF EXECUTIVE'S REPORT

Warren Johnson

The year brought an energising set of new service and partnership possibilities while seeing a downturn of services impacted by the onset of the COVID-19 pandemic.

The downturn was most evident in our school and community-based training sessions, particularly in relation to Learner Driver Mentor Program training and road safety classroom sessions in secondary schools. This, however, was offset by a number of unexpected opportunities and benefits which occurred as a direct consequence of the pandemic.

One such benefit came in the form of our Safer Drivers Course train-the-trainer sessions which increased due to the larger number of learner drivers on the roads during lockdown: a consequence of the State Government's view that learning to drive was regarded as part of essential services. Service continuity was also facilitated by the decision of the Roads and Maritime Services to extend our state-level train-the-trainer contract by a further 12 months as a concession to the times.

The fact that staff were obliged to work from home and the Directors' met online during the last quarter of the year stimulated our strategic consideration of the possibilities of offering services online.

NESA gave its approval to adapt our most recent face-to-face session for the professional development of teachers, *Positive Coaching Methods for Teaching School Sports*, for online delivery. Subsequently, a range of other online training and learning prototypes, some with national relevance, were proposed and work on their design and development continues.

The social justice relationship between youth cohort disadvantage and unintentional injury continued to be pursued as a strategic aspect of our value proposition. The issue was featured as a lead article in our bi-annual e-newsletter *Yred* and on our website's much visited *Facts and Figures* page under the heading of *Who are the Young People at Greater Risk of Injury?* Given that licensure affords young people greater independence and access to opportunity, our services - in addition to promoting low risk driving behaviours - provided learner drivers with help to achieve the milestones of the Graduated Licensing Scheme and assistance with related costs.

This commitment also influenced our advocacy to policymakers and influencers regarding young people and their use of roads and participation in workplaces and sport. See pages 7 and 8 of this report for an overview of our contribution to a range of important government initiatives and youth-focused forums.

*The young people were talkative, answered questions, and at one point, totally focused on what Hamish was saying about the personal and financial expense of being permanently injured.*

*Judy Wong | Community Safety Co-ordinator  
Hawkesbury City Council*

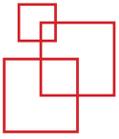


youthsafe

Safety & wellbeing. On & off the pitch.

A new partnership developed with Gladesville Hornsby Football Association establishing Youthsafe as their charity partner, involving collaborations such as workshops, sharing of injury prevention support resources and fundraising.





# CHIEF EXECUTIVE'S REPORT

Warren Johnson

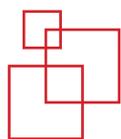
Our Mission – to partner to prevent unintentional injury of young people – is entirely contingent on the support we get from the wider community and we are thankful to all who continue to support our life-saving work. The capacity building contributions of our principal funders, donors and supporters are acknowledged on page 9 of this report. Thanks to our supporters.

COVID-19 will clearly be in our lives for some time to come. Our challenge is to respond to the shifting possibilities of unusual times with agility, creativity and resolve. To continue to work in a wider collaboration of stakeholders to ensure the importance of our message and the impact of our programs not only continue but flourish into the future.



This year, Youthsafe facilitated **116** education sessions in **30** schools to **4,044** students.





# ABOUT YOUTHSAFE

## We partner to prevent unintentional injury of young people

An expert in youth safety since 1982, Youthsafe was born of the passionate commitment of Associate Professor John Yeo – a well-known spinal cord injury specialist.

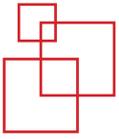
Youthsafe is a not-for-profit organisation that partners with government, schools, business and community organisations to prevent unintentional injury of young Australians.

We design and develop services for those involved with young people to keep them safe and on track.

As our young people explore the possibilities of their world, they may need support to help them make safer choices on roads, in workplaces, on sporting fields and when out with friends.

## We all have role to play.





# OVERVIEW OF ACTIVITIES

## Roads

- *Learner Driver Mentor Programs* development guide, volunteer mentor training, project advice
- *Safer Drivers Course* delivery of training for Coach and Facilitator components
- *Are we there yet?* education session for schools and other community organisations
- *Everyday Risk* education session for schools and other community organisations
- *Steering Young Drivers* collaborative sessions with novice drivers and their families
- *On the Way to High School* infographic for parents
- *Young driver* infographic for parents
- *Passenger* infographic for parents
- *Bike helmet* infographic for parents
- *Motorcycle* infographic for parents

## Sport

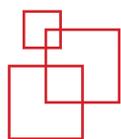
- Delivery of *Front of Mind* sessions to sports coaches and administrators
- NESAC Accredited Professional Development for Proficient Teacher Level
- *Bike helmet* infographic for parents
- *Sports safety* infographic for parents, coaches and sports administrators

## Work

- *YPack* young worker support resources and training
- *Young worker and mental health* infographic for parents and supervisors
- *Workplace Solutions* a suite of sessions for employers, young workers, their supervisors and staff teams
- *Young worker* infographic and fact sheet for parents and supervisors of young workers
- *In Working Order* education session for schools and other community organisations
- *In Working Order* online resource
- *Talking Safety* online resource for employers and young workers in retail

## Socialising

- *Plan2* - education session for schools and other community organisations
- *Plan2* DVD resource/Educator kit
- *What's the Plan?* - education session for schools and other community organisations
- *What's the Plan?* Educator kit
- *Safer socialising* infographic and fact sheet for parents



# CONTRIBUTIONS TO NSW GOVERNMENT INITIATIVES

Youthsafe has actively supported a wide range of NSW State Government initiatives over the last few years and assisted in the development and implementation of government policies in relation to the injury prevention of young people. An overview of our activities follows:

## Workplace Safety

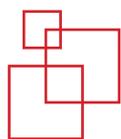
Youthsafe

- developed a co-branded infographic (*Young Workers and Mental Health*) and a Fact Sheet (*Young Workers*) with SafeWork, both of which are now included in SafeWork's online *Young Worker eToolkit*
- was a panel member at SafeWork's *Let's Talk – Young Workers and Mental Health Seminar* at UNSW
- contributed to the content and design of SafeWork NSW's *At Risk Workers Strategy 2018-2022*
- was consulted by SafeWork NSW on its proposed *Young Workers Survey*
- updated its *In Working Order* website to support safe school to work transitions
- developed a cutting-edge project proposal with key industry partners *A New Approach to Young Worker Safety*.

## Road Safety

Youthsafe

- continued its five year role as the preeminent State-level trainer of the Safer Drivers Course to all approved Safer Drivers Course providers with 1,175 professional driving instructors trained and over 135,000 learner drivers having completed the course to date
- conducted two projects to support volunteer mentors of young drivers:
  - o *Capacity Building for Learner Driver Mentor Programs*
  - o *Outreach Training for Mentors of Young Aboriginal Learner Drivers*
- published two eBooks which are freely distributed:
  - o *Ls to Ps: Teaching Aussie Teens to Drive*
  - o *Learner Driver Mentor Program Development Guide*
- conducted training sessions with Learner Driver Mentor Programs across NSW and responded to 434 inquiries from community organisations regarding program development, as well as the public about accessing driving mentors
- facilitated 522 Youthsafe interactive safety sessions in 208 schools and youth groups to 22,961 young people over the last three years
- actively advocated for State Government initiatives, including the use of telematics
- developed an innovative inclusive session for novice drivers and their adult supervising drivers on effective support throughout the learner, P1 and P2 stages of licensure
- secured approval from the NSW Education Standards Authority (NESA) for an original Youthsafe professional development session for teachers *Young People, Risk Taking and Road Safety*



# CONTRIBUTIONS TO STATE GOVERNMENT INITIATIVES

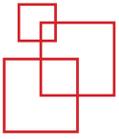
## Sport and Recreation

### Youthsafe

- developed innovative interactive sports workshops for coaches of junior athletes and junior athletes themselves: *Front of Mind: Why Understanding the Teenage Brain is Key to Coaching* and *Stay in the Game* and delivered Front of Mind to coaches in Weston and Dapto
- secured approval from the NSW Education Standards Authority (NESA) for a professional development session for teachers for a Youthsafe session *Sports Safety and Participation through Positive Coaching* and delivered our first session online to teachers across NSW via Zoom.

## Youthsafe participated in the following state level forums

- Invited to provide input to the National Injury Prevention Strategy as part of their stakeholder consultations
- member of the Young Workers' Mental Health Collaboration group which developed resources for the *Young Worker eToolkit* and the *Let's Talk* event
- consulted as part of the process to develop the *WHS Roadmap for NSW 2022* and the subsequent Roadmap Stakeholders' Briefing with SafeWork's Executive Director
- provided advice on implementing the Roadmap and building young worker safety collateral through the *Young Worker Forums*
- participated in successive *Mentally Healthy Workshop Summits* which led to the development of the Mentally Healthy Workplace website
- advised SafeWork NSW on their resource for labour hire workers (with reference to young workers)
- active membership of the Road Safety Advisory Council, the State Government's principal road safety stakeholder forum
- member of the Centre for Road Safety's eScooter Trial Advisory Working Group
- part of a forum review session of the *NSW's Road Safety Plan 2021*
- Invited to Transport for NSW's Expert Group Countermeasures for Young Drivers workshop
- participated in RMS's Aboriginal Road Safety Workshop and provided feedback on the review of the NSW *Aboriginal Road Safety Action Plan 2014-2017*
- submitted recommendations to the formal review of the Safer Drivers Course as well as providing feedback via two RMS Safer Drivers Course Stakeholder forums
- invited to provide stakeholder feedback to an externally conducted formal performance review of Transport for NSW and its effectiveness as a government department
- member of the Office of the Advocate for Children and Young People's Children and Young People Injury Prevention Working Group
- participated in the full-day NSW Health Showcase to provide advice on future policy directions and priorities
- presented at the Australian Driver Trainers Association annual conference.

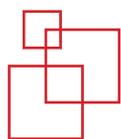


# THANKS TO OUR SUPPORTERS

## Youthsafe depends on a range of support to enable it to undertake it's life-saving work

- ClubGrants support came from Parramatta Leagues Club and Canterbury Hurlstone Park RSL to promote road safety outcomes for young people at risk in the western suburbs of Sydney and young carers participating in the Carers NSW learner driver mentor program *YC Drive*.
- Cumberland Council provided a grant to support a licensure program for the Australian Afghan Hassanian Youth Association in Regents Park.
- The Local Councils of Hornsby, Ku-ring-gai and Woollahra gave approval for our principal charitable fundraising initiative – our recycling clothing bin program – to operate in their Local Government Areas.
- OfficeWorks West Ryde donated the proceeds of its *Round up to Make a Difference* fundraiser for the second consecutive year.
- Ryde Eastwood Leagues Club continued its support by providing their event rooms to us throughout the year for no hiring fee.
- GoogleAd Grants, which allocates up to \$10,000USD per month to facilitate our search engine optimisation strategies.





# TREASURER'S REPORT

Sharit Dass

It is my pleasure to present the annual financial statements for Youthsafe for the financial year ended June 30, 2020.

Youthsafe's financial statements have been audited. The financial statements are fairly and appropriately presented, without any identified exceptions, and in compliance with generally accepted accounting principles (GAAP). An abridged Profit and Loss Statement and Statement of Financial Position are provided on the following pages. A copy of the full financial statement is available on request.

## Operating results

Net loss for the financial year is (\$144K) compared to (\$58k) last year with increase in losses mainly attributable to reduction in revenue and other income.

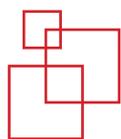
Underlying revenue at \$309k decreased by 9% mainly due to reduction in grants, services income and non-recurring other income. Lower Services income is attributable to reduction in demand for presentation fees, which were impacted by COVID-19. Safer Driver Course fees on the other hand performed slightly better.

Total expenses at \$557K were slightly higher than last year (\$551K) due to adjustment for inflation, partially offset by savings in other cost categories.

Youthsafe continues to face sustainability challenges for the future but remains financially viable, at least for the immediate term, with net assets of \$275K (last year \$423K) and adequate cash flows to meet its obligations. Youthsafe has been successful in securing the Stronger Country Communities grants and continuation of Ministry of Health grants. Both these grants will positively contribute to Youthsafe's financial viability.

## Looking ahead

Youthsafe's financial projections if achieved will generate sufficient cash flow to meet all the financial obligations for financial year 2021. However, in the medium to long term, financial sustainability continues to be the key risk for Youthsafe. The management is focused on mitigating the risk by actively pursuing a number of initiatives with government, community and private sector to secure new funding sources.

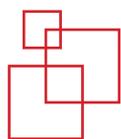


# TREASURER'S REPORT

Sharit Dass

## Itemised Profit and Loss Statement for the year ended 30 June 2020

	<b>2020</b>	<b>2019</b>
<b>REVENUE</b>	413,381.55	492,575.50
<b>EXPENDITURE</b>		
Employee benefits expense	(423,977.62)	(399,147.20)
Rent and outgoings	(41,363.96)	(45,501.14)
Audit, accounting and consultancy expense	(23,375.92)	(34,456.10)
IT expense	(12,219.67)	(9,746.41)
Insurance expense	(12,956.64)	(14,469.62)
Funded programs and minor project direct costs	(14,665.63)	(7,210.30)
Depreciation and amortisation expense	(6,007.99)	(9,641.50)
Other expenses	(22,771.26)	(30,332.56)
(Loss)/profit before income tax	(143,957.14)	(57,929.33)
Income tax expense		-
Loss)/profit for the year	(143,957.14)	(57,929.33)
Other comprehensive income for the year		
Total comprehensive income for the year	(143,957.14)	(57,929.33)
Loss attributable to members of the entity	(143,957.14)	(57,929.33)
Total comprehensive income attributable to members of the entity	(143,957.14)	(57,929.33)

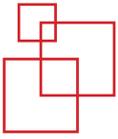


# TREASURER'S REPORT

Sharit Dass

## Balance Sheet Comparative for the year ended 30 June 2020

	2020	2019
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	386,366.10	349,150.44
Trade and other receivables	18,332.25	13,429.66
Other assets	20,948.39	167,082.28
<b>TOTAL CURRENT ASSETS</b>	<b>425,646.74</b>	<b>529,662.38</b>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	235.38	6,243.37
Right of Use Asset	49,480.03	
<b>TOTAL NON-CURRENT ASSETS</b>	<b>49,715.41</b>	
<b>TOTAL ASSETS</b>	<b>475,362.15</b>	<b>535,905.75</b>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	48,792.83	39,406.37
Provisions	78,190.55	57,614.28
Lease Liability	31,999.62	
<b>TOTAL CURRENT LIABILITIES</b>	<b>158,983.00</b>	<b>97,020.65</b>
<b>NON-CURRENT LIABILITIES</b>		
Provisions	20,740.01	16,157.58
Lease Liability	20,981.81	
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>41,721.82</b>	<b>16,157.58</b>
<b>TOTAL LIABILITIES</b>	<b>200,704.82</b>	<b>113,178.23</b>
<b>NET ASSETS</b>	<b>274,657.33</b>	<b>422,727.52</b>
<b>EQUITY</b>		
Retained earnings	274,657.33	422,727.52
<b>TOTAL EQUITY</b>	<b>274,657.33</b>	<b>422,727.52</b>



# BOARD OF DIRECTORS

## CHAIRPERSON

### **Professor James Middleton, MBBS, PhD, FACRM, FAFRM (RACP)**

Board Member since 1997, Chairperson since 1998



James is Clinical Director of the State Spinal Cord Injury Service, which is a Network of the NSW Agency for Clinical Innovation. Prior to this, he was Medical Director of the Moorong Spinal Unit at the Royal Rehabilitation Centre (from 1996-2006). He continues to work at Royal Rehab as Senior Medical Specialist for the NSW Spinal Outreach Service. James also holds an academic position as a Professor of Rehabilitation Medicine in the John Walsh Centre for Rehabilitation Research at the University of Sydney, located at the Kolling Institute at Royal North Shore Hospital.

In addition, James is Chair of the External Relations Committee of the International Spinal Cord Society (ISCoS) and a previous member of the ISCoS Prevention Committee (2001-2016). James also sits on a range of scientific advisory and other steering committees.

## DEPUTY CHAIRPERSON

### **David Riches, B Ed, Dip Teaching**

Board Member since 2009, Deputy Chairperson since 2013



David is Director of his own road safety consultancy firm, with government and local councils his main clients. He has worked as a teacher, road safety education consultant with the Department of Education, road safety manager with the NSW Roads and Traffic Authority and senior manager in injury prevention and health promotion with Area Health Services. As such David brings a wealth of experience in education and strategic planning, as well as road safety and injury prevention for young people. David was also President of the Board of the Arthritis Foundation of NSW for over a decade, providing excellent insights into the NGO sector.

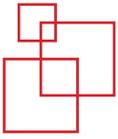
## TREASURER and Company Secretary

### **Sharit Dass BCA, Grad Dip CA, MBAe**

Board Member since December 2018, Treasurer since April 2019



Sharit is the Managing Director of Fincraft, Accounting & Advisory. She has over 20 years of experience in financial management, performance reporting, budgeting, forecasting and business partnering in small to large organisations across the private, public and not for profit sectors in Australia and the United Kingdom.



# BOARD OF DIRECTORS

## BOARD MEMBER

### Max Lloyd-Jones

Board Member since 2010



Max is Managing Director of the Lloyd-Jones Meakin Group. Under his leadership, the group has assisted major Australian and global organisations rapidly shift their culture and improve their performance, using safety as a business driver. Max started out in his business career as an Accountant working for various US multinational corporations and gained a great deal of experience across a large number of markets, countries and cultures, then moved through several general and senior business management opportunities before establishing his strategic safety consultancy.

## BOARD MEMBER

### Gregory Cantwell, BSoc Sc, Masters Public Health

Board Member since 2014



Greg is currently the Chief Executive Officer of Peer Support Australia, an organisation committed to improving the social and emotional wellbeing of young people. His senior management experience includes Executive Officer for the National Stroke Foundation and Executive Director of Road Safety Education Limited. He has over twenty years' experience in health and youth sectors working in both small and large not for profit organisations including the Australian Red Cross, Kidney Health Australia, Asthma Foundation, Macular Degeneration Foundation and Scouts Australia (NSW).

Greg holds a Masters in Public Health, and qualifications in social science and business management. His strengths include business development, influencing government policy and engaging corporate sector support for programs.

## BOARD MEMBER

### Gerald Khoury, PhD, MBus (IT Mgt), BSc

Board Member since 2016, retired December 2019



Gerald has 30 years global experience in IT strategy, planning, architecture and development. Gerald has provided leadership and advice in IT strategy and innovation to some of Australia's most successful organisations across both the corporate and public sectors. Prior to running his own consultancy, GK Strategic, Gerald held senior consulting positions at IBM and Gartner. Currently he is Senior Executive Advisor – Info Tech Research Group.

