

youthsafe

PREVENTION
OF
LIFELONG
INJURIES

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INJURIES



Annual Report
2023 - 2024

YOUTHSAFE

'We partner to prevent unintentional injury of young people'

www.youthsafe.org

Facebook: @youthsafe82

LinkedIn: www.linkedin.com/in/youthsafe

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CHAIRPERSON'S MESSAGE

Professor James Middleton

At the completion of Youthsafe's 42nd year of operation, I take pride in our continuing accomplishments in a year that has seen the development of new programs, the growth of service opportunities and a heightened commitment to networking and community engagement.

The funding assistance from the NSW Ministry for Health continues to be the principal contributor to our service capacity and, as the first order of business, I warmly acknowledge the Ministry's longstanding commitment to youth injury prevention and its long-term investment in our work.

Road use remained a prominent focus throughout the year. Core to our mission and aligned with the State Government's Road Safety Action Plan 2026 major attention was directed towards promotion of low risk driving behaviour of young novice drivers.



We completed our 13th year as the only consistent state-level training provider of the Safer Drivers Course: a role we have had since the program's inception in 2012. We also continued our long-standing partnership with Sutherland Shire Council and local Rotary Clubs to present U Turn the Wheel interactive road and passenger safety sessions in dozens of high schools in the Sutherland-St George regions. Further, we concluded our two-year sponsorship with WestConnex | Transurban during which we provided over 100 classroom sessions to almost 4,000 schoolchildren in 50 schools across the Greater Area of Sydney.

Our role as a government-approved Driver Licensing Access Program (DLAP) provider reached a new level with our licensing and free driving lessons opportunity becoming available in the seven LGAs of Hawkesbury, Hornsby, Ku-ring-gai, Ryde, Cumberland, Campbelltown and Penrith - an addition of four LGAs over the year.

Youthsafe, in collaboration with Settlement Services International (SSI) Home Care Program, launched a pilot to help participants from diverse cultural and linguistic backgrounds gain their Driver Licence, opening doors to sustainable employment in SSI's Home Care Program.

By the project's end, participants showed remarkable improvements in confidence and road rules knowledge, with four securing employment in SSI's Home Care program.

Building on the suite of online education resources - which began in 2021 with the development of our award-winning Learner Driver Mentors Program as a response to the COVID Pandemic lockdowns - we developed a program to assist learner drivers and their adult supervising drivers to better prepare for the challenges of Red P plate driving: the most hazardous time in any driver's life. This latest online resource was made possible by a Transport for NSW's Community Road Safety Grant and it brings the total number of online education resources to four: the other two focussing on the safety and wellbeing of young workers and on the retention and safety of young athletes.

Road use remained a prominent focus throughout the year.

CHAIRPERSON'S MESSAGE

The year saw the completion of our triennial strategic plan under which we advanced our mission to support young people to build safer, more independent lives by successfully progressing our work in relation to 21 of our 22 strategic objectives. We maintained a focus on social justice, recognising that unintentional youth injuries disproportionately affect young people from disadvantaged backgrounds.

While we made measurable progress toward our strategic objectives; securing an annual financial surplus remained elusive. This outcome will shape our strategic commitment in the immediate future to commit our focus on the fundamentals that have proven effective in recent years.

The Board undertook a review of 10 key policies during the year including a review of those of relating to governance, which included policies on risk management, conflicts of interest, work health and safety, regulatory compliance, financial management, customer rights and privacy.

I extend my deep appreciation to our pro bono Board of Directors - Nickie Flambouras (Deputy Chairperson), Sharit Dass (Company Secretary and Treasurer), Greg Cantwell, Max Lloyd-Jones and David Riches for their unwavering commitment, constant energy and contribution.

My appreciation also goes to our great operations team – Lynn Hopgood, Kim Ray, Duncan Nisbet – and our Chief Executive, Warren Johnson, for their exceptional work, particularly in relation to their expanded engagement with a wide range of community and business networks.

I am confident that with the dedication of our directors, staff and stakeholders in steadfast pursuit of our proven strategic objectives, Youthsafe will continue to build on its recent successes and further advance youth injury prevention across NSW and beyond.



Coaching Teens is developed as an online or face-to-face 60-minute workshop for community-level sports coaches of teenage players.

CHIEF EXECUTIVE'S REPORT

Warren Johnson

As noted by our Chairperson, the year saw the development of a new online education program (Safer Steps to Solo Driving), the expansion of our licensing program for disadvantaged people (DLAP) and a new level of injury prevention advocacy via an expanded range of community and state-level forums and social media activity.

We continued our advocacy at the state-level via our membership of the Road Safety Advisory Council, participation in the State Government's Road Safety Stakeholder Forum and the two-day meeting of all providers of the Driver Licensing Access Program (DLAP) as well as active promotion of National Road Safety Week and Spinal Cord Injuries Awareness Week.

Safer Steps to Solo Driving



'Safer Steps to Solo Driving' is a collaborative tool designed for adult supervising drivers and young learners.

We presented our online coaching teens prototype at the Office of Sports' Coaching Directors' Network Meeting to over a dozen coaching leaders - including a representative from the Australian Sports Commission - to advocate the need for a higher level of investment in the professional development of community-level coaches.

At the community level we attended a wide range of local government, youth and community forums, particularly those in connection with the BNI network of Norwest and Penrith as well as dozens of forums across the seven LGAs in which we provide our licensing support to pre-learner drivers.

A partnership with YES (Youth Employment Service) in Hawkesbury and Penrith provided the opportunity to give eligible young drivers five free additional driving lessons and the opportunity to progress their prospects of gaining sustainable employment.

Investment in website development, SEO and social media did much to amplify key messages and promote our services. Almost 50,000 visits were made to our website, representing a 133% increase in visitors compared to the preceding year thanks to our strategic investment in SEO. Our promoted Facebook posts reached 175,000 and generated 7,000 clicks while our LinkedIn page was developed and launched, attracting over 250 followers in the first six months.

We continued to develop, user test and iterate our free online education resources which seek to enhance the influence of adult influencers in young people's lives via strength-based mentoring.

In step with the Board of Directors' policy reviews throughout the year the staff team reviewed and updated all supporting procedures including those relating to human resources and performance management, workplace induction and information management.

Youthsafe Free Driving Help

BY REV. JORDAN

A program offering free support to people wanting to learn to drive or to regain their licence because of unpaid fines or traffic offences is being offered to Hawkesbury residents.

Youthsafe has been a Driver Licensing Access Program (DLAP) provider on behalf of Transport NSW in the Hawkesbury Local Government area for the past two years and has funding to help up to 100 people get on the road this year.

The Transport for NSW initiative was set up to assist people with geographical, financial or other disadvantage and offers eligible candidates:

- Support to successfully undertake the Driver Knowledge Test (DKT) - the first stage of the licensing process
- Reimbursement of both the DKT fee (\$52) and the Learner Licence fee (\$28)
- Up to \$150 worth of professional driving lessons (paid direct by Youthsafe to the driving school/instructor)

CEO of Youthsafe Warren Johnson said: "Youthsafe is delighted to be able to offer this support for people who may otherwise be denied the opportunity."

"A licence allows the development of a key adult capability. It is a passport to greater personal independence and provides access to many opportunities including further education, sustainable employment, civic participation and family and community events."

Richmond resident, 19-year-old Karla (pictured) has just completed the program and is now a happy driver.

"I could not afford to pay for my licence and driving expenses. Financial assistance from Youthsafe has allowed me to become more independent," she said.

Youthsafe can support people of any age, provided they live in the Hawkesbury LGA. It also provides the program for eligible residents living in the Local Government areas of Hornsby, Ku-ring-gai, Ryde, Cumberland and Campbelltown.

Over the last two years around 60 people have participated. For more information about Youthsafe and DLAP call the Youthsafe Education Coordinator on (02) 9817 7842 or email presentations@youthsafe.org or visit the website visit <https://youthsafe.org/driver-licensing-access-program-dlap/>

Warren Johnson from Youthsafe said: "As a charity we are committed to preventing accidental serious injuries of young people."

"We provide a range of programs to young people and the adults of influence in their lives in relation to their use of roads, participation in the workplace and sports. Check out our website to find out how we can help you and your community" www.youthsafe.org

Youthsafe was founded just over 40 years by Associate Professor John Yeo in 1982 as the ground-breaking, world first 'Awareness and Prevention Program'.



It was initially run out of a small office in the Spinal Injuries Unit at Royal North Shore Hospital, and later registered as Spinesafe which focused on school-aged children and young people to demonstrate how easily a spinal cord injury can occur, the devastating impacts and how it can be prevented.

In 1999 the organisation adopted the name Youthsafe recognising that young people were more at risk of serious unintentional injury than any other age group and runs programs with an expanded focus on road use, school-to-work transitions, team sports and socialising in private and public venues.

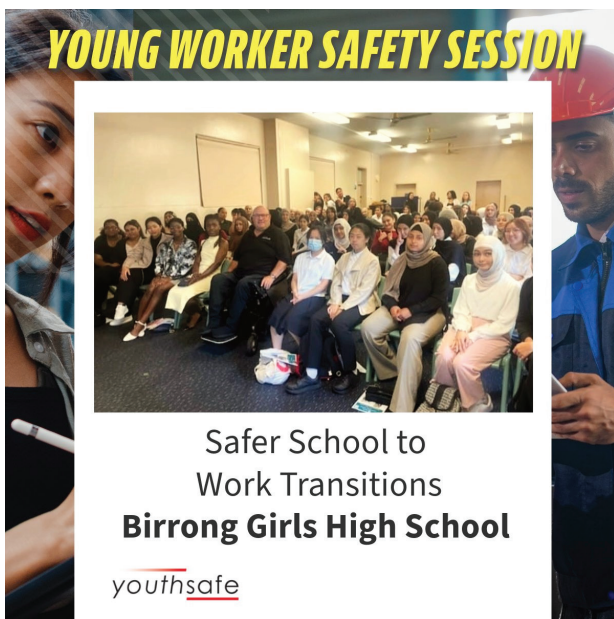


CHIEF EXECUTIVE'S REPORT


Warren Johnson

I wish to extend my thanks to the Youthsafe team for these 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 optimistic about the possibilities of building on what has worked for us in recent years and our ability to engage with those possibilities through strategic clarity, budgetary discipline and partnerships that foster youth safety and empowerment and the opportunity for the wider community to contribute to safer outcomes for everyone.



YOUNG WORKER SAFETY SESSION



Safer School to Work Transitions
Birrong Girls High School

youthsafe



SCHOOL ROAD SAFETY SESSION



**Road Safety Session
For young road users**

Proudly brought to you by:

youthsafe Transurban



A FACTSHEET FOR PARENTS

youthsafe
Helping Young People Celebrate Safety

Going out and celebrating is a normal part of growing up, but there can be risks involved, whether your young person is heading to a party at home or just going out with friends, you can help them manage these risks through education and planning.

DO YOU KNOW what your car's limits are? No one wants to crash that could moderate speed.

more helmets to protect reduced damage out.

Fast speed in Australia is estimated that 1 km over and more than \$5000 in increased risk to incur related costs.

SOME GOOD NEWS! The prevention of being present with 100% of your own health and safety.

Turn over for more information

ALDI
Good Different



youthsafe

In my early 20s,
I had better things to do than learn to live with paralysis.

I was 21 and a passenger in a mate's car.
My crash was preventable.

National Road Safety Week 2024
5-12 May

THIS DONATE FOR PREVENTION

Youthsafe is a registered charity. All donations are tax deductible.

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.



MAJOR ACHIEVEMENTS

Visited 40 schools across the Greater area of Sydney to provide 179 classroom safety sessions to over 5,500 students.

Completed our 13th year as the only continuous state-level training provider of the Safer Drivers Course, over which time we trained 935 Coach Course participants and 406 Facilitator Course participants.

An expansion of our role as a Driver Learner Access Program from three Sydney LGAs to a total of seven.

An investment in SEO that generated a 133% increase in website visits: from 20,598 in 2023 to 47,598 in 2024.

The development of our fourth online asynchronous education course: Ls to Ps – Safer Steps to Solo Driving.

STRATEGIC PLAN 2021-2024

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

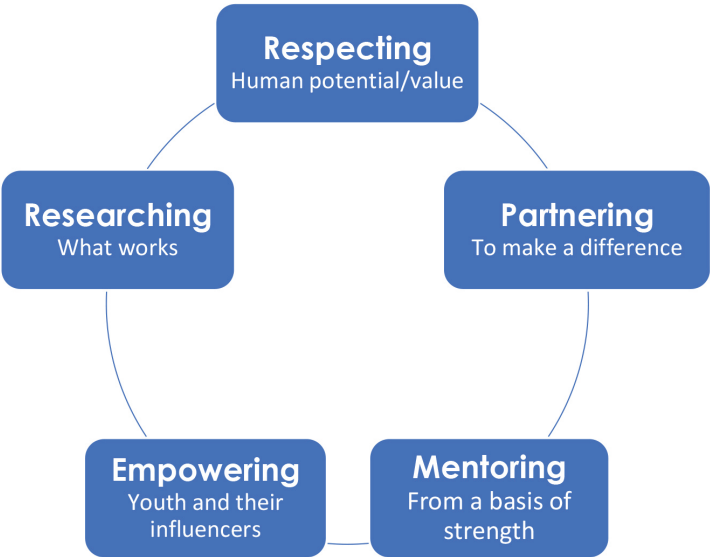
MISSION

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.

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.

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.

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.

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.
- Transport of NSW for approving us as a state-level Safer Drivers Course Training Provider (for the 13th year) and a provider of the Driver Licensing Access Program (DLAP) in Ku-ring-gai, Hornsby, Hawkesbury, Campbelltown, Cumberland, Penrith and Ryde.
 - The many youth inter-agencies and youth focussed community groups that promote our DLAP services across all seven LGAs to their clients.
 - ClubGrants from Magpies Waitara and Hornsby RSL to support our DLAP program.
- Transurban for its investment and partnership in developing the training session Work, Safer Road Use and You.
- BNI Norwest & Penrith for continuing opportunities throughout their network and for promoting our work as a member of its Charity Collective.



WORK, SAFER ROAD USE AND YOU

Transurban, NSW

 youthsafe

FINANCIAL REPORT

Itemised Profit and Loss Statement for the year ended 30 June 2024

	2024	2023
REVENUE	426,095.82	581,253.12
EXPENDITURE		
Employee benefits expense	(382,554.41)	(416,500.09)
Audit, accounting and consultancy expense	(20,552.80)	(18,463.29)
Insurance expense	(14,847.96)	(11,997.33)
IT expense	(27,169.46)	(9,246.15)
Depreciation and amortisation expense	(4,574.80)	(5,897.00)
Funded programs and minor project direct costs	(29,399.93)	(104,698.17)
Other expenses	(28,261.76)	(35,080.76)
(Loss)/profit before income tax	(81,265.30)	(20,629.67)
Income tax expense		
Loss)/profit for the year	(81,265.30)	(20,629.67)
Other comprehensive income for the year		
Total comprehensive income for the year	(81,265.30)	(20,629.67)
Loss attributable to members of the entity	(81,265.30)	(20,629.67)
Total comprehensive income attributable to members of the entity	(81,265.30)	(20,629.67)

FINANCIAL REPORT

Balance Sheet Comparative for the year ended 30 June 2024

	2024	2023
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	266,705.98	386,739.01
Trade and other receivables	18,548.59	38,674.90
Other assets	10,793.31	7,559.46
TOTAL CURRENT ASSETS	296,047.88	432,973.37
NON-CURRENT ASSETS		
Property, plant and equipment	-	4,574.80
TOTAL NON-CURRENT ASSETS	-	4,574.80
TOTAL ASSETS	296,047.88	437,548.17
LIABILITIES		
CURRENT LIABILITIES		
Trade and other payables	44,614.78	105,927.59
Provisions	96,002.50	100,275.27
Lease Liability		
TOTAL CURRENT LIABILITIES	140,617.28	206,202.86
NON-CURRENT LIABILITIES		
Provisions	32,541.30	27,190.70
Lease Liability		
TOTAL NON-CURRENT LIABILITIES	32,541.30	27,190.70
TOTAL LIABILITIES	173,158.57	233,393.56
NET ASSETS	122,889.31	204,154.61
EQUITY		
Retained earnings	122,889.31	204,154.61
TOTAL EQUITY	122,889.31	204,154.61

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.

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