



# **YOUTHSAFE**

‘We partner to prevent unintentional injury of young people’

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

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# CHAIRPERSON'S MESSAGE

Professor James Middleton

At the completion of Youthsafe's 41st year of operation, I take pride in our continuing accomplishments, with the year being one of innovation, ground-breaking partnerships and exciting new service offerings.

Sadly, our founder Dr John Yeo passed away during the year. However, I know that John would have also shared our pride and taken satisfaction in the ongoing work that Youthsafe does to prevent unintentional youth injury.

A significant highlight occurred at the beginning of the year, when we received national recognition by the Australian Road Safety Foundation naming Youthsafe as the winner of its road safety innovation award at an event, hosted by the Federal Acting Minister for Infrastructure and Transport, the Hon. Carol Brown, at Federal Parliament. The award recognised the value of our pioneering six-part asynchronous online training course for volunteer learner driver mentors. That recognition being but the latest acknowledgement of Youthsafe's innovative approach to youth injury prevention over the last four decades.



The challenges posed by COVID-19 lockdowns provided strong motivation to expand our online training and educational programs. Beyond our award-winning volunteer learner driver mentoring program, we developed an online induction tool for supervisors of young workers and a training module for community-level sports coaches of teenage players.

These developments would not have been possible without the unwavering support of our partners and supporters. I extend deep appreciation to the NSW Ministry of Health for their consistent interest and investment - truly, a cornerstone of our sustained success.

Additionally, various state government departments have been instrumental in bolstering our efforts over the past year, including:

The Department of Regional NSW, through its Stronger Country Communities Fund, which enabled a three-year partnership with the PCYC youth networks in Dubbo, Lake Illawarra and the Central Coast and gave young, disadvantaged people in those regions the opportunity to engage with the Graduated Licensing Scheme and foster low risk driving behaviours through lessons and mentoring.

*National recognition by the Australian Road Safety Foundation naming Youthsafe as the winner of its road safety innovation award*

Transport for NSW, through its Community Road Safety grants, which supported the development of our online resource aimed at reducing casualty crash rates among young Red P-plate drivers. Transport also continued to approve our long-standing role as the state-level training provider of the Safer Drivers Course and our newer service delivery under the Driver Licensing Access Program (DLAP).

# CHAIRPERSON'S MESSAGE

Multicultural NSW, for its grant to assist the Australian Afghan Hassanian Youth Foundation members with driving mentoring, lessons, and licensing costs.

The Better Regulations Division within the Department of Finance, Services and Innovation, for funding the development of our online induction course for supervisors of young workers.

Our corporate and community partners have been vital in delivering essential safety and youth injury prevention programs across Sydney schools and those in surrounding areas including:

- Our first major corporate partner, WestConnex | Transurban, who continued its support into a second year, enabling us to visit dozens of high schools and present to thousands of students.
- The Sutherland Shire Council and local Rotary Clubs who continued to facilitate our role in the successful U Turn the Wheel road safety sessions across Sutherland LGA high schools, which focus on the risks of driver and passenger distractions.
- ClubGrants from Cabra-Vale Diggers Club and Riverstone Scofields Memorial Club, which sponsored young driver mentoring and lessons at Warakirri College campuses in Fairfield and Campbelltown. ClubGrants also included the continuation of Ryde Eastwood Leagues Club's generous donation of its function rooms for the sixth consecutive year for our Safer Drivers Course training.

I extend my deepest appreciation to our Board of Directors - David Riches (Deputy Chairperson), Sharit Dass (Company Secretary and Treasurer), Greg Cantwell, Max Lloyd-Jones, and our newest Board member, Nickie Flambouras. Their energy, commitment, and voluntary service are highly valued.

My appreciation also goes to our operations team – Lynn Hopgood, Kim Ray, Duncan Nisbet – and our Chief Executive, Warren Johnson, for their exceptional contributions.

Looking forward, I am confident that with the dedication of our directors, staff and stakeholders, Youthsafe will continue to build on its recent successes and significantly advance youth injury prevention in NSW and beyond.

“

*I personally was on the biggest high after seeing the students beaming with massive smiles and the confidence that will grow in them from that experience.*

*Thank you so so much!*

*Regards,*

*Alex Osborn  
Head Teacher/Wellbeing Coordinator*

”



Hamish Murray, Youthsafe Presenter, leading our highly-rated interactive session for young drivers and passengers on the topic of driver distraction.

# CHIEF EXECUTIVE'S REPORT

Warren Johnson

As Chief Executive of Youthsafe, it is my pleasure to reflect on a year marked by notable achievements and continuing commitment to our charitable mission.

The year commenced with a significant accolade: Youthsafe's inaugural online asynchronous training program was recognised as the national winner of the Australian Road Safety Foundation's annual road safety innovation award.

This prestigious award, bestowed at a ceremony hosted by the Federal Assistant Minister for Infrastructure and Transport, the Hon. Carol Brown, at Parliament House, served as a powerful morale boost for our team and a fillip to our further exploration of safety innovations.

Building on this momentum, we focused on expanding our online training offerings. This included the development of 'Coaching Teens,' a 30-minute professional development module for community sports coaches, and an induction course tailored for workplace supervisors who oversee young workers.

These resources underscore the pivotal role coaches and supervisors play in shaping the safety and wellbeing of young people, providing valuable insights and mentoring strategies to enhance their positive influence.

Furthermore, we conceptualised 'Preparing Young Learner Drivers for Safer Solo Driving,' an innovative online tool designed to strengthen the learning partnership between young drivers and their adult supervisors, with a particular focus on the critical Red P Plate licence stage; the most hazardous time in any driver's life.

Youthsafe's office team, post Covid, has now fully transitioned to a remote working model, maintaining productivity and cohesion through daily virtual and bi-weekly in-person meetings.

Our field programs also achieved significant milestones. Notably, our collaboration with the PCYC under the Stronger Country Communities initiative of the Department of Regional NSW, which culminated successfully at the end of this reporting year.

*These resources underscore the pivotal role coaches and supervisors play in shaping the safety and wellbeing of young people*

Through this partnership, we facilitated licensure support for 240 disadvantaged young people in the Dubbo, Lake Illawarra, and Central Coast regions. This encompassed over 1,000 professional driving lessons, 33 low-risk driving workshops, and comprehensive reimbursement of licensing costs including 63 complimentary places in the Safer Drivers Course.



Youthsafe Chief Executive, Warren Johnson, accepting the award for Road Safety Innovation from the Australian Road Safety Foundation.



# CHIEF EXECUTIVE'S REPORT

Warren Johnson

Similarly, our engagement with Warakirri College at the Fairfield and Blacktown campuses provided essential licensure support to 35 students, including driving lessons, test reimbursements, and low-risk driving training.

Our outreach also extended to the Australian Afghan Hassanian Youth Association in Sydney's west, where we delivered 385 professional driving lessons, road rules literacy and safety sessions, and assisted with a range of licensing costs. Our ongoing partnership with WestConnex | Transurban enabled us to reach 42 schools, providing 90 road safety sessions to over 3,000 secondary students, further amplifying our impact on youth safety.

I wish to extend my warmest congratulations and gratitude to the Youthsafe team for these remarkable achievements: Lynn Hopgood (Education Coordinator), Duncan Nisbet (Digital Coordinator), Kim Ray (Administrative Assistant), and our inspiring and gifted casual presenters Hamish Murray, Anthony Cope and Matthew Irvine.

As we look ahead, I am filled with anticipation and enthusiasm for the opportunities and challenges that await us in the next 12 months. Together, we remain unwavering in our commitment to youth safety and empowerment.



**Safer  
Drivers  
Course**

youthsafe

Youthsafe Education Coordinator, Lynn Hopgood, facilitating an activity as part of our Safer Drivers Course Instructor Training.

“

*Very informative, interesting, engaging and enjoyable course.*

*I think the trainer did a very good job of coaching us.*

*Worthwhile training day.*

*Great day, thoroughly enjoyed it.*

”

# ABOUT YOUTHSAFE

We all want young people to live happy, fulfilled and exciting lives free from serious injury.

Youthsafe's award-winning programs offer practical tools and provide strength-based strategies to assist young people as well as those in a position of influence in their lives.

Youthsafe favours evidence-based approaches that create supportive, strong environments to address injury prevention in the context in which that injury occurs. This encourages young people to take safe and calculated risks as well as build capacity and self-efficacy over time.

Youthsafe knows that fear appeals and shock tactics are not effective in stopping young people from taking unsafe risks and won't lead to positive behaviour change. In addition, using education in isolation of other structural or systemic improvements will not better outcomes for individuals.



A new online induction session for those new to supervising young workers was developed and tested with excellent feedback.



*The program has just the right balance of scientific information about how young people's brain and physical and psychological development functions.*

*I feel the content is good - Outlining the responsibilities of a supervisor to display the correct behaviors.*

*The links to the SafeWork Supervisors page and the Young Workers eToolkit fits in seamlessly.*





## MAJOR ACHIEVEMENTS

*National winner of the Australian Road Safety Foundation award for road safety innovation*

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*Free licensing supports given to 355 young disadvantage people in the form of 1,706 free driving lessons, 42 low risk driving sessions, reimbursements for 44 Driver Knowledge Tests, 18 Hazard Perception tests and 63 Safer Driver Course places*

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*Visited over 69 schools across the Great Sydney Area, providing 272 classroom safety sessions to over 3,600 students*

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*Completing our 11th year as the only continuous state-level training provider of the Safer Drivers Course over which time Youthsafe has trained 900 Coach Course Providers and 385 Facilitator Course Providers*

# STRATEGIC PLAN 2021-2024

Youthsafe's Board of Directors adopted a three-year strategy which began 1 July 2021.

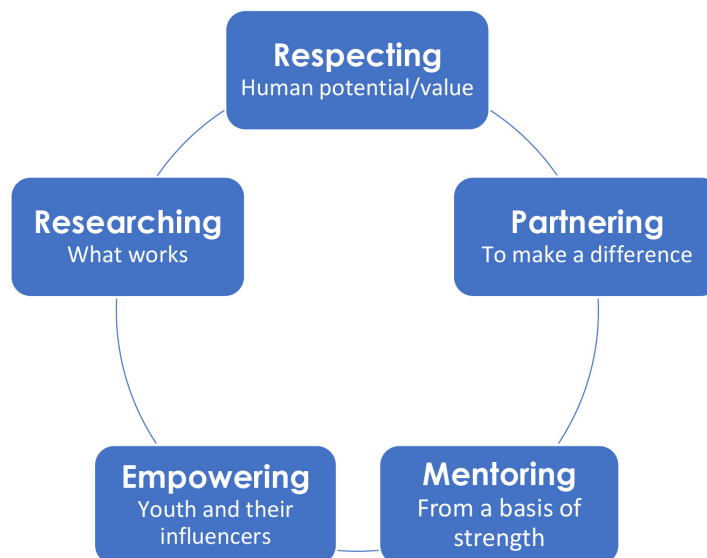
## MISSION

To partner to prevent unintentional injury of young people.

## VISION

Young lives free from serious injury.

## VALUES



## OVERARCHING STRATEGIC GOALS

To consolidate and grow for sustainability and service impact.

# STRATEGIC PLAN 2021-2024

The plan identifies the following strategic directions and goals.

## **DIRECTION 1 Positioning Injury Prevention**

**GOAL** Pursue injury prevention initiatives involving both physical and psycho-social injury prevention benefits.

### **OBJECTIVES & ACTIONS**

1. Acknowledge the relevance of both physical and psychosocial injuries.
2. Highlight heightened risk profiles of disadvantaged cohorts i.e. those from ATSI, CALD, rural/remote, low socio-economic backgrounds etc.

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## **DIRECTION 2 Growing Partnerships and Extending Reach**

**GOAL** Retain, grow and broker new partnerships and extend service reach.

### **OBJECTIVES & ACTIONS**

1. Adopt a Partnership Plan to optimise value-adding outcomes.
2. Explore and test internet delivery of services, with prospect for national and international reach.

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## **DIRECTION 3 Diversifying Revenue and Enhancing Value**

**GOAL** Maintain and grow revenue streams from diverse sources that significantly contribute to the bottom-line –

- government grants (Federal, State & Local)
- grants from not for profits/Foundations
- fees for service income
- charitable fundraising and donations.

### **OBJECTIVES & ACTIONS**

1. Formulate and implement a Donations Plan.
2. Further grow our charitable fundraising program via textile recycling.
3. Prefer opportunities that make a significant contribution to the bottom-line.
4. Monitor diversity and quantify proportional contribution.
5. Generate annual surpluses.

## **DIRECTION 4 Building Capacity**

**GOAL** Build organisational capability and capacity.

### **OBJECTIVES & ACTIONS**

1. Identify human capability deficits and recruit (employ or contract) skill sets as needed.
2. Establish the best way to support team collaboration for collegial, service and financial success.
3. Review award conditions for team members and adopt a more suitable award.
4. Institute a recognition and reward program for internal stakeholders.
5. Conduct a Board self-assessment and consequential Board recruitment.
6. Provide PD opportunities for staff.
7. Develop an Investment Policy.
8. Augment capability with IT betterments.

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## **DIRECTION 5 Advocating for Change**

**GOAL** Promote the higher risk profile of young people and advocate for useful and practical interventions.

### **OBJECTIVES & ACTIONS**

1. Develop an Advocacy Plan.
2. Contribute to peak forums like the Road Safety Advisory Council.
3. Respond to inquiries at local, state and federal levels.
4. Promote key messages via community groups.
5. Generate social media posts and promotions on key issues.
6. Leverage SEO.

# OUR SUPPORTERS

Youthsafe depends on a range of supporters to enable it to undertake its life-saving work.

We warmly acknowledge the support we receive from the wider community, without which we could not continue. Particular thanks are extended to -

- NSW Ministry of Health for continuing to invest in our capacity and our service responsiveness to disadvantaged youth cohorts.
- NSW Department of Regional NSW's Stronger Country Communities fund for enabling us, in partnership with PCYC and other at-risk youth agencies, to support young people in Lake Illawarra, Central Coast and Dubbo to progress to licensure and develop low risk driving behaviours.
- Multicultural NSW for funding our partnership with the Afghan Australian Hassanian Youth Association (AAHYA) to assist refugees and newly arrived migrants to develop the foundations of a Learner Driver Mentoring Program through the provisions of road rules literacy sessions, professional driving lessons and brokerage for Graduated Licensing Scheme (GLS) costs.
- Transport of NSW for approving us as a state-level Safer Drivers Course Training Provider (for the 12th year) and a provider of the Driver Licensing Access Program (DLAP) in Ku-ring-gai, Hornsby and Hawkesbury.
- Better Regulations Division within the Department of Finance, Services and Innovation for a grant to develop our online induction course for supervisors new to supervising young workers.
- WestConnex | Transurban for a corporate partnership that supports Youthsafe's presentation of a Road Safety Classroom sessions in secondary schools across Sydney and its environs.
- Riverstone Scofield's Memorial Club and Cabra-Vale Diggers for supporting projects at Warakirri College Blacktown and Fairfield (respectively) to support 'at risk' young people to progress their engagement in the GLS and to mentor them as safer drivers.
- Ryde Eastwood Leagues Club for generously supporting our use of function rooms on club premises.



# FINANCIAL REPORT

## Itemised Profit and Loss Statement for the year ended 30 June 2023.

	2023	2022
<b>REVENUE</b>	581,253.12	534,625.60
<b>EXPENDITURE</b>		
Employee benefits expense	(416,500.09)	(417,665.96)
Rental Lease and outgoings	-	(16,493.34)
Audit, accounting and consultancy expense	(18,463.29)	(23,419.98)
Insurance expense	(11,997.33)	(12,947.30)
IT expense	(9,246.15)	(12,815.74)
Depreciation and amortisation expense	(5,897.00)	(5,897.20)
Funded programs and minor project direct costs	(104,698.17)	(32,087.29)
Other expenses	(35,080.76)	(40,634.94)
(Loss)/profit before income tax	(20,629.67)	(27,336.15)
Income tax expense		
Loss)/profit for the year	(20,629.67)	(27,336.15)
Other comprehensive income for the year		
Total comprehensive income for the year	(20,629.67)	(27,336.15)
Loss attributable to members of the entity	(20,629.67)	(27,336.15)
Total comprehensive income attributable to members of the entity	(20,629.67)	(27,336.15)

# FINANCIAL REPORT

## Balance Sheet Comparative for the year ended 30 June 2023

	2023	2022
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	386,739.01	498,194.64
Trade and other receivables	38,674.90	14,424.12
Other assets	7,559.46	7,926.97
TOTAL CURRENT ASSETS	432,973.37	520,545.73
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	4,574.80	10,471.80
Right of Use Asset	-	-
TOTAL NON-CURRENT ASSETS	4,574.80	10,471.80
<b>TOTAL ASSETS</b>	437,548.17	531,017.53
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	105,927.59	200,598.51
Provisions	100,275.27	84,497.90
Lease Liability		-
TOTAL CURRENT LIABILITIES	206,202.86	285,096.41
<b>NON-CURRENT LIABILITIES</b>		
Provisions	27,190.70	21,136.84
Lease Liability		-
TOTAL NON-CURRENT LIABILITIES	27,190.70	21,136.84
<b>TOTAL LIABILITIES</b>	233,393.56	306,233.25
<b>NET ASSETS</b>	204,154.61	224,784.28
<b>EQUITY</b>		
Retained earnings	204,154.61	224,784.28
TOTAL EQUITY	204,154.61	224,784.28

# 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 Royal Rehab (between 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 Professor of Rehabilitation Medicine in the John Walsh Centre for Rehabilitation Research at Northern Sydney LHD and The University of Sydney, located at the Kolling Institute at Royal North Shore Hospital. In addition, James is the immediate past Chair of the External Relations Committee (2016-2022) and a previous long-time member of the Prevention Committee (2001-2016) for the International Spinal Cord Society.

## 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 is Chairperson of Nepean Food Services and is a former 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, CA, MBAe**

Board Member since 2018, Treasurer since April 2019



Sharit is the Managing Director of Fincraft, a Management Accounting services firm. 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, Grad Dip.Fin.Ac, MComm, MBus.Res.**

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 an experienced leader in the health and education not for profit sector with particular experience with services for young people. Also as a parent of young drivers and young workers he is cognisant of the changes young people face and those who love and support them. 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

**Nickie Flambouras**

Board Member since 2022



Nickie is currently working for a communications agency called CultureVerse as their Account Director. Her focus is on providing advice to the agency around engaging and communicating with multicultural communities, particularly those located in NSW. Prior to this position, she was working for Multicultural NSW as the Manager, Community Engagement and before that worked at the Australian Football League as their Multicultural Community Engagement Manager.

In the last 10 years, Nickie's focus has been on engaging communities, particularly new and emerging communities promoting social cohesion and community harmony.

Prior to this, Nickie worked in health promotion, community development, event management, fundraising, education and training. In her spare time, Nickie is supporting a film production company called "Think Films" with their social impact campaigns. Nickie has worked in the corporate, not-for-profit and government sector and was once an employee of Youthsafe.



**youthsafe**