






Contents

Kingsford Legal Centre, established in 1981, is a community legal centre providing free legal advice, casework, law reform and community legal education to people who live, work or study in the Randwick City Council and the Port Botany and Mascot Wards of Bayside Council. We also offer specialist discrimination and employment law services state-wide. KLC is a part of UNSW Sydney Law & Justice Faculty and provides clinical legal education to its students.

Kingsford Legal Centre acknowledges the Gadigal and Bidjigal Clans, the traditional custodians of the Sydney Coast. We pay deep respect to those Elders, past and present and thank them for allowing us to work and study on their lands.

Cover image by Steph Patterson:
 @sacpatterson

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Note on Client Case Studies – all client names in this report have been changed to maintain client confidentiality.



Dean's Foreword

2021 was a milestone year for the Faculty of Law & Justice and Kingsford Legal Centre as both celebrated significant anniversaries – turning 50 and 40 respectively!

Kingsford Legal Centre's anniversary is a huge achievement and is testament to the commitment of UNSW Law & Justice over four decades to the work of the Centre and to social justice and clinical legal education. To celebrate, the Centre produced the impressive *40 Years of Impact Report* which documented the many ways in which KLC has contributed to and benefited our community, students and the justice sector since its inception. We hope that in the near future, we can have some belated in-person events to celebrate this milestone with all the people that sustain the ongoing success of the Centre.

At the same time, 2021 was a year of huge challenges and achievements for the Centre. Once again, the impact of the pandemic meant major changes over the year to how the Centre helped clients and taught students.

KLC staff continued to show their adaptability and resilience to deliver outcomes in difficult circumstances. Remarkably, all the Centre's functions for the second half of 2022 were delivered from the homes of KLC staff, students and volunteers. Shifting a clinical course to an entirely online mode is no small feat, but KLC also managed this to deliver great experiences to UNSW Law & Justice students. A big thank you to everyone involved for their commitment during this difficult time.

KLC also continued to work in key areas of focus such as the Health Justice Partnership which maintained its service delivery despite staff not being able to attend health locations in person.


KLC also continued its leadership around systemic responses to sexual harassment and managed to launch a new state-wide legal service (in collaboration with Redfern Legal Centre and Inner City Legal Centre) – the Employment Rights Legal Service.

All these are huge achievements in any year, let alone in 2021. I look forward to seeing this work develop and grow as KLC enters its fifth decade.

Professor Andrew Lynch
Dean
UNSW Sydney Faculty of Law & Justice

Kingsford Legal Centre's anniversary is a huge achievement and is testament to the commitment of UNSW Law & Justice over four decades to the work of the Centre and to social justice and clinical legal education.

Once again, the pandemic tested us . . . There were many hard moments, but we also continued to work together collaboratively and to support each other during these unprecedented times.



Director's Report

It seems recently that each Annual Report presents an opportunity to describe the year as 'unprecedented', 'exceptional', 'challenging' or just 'really, really hard'. 2021 was definitely a year like no other and not how we could ever have imagined our fortieth birthday.

Once again, the pandemic impacted on almost every part of our work and sent us back to delivering our legal services and clinical programs from home for the second half of the year. There were lots of highlights to the year – in Term 1 we welcomed back students to the Centre and were able to return to more normal service delivery, including the return of our community legal education on sexual harassment delivered by our students to high school students. We continued our focus on the Government's response to sexual harassment and continued to amplify the experience of our clients in arguing for systemic change. 2021 was another year in which we continued to say #timesup for sexual harassment.

We also strengthened our work in our Health Justice Partnership and continued to reap the benefits of more developed roots and relationships with our health partners. Working in hospital settings was not easy in 2021 and it is a testament to everyone's dedication that this program continued to flourish.

As if this was not enough, we also launched a new statewide legal service in conjunction with Redfern Legal Centre and Inner City Legal Centre – the Employment Rights Legal Service cementing years' of work in employment law.

We also t tome





Discrimination Law Clinic

KLC specialises in discrimination law and provides a state-wide service in this area of law. In 2021 COVID-19 had an enormous impact on our discrimination practice – particularly in disability discrimination in relation to the legal impacts of the pandemic. We worked hard to meet this demand throughout the year and adapt to the rapid changes in the law.



“I would have made a more complete mess of my evidence that I presented, I don't understand the complexity of the legal process, and I believe the respondent would have taken advantage and asked for the case to be not heard and/or make a mockery of me in the hearing”.

“I would be less aware of my rights, less able to articulate my complaint legally and less informed as to how to best pursue my complaint in the appropriate forum.”

\$50,000

Funds recovered/obtained/saved/waived for our discrimination clients in 2021



CASE STUDY

“I didn't think this sort of thing happened anymore”

In early 2021 KLC represented Johanna*, a young woman of African descent who was refused admission to a city nightclub. She was new to Sydney and had been looking forward to a night out with her friends. Johanna and her friends were the only people of African descent in the line waiting for admission on the night. While waiting to be allowed inside they were told by security staff that they would not be allowed in. The client asked for an explanation and was told that she and her friends were on a list of people that would not be allowed in the club, despite never having been to either the club or even Sydney before. We assisted

Johanna to make a racial discrimination complaint and represented her in the conciliation conference. The matter was settled at conciliation for compensation, an apology and an undertaking to provide better training to security staff. We're as shocked as the client that this sort of thing continues to happen to so many people of diverse backgrounds in our community. This matter also provided several of our students the opportunity to observe a discrimination conciliation conference in action, to prepare for the conference and to reflect on the important role discrimination laws play.

Breakdown of discrimination cases and advices opened in 2021

Type of Discrimination	Advices Given	Legal Tasks	Casework Matters Opened
Discrimination disability	141	13	12
Discrimination race	61	14	10
Discrimination Other	21	6	1
Discrimination sex/gender	33	8	3
Discrimination pregnancy	7	0	0
Discrimination age	12	1	1
Discrimination sexual orientation	3	1	0
Discrimination marital status	4	0	0
Discrimination religion	1	0	0
Discrimination political beliefs	2	1	0
Total	285	44	27

Sexual Harassment Prevention

Kingsford Legal Centre believes that Sexual Harassment is preventable, so a key focus of this service is community legal education and law reform and advocacy. This work is informed by the clients we see through the sexual harassment legal practice.

In 2021 we delivered the following CLE information sessions and resources:

- > *#MeToo It's Not OK!* Session to high school students at Our Lady of the Sacred Heart Kensington;
- > *'Enough is Enough Sexual Harassment Options and Reform'* Presentation at CLCNSW State conference with Redfern Legal Centre;
- > Sexual harassment bystander training to UNSW students;
- > Produced a sexual harassment bystander factsheet;
- > Updated our comics for school students to diversify the scenarios and experiences of sexual harassment depicted.

KLC's law reform work in this space in 2021 focused on the Federal Government's response to the Respect@ Work Report and subsequent amendments to the *Sex Discrimination Act* and the *Fair Work Act*. We made submissions to the Inquiry into the *Sex Discrimination and Fair Work (Respect at Work) Amendment Bill 2021*, and we also made a Submission to the Public Consultation on Further Revisions to Rule 42 of the Australian Solicitors' Conduct Rules (Sexual Harassment).

We continued our advocacy for a positive duty and the regulation of non-disclosure agreements. We undertook media commentary to raise these issues – including:

- > ABC News 24 TV Interview on sexual harassment laws
- > Article for ABC: "The government's reply to Respect@ Work doesn't go far enough"
- > Article for The Conversation "The Government's Roadmap for dealing with sexual harassment falls short. What we need is radical change"

Our Director, Emma Golledge, was appointed by the Commonwealth Attorney General as an Associate Member to the Respect@Work Council working with key stakeholders to implement the recommendations of the



In 2021 we celebrated 21 years of our pro bono employment clinic. Thanks to our Employment Law Pro Bono clinic partners: -HWL Ebsworth, Holding Redlich, Kennedys and Bartier Perry – who soldiered on throughout the pandemic working remotely for our clients in our weekly clinic. This was critical for KLC as we struggled to meet surging demand.

A big thanks to Harry Dixon SC for generously sharing his time and peerless expertise in employment law with our employment law solicitors.

Special thanks also to our wonderful volunteer employment lawyer Alice Paul, who continued to provide weekly daytime appointments on employment and discrimination matters. Alice is a gem and we were so grateful to be able to provide our clients with access to someone of such expertise, empathy and kindness during the tumult of 2021.

CASE STUDY

And on top of everything else, you've been underpaid for years...

KLC recently settled two underpayment matters for employees born overseas – both clients did not realise they were being underpaid until they came to us with other employment issues.

Khalil* had worked for the same employer for over three decades yet was getting paid just over a graduate wage at the time his employment was terminated. He sought our advice when he lost his job unfairly, just after being diagnosed with complex and life-threatening illnesses that impacted on his ability to find future employment.

Mikael* was getting a flat wage despite working long hours and at weekends. He was neither getting the penalty rates of a casual worker nor annual leave or sick pay benefits of a full-time worker. He did not have any family in Australia and was very isolated. He sought our advice when he experienced sexual harassment at his job.

We assisted both clients with their dismissal and sexual harassment complaints, but we did so in a way that ensured that they could still pursue underpayment complaints. Khalil ended up getting an additional \$25,000 in unpaid wages, and Mikeal an extra \$15,000. These amounts were on top of the respective termination and harassment matters. These were very lengthy and time-consuming matters, but worth it to make sure that both clients received their full entitlements. They are also typical of the complex nature of the exploitation of vulnerable workers and the way that KLC's expertise in both discrimination and employment law benefits our clients.



CLIENT COMMENT

"I followed your advice and I got back pretty much all of the money that was owed to me. I was over the moon. Thank you to the volunteer and to your team. I will recommend your service to everyone who needs help".

"Had a lot of uncertainty and not understand my rights as an employee. This would result in loss of \$10K+ money and fail to properly negotiate my position."

"I might have been pressured into signing an employment contract that I legally did not need to."

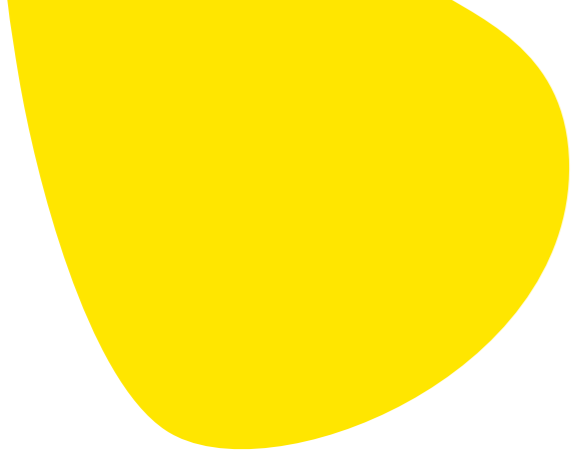
"I probably will go on believing that I'm unable to gain employment nor confidence to achieve goals"

Outcomes

employment legal advices were provided to our community by KLC in 2021

employment representation matters

employment legal task1.2 Td(represenh0 -



This project picked up the work of the previous Migrant Employment Legal Service (which concluded on June 30) with open casework matters smoothly transitioning to the new service. ERLS provides important assistance in areas such as:

- > Unfair Dismissal;
- > Underpayments;
- > Bullying;
- > Discrimination and Sexual Harassment;
- > Conditions and Entitlements;

ERLS provides community legal education sessions and has a focus on law reform and advocacy around systemic issues faced by our clients.

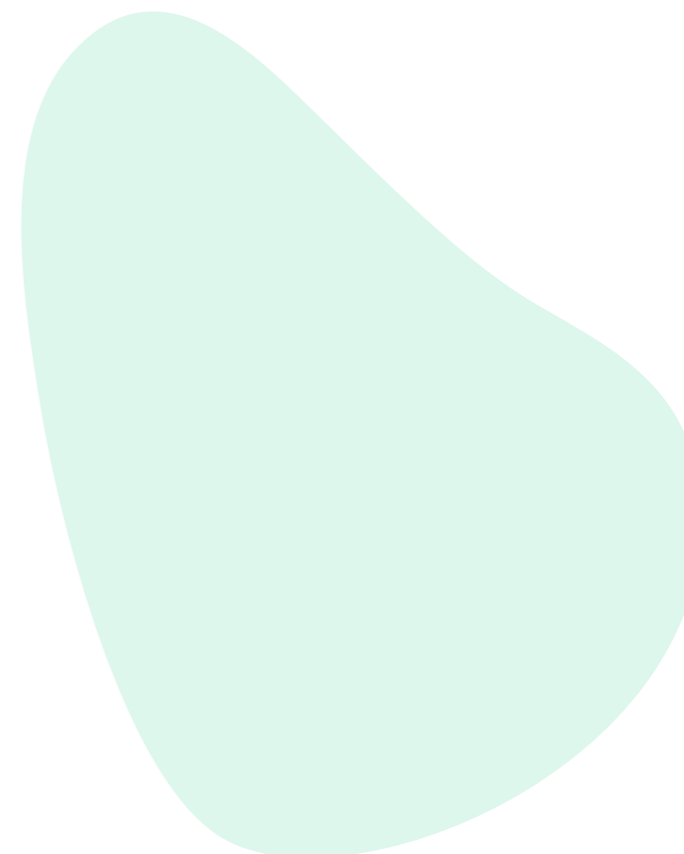
Daniel Thomas was the solicitor into this clinic until September. Phillip Dicalfas joined the team in /dr0005J/TTE00500TdhTTE0r intH0Z30UW
W0Dbh0PTh. A binderank you01A0010001 ElenyA005009

CASE STUDY

Life-changing outcome in unfair dismissal and underpayment case

KLC and ERLS solicitor Daniel Thomas represented a client, Aayam*, who was dismissed from his job without warning. Aayam came to KLC for help when he was fired from his job in a humiliating way in front of his colleagues. He had worked in the job for years and was over 60 years old when he was fired. Later the employer said it was a redundancy, but Aayam believed it was really because of his age. Aayam didn't receive any redundancy pay or other entitlements at the end of his employment. He was also distraught about the way he was treated after working hard for his employer for so many years and fearful about his financial position in the future.

After investigating the matter, Daniel realised that Aayam had also been underpaid for many years. Daniel was able to negotiate a combined settlement of \$50,000 to compensate Aayam for his dismissal and underpayment, and to help Aayam maintain his housing and plan the next phase of his life.



Health Justice Partnership

KLC entered into a HJP with the Prince of Wales Hospital

Our Impact – Casework Clients

[Redacted]
of clients were happy with the outcome of their case

[Redacted]
of clients had the stress alleviated by KLC

[Redacted]
of clients reported that their money situation improved

[Redacted]
Strongly Agree/Agree the solicitor listened to them

[Redacted]
Strongly Agree/Agree that the solicitor helped them understand how to deal with their problem

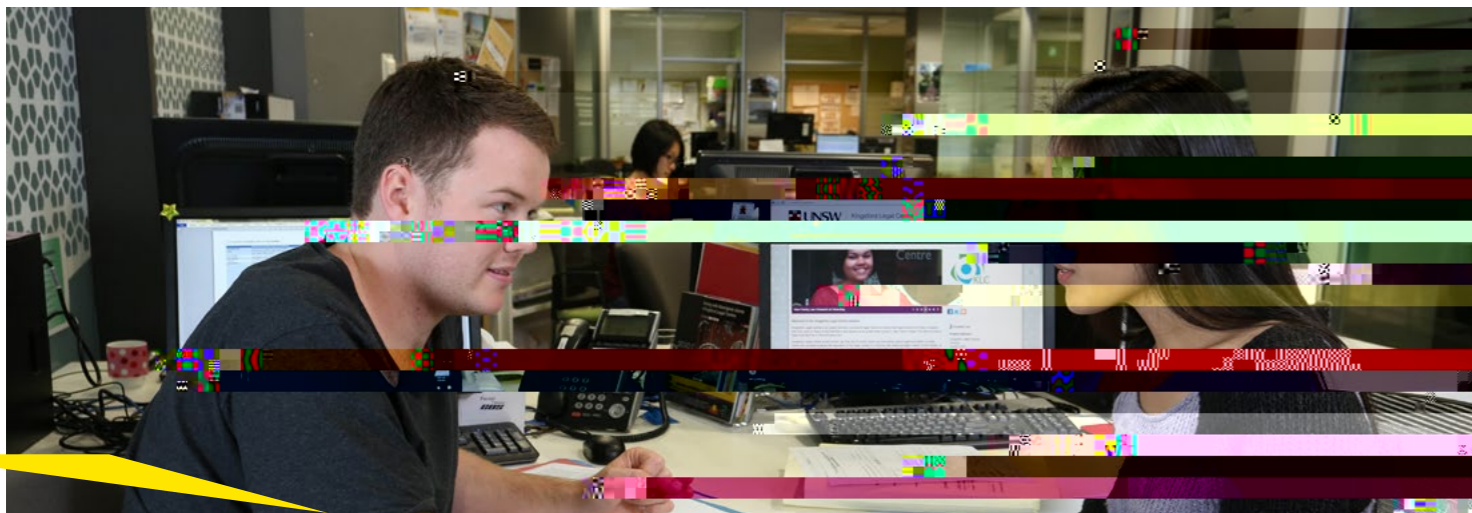
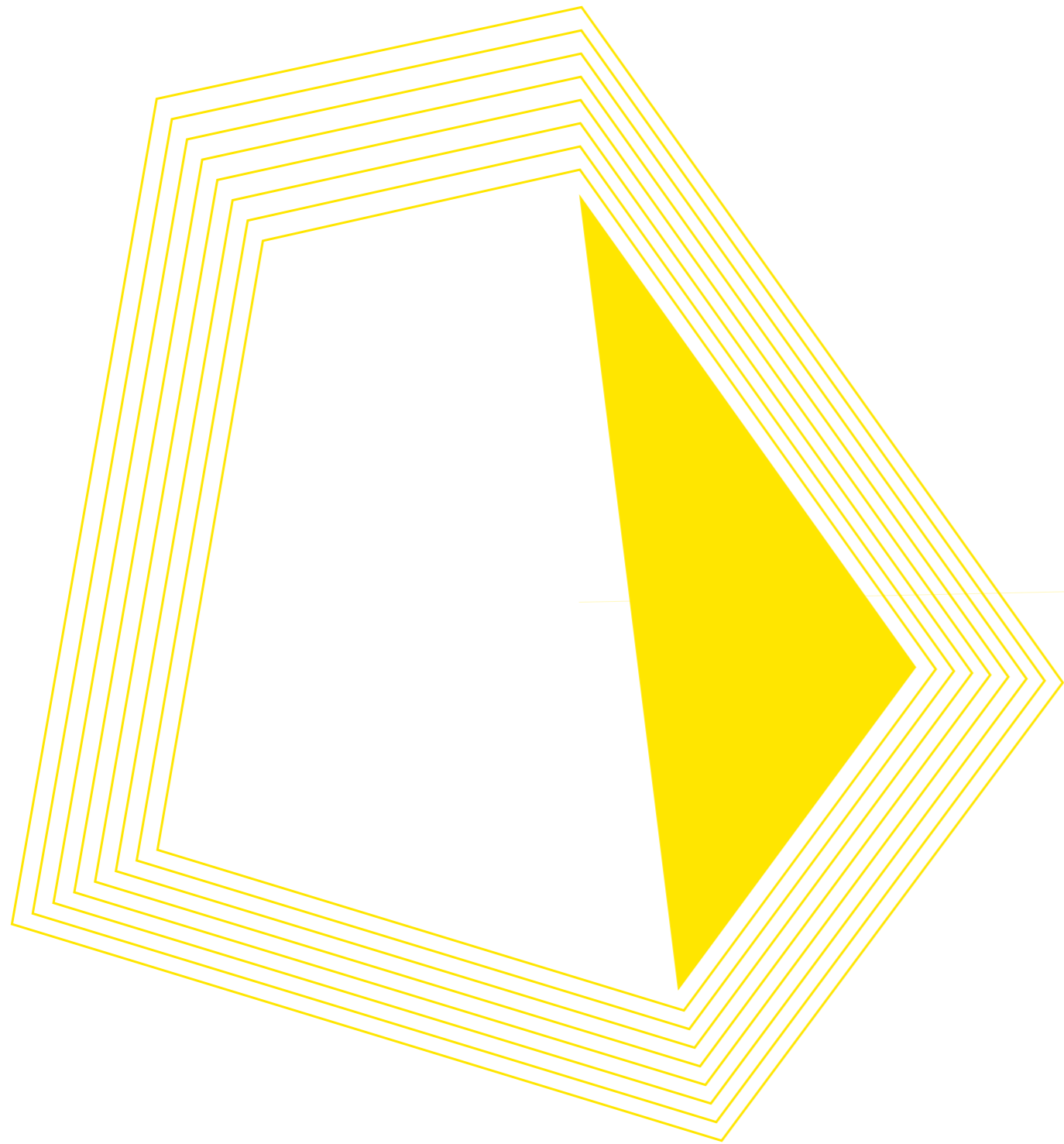


40 years of Impact Report.



For 40 years Kingsford Legal Centre (KLC) has been an integral part, not only of the Faculty's success, but of our students' experience so it is with great pride that we also celebrate the impact of the Centre. KLC was a big idea for a small Faculty in 1981. It reflected the vigour of a new Faculty that was animated by the importance of studying law as it affects the lives of diverse peoples within our community. It embodied the commitment to achieving social justice. These ideas remain central to the work of the Faculty of Law & Justice today and KLC has grown from its humble origins to be a world leader in best practice clinical legal education and delivering outstanding legal services to our community.

**PROFESSOR ANDREW LYNCH, DEAN,
UNSW FACULTY OF LAW & JUSTICE**



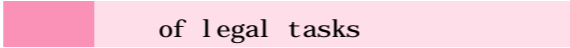
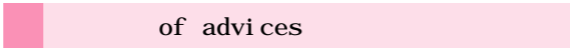
CASE STUDY

Race and age discrimination

In 2021 KLC represented three young Aboriginal family members with a race and age discrimination complaint against a recreation centre. Our clients were aged between 16 and 21 years old. They complained about being humiliated and treated disrespectfully by the n C n (of advi 724rimination compla(fr)9.2f8n) 0.8In Aboriginal family memb-401 fullpersuadTJ (of adman)Tr t

Service Provision

In 2021 of KLC's clients identified as Aboriginal and Torres Strait Islander and they represent:

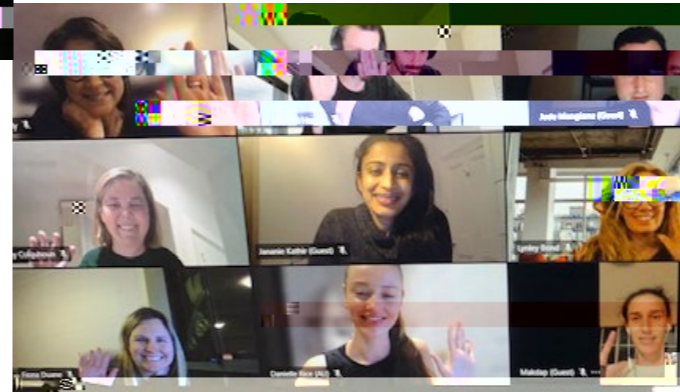




Family Law/Family Violence Clinic

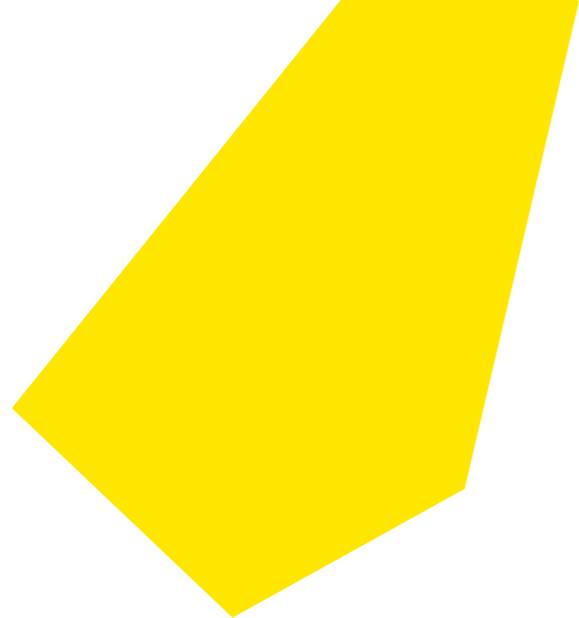
Partnerships

CLE on Domestic Violence Related Legal Issues and Safety Planning Considerations



CLIENT COMMENT

"I just want to leave a review about your solicitor. He absolutely saved my life with his profound knowledge and compassion. He was very informed, knowledgeable, nice and polite. He was very caring and patient in his responses. He was like an angel or a miracle to me for his knowledge, very nice and professional attitude and compassion towards clients. I cannot find words to appreciate him more."



Community Legal Education

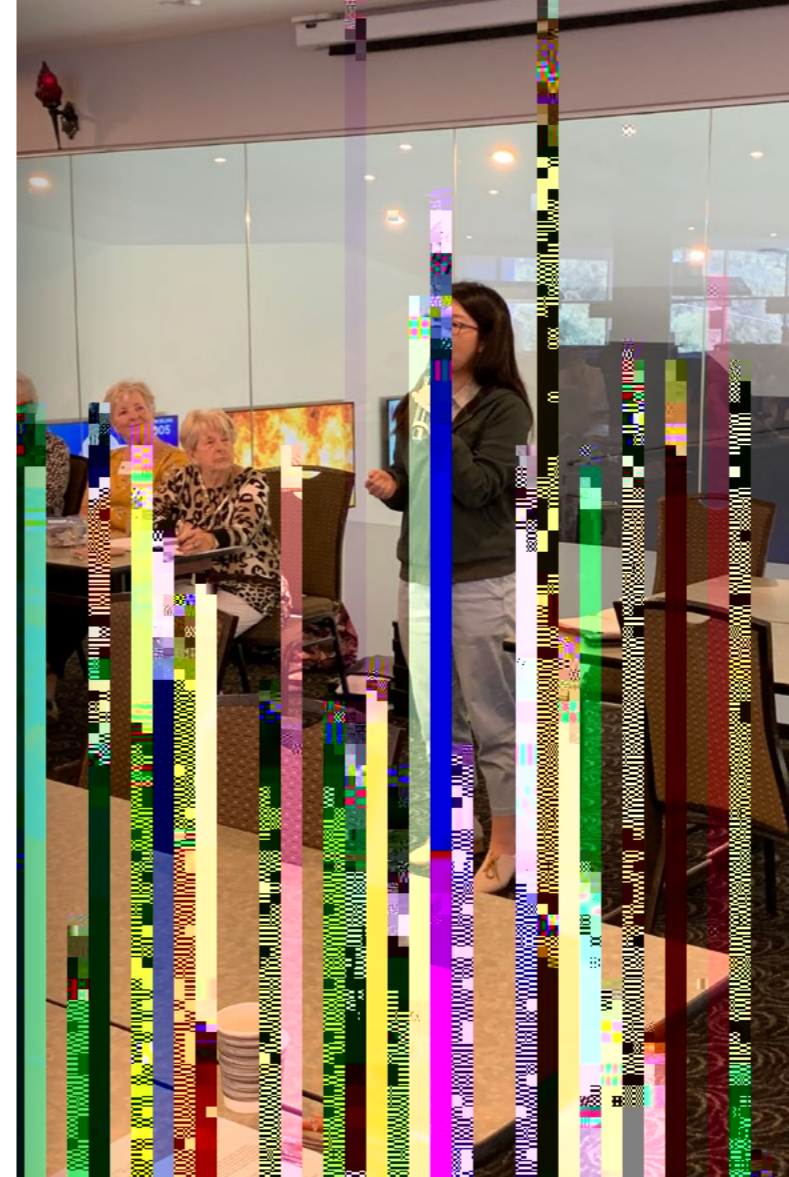
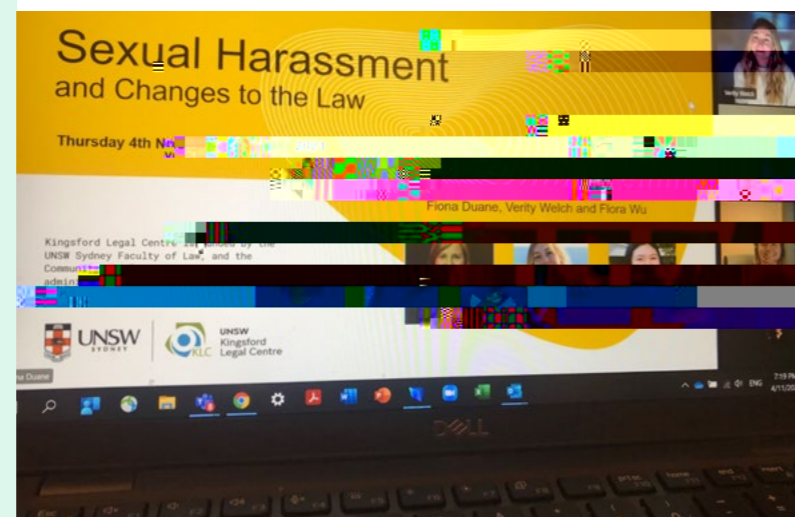
KLC runs an extensive program and also reacts to community requests and emerging need. Due to the pandemic in 2021 KLC continued to focus on online seminars, fact sheets and our webpage to deliver information to our stakeholders. In 2021 KLC delivered 40 activities and 32 resources.

Community legal education activities in 2021 included:

- > *'#Me Too – It's not OK!' Sexual harassment prevention*, to Our Lady of the Sacred Heart College, high school students
- > *Where to get Legal Help When You Need It* presentation as part of the 'It Takes a Village' program to South Eastern Community Connect clients who are parents of children 0– 2 years old
- > *'Workers Rights'* to migrant groups at Sydney Multicultural Community Services at Daceyville
- > *'Repairs and Maintenance in Housing'* to Eastlakes public housing estate tenants
- > *'Assisting Clients Experiencing DV'* to community workers
- > *'Police Powers in NSW'* to community workers
- > *'Assistance Animals and Disability Discrimination'* to Disability Advocacy NSW and Regional NSW Disability Awareness

Community legal education resources in 2021 included:

- > Masks and Covid-19 – factsheet
- > Vaccinations and Work Covid – factsheet



Our Impact

KLC surveyed participants at our CLE sessions in 2021 and their responses include

felt the information presented was clear and to the point

felt the session was useful

were happy with the overall organization of the activity

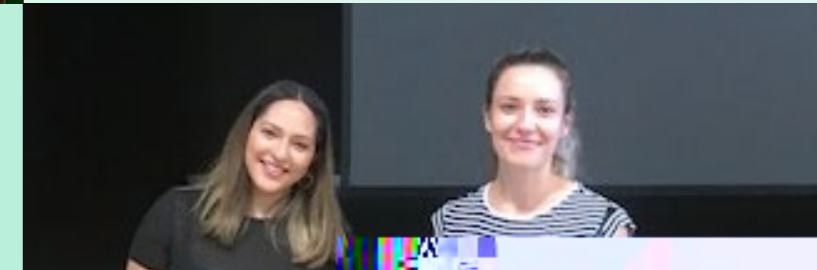
felt that the notes that they were given are suitable for their needs

KLC student Izzy Succar and solicitor Anita Will presenting at OLSH

'#MeToo It's Not Ok!' Sexual Harassment CLE for Our Lady of the Sacred Heart College Year 11 Students

KLC was thrilled to return to high school early in 2021 to deliver our sexual harassment preventative education to over 120 year 11 students in February. KLC solicitor Anita Will and KLC student Izzy Succar led 14 KLC students to deliver the workshop at Our Lady of Sacred Heart College in Kensington. The education session was aimed at students close to entering the workforce, to give them information around sexual harassment and can develop strategies and responses to potential situations. The session used small groups run by KLC students to discuss common situations young people might find themselves in and to discuss what the options could be. We also discussed what 'bystanders' to harassment can do and where people can go for help.

The feedback from the students and teachers was overwhelmingly positive: "we wish it was longer" and "go to boys' schools!". It was great to be back in school delivering this important information!



Our Staff

KLC Staff 2021

DIRECTOR	Emma Golledge
PRINCIPAL SOLICITOR	Dianne Anagnos
OFFICE MANAGER	Denise Wasley
SOLICITOR/CLINICAL SUPERVISOR	Fiona Duane Anita Will Rachel Gregory (Jan-Jul) Amy Colquhoun (Nov-Dec)
EMPLOYMENT LAWSOLICITOR/CLINICAL SUPERVISOR	Tess Deegan
HEALTH JUSTICE PARTERSHIP SOLICITOR/CLINICAL SUPERVISOR	Emma Anderson (Jan-Jul) Rachel Gregory (Jul-Dec)
MIGRANT EMPLOYMENT LEGAL SERVICE SOLICITOR	Daniel Thomas (Jan-Jul)
EMPLOYMENT RIGHTS LEGAL SERVICE SOLICITOR	Daniel Thomas (Aug-Sept) Phillip Dicalf s (Oct-Dec) Emma Corcoran (Nov-Dec)
COVID-19 SOLICITOR	Amy Colquhoun (Jan- Oct)
LAW REFORM AND POLICY WORKER/CLINICAL SUPERVISOR	Sean Bowes
FRONT OFFICE SUPERVISOR	Roselle Nunes
ABORIGINAL ACCESS WORKER	Vanessa Turnbull-Roberts (commenced Aug)
HERBERT SMITH FREEHILLS SECONDEES	Josh Wang (Jan-Mar) Sandra Hu (Mar-Sept) Anitha Reddy (Sept-Dec)
CLASS DATA WORKER	Gloria Bankhead (Jan-Jul)

Our Steering Committee

2021 was a particularly challenging year for KLC and we relied heavily on our Steering Committee for support, guidance and wise counsel. They really stepped up for us in 2021 and we are very grateful for their help. The committee met three times during the year in March, June and October. Thank you to Associate Professor Sean Brennan for chairing the committee and to the committee members: Professor Andrew Lynch, Dean Faculty of Law & Justice (UNSW) (March, June and October Meetings), Anne Cregan – Partner Gilbert & Tobin (June and October Meetings) Fei Wong – Faculty Executive Director (March and June Meetings), Marise Andrews - Acting Faculty Executive Director (October Meeting) Janet Green – General Manager Junction Neighbourhood Centre (March, June and October Meetings). KLC staff welcomes the Steering Committee's commitment and support of the Centre and looks forward to working closely with its members again in 2022.

Associate Professor Sean Brennan
Chair, UNSW Sydney Law & Justice Faculty

Professor Andrew Lynch
Dean, UNSW Sydney Law & Justice Faculty

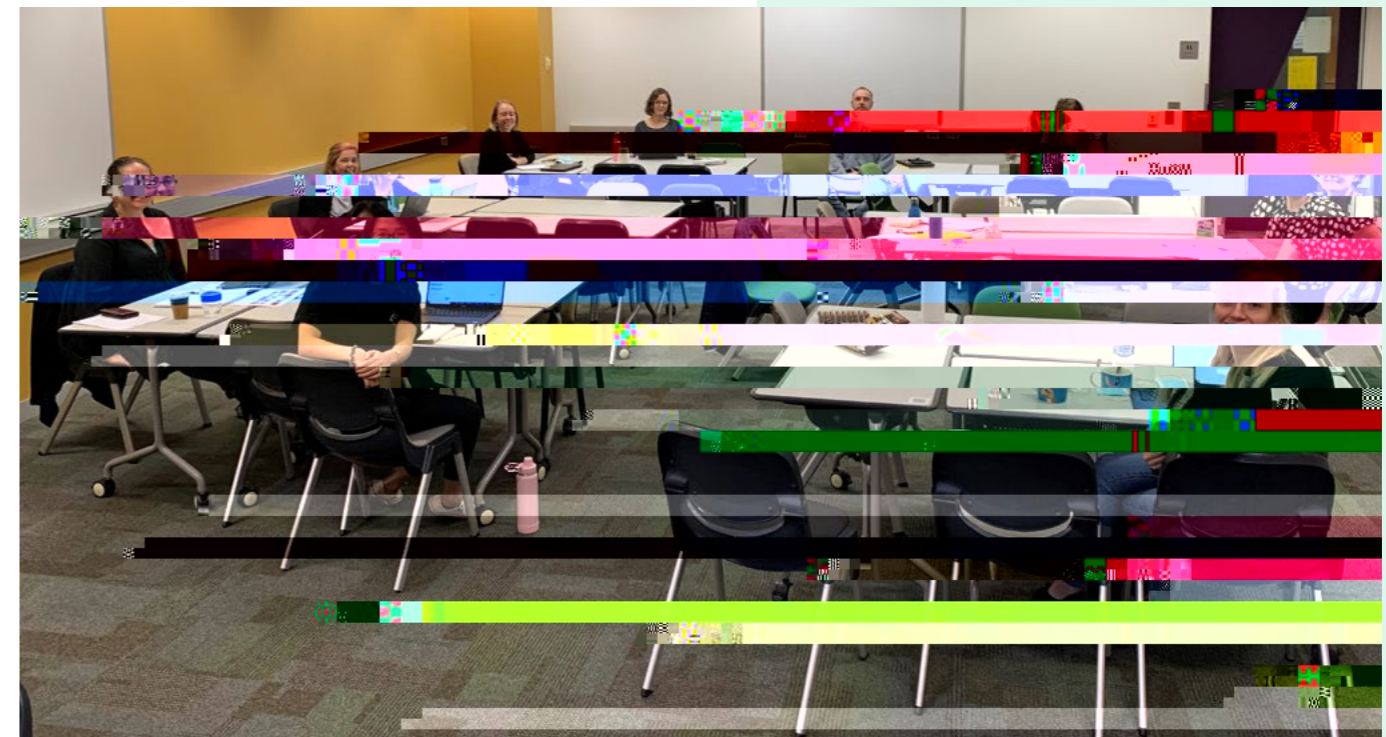
Fei Wong
Faculty of Law & Justice Executive Director

Marise Andrews
Acting Faculty of Law & Justice Executive Director

Anne Cregan
Partner Gilbert & Tobin

Janet Green
General Manager, The Junction Neighbourhood Centre

COVID safe staff meeting



Financial Report

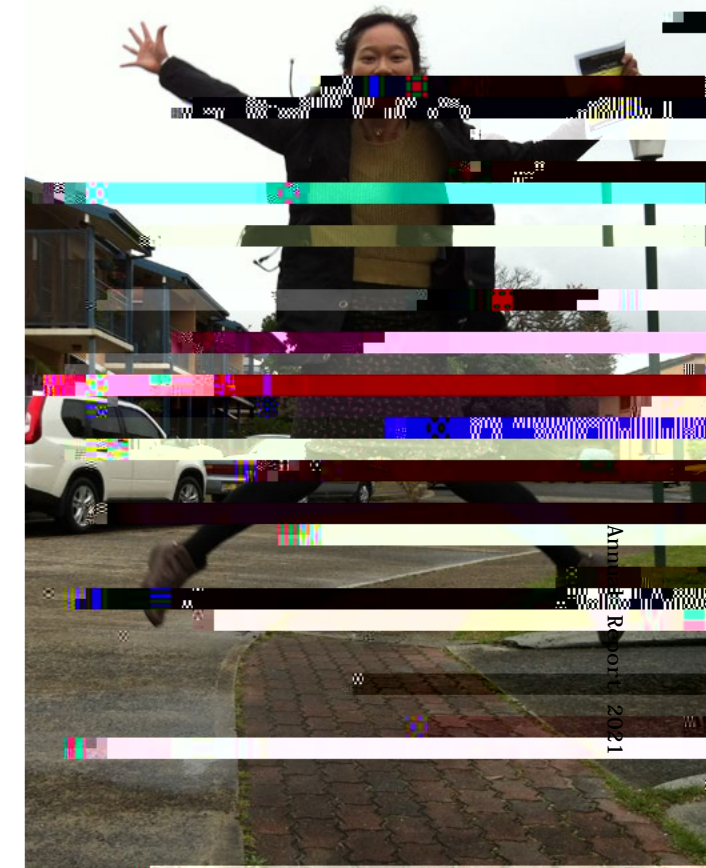
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Kingsford Legal Centre		UNSW SYDNEY	
STATEMENT OF FINANCIAL PERFORMANCE			
For the Year Ended 30 June 2021			
	2020	2021	% Change
REVENUE			
Research Revenue	-	-	-
Donations	-	-	-
UNSW Contributions	-	-	-
Faculty Contributions	1	681	580
Other Restricted Revenue	-	816	919
Commercial Activity - Fees for Service	-	-	-
Sundry Other Revenue	-	-	-
Total Revenue		1,498	
EXPENSE			
Salaries, Oncosts and other staff costs	1,661	1,431	230
Scholarship Stipends	-	-	-
Contract & Consulting Services	6	5	1
Repairs and Maintenance	-	-	-
Consumables	4	4	(0)
Travel	0	1	(1)
Equipment Non-current	-	-	-
Entertainment	-	-	-
Marketing	3	1	2
Miscellaneous	-	-	-
Total Non-People Costs	35	70	(35)
Total Expenses	1,696	1,501	195
TOTAL CONTRIBUTION			
Depreciation	1	1	-
SURPLUS / (DEFICIT) After Depreciation			
Cashflow Funded Capital Expenditure (CAPEX)			
NOTES:			
1 UNSW Budget model includes other			
Teaching Revenue	-	-	-
Block Grants	-	-	-
Indirect Cost Recoveries	-	-	-
2 Other Research Revenue includes research transfers			
3 Restricted Funds - Cash at year end	\$ 109	\$ 307	\$ (198)
4 Funds available in Division of Advancement	\$ 200	\$ 200	\$ 41
Certified correct to Ledger.			
Anna Polykarpou			

Acknowledgements

Kingsford Legal Centre would also like to acknowledge the support provided by:

- > Herbert Smith Freehills for their ongoing secondee program and support to our Health Justice Project through project donations and input on our Steering Committee.
- > Ross Buchanan
- > Philip Merryweather
- > The La Perouse Aboriginal Community Health Centre for providing the venue and their support of the weekly outreach service
- > Randwick City Council for providing the venue and their support of our outreach service at the Lexo Hub
- > Kooloora Community Centre for providing the venue and their support of an outreach service
- > South East Community Connect for providing the venue and their support of an outreach service
- > Prince of Wales Hospital and Mental Health Units for their support of our HJP
- > The following law firms for their participation in the employment law clinic:
 - HWL Ebsworth
 - Holding Redlich
 - Kennedys
 - Bartier Perry
- > Staff of the UNSW Law & Justice Faculty



Kingsford
Leg

Contact Us

Kingsford Legal Centre
F8-003
UNSW Australia
UNSW SYDNEY NSW 2052

T +61 2 9385 9566
E legal@unsw.edu.au
W klc.unsw.edu.au

@kingsfordlegal
@kingsfordlegal