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KINGSFORD LEGAL CENTRE MISSION STATEMENT

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

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

DEAN'S FOREWORD

Law reform and policy work was also very prolific, with 98 project files opened in 2013. KLC's

AIMS AND OBJECTIVES

1. To educate tomorrow's lawyers by:

f giving students an opportunity in a clinical supervised setting to work for disadvantaged clients

f developing student understanding of how the legal system works and its impact upon disadvantaged clients

f providing students with an opportunity to reflect upon social justice issues, the legal system and the role of lawyers within it including the values and objectives underpinning the work of community legal centres

f assisting students to understand the integral role that systemic advocacy and community legal education play in legal service provision

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

Bilga Crescent Housing Estate

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

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

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

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

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

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

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

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

CLINICAL LEGAL EDUCATION PROGRAMS

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

Our Courses

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

1st Year: Foundations Enrichment 2 : course for 1st year Indigenous students focusing on communication skills and the legal aid system.

2nd/3rd Year: Interviewing Component in Law, Lawyers and Society: for almost all students in this subject, who interview clients and write a reflective assignment on it. These students each spend 5 hours at the Centre in an evening legal advice session after being taught interviewing skills by KLC supervisors.

KLC Community Law Clinic (1 Day) and (2 Days) & KLC Employment Law Clinic (2 Days): courses in which students develop their understanding of issues of social justice as well as developing interviewing, negotiation, drafting, submission writing and advocacy

skills. We teach students to think critically about the law, the legal system and the place of disadvantaged clients within it. We do this through students working on client files, answering phones, working on law reform and community education projects under the supervision of clinical supervisors for one to two days each week. There is also a weekly two hour seminar program and daily one hour tutorial program for reflection on substantive issues of law and justice questions.

KLC Family Law Community Education Clinic (1 Day) has developed a range of training modules for various community groups and community members focussing on family law and the cross over with domestic violence. Six students come through this clinic each semester. The students meet with workers in the local area, then prepare and present community legal education workshops to members of the local community.

Other Teaching and Learning Achievements in 2013

Family Law Community Legal Education Clinic Granted Extra \$200,000 Funding Over Next Four Years

On 8 August 2013 the then Attorney General Mark Dreyfus QC visited KLC to announce an increase of funding of \$200,000 over 4 years for our Family Law Community Legal Education Clinic. This funding recognised the vital work of the clinic in educating community members and workers on Family and Domestic Violence law.

Best Practices in Clinical Legal Education

This Australian Learning and Teaching Council project which commenced in 2010 was completed in 2013 with the publication of the Best Practices in Clinical Legal Education. The publication is a research collaboration between UNSW, ANU, La Trobe, Griffith, Murdoch and Monash which involved in-depth study of the range of clinical legal education programs in Australia, resulting in the development core standards for Clinical legal education in this country.

China Human Rights Technical Cooperation Visits

On 7 March KLC hosted a visit by Beijing legal NGO called Zhicheng Public Interest Law. The group provides legal assistance to migrant

Dianne Anagnos (front 3rd from left)

workers and children in China. It was a full day of experiencing and talking about the various aspects of KLC's work, particularly the way we work with law students to provide our client services. Following this visit, KLC was asked to present to the same organisation, and all its workers and branches on 2 related themes in their home city of Beijing. KLC Principal Solicitor Dianne Anagnos travelled to China on 13th June for 4 days to do this.

Student Expectations of Clinical Legal Education - NACLCL Conference

KLC staff presented a workshop at the NACLCL National Conference in July on 'Student Expectations of Clinical Legal Education'. This paper analysed student evaluations of the course for the past 6 – 7 years and showed that whilst students choose the course principally to gain practical skills, they also value the reflective elements of the course and gain an appreciation of access to justice issues as well as the effects of the law on the disenfranchised.

Indigenous Access Initiatives

During 2013 KLC continued to make a significant contribution to the Law Faculty's commitment to increasing the numbers of Indigenous students studying law. KLC is an active participant in the Indigenous Legal Education Committee.

Classes on Working with Indigenous Clients and Communities

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

Winter School Program for Indigenous High School Students

KLC hosted Indigenous high school students during the Winter School program involving Year 10, 11 and 12 students. The students came to the Centre to learn a bit more about the law and what happens at law school. They enjoyed meeting other students and staff as well as puzzling over a legal problem.

Indigenous Pre-Law Visits

Kingsford Legal Centre hosted a visit by pre-law Indigenous students in 2013 organised by the Nura Gili Centre. Nura Gili Centre is key to improving Indigenous access to, and

retention in, tertiary studies in the University. The students came from around Australia and were a mix of school leavers and mature age students. The Faculty of Law pre-law program is a well-developed program with an introduction to various areas of law and excursions to expose students to a wide variety of University activities.

Indigenous Students-Foundations Enrichment Course

The Foundations Enrichment Course is designed to assist first year Indigenous students to acclimatise to university studies and develop graduate attributes of oral and written communication skills in a legal setting.

Pre law course students with Anna Cody (r)

Through engaging law students in the day to day operation of the legal system and lawyering, the clinical placement bridges the gap between the theory and practice of the law. Students are given the opportunity to assist people in our community while simultaneously acquiring valuable communication skills. This year there was a record 18 students studying the course.

STATISTICS

Statistical summary of our service and our clients 2013

INFORMATION AND ADVICE	
Information only	2736
Advices	1804

ADVICE – Problem Type Top 10	
Road traffic and motor vehicle regulatory offences	127
Employment conditions/entitlements	120
Employment unfair dismissal	113
Employment Other	101
Motor vehicle accident	99
Credit and debt owed by client	93
Discrimination disability	86
Tenancy Other	79
Other civil violence/restraining orders	73
Neighbourhood disputes complaints about neighbours	72

CASEWORK	
Open at period start	54
New cases opened in period	

CLIENTS	
New Clients	75%
Repeat Clients	25%

CLIENT DEMOGRAPHICS – Gender	
Female	50%
Male	48%

CLIENT DEMOGRAPHICS – Age	
< 18	1%
18-34	30%
35-49	27%
50-64	23%
65 & over	15%

CLIENT DEMOGRAPHICS – Income	
No Income	13%
Low	54%
Medium	18%
High	9%

CLIENT DEMOGRAPHICS – Aboriginal and Torres Strait Islander	
% of clients identifying as ATSI	6%

CLIENT DEMOGRAPHICS - Disability	
% of clients with a disability	23%

CLIENT DEMOGRAPHICS – Country of Birth Top 10 43% of Clients were Australian Born –53.8% were born outside of Australia –3.2% not stated

Australia	43%
China (excludes SARs and Taiwan Province)	5%
England	4%
Bangladesh	3%
New Zealand	2.70%
Indonesia	2.10%
India	1.80%
Greece	1.60%
Russian Federation	1.40%
Brazil, Hong Kong (SAR of China)	1.30% (each)

NON -CASEWORK PROJECTS	
Non-casework Projects Open at Period Start	66
Opened in Period	289
Total Open in Period	355

NON -CASEWORK PROJECTS - Types	
Access & Equity	1%
Community Development	9%
Community Legal Education	19%
Continuing Professional Development	0.4%
Early Intervention & Prevention	0.6%
Law Reform and Legal Policy	35%
Organisational Management/Support	16%
Public Relations	11%
Service Extension and Development	1%
Social Justice Campaigns	7%

2013 was a very busy year for KLC's casework practice. 1804 advices were given and 284 cases opened in the period.

entitled to parenting leave under the National Employment Standards. However, the employer agreed to leave without pay. After she gave birth the employer wrote to her saying that her position would not be kept open. The client made a complaint to the Australian Human Rights Commission but the complaint was not resolved by conciliation. KLC represented the client in an application to the Federal Circuit Court. The case was referred to mediation, but before mediation the parties negotiated a financial settlement.

Generalist Law Practice

In 2013 KLC offered between 35 to 40 generalist advice appointments each week. Advice is given in most areas of civil and minor criminal matters.

14.

OUTREACHES

EMPLOYMENT CLINIC REPORT

2013 was another very busy year for the Employment Clinic with 64 cases taken on and 334 advices given. Employment is the largest single area of advice for KLC. KLC employment solicitor Liz Meyer commenced maternity leave in August 2013, and in October we welcomed ex-KLC student Maria Nawaz as our employment law solicitor.

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

Problem Type	No. of Cases	No. of advices
Employment Other (not unfair dismissal or conditions/entitlements)	17	101
Employment conditions/entitlements	18	120
Employment unfair dismissal	29	113
Total	64	334

Case Work

Major Success in Unfair Dismissal Matter

KLC acted for an 81 year old client who was dismissed from his position after 40 years of service. Our client was dismissed without warning and over the phone after an argument with a colleague. KLC was successful in arguing that the dismissal was unfair with the Fair Work Commission commenting that our client 'could have expected to finish his career in a blaze of glory and praise for a job well done'. He was awarded 16 weeks of lost wages in compensation. In its decision the Commission warned against employers dismissing any employee (let alone one with 40 years of service) over the phone.

Successful Re-instatement

Our client, a woman with limited English skills, was regularly bullied by a male colleague. On one occasion after being bullied she reacted by throwing tea at him, and was immediately dismissed. Our client did not understand anything said to her in the dismissal meeting, and was not provided with the opportunity to explain her actions. KLC represented our client in an unfair dismissal application at the Fair Work Commission. She wanted to be reinstated. We successfully negotiated for our client to be reinstated before the matter went to arbitration, on the condition that she receive a written warning about her behaviour. This is a fantastic result for our client, as re-instatement is very rarely ordered by the Commission and the Courts.

General Protection Matters

KLC is starting to undertake more general protections matters under the Fair Work Act. We represented a client at the Fair Work Commission and the Federal Circuit Court in relation to a general protections complaint. The client's employer threatened her with dismissal unless she agreed to change from her permanent part-time position to a contractor role. We argued that adverse action was taken against our client as a result of her asserting her entitlements. The matter was successfully settled for 11 weeks of the client's wage. The client was very happy with the result.

Pro Bono Advice Clinic

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

New KLC Employment Solicitor –
Maria Nawaz

Legal Aid Partnership Funding Grant – Asian Women at Work Project

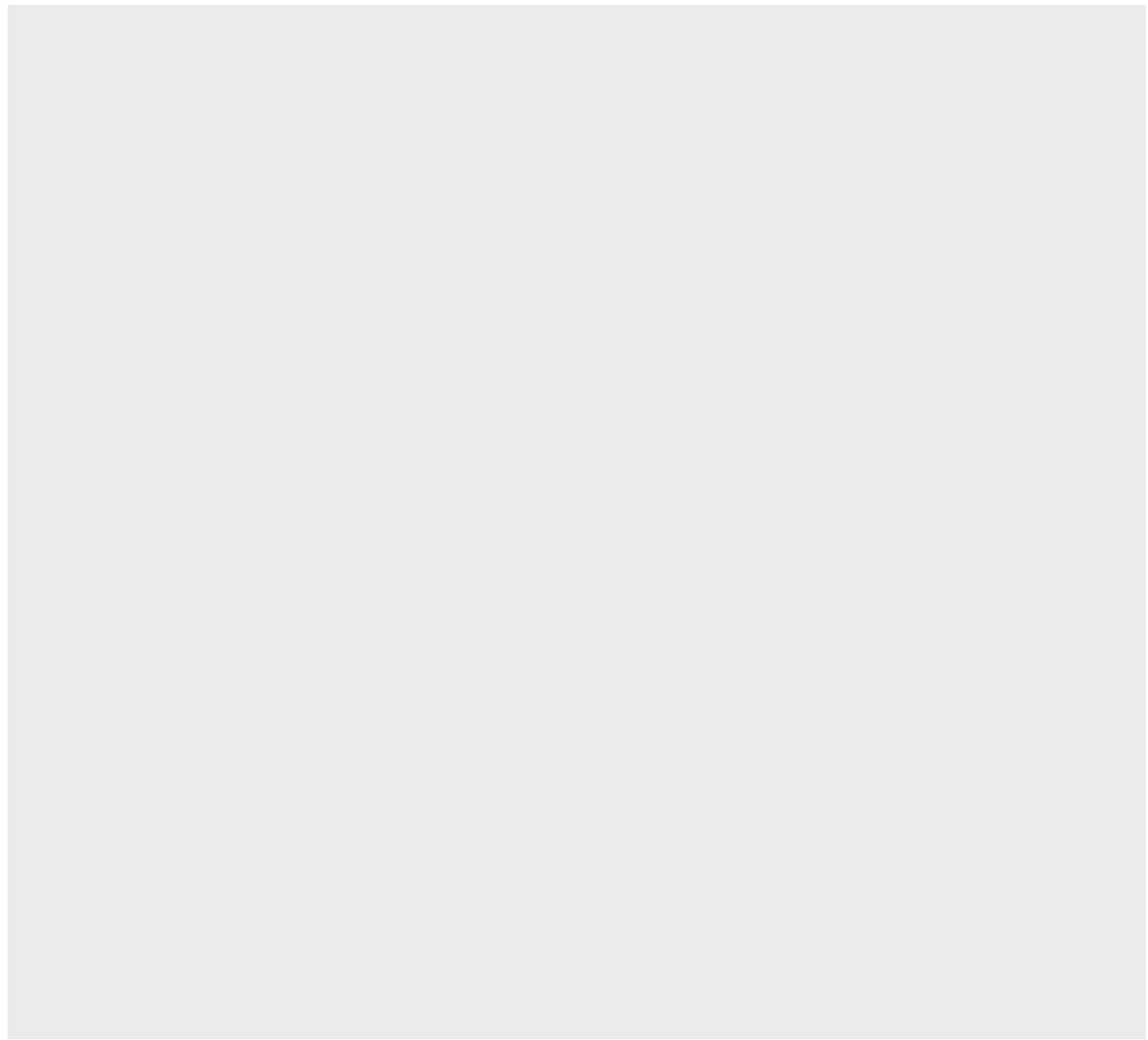
KLC and the the Legal Aid Employment Law Team worked this year to finalise the Asian Women at Work Community Legal Education Project which was funded as a partnership project with Legal Aid. The final stage of the project is the publication of fact sheets in community languages. The factsheets were based on the workshops and outline employment law issues, identified by the participants in those workshops with plain English legal information.

Law Reform and Policy

Tackling Job Insecurity

KLC made submissions to the Inquiry into the Fair Work Amendment (Tackling Job Insecurity) 2012 Bill. Our submission welcomed the changes proposed in the Bill. We also drew on our casework experience to make submissions that the Bill did not go far enough to protect casual workers and workers on "rolling contracts", who do not have the same protections as permanent employees. The Bill was not passed by Parliament, and further amendments have not been introduced.





ABORIGINAL ACCESS PROJECT

Yarra Bay Outreach

KLC's outreach service to the Aboriginal community at La Perouse continues every second Tuesday morning at La Perouse Aboriginal Community Health Centre. Aboriginal and Torres Strait Islander community members are free to drop in to the centre to have a yarn with our Aboriginal Access Worker about their legal problems, with no need to book an appointment. KLC has also been attending the monthly La Perouse Wrap Around event, a mass outreach service whereby local services attend the one event to provide outreach.

Family law collaboration at Outreach

In November KLC established a joint collaboration with Legal Aid Family Law Early Intervention Unit, to provide a fortnightly family law outreach on a Tuesday morning at La Perouse, at the KLC generalist law outreach.

Law Reform and Policy

Consultations with Federal Magistrates about Aboriginal People Accessing Family Law Options

KLC hosted community consultations between Federal Court Magistrate Robyn Sexton and Federal Court Magistrate Dale Kemp and local Aboriginal community members. The consultations provided a unique space in

which local Aboriginal community members were able to meet, speak to, learn from and share ideas with, the two Federal Court Magistrates. The talks focused on how to increase access to the Federal Magistrates Family Law Courts for Aboriginal and Torres Strait Islander community members.

Justice Reinvestment

KLC became a voting member of the NSW Justice Reinvestment Campaign for Aboriginal Young People. KLC's Aboriginal Access Worker has been nominated as a youth ambassador and is helping to develop various strategies to build the movement within NSW communities.

Kaleesha Morris, Ron Timbery, Anna Cody and Professor David Dixon at ASPM launch

Publications

Aboriginal Service Provision Manual

In November KLC launched its Working with Aboriginal Clients at Kingsford Legal Centre – Service Provision Manual. The manual was a collaborative work by KLC's three Aboriginal Access workers; Keith Ball, Ron Timbery and Kaleesha Morris. It has been produced to help staff, students and volunteers of the Centre to build strong, culturally appropriate relationships with Aboriginal clients and communities. The information in the manual is particular to the Randwick and Botany Local Government areas. The manual is available for download on the KLC website at: klc.unsw.edu.au/sites/klc.unsw.edu.au/les/klc_aboriginal_service_provision_web.pdf

Community Events

Close the Gap Event

KLC held a workshop at Kooloora Community Centre on the 20th March in celebration of the 'National Close the Gap Day'. The workshop was based around three everyday things individuals could do to help close the gap.

Community Stalls

KLC held promotional stalls at the Yabun Festival, the La Perouse NAIDOC Family Fun Day and the Matraville Family Fun Day.

Community Legal Education

Wills and planning days

KLC, together with Ashurst Australia, hosted the 'Free Wills and Planning Day' workshops for local Aboriginal community members on 19 November at Yarra Bay House in La Perouse. The workshop was very well attended and further workshops are planned for 2014.

Clinical Legal Education

Student seminars

The Aboriginal Access Worker conducted two student seminars based on the topics of Aboriginal and Torres Strait Islander history and cultural awareness.

La Perouse Community Garden - Photo by Anthony Markakis

f CLE on discrimination law at the YAPA (Youth Action and Policy Association) conference. We presented a workshop on discrimination laws to a group of very energetic 12-16 year olds as part of the YAPA conference.

f A CLE workshop on tenancy to Sydney Multicultural Services clients. Two KLC students presented a great interactive workshop on tenancy to clients at Sydney Multicultural Services, including performing a role-play.

f A CLE workshop on tenancy to inmates at Long Bay prison. The participants were all

LAW REFORM AND POLICY

Kingsford Legal Centre has a dedicated Law Reform and Policy Solicitor who focuses on proactive and reactive law reform and policy projects, which aim to address systemic

COMMUNICATIONS

Working with Aboriginal Clients at Kingsford Legal Centre - Service Provision Manual

On 29 November KLC launched its Aboriginal Service Provision Manual. This manual has been produced to help staff, students and volunteers of the Centre to build strong, culturally appropriate relationships with Aboriginal clients and communities. The information in the manual is particular to the Randwick and Botany Local Government areas. The manual was a collaborative work by KLC's three wonderful Aboriginal Access workers; Keith Ball, Ron Timbery and Kaleesha Morris. The manual is available for download on the KLC website at: kcl.unsw.edu.au/sites/kcl.unsw.edu.au/files/klc_aboriginal_service_provision_web.pdf

Kingsford Legal Centre E-Bulletin

The E-Bulletin outlines the work of the centre, including casework, community legal education and law reform. It is also an opportunity for the Centre to publicise events such and to celebrate achievements of staff, students and volunteers. Three editions were published in 2013

Best Practices in Clinical Legal Education, Adrian Evans, Anna Cody, Anna Copeland, Jeff Giddings, Mary Anne Noone, Simon Rice, Ebony Booth

This Australian Learning and Teaching Council project which commenced in 2010 was completed in 2013 with the publication of the

Best Practices in Clinical Legal Education. The publication is a research collaboration between UNSW, ANU, La Trobe, Griffith, Murdoch and Monash which involved in-depth study of the range of clinical legal education programs in Australia, resulting in the development core standards for Clinical legal education in this country.

New Pamphlet about KLC's Specialist Discrimination Law Clinic

In 2013 KLC produced a new pamphlet about its state-wide discrimination clinic. A new 1300 telephone number was purchased and publicised in the pamphlet which is principally aimed at promoting the clinic to rural, regional and remote communities in New South Wales.

KLC Director Interviewed On ABC 702 Radio

In October, KLC Director Anna Cody was interviewed by Linda Mottram of ABC Local Radio at Coogee Beach. Anna discussed the legal needs of the local community and the work of Kingsford Legal Centre and the Community Legal Centre sector in general.

MANAGEMENT COMMITTEE

Kingsford Legal Centre appreciates the contribution made by our Management Committee members during 2013.

The committee met three times during the year: in February, June and September and provided useful direction on several issues arising throughout the year. Thank you to Professor Jill Hunter for chairing the committee and to the committee members: Professor David Dixon, Dean Faculty of Law (UNSW), Sean Brennan (UNSW Law School), Fei Wong (UNSW Law School), Anne Cregan (Ashurst) and Kate Melhopt (South East Neighbourhood Centre). KLC staff welcomes the Management Committee's commitment and support of the Centre and looks forward to working closely with its members again in 2014.

WORKING WITH OUR COMMUNITY

Kooloora Outreach

In March 2013 KLC and the Kooloora Community Centre set up a KLC outreach advice clinic. Kooloora is uniquely placed in the Bilga social housing estate in Malabar and is also very close to the Namatjira Mirrabooka and Soldiers Settlement housing estates. The clinic is a drop in service held every second Friday morning during school term times.

Our Changing Community: a Snapshot – Photographic Exhibition on Level 1 of Law Building, UNSW

In 2013 we asked three of our students, Kelli Ng, Grace Ip and Laurence Schwartz to go out into our community to photograph our social housing estates as well as our beaches. The resulting photos were exhibited on Level 1 of the Law Building in late 2013. The idea behind the project was twofold; to bring the community into our of ce and to send students out to our social housing estates. The project has a particular resonance as most of the estates captured are earmarked for demolition and redevelopment due to the rezoning of the Anzac Parade corridor to allow for the building of larger apartment blocks under the State Government's Urban Activation Precinct policies. The students have beautifully captured the juxtaposition that characterises our area – from the historically significant, heritage listed suburb of Daceyville to the graffiti covered, run-down urbanism of Lexington Place.

Proposed Redevelopment of Social Housing Stock in Randwick Local Government Area

The State Government has announced that they will be rezoning Anzac Parade from Maroubra Junction to La Perouse to allow for high rise development. This 'growth corridor' veers off Anzac Parade to include the sale and redevelopment of all of the large social housing estates including South Maroubra, Bilga, Namitjira, Mirrabooka and Soldiers Settlement. Social housing residents have been very concerned by the announcement. KLC's focus in 2013 was to:-

f work with the community and community organisations to ensure that they get guarantees that no residents will be moved out of the area;

f to reiterate that this is an opportunity to increase the number of social housing tenants in the area; and

f to work with residents on capacity building to participate in the planning process.

Anti-Poverty Week Cake Stall

KLC students held their annual cake stall as part of the Faculty's Anti-Poverty Week events. KLC highlights the work that local neighbourhood centres do in alleviating poverty at a grassroots level. This year the students raised an incredible \$1,200 which will be going to Kooloora Community Centre at Malabar.

KLC Secondee Charmaine Roberts and Community Member at the Kooloora Outreach

KLC Students photographic exhibition

KLC students hand over money raised to Kooloora Chair and Treasurer

Increase in Social Housing Tenants Accessing KLC

KLC has undertaken an extensive leafletting campaign to social housing tenants in the catchment in 2013. This, along with pop up clinics and working closely with key local community centres and residents groups has seen the number of public housing tenants accessing the service increase markedly.

WFGU Family Fun Fair

KLC staff had a stall at the family fun fair which is held on the Soldier's Settlement housing estate each December. The stall is an opportunity for us to promote to the community. Our beading activity was very popular among local children who took the opportunity to make Xmas gifts for their family.



STAFF

Director

Associate Professor Anna Cody

Principal Solicitor

Emma Golledge (Jul – Dec 2013)

Dianne Anagnos (Jan - Dec 2013)

Office Manager

Denise Wasley

Solicitor/Clinical Supervisor

Dianne Anagnos (Jul - Dec 2013)

Natalie Ross (Jul – Dec 2013)

Employment Law Solicitor/Clinical Supervisor

Elizabeth Meyer (Jan – Aug 2013)

Maria Nawaz (Oct – Dec 2013)

Family Law/DV Solicitor/Clinical Supervisor

Dolun Teoman

Law Reform and Policy Worker/Clinical Supervisor

Edwina MacDonald (Jan – Jul 2013)

Kellie McDonald (Jul – Dec 2013)

Front Office Supervisor

Murray Baker

Aboriginal Access Worker

Kaleesha Morris

Librarian

Murray McWilliam

Herbert Smith Freehills Seconddees

Shona Seaton (Jan – Mar 2013)

Charmaine Roberts (Mar – Sept 2013)

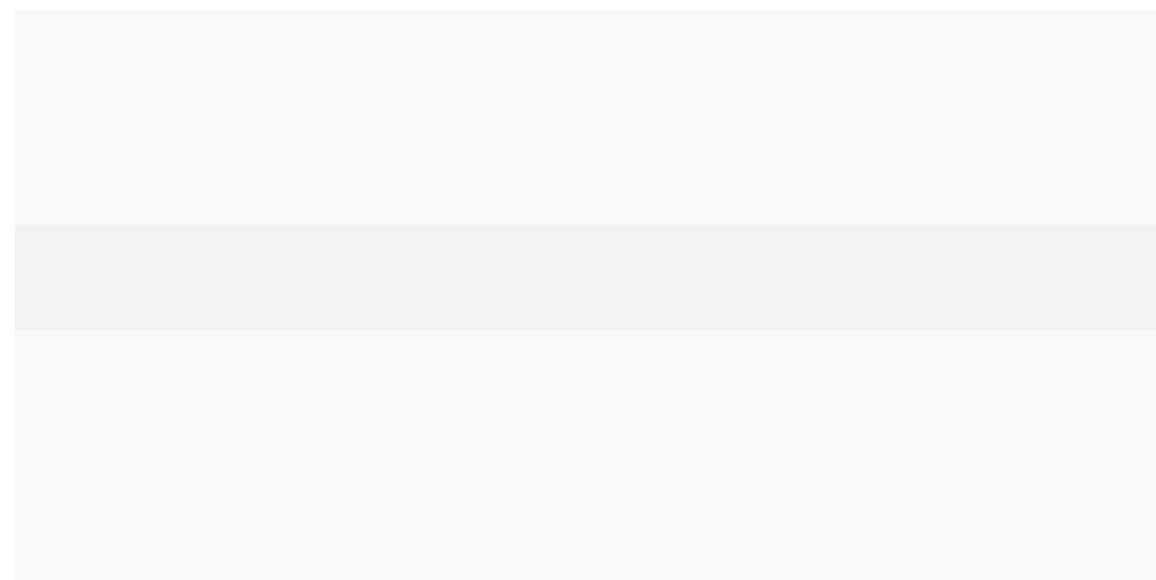
Emma Anderson (Sept – Dec 2013)

Allens Linklater Seconddee

Dana Beiglari (Mar - Sept 2013)

CLSIIS Data Worker

Gloria Bankhead



ACKNOWLEDGEMENTS

During 2013 Kingsford Legal Centre received income and grants from:

f UNSW Law Faculty

f Federal Attorney General

à Community Legal Services Program
(CLSP)

à Clinical Legal Education Initiative
(Employment Law Clinic)

à Family Law Focused Clinical Education

