

ANNUAL REPORT | 2021 – 2022

FLAT  OUT





Aboriginal and Torres Strait Islander people are advised this publication contains the names and images of people who have died.

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Acknowledgements

Flat Out acknowledges that we live and work on the lands of Wurundjeri and Bunurong peoples of the Kulin nation in Naarm and on First Nations lands throughout Victoria and that sovereignty was never ceded. We pay our respects to Elders past and present.

We acknowledge that prisons and police have been violently deployed against First Nations people and communities since invasion and continue to be weapons in ongoing colonisation.

We acknowledge the historic and ongoing resistance of First Nations people to dispossession, colonisation, child removal, incarceration and violence and pledge our solidarity.



Flat Out is committed to co-creating safer spaces and self-determination for women, trans and gender diverse people.



Year in Review

Flat Out is a statewide service that supports women, trans and gender diverse people to get out and stay out of prison through both our assertive individual outreach programs and our systemic advocacy and campaign work.

Our “heart and soul” are the people we work with every day – inside and out. They are the experts on what they need to live free of the criminal legal system. For all of our 34 years of operation Flat Out has remained committed to listening closely to lived experience experts and following their lead.

In 2021/22 we were privileged to work with so many extraordinary survivors. Despite the ravages and violence of systemic racism, sexism, poverty, and housing insecurity in their own lives, so many survivors are also leading systemic and social change. In this “Year in Review” we present just a few of the stories and insights that, if heeded, show paths out of spiralling cycles of incarceration, criminalisation, family separation and homelessness.

Karen Fletcher, Executive Officer

Covid 2021

The year was once again blighted by the COVID pandemic and punitive responses to it within the prison system and the community. Solitary confinement for long periods on reception and transfer – including periods well over the 15 day limit under international human rights law, no personal or professional visits, programs or activities and long periods on remand waiting for trial dates in a clogged court system have caused intense misery and trauma and contributed to deaths in Victorian prisons.

Mothers and children have been particularly impacted with children’s visits continuing to be restricted well into late 2022.

Jasmine Barzani spent 18 days in COVID quarantine solitary confinement in 2021 and wrote about her experience in Overland magazine - extracts below. Jasmine’s full piece is available [here](#):

“What has been referred to as ‘quarantine isolation’ across prisons in Naarm is in fact solitary confinement. Everyone who has entered prison during this on-and-off lockdown period has been forced into a minimum of fourteen days of solitary confinement...

During the eighteen days I spent in prolonged solitary confinement, I heard ‘COVID-19’ used as the justification for torture. I didn’t speak to a psychiatrist for two weeks despite having a developmental disability and a mental illness.

I was denied my rights to call family, to leave my cell for fresh air or physical exercise, to send letters, and to make formal complaints...I was not provided with soap, utensils for drinking the tap water or disinfectant to clean my hands...

The available choice for our politicians to respond to COVID-19, by swinging the pendulum in the direction of broader freedom, has instead been suspended on the side of what can only be described as legalised torture. Prisons are a petri dish for COVID-19 and no amount of restrictions in these prisons can change the fact that they are high risk places of transmission.”

Jasmine Barzani

Family Violence Reform Implementation Monitor report on Accurate identification of the predominant aggressor

Flat Out’s **Family Violence Justice Project** and **Policing Family Violence Project** (now

Beyond Survival) supported victim/survivors of family violence-related criminalisation and child removal to speak to the Family Violence Reform Implementation Monitor’s *investigation of Accurate identification of the predominant aggressor to centre lived experiences of family violence policing. These projects continue to work to support survivors and to evidence and challenge the racialised and discriminatory policing driving cases of so-called “misidentification”.*

The Monitor, Jan Shuard, reported in December 2021 and thanked victim survivors supported by Flat Out and VSAC for our assistance.

“My office was greatly supported by Flat Out and members of the Victim Survivors’ Advisory Council (VSAC) in connecting us with victim survivors and expertly guiding us through the consultations. Their unique skills and abilities, compassion and dedication to improving the system is an inspiration for us all to do better. But we must do more than just listen.”

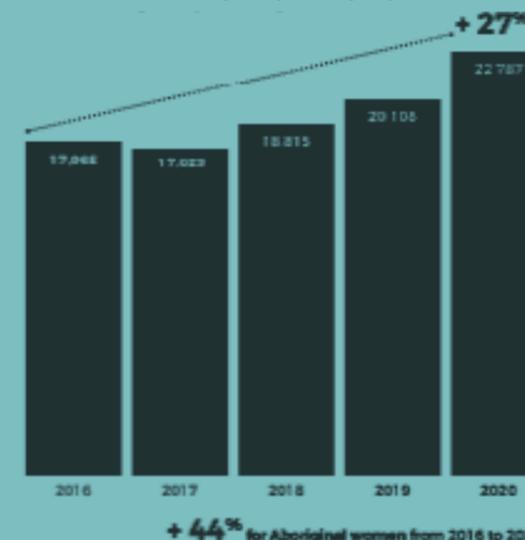
Jan Shuard, Family Violence Reform Implementation Monitor

The monitor recommended a number of actions, most of which are yet to be actioned and on which Flat Out will continue to campaign.

These include:

- Initiate a whole-of-system response to directly address the problems identified in this report.

NUMBER OF FEMALE RESPONDENTS LISTED ON FAMILY VIOLENCE REPORTS



- Urgently review how family violence records are captured in LEAP (Victoria Police’s crime database) to ensure that where misidentification is found, the record can be amended so a person doesn’t continue to be incorrectly listed as a respondent.
- Develop clear guidance for withdrawing family violence intervention order applications or criminal charges in cases of misidentification and give police prosecutors the authority to quickly facilitate this.
- Give urgent attention to exploring legislative options to provide courts with the power to find that misidentification has occurred and to issue a court order for all records to be corrected.

Sally’s story (excerpts)

Sally was in a relationship with a long-serving police officer, Tom. The relationship included physical abuse (but he was careful not to leave visible bruises), property damage, emotional abuse and threats against their pets.

Sally left Tom when she was pregnant with her second child. The abuse morphed into coercive control from afar. Tom has used the children as leverage against her by way of family consent orders.

Tom has attempted to manipulate systems against Sally by claiming she has mental health issues, alcohol issues and has abused him, in attempt to discredit her character and make himself look favourable to the courts. Tom is seen as charming and unassuming – people like him and want to believe him.

Last year, Sally was served with an application for an FVIO, on which she was listed as the respondent. She knew nothing of the order until police arrived at the door to serve her. The police officers were Tom’s colleagues.

OCTOBER

Inquiry into Victoria's Criminal Justice System

In March 2020 the Legal and Social Issues Committee of the Victorian Legislative Council was tasked with conducting an Inquiry into Victoria's Criminal Justice system to find out, among other things, why Victoria's prison population has been growing so exponentially. The Committee reported to Parliament on 24 March 2022 making 100 recommendations including significant reforms on post-release housing and support, bail reform and prison health care and conditions. At time of writing (late 2022) the Government has not responded.

Flat Out supported Amy, a criminalised victim/survivor of family violence to give evidence to the Inquiry in October 2021 – extracts below.

Amy's full statement is available [here](#):

"The police arrived. I was as calm, collected and cooperative as I could be. I told them everything: he was strangling me—holding me down and strangling me... The police arrested me, put me in the back of a divvy van and put me in a cell. For hours I still naively thought I could just explain what had happened and they would let me go.

I needed to go home to my children. The police denied me bail but told me I would be taken to court in the morning. While being held in the cells of the court I briefly saw a duty lawyer, who

told me to apply for bail myself and, if that did not work, a lawyer could make a bail application on my behalf later down the track. I waited for what felt like an eternity to plead my case.

When it was my turn, the magistrate explained that there was a presumption against bail and that I would need to demonstrate compelling reasons why I should be granted bail. In my mind I had a multitude of compelling reasons. I was 30 years old and had never been arrested, charged or convicted of any offence in my life. If remanded, I would lose my job, my house and my two older children would go into foster care. My children needed me. I was defending myself. Bail was my last chance at keeping the remnants of my life together, and this was denied.

I was held on remand at DPFC for 110 days. During this time I only ever saw my youngest child twice despite Children's Court orders he was to have contact with me once a month. Child Protection disregarded these court orders without consequence. My two older children were in the care of the state, and child protection did not facilitate phone, video or contact visits at any stage. I did not see or speak to my older two children the entire time I was in prison.

Prison replicates the exact dynamics of an abusive relationship and inflicts the same powerlessness, harm and trauma. It takes away all of your freedom and autonomy. It tells you what you can wear, what you can



do and when you can do it, what you can eat and when, and when you can see or speak to your family and friends. Prison robs you of your fundamental rights, such as access to legal representation and basic medical and health care.

We need to end the punitive response to complex social problems. Police cannot be society's only response to family violence.

The police have consistently demonstrated that they are not adequately equipped to accurately identify primary aggressors in family violence situations. Incorrectly identifying the primary aggressor and the subsequent misinformed decision-making by police can have lifelong and devastating consequences for women and their children, especially when police determinations lead to child protection intervention and the removal of children from their mother.

We must urgently amend the bail laws.

We must restore the presumption of bail and revert to the principle that remand and imprisonment should only ever be used as a last resort.

I know that there are women sitting in cells as I speak missing their children, facing the prospect of never regaining custody of them, being revictimised by a system that calls itself justice. I am speaking here today because I want to share my voice with every woman who has been silenced by the system. I want the reality of the impact of the bail law reforms to be known. These laws, police and prisons are not keeping us safe. They are destroying women's lives and tearing families apart."

Homes not Prisons also submitted evidence about how family violence, trauma and homelessness are landing so many women in prison:

"I was in a pretty horrific family violence relationship for about 6 years. When we separated he kidnapped my daughter and that sent me down a path of homelessness and really heavy drug

addiction. I think that my way of surviving and protecting myself was to surround myself with people that I wouldn't have usually surrounded myself with and I got involved with a bit of criminal activity. After 12 months of homelessness I ended up being arrested. I got chucked in DPFC. That was very scary. I was a first timer, I was withdrawing from drugs, I received no medical care... and I was chucked by myself in a cell in the middle of the night... I was released into an unsafe situation with my violent ex-partner's father. After about a week I put myself back on the street because it was much safer."

Claudia (pseudonym), formerly incarcerated woman and member of the Homes Not Prisons Steering Group

"I was at home one evening, it was about 7.30, I was just watching TV. I heard a knock at the door, I knew straight away that it was the police because he'd been sending me text messages taunting me that he was going to do this ... it was part of the punishment...and when I opened the door the officer told me there was an interim intervention order in place against me...my stomach just turned. I knew I was trapped and there was nothing I could do about it."

A criminalised survivor of family violence

"Magistrates will refuse bail and use imprisonment as a way to 'rescue' women from a domestic violence situation, or drug addiction, homelessness, alcohol use..."

Formerly incarcerated First Nations woman and member of the Homes Not Prisons Steering Group

"I didn't have a house to be bailed to. That's where housing comes in. If you are criminalised, you are out of luck if you are homeless to start with. You won't get bail if you don't have a house to go to."

Formerly incarcerated woman and member of the Homes Not Prisons Steering Group

"Being housed is my first experience of feeling safe, even a little bit safe. I have searched all of

my life for a home. The government and services need to provide more housing. You can't have a 20-year waiting list. People will die. The housing crisis is perpetuating violence, death, putting people at risk and increasing vulnerability. Lack of housing enables people to be sexually abused, financially abused and children to be removed. You cannot get a house without a job, and you cannot get a job without a house."

Formerly incarcerated woman and member of the Homes Not Prisons Steering Group

NOVEMBER

Cultural Review of the Adult Custodial Corrections System

The Cultural Review of the Adult Custodial Corrections System in Victoria began in August 2021 and is due to report to the Minister for Corrections in December 2022. Flat Out met with the Review Team on 8 November 2021 to highlight issues we see in our work we think need to be urgently addressed:

Imprisonment as a first resort

The outstanding issue for us at the moment is the number of Aboriginal women who are being imprisoned on very minor things for very short periods of time because of changes to the bail laws in Victoria.

The use of imprisonment as a first resort is impacting Aboriginal women more than any other group.

Lack of independent oversight

There are people who are coming into the system for a very short time and practically spending all of it in segregation in COVID quarantine. With very little access to any complaints mechanism or advocacy services or anything external to the system.

Our experience of the Ombudsman, especially during COVID, is that they're flooded and overwhelmed and under-resourced.

The sad fact is that if somebody is in isolation and subject to violence, no-one is going to hear from them. Sometimes a person who's in a cell nearby might try to talk to somebody, their lawyer or they might contact us, but it's very difficult. For somebody who's in for a short period of time and has got any kind of trauma, mental illness, and is truly afraid, of perhaps an officer who's abusing them or something like that, advocates are never going to hear from them.

What is needed is proactive, external, independent oversight. An independent body needs to be going into solitary confinement and segregation units, reception, quarantine units, talking to and checking on people.

We also think it's important to look at prison disciplinary proceedings. There should be legal advocacy available to people charged with breaches of prison discipline, especially for people with a cognitive disability, mental illness, or other vulnerability. There are currently just a couple of volunteers with the Office of the Public Advocate. People end up in segregation and on other punishment regimes, especially people with acquired brain injuries and cognitive disabilities and others seen as 'behaviour management' problems. That's a recipe for abuse of human rights.

Contact with the outside world

The prison telephone system is incredibly expensive. People without money can't access it.

It costs a dollar a minute to phone a mobile phone from a Victorian prison. At a time when Telstra is providing free phone calls from public phone boxes it's hard to understand why phone calls from people in prisons cost a dollar a minute.

Inadequate health care

We get lots of reports of women being refused to see a nurse or access medication, problems

getting information about what the medication that they were on before they were imprisoned, and being able to continue medication, particularly psychiatric drugs.

There needs to be a way for people in prison to alert health authorities, not just custodial officers, to their health needs.

At DPFC there is no sub-acute medical facility women can be admitted to for overnight medical observation and care like the sub-acute facility for men at Ravenhall and other men's prisons. There's just the day clinic and in a maximum-security women's prison that's just completely inadequate.

People in prisons are legally entitled to health care at the same standard as in the community. That is simply not being delivered.

Children deprived of contact with their mothers

There are huge issues with children and visits to their mothers and liaison between the prison and Child Protection/DFFH.

Even where there are Family or Children's Court orders that specify mothers at DPFC should have contact with their children, there's a very poor record of actually making that happen.

There needs to be contact points for advocates, parents and children within both DFFH and Corrections that talk to each other. There needs to be a liaison system with the advocates and transport providers that bring the kids to the prison that defines all the roles. There needs to be a mechanism to ensure those roles are carried out and for holds people accountable for what they're supposed to be doing.

Trans people in prisons

A lot of transgender women are placed in men's prisons where they are regularly assaulted and live in fear from officers who express transphobic hatred towards them. We have been working with a woman who really didn't want to go to a men's prison because of previous abuse. As an "alternative" she was placed in indefinite solitary

confinement at DPFC. There are women who are being kept in solitary confinement at DPFC very long term. Well beyond the 15 days that's considered to be torture (under international law) and without any external review.

On the outside there has been a change in the law, and the culture, that enables people to change their name and sex marker on their birth certificate. But there is strong resistance to these important reforms in Victorian prisons.

DECEMBER

Vigil for Ms Calgaret at DPFC

On 10 December 2021 we attended a vigil outside the Dame Phyllis Frost Centre (DPFC) organised by friends and family of proud Yamatji, Noongar, Wongi and Pitjantjatjara woman Ms Calgaret, the mother of four children, who died at Sunshine Hospital on 29 November following medical transfer from the prison in a critical condition.

Ms Calgaret's friend, Gunditjmara woman Jami-Lee Clarke (cover photo) said she organised the vigil because she was devastated by her friend's death and believes could have been prevented if she had received proper medical care.

Jami-Lee Clarke

"She was the most beautiful, smart and by far funniest person I've met in my life. She got me through the hardest moments without my son while I was in custody. We need the world to look at what's going on behind those bars."

Jami-Lee described her own experiences of inadequate care at DPFC when she went into labour with her son and prison officers refused to call an ambulance.

"I was in pain, I had contractions and I was like, 'I'm having this baby, get me to hospital!' Because of the tone I used, they refused me medical





treatment. It was a traumatic birth. There were a few complications because he was large and they didn't expect that. I wasn't allowed to have appointments too close to the birth because they thought I would escape."

Elizabeth Morgan House Aboriginal Women's Service CEO Kellyanne Andy told NITV many deaths in custody reflect a lack of adequate care.

"Women in prison continue not to have their right to medical care respected or met, There is a vital need for Aboriginal people in custody to have better access to culturally safe medical assessments and care."

A Coronial inquest into Ms Calgaret's death will continue in 2023. The Victorian Aboriginal Legal Service (VALS) is representing the family. VALS CEO Nerita Waight said:

How many more Aboriginal women will die at the Dame Phyllis Frost Centre prison before we put rehabilitation and reintegration above punishment?

Ms Calgaret was born in 1991, the year the Royal Commission into Aboriginal Deaths in Custody released its recommendations. 517 Aboriginal and Torres Strait Islander people have died in custody since. Deaths of Aboriginal people in Victorian prisons are increasing as the rate of imprisonment, particularly of Aboriginal women, escalates. The imprisonment rate of Aboriginal Victorians almost doubled between 2011 and 2021. Aboriginal women are currently the fastest growing sector of the state's prison population.

2022

MARCH

Inquiry into Children Affected by Parental Incarceration

Rachael Hambleton, Flat Out Board Member and staff Karen Fletcher, Kasey Elmore and Rei Alphonso gave evidence to the Inquiry which reported to Parliament in August 2022. The Victorian Government has not yet

responded to the report or its recommendations.

Rachael has also written powerfully about her experiences as the child of an imprisoned father in *Overland* magazine. It can be read [here](#)

Rachael Hambleton, Flat out Board member

"(My father) was in Barwon and Port Phillip for a while and he really did not want us to visit him, because he just I think felt like it was not an environment for children to be in. He did not want them to have to go through that, so we would communicate on the phone and via letter.

My mum could only afford to have a mobile phone connected, so my dad would need to call a nearby neighbour at a time that they were available to have me over. Phone calls often cost as much as what you might earn in a day in prison. They call you at a certain time and maybe you get to talk to them for 12 minutes.

To this day one of the largest portions of my wage is spent on therapy each year. I have struggled to find trauma-informed practitioners that are equipped to support the complex trauma that I have been left with. For much of my life it has felt like a contagion that I might not outrun. It is hard to fathom for me that I have not yet been in the back of one of those divvy vans that circled my teenage home.

To be someone with lived experience working in a space relevant to your experience often means watching your very personal experiences being studied, intellectualised and academicised; constantly hearing the odds and statistics that are stacked up against you; watching colleagues without lived experience discover with horror countless issues with systems and practices of policing and incarceration, issues that are known to me as common sense.

I watch in despair as future generations continue to be impacted in exactly the same ways while recommendations from countless inquiries and commissions remain unimplemented."

Karen: Fletcher. Flat Out EO

"The fundamental driving force in the criminal legal system is the punishment of individual "offenders". That's the logic, culture, policies and legal framework of

the system. Trying to shoehorn the rights and welfare of children into that system is virtually impossible.

There is a powerful resistance to taking any responsibility for kids' welfare because of what people see as their jobs. Law enforcement is the job of police officers and security of the prison is the job of the prison officers. There is no thought, and no resources, for anything else.

These are invisible children—invisible to the system and invisible to the public. They are not counted and they don't count.

What this Inquiry is hearing about - kids being left in cars because the police did not know they were there, police not bearing any responsibility for kids' safety, lack of any consideration for their welfare at remand or sentencing or once their parents are in prison – these are very old problems we have raised in submissions to government decades ago. Not only have they not been addressed, but they are worse now because more and more parents – especially mothers - are being imprisoned."

APRIL/MAY

Inquest into the Passing of Veronica Nelson

Ms Veronica Nelson, a 37-year-old Gunditjmara, Dja Dja Wurrung, Wiradjuri and Yorta Yorta woman died at DPFC on 2 January 2020, three days after being denied bail on shoplifting charges.

Vickie Lee Roach, a Yuin woman with "a master's degree in creative writing and a PhD in the Australian prison system" gave expert evidence to the Coronial Inquest into Veronica's death in May 2022. Auntie Vickie is a long time friend and mentor to Flat Out and a member of the steering committee of the Homes not Prisons campaign.

Vickie Lee Roach

"Looking at the details of Veronica's treatment before her passing, and based on my own experience, it was pretty standard treatment. It's exactly what you'd expect. It's fucking brutal.

The main thing I see looking at this is the general neglect. Once you are in that cage you are supposed to shut up and accept whatever filth they give you, and you better not complain. You're the one who made the choice, you stuck a needle in your arm, notwithstanding there is so much research on the reasons why people use, and it's usually related to trauma. The whole crux of it is that Veronica didn't receive any medical attention, and what she did receive was perfunctory. I am not a medical expert, but in my opinion, you don't have to be one to know that much.

And that would be a common thing, to be mistreated - or given incorrect treatment - because you're perceived purely through the 'drug addict' lens, or in the case of, if you're pissed, the 'pissed' and dismissed lens.

If you came in as a drug addict, that's one thing, if you come in as an Aboriginal woman who's a drug addict, that's another thing.

There's this underlying ideology throughout corrections that we should suffer, that we need to suffer, to be corrected.

Aboriginal women in custody are treated with varying degrees of outright hostility, physical abuse, and neglect. In my experience, racism is never more clearly defined than when you're sitting in police custody.

If you're a wealthy white woman, you will probably be looked at by a doctor straight away, and get proper medical assistance, and all that sort of thing.



For a user off the street, they would be treated far differently, be lucky to see a doctor, would be lucky to get anything better than Panadol, and then would have to wait for a nurse for hours to get that, a couple of Panadol. For an Aboriginal woman she might be in the same boat, but probably wouldn't get the Panadol, and would only see the doctor because the doctor's there for the white woman anyway.

I believe drug dependence made them overlook something seriously wrong.

For people who are really sick it is normal you keep calling up on the buzzer. There is nothing else you can do. The buzzer is it. That's all you've got. But then the screws always treat it that you are just being a nuisance. So, it's quite normal for them not to act on anything. There is one document with a screw where she more or less said, not long before Veronica died, 'Stop buzzing up, nothing is going to happen anyway'.

Veronica was only in for shop theft. And that's usually how it goes with shop-theft. You get relatively short sentences over and over again.

Veronica should have been diverted into a medical system, a health system that could support her, instead of being further entrenched into the Corrections system where every move she makes means consequences that could see her in prison."

AUGUST

Beyond Bricks and Bars submission to the United Nations Subcommittee on Prevention of Torture and other Cruel, Inhuman or Degrading Treatment or Punishment (OPCAT)

The UN Subcommittee on Prevention of Torture (SPT) was scheduled to visit Australia from 16

to 27 October 2022 to advise Australian governments on their international commitments to prevent torture and inhuman or degrading treatment in places of deprivation of liberty. On 23 October the Committee suspended their visit due to "obstructions" that prevented them from accessing sites in NSW and QLD and requested information and documents.

Head of delegation Aisha Shujune Muhammad said the obstructions were "a clear breach by Australia of its obligations under OPCAT". He said:

"Given that OPCAT applies to all federal states without limitations or exceptions, it is concerning that four years after it ratified the Optional Protocol, Australia appears to have done little to ensure consistent implementation of OPCAT obligations across the country, including but not limited to passing overarching legislation to translate its international obligations into domestic law."

Prior to suspension of the visit Flat Out's Bricks and Bars program made oral submissions to the SPT. It is hoped the visit will be resumed if and when Australia agrees to abide by its obligations under international law.

Trans women in men's prisons

Hopkins Correctional Centre is a medium security men's protection prison in Ararat that holds the highest number of transgender women and gender diverse people in the state, with numbers varying from 10 to 15 people. Most are transgender women who have spent many years in custody.

Every woman we work with has experienced sexual harassment while incarcerated. Many have been raped in prison. Incarcerated trans and gender diverse people also experience constant misgendering, transphobic bullying and harassment, and in some cases are forced to hide their gender identity for fear of their safety. The prison system largely turns a blind eye to the violence faced by trans women in men's prisons.

Most trans people are placed in prisons that do not accord with their gender. This is especially high risk for transgender women and non-binary people in men's prisons where sexual, physical and

psychological violence are a daily reality.

Those women who do lodge formal complaints about their treatment are often faced with retribution by prison staff including being placed in solitary confinement against their will, having their cells raided and searched, having their personal mail not be sent out or received and being intimidated or bullied by staff. Despite their powerful individual and collective advocacy, there continues to be a lack of meaningful change or accountability within Victorian prisons.

There is very little oversight or transparency regarding placement decisions and the treatment overall of trans women in prison: the only way we know the reality of what it's like is through the relationships and trust we have built with people inside over many years.

Placement decisions should centre an individual's own sense of safety and well-being and must take seriously the very real harm of sexual violence against trans people in men's prisons.

Long term and indefinite solitary confinement of trans women

In 2022 at least four trans women were placed directly into a 'behaviour management' (solitary confinement) unit on entering DPFC.

The women are locked in their cells that measure approximately 6 by 4 metres for 23 hours a day with minimal access to fresh air or social interaction. It is not uncommon for women to be unable to leave their cell at all in a 24 hour period due to extensive COVID-19 lockdowns, management and staffing issues within the prison. When allowed outside the cells, they are moved to an outside wired pen where they remain isolated from other people with limited access to sunlight. One woman was subject to solitary confinement for eighteen months.

Our organisation has witnessed the profoundly harmful impact of solitary confinement on each of these trans women and the progressive deterioration of their physical, emotional and mental health and wellbeing as a result of solitary confinement.

Strategic Plan 2020-2023

VISION

Women, trans and gender diverse people are not criminalised or imprisoned

VALUES

- Aboriginal and Torres Strait Islander people are the first peoples of Australia and their sovereignty was never ceded
- Our organisation is run by and for women, trans and gender diverse people
- We work with women, trans and gender diverse people (and children in their care) who are criminalised
- We provide high quality support and advocacy
- We work towards freedom, equality, self-determination, social justice and economic opportunities for all
- Everyone has the right to lead safe, violence-free lives
- We are part of a movement to abolish prisons
- We work with the wider community toward our vision

HOW WE WILL GET THERE

- We will maintain Flat Out as an independent, not for profit organisation
- We will remain focussed on working with women, trans and gender diverse people who are criminalised
- We will provide high quality person-centred support and advocacy
- We will support women, trans and gender diverse people to obtain appropriate and affordable housing
- We will support women, trans and gender diverse people in their journeys to good health and wellbeing
- We will support women, trans and gender diverse people to reconnect with family and community
- We will actively promote effective alternatives to criminalisation and imprisonment
- We will lead and contribute to effective social and systemic change
- We will work with the wider community towards our vision

Key Result Areas

1. LED BY LIVED EXPERIENCE

All platforms of Flat Out's activity are driven by lived experience.

2. EXEMPLARY OUTREACH SUPPORT AND ADVOCACY

Flat Out's direct support service activities are for women, trans and gender diverse people 18+ who have had contact with the criminal legal system and/or prison system in Victoria; with a focus on women, trans and gender diverse people who are homeless or at risk of homelessness and seeking support to access drug and alcohol treatment and other therapeutic services.

3. EFFECTIVE SYSTEMIC ADVOCACY AND SOCIAL CHANGE

Over its 34 years of operation Flat Out has achieved a unique and respected position in the wider community as an advocate for systemic and social change. This role is an integral part of Flat Out's commitment to the rights of all women, trans and gender diverse people involved in the criminal legal system and the long-term vision of abolishing the prisons.

4. STRATEGIC ORGANISATIONAL DEVELOPMENT

Flat Out has dedicated members, workers, and activists who implement our vision and plans. Stakeholders and partners are also crucial to Flat Out's strength and viability. Flat Out is continually improving and strengthening its work through regular review, reflection and change. We are a learning and adaptive organisation.

5. INNOVATIVE FINANCIAL SUSTAINABILITY AND CAPACITY BUILDING

Flat Out receives recurrent government funding and grants from non-government and independent sources for specific initiatives including systemic advocacy and social change work. Flat Out has continued to grow, dedicating significant resources to organisational development and improved services. This plan acknowledges Flat Out's sustained focus on continuous quality improvement. To achieve this Flat Out will maintain its commitment to generating income from diverse sources to achieve the future directions of the organisation.

Board Report

Flat Out remains committed to rigorous, abolitionist advocacy independent of the criminal legal system. We are proud to continue to provide criminalised women and trans and gender diverse people with assertive outreach support to get out and stay out of prison. While we are a small not-for-profit, our commitment – now in our 34th year of operation - is unrelenting.

This year saw a change of leadership with Karen Fletcher taking the role as CEO in November 2021. Karen brings over 35 years of experience in both legal and policy advocacy for the rights of criminalised people, and a strength in both leadership and activism in the movement against the prison industrial complex. Central to the Board's rather large undertaking of recruiting a new leader, was a commitment to involve and support the staff through this period of change.

Flat Out's change of leadership has prompted the Board to look at the current funding and political landscape in more detail this year. The continuing lack of political will to change the current bail laws and insistence on massive expansions of Victorian prisons, along with the increasing preference to fund large consortia contracted to Corrections Victoria, has seen demand for Flat Out's independent services continue to grow while our funding has not. It has given us much pause for thought on how we continue to support and enhance the incredible work our staff deliver.

Individual support and advocacy for criminalised women and trans and gender diverse people is at the heart of Flat Out's work. This, and the voices of the people we support, drives our agency-level and systemic advocacy.

We see our independence from corrections as key to being able to speak out against the harms caused within prisons and support grassroots activism, such as the Homes Not Prisons campaign, driven by people with lived experience. Flat Out shows up and speaks out against the impacts of the criminal legal system, where organisations reliant on Corrections funding can feel constrained. And as the last year continued to demonstrate, the community and other stakeholders recognise the important position Flat Out holds as an independent organisation, driven by the lived experienced of people who have done

time in Victorian prisons.

Over the last year the Board has continued to focus on enhancing the representation and diversity of people with lived experience in all aspects of the organisation, especially for First Nations and trans and gender diverse people. The Board is proposing Constitutional change to empower us to pay sitting fees to Board members who otherwise would struggle to be involved in the governance of the organisation – traditionally a voluntary role. This is one mechanism the Board hopes will support our goal of a more diverse and representative Board.

The Board is also extremely proud to be progressing constitutional changes to ensure representation and inclusion of trans and gender diverse people at all levels of our organisation. The Flat Out family has always included members of the trans and gender diverse community, as staff, volunteers and people we support. These changes seek to acknowledge and formalise this, as well as recognise the important contributions and leadership of trans people in the abolitionist movement worldwide. We recognise and stand against the gender-based violence that intensifies the abuse, marginalisation and oppression experienced in prisons and post-release as well as in the

broader community, for all cis women and trans and gender diverse people. It is solidarity in action.

Finally, I want to acknowledge the incredible team at Flat Out. The demanding nature of this work, and the team's staunch advocacy and dedication, are always at the forefront of the Board's collective mind. We endeavour to support an organisational culture that is creative, responsive, resilient, inclusive and robust, in which abolitionist workers can thrive.

A massive thanks to our Board members for their commitment and rigor. Special thanks to our founder and Board member, Amanda George, whose wisdom, kindness and laughter keep us all going through the thick of it. We look forward to another year of showing up, doing the work and renewing our commitment.

Yours in solidarity

Hilary Knack, on behalf of the Flat Out Board

Outreach Support and Advocacy

The Outreach Support and Advocacy team has had a very busy year supporting and advocating for women, trans and gender diverse people to get out and stay out of prison and, for the many who are parents, to reunite with their children and build a safe life together on the outside.

In 2021/22:

- We supported more than 146 people and provided assertive outreach on 4468 occasions
- 12% of the people we supported identified as Aboriginal and/or Torres Strait Islander
- 18% were from culturally and linguistically diverse backgrounds
- Most people sought support to plan and prepare for their release from prison and deal with homelessness, family violence, substance use, mental health and wellbeing, to access training, education & employment and to reunite with their children, families and communities

Demand for the unique support the team provides continued to far exceed capacity. To address the ever-increasing demand the team continues to build relationships and referral pathways with other services and provides secondary consultations to assist and encourage other agencies to work with criminalised people leaving prison. Seeking additional funding and donations to expend the service is ongoing, particularly with the loss of two outreach worker positions due to the difficult loss of Commonwealth Alcohol and other Drug (AOD) funding via a Primary Health Network when they switched to a competitive tendering process in late 2021.

All Flat Out staff participate in agency-level and systemic advocacy on the problems affecting the people we support.

Some of the key issues we have worked on in 2021/22 include:

- An ever-worsening crisis in the availability of long term, self-contained, safe and affordable housing for women, and especially those caring for children. The crisis in the private rental market and ever-spiralling waiting lists for public housing is severely impacting:
 - capacity to provide a safe environment for children resulting in Child Protection involvement, separation of family and a pipeline for children into out of home care and youth detention

- remands into custody, even for very low level offending, due to lack of an address to be bailed to
- refusal of parole applications for lack of an address - resulting in prolonged imprisonment beyond parole eligibility dates set by the courts
- Ability to escape family violence, unsafe living arrangements and survival crime
- Stigma and discrimination against criminalised women seeking support for homelessness, substance use, mental health and family violence independent of the criminal legal system
- Difficulty accessing intermediate mental health care services resulting in escalating, acute presentations and crises
- Challenges finding employment or returning to study because of fees, criminal record checks and discrimination.
- Lack of culturally safe, adequate and appropriate health care, including treatment for substance dependence, reproductive health and gender affirming care in custody

Flat Out's core Outreach Support & Advocacy program receives Specialist Homelessness Support funding from the Victorian Department of Families, Fairness and Housing.

From 2014 to 2021 the program also received Commonwealth Alcohol & Other Drug

(AOD) funding for two outreach workers. Unfortunately our Commonwealth AOD funding ceased in 2021 when the program switched to competitive tendering and our team was reduced from five to three workers.

The program also distributes material aid through grants from StreetSmart, the Magistrates Court Fund, generous individual donors via GiveNow and fundraising events. Material aid includes:

- Accommodation
- Groceries
- Household items such as cots, prams, whitegoods, kitchen equipment and bedding
- Mobile phones and phone cards
- MYKI cards
- Pharmacotherapies and other prescription medication
- Proof of identification, licences
- education and job search expenses
- Specialist psychological and other medical reports
- Clothing & footwear

Donations to fund outreach support & advocacy and material aid can be made here: www.givenow.com.au/flatout

Adriana Mackay & Kasey Elmore

Beyond Bricks & Bars

Beyond Bricks & Bars: Trans and Gender Diverse Decarceration Project is a peer-led, crowd-funded community project that provides direct support to trans and gender diverse people in prison, at risk of incarceration and returning to their communities from prison.

The project was established in 2018 and was largely staffed by volunteers for the first three years. In 2021 generous support for

an online crowd funding campaign enabled us to employ one, and more recently two, two trans-identified social workers. At time of writing (late 2022) Beyond Bricks & Bars supports 37 trans and gender diverse people across Victoria in prisons and post-release. There has been a significant increase in referrals to the program in the last six months.

Beyond Bricks & Bars is currently the only specialised peer-led social work support for trans and gender diverse people in Victorian prisons. Our work focuses on:

- Preventing incarceration
- Support while incarcerated
- Post-release support
- Strategic advocacy and community awareness

We would like to thank and pay our deep respect to each and every currently and formerly incarcerated trans and gender diverse person who we have had the honour of meeting and working alongside. It is your knowledge, expertise and trust that has dreamed this project into reality over the past 4 years. We stand in solidarity with all incarcerated trans and gender diverse people and will continue to fight alongside you - none of us are free, until we all are free.

Big thanks to each and every member of our community who has donated to the project. Together we have been able to build and continue to undertake this urgent support and advocacy work alongside currently and formerly incarcerated trans and gender diverse people. Your support has not only kept trans and

gender diverse people out of prison but kept the members of our community still inside alive.

We would also like to recognise and thank the many organisations, groups and community members who have played a vital role in providing support, advocacy and guidance both directly and indirectly to the trans and gender diverse people who we work alongside and to our project as whole. We cannot and do not do this work alone, we do this as a community, for community, by community.

Beyond Bricks and Bars is funded by generous individual donors. Donations can be made [here](#)

In August 2021 Transgender Victoria awarded the project a 'Big Ideas Grant' of \$10 000.

Witt Gorrie

Women Inside and Out

The innovative Women Inside and Out (WIAO) Program has continued to provide in-reach and outreach support and advocacy to women who are serving a sentence of more than six months and are six months from their release date. The program provides individualised case management support for six months prior to release from prison and twelve months after. Fifteen women have participated to date.

It is a three-year pilot program that works with a focus on women with low social support and complex needs. The women who access the program face significant systemic, structural and personal barriers to living freely and independently in their community. They have been caught in a system that has repeatedly criminalised and traumatised them and have, for many complex reasons,

been unable to break the cycle of their criminalisation. This has led to significantly inhibited self-worth, self-determination and agency, which in turn negatively affects wellbeing and increases the likelihood of repeated incarceration.

Support services that work with criminalised people often prioritise reducing “recidivism” as a primary outcome. This can send a message to both the community and the women that the priority is not necessarily to improve the women’s wellbeing, but to reduce the “burden on the taxpayer”. The hypothesis of WIAO is that if a woman is afforded the opportunity to develop and enhance her sense of self-worth, self-determination and agency, that will in turn reduce risk of re-incarceration. WIAO sends a message that supporting women to break the cycle is important because they are important.

COVID and resulting lockdowns and restrictions has impacted WIAO causing delays to program rollout, delays to participants’ release on parole and to recruitment and engagement of participants. Nevertheless, a midline report by an external evaluator in 2022 found that women participating in WIAO achieved modest but measurable improvements in trust, purposeful engagement, agency and wellbeing. A lower rate of return to custody for women in the program was also noted in comparison to the Victorian average and other post release support programs.

The average Personal Wellbeing score of the women in WIAO increased modestly during the program. In view of the challenges these women have faced – especially during the pandemic – any improvement is remarkable. Improvement in wellbeing also did not correspond directly with release from custody. Three of the women who participated in the program reported experiencing increased wellbeing while still incarcerated.

A unique and much appreciated aspect of the WIAO program is that it incorporates expressive art therapies. Flat Out is now looking at ways we can incorporate art therapy and other creative activities, and apply the award-winning WIAO evaluation tools, in our other programs.

The Women Inside and Out pilot project was funded in 2020 by the Brian and Virginia McNamee Foundation to employ one worker for three years.

Beyond Survival: Policing Family Violence Project

Beyond Survival (formerly the Policing Family Violence Project) is an integrated socio-legal project responding at the intersection of family violence and harms related to family violence policing. The project works to intervene into and prevent harm to and criminalisation of victim-survivors.

We provide legal assistance in the areas of interventions orders and family violence legal support, criminal law or referrals and advice on civil remedies. We also provide social work support and run a narrative therapy 'storytelling project' with people experiencing the intersecting impacts of family violence and harms related to policing to gather community testimony of the lived experience of this policing.

The project is a partnership with the Police Accountability Project and is overseen by a working group that includes the Law & Advocacy Centre for Women and Southside Justice, and strategically guided by project advisors with lived experience.

It was piloted following the Family Violence Royal Commission, which saw largescale extensions to, and resourcing of family violence policing, and the continued enmeshment of police into the family violence service system. This expansion of policing in the name of family violence response has seen increased criminalisation of people experiencing violence and continues to magnify impact and leave stark support gaps for the people and communities targeted and affected by police harms.

2021/22 has been a huge year for the project. We continue to:

- provide wraparound legal and social work support to people experiencing the compounding intersection of family violence and policing harms. This includes family violence legal assistance, criminal defence and specialist family violence support.
- conduct strategic litigation targeted at core police accountability issues;
- deepen and strengthen our collaborations on survivor-led advocacy work and develop and build resources and training for the community legal and family violence sectors

This work, in collaboration with allies and movement partners, seeks to push back on expansions to policing and the police to prison pipeline for survivors, and to see the redirection of resources back to Aboriginal-Controlled Community Organisations and

specialist, community-based responses to violence.

As a small project, we conduct priority intake based on risk, harm and targeted violence. In each 6 month period, our part-time Beyond Survival social worker supports approximately 15 people with specialist, ongoing family violence support including risk assessment, safety planning, and integrated 'walking alongside' support through legal processes, including family violence intervention orders, criminal law matters, and civil litigation].

Core areas of our work in this period have included responding to so-called "mis-identification" of family violence victims, where police incorrectly identify the person experiencing violence as the perpetrator. This practice drives cascading impacts, from incorrectly applied Intervention Orders and criminal charges, to damaging consequences for housing, Child Protection involvement, and detrimental family law matters and employment. While the practice of "mis-identification" is frequently characterised as a mistake in police practice, the overwhelming numbers of Aboriginal and Torres Strait Islander women, Immigrant women and Women of Colour identified by police as the 'predominant aggressor,' show that what is occurring here is racialised policing and racial profiling of victim-survivors.

Another core area of work is in responding to police-perpetrated family violence,

including work with a survivor-led network who drive media advocacy aimed at making public the scale and impact of this violence, and the cultures of impunity that enable it.

To build and strengthen the evidence we have from lived experience and the support work in the project, we have surveyed 270 family violence workers, community lawyers and other workers about their practice insights into key issues related to family violence policing. We are working with academics to analyse the practice-based evidence generated through this survey and will use this to direct our ongoing support work and advocacy focus.

Beyond Survival is funded by the Legal Services Board and the Integrated Services Fund via the Federation of Community Legal Centres in conjunction with the Police Accountability Project at Inner Melbourne Community Legal.

Lauren Caulfield

**Beyond
Survival**

Family Violence Justice Project

The Family Violence Justice Project had a busy year! Continuing with a strong focus on training and capacity building, the project produced a number of resources including a long-awaited co-designed practitioner guide for resisting systemic collusion, supported by Safe and Equal.

This guide is available via the flat out website and continues to be in high demand in the family violence sector.

2021-22 saw the project continue to develop and deliver extensive training and capacity building, both in the family violence sector and beyond. The project delivered over 80 tailored training sessions across Family Violence, Housing, Alcohol and Other Drugs and Mental Health with the highest demand being for bespoke training packages, followed by numerous requests

for “Recognising and Resisting Systemic Collusion: Family Violence and Criminalisation”.

Sector reforms associated with implementation of the Royal Commission into Family Violence has led to a significant increase in requests from the Orange Doors and Risk Assessment and Management Panels (multi-agency panels that conduct risk assessment of women at high risk of serious harm from family violence) for training and secondary consults.

In the systemic advocacy space, the project contributed to a number of reports and submissions, including the

Parliamentary Inquiry into the Criminal Justice System, the Family Violence Reform Implementation Monitor’s report on Accurate identification of the predominant aggressor and the Inquiry into the Children of Imprisoned People. Consult was also given at several junctures to the monitoring and review of the MARAM and other key sector changes. The project continues to advocate hard for recognition of the risks posed by sector reforms to the safety and wellbeing of criminalised survivors.

The Family Violence Justice Project is funded by Family Safety Victoria

Rei Alphonso



Thank you

To everyone Flat Out has worked with, learned from and been inspired by over the past year.

To our program funders

Victorian Department of Families, Fairness and Housing

Family Safety Victoria

The Brian and Virginia McNamee Foundation

Victorian Legal Services Board & Integrated Services Fund

North Western Melbourne Primary Health Network

To our organisational donors

Firefighters Charity Fund

StreetSmart Australia

Transgender Victoria

Magistrates' Court of Victoria

Renegade Pub Football League and especially the Brunswick East Eye Gougers!

To all our individual donors and crowd funders (too many to name) and our indispensable regulars:

Adrian Farrugia
Alice Creevey
Ally Phillipou
Alice Durakovic
Anabelle Cooper
Annalise Hooper
Beatka Provis
Bernadette Young
Brianna Hoff
Caroline Croser
Catherine Irving & friends
David Samuel
Dimity Evans
Edie Pope
Eleanor Mary Kennedy
Emily Pritchard
Erin Wedgwood
Fiona Patten
Giang Pham
Grace Stefanelli
Grace FitzGerald
Jennifer Duke
Katia Lallo
Lauren Walsh-Buckley
Linda Willoughby
Matilda Mornane
Miranda Fitzgerald
Patrick Rosenthal
Rachel Richardson
Reid Francis
Sadie Grant Butler

To our pro bono lawyers

Doogue + George
Emily Clarke
Kingston Reid
Robinson Gill
Russell Kennedy

To all our partners, collaborators, friends, supporters and contributors

3CR Radio
Abolitionist and Transformative Justice Centre
Alexandra Partington
Amy (pseudonym)
Anya Saravanan
Big Group Hug
Billi Clarke
Caraniche
Catalyst
Change the Record
Charandev Singh
Centre for Innovative Justice
Citycare
Contributors to the Beyond Survival Storytelling programme
Council to Homeless Persons
Country Women's Association
Deb Kilroy
Deb Wilson & staff, Good Financials
Djirra
Donna and Glenn Stolzenberg
Drummond Street
Eastern Emergency Relief Network
Elizabeth Morgan House
Ella Dunstan
Estelle Petrie
Federation of Community Legal Centres
Fiona Patten
Fitzroy Legal Service
For Purpose Evaluations
GenVic
Good Samaritan Inn
Groomed 2 Go
Haven Home Safe
Heather Holst
Helen Woods
Homeless Advocacy Service
Homes not Prisons

Human Rights Law Centre
Husk
Incarcerated Trans & Gender Diverse
Community Fund
Independent Mental Health Advocacy
Inner Melbourne
Community Legal
Inside Out Newsletter
IRL
Jackie (pseudonym)
Jill Faulkner
Jo Doherty
Jobs Australia
Juno
Justice Connect
Koorie Pride Victoria
Launch Housing – East St
Kilda Women's House and Southbank
Law & Advocacy Centre for Women
LGBTIQA+ Health AOD
Support Service - Merri Health
Local Area Service Network (LASN), North & West Metropolitan Region
Mehran Erfanian, Centrax
Computer Services
Mental Health Legal Centre
Michelle (pseudonym) and the survivor network
National Homeless Collective
Nicky Minus
Overland
Ozanam House
Peta Malins
Peter Higgs
Pets of Homeless
Phone Cycle
Programs team at DPFC
Project Underdog Rescue
Queen Victoria Women's Centre
Safe & Equal
Salvation Army, Eastcare
Housing Services
Sam Elkin
Sam Wallman
Sara Stilianos
Share the Dignity
Sisters Inside
Smart Justice for Women
Southside Justice

St Kilda Crisis Centre
Tenancy Plus
The Food Angels – Mutual Aid
The Period Project
Thorne Harbour
Tim Read
Todd Fernando
Transgender Victoria
Undercurrent
Unison Community Housing
Vickie Lee Roach
Victorian Aboriginal Health Service
Victorian Aboriginal Legal Service
Victorian Alcohol and Drug Association
Victorian Custody Reference Group
Victorian Women Lawyers
West CASA
Western Emergency Relief Network
WIRE
Women and Mentoring
Women's Housing Alliance
Women's Housing Ltd
Workers' Art Collective
Yael Winikoff
Your Community Health
Zoe Bell Gender Collective



Brian and Virginia McNamee Foundation



Flat Out people.

BOARD

- Amanda George**
Catherine Allison *Treasurer (to April 2022)*
Hilary Knack *Chair*
Rachael Hambleton *(from June 2022)*
Rebecca Bunn *Secretary*
Sheena Colquhoun *(from April 2022)*

WORKERS

- Adriana MacKay** *Team Leader, Practice & Service Delivery*
Beck Chapman *Outreach Support and Advocacy Worker*
Caitlin Coleman *Outreach Support and Advocacy Worker (to July 2022)*
Elisa Buggy *Executive Officer (to October 2021)*
Gabriela Franich *Homes not Prisons campaign worker (2021)*
Karen Fletcher *Executive Officer (from October 2021)*
Kasey Elmore *Manager, Practice & Systemic Advocacy*
Kate Gilbert *Outreach Support and Advocacy Worker (from Oct 2022)*
Katherine Bradstreet *Communications Project Officer (from Sept 2022)*
Lauren Caulfield *Advocacy Coordinator, Beyond Survival: Policing Family Project*
Marnie King *Locum Outreach Support and Advocacy Worker*
Max Castle *Outreach Worker, Beyond Bricks & Bars*
Minna Peden *Locum Intake/Program Support Worker*
Natasha Dewhirst *Women Inside & Out Worker (Jan-Aug 2022)*
Nina Storey *Family Violence Justice Project Coordinator (from Nov 2022)*
Rei Alphonso *Family Violence Justice Project Coordinator (to Nov 2022)*
Sienna Cleland *Women Inside & Out Worker (to January 2022)*
Sophie Kitchener *Outreach Worker, Beyond Survival: Policing Family Project*
Tegan Pearson *Officer Coordinator/Bookkeeper (to July 2022)*
Witt Gorrie *Social Worker, Beyond Bricks & Bars*
Yasmin Elmore *Acting Team Leader, Locum Outreach Support and Advocacy and Women Inside & Out Worker*
Yasmine Jensen-Solyom *Intake/Program Support Worker (to December 2021)*

STUDENTS

- Georgette Thomas-Page**
Katie Price
Marney King
Minna Peden
Sylvia Tan
Jasmine Barzani
Nadia Camus



Flat Out INC - Balance Sheet As at 30th June 2022

INCOME	2022	2021
	\$	\$
Grant income	1,062,014	1,120,002
Interest received	2,240	7,925
Donations and Fundraising Income	142,777	39,668
Trust Income	-	27,000
Training Income	-	500
COVID-19 government assistance payments: Cash Flow Boost	55,458	51,756
Other income	-	-
Profit on disposal of fixed assets	28,237	-
TOTAL INCOME	1,290,726	1,246,851
EXPENDITURE		
Administration Expenses		
Accounting and Audit Fees	11,030	13,443
AGM Expenses	1,200	-
Bank Charges	570	634
Committee & Stakeholder	12,740	-
Conferences	314	-
Consultancy Expenses	4,000	3,027
Meeting Expenses	243	1,394
Motor Vehicle Expenses	5,997	17,460
OH & S Expenses	2,520	71
Promotional Materials	-	1,200
Postage	327	308
Printing & Stationery	3,323	4,419
Repairs & Maintenance	82	2,786
Resources	4,979	7,295
Subscription & Memberships	3,937	2,299
Sundry Expenses	3,321	-
Travel & Accommodation	-	931
	54,583	55,267
Client Expenses	48,706	41,871
Communications Expenses		
Telephone & Internet	6,821	10,009
Website, IT & Communications Expenses	1,663	2,290
	8,484	12,229
Depreciation and Amortisation	11,877	10,736
Insurance	1,892	-

EXPENDITURE (continued)	2022	2021
	\$	\$
Loss on Scrapping of Fixed Assets	-	33,791
Premises Expenses		
Rent and Outgoings	39,520	42,155
Cleaning	2,172	3,230
Security	363	932
Utilities costs	2,163	3,143
	44,218	49,460
Staff Salaries, Wages and Related Expenses		
Salaries and wages	941,355	825,610
Relief staff	10,445	50,269
Superannuation contributions	87,475	77,742
Employee entitlements - annual leave	6,982	43,381
Employee entitlements - long service leave	-	(1,322)
Employee expenses	302	-
Portable Long Service Benefits Scheme levies	14,484	-
Staff Amenities & Welfare	9,436	8,424
Staff Training & Planning	4,525	2,013
Staff Selection/Appointments	18,854	1,176
WorkCover Insurance	8,981	22,161
	1,102,839	1,029,454
TOTAL EXPENDITURE	1,272,599	1,232,878
NET SURPLUS/(DEFICIT) ATTRIBUTABLE TO THE ASSOCIATION	18,127	13,973

Independent Auditor's report 2021-2022

TOWARDS A VISION SHARED



**Collins & Co
Audit Pty Ltd**

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Phone (03) 9660 1000
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Auditor's Responsibilities for the Audit of the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.
- Conclude on the appropriateness of the responsible entities use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal controls that I identify during my audit.

Auditor: Frederik Ryk Ludolf Eksteen **ASIC Registration Number:** 421448

Address: Collins & Co Audit Pty Ltd, 127 Paisley Street, FOOTSCRAY VIC 3011

Signature:

Date: 28 November 2022

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FLAT  OUT

ANNUAL REPORT | 2021 – 2022

Category	Item	Value	Unit	Notes
Food	Flour	50	lb	
	Sugar	25	lb	
	Oil	10	gal	
	Spices	15	lb	
Supplies	Soap	20	lb	
	Disinfectant	10	gal	
	Gloves	5	box	
Medical	Bandages	100	roll	
	Antibiotics	50	box	
Personal Care	Toiletries	30	box	
	Shampoo	15	box	
	Deodorant	10	box	