



headspace annual report

2022-2023



acknowledgement of Country

headspace would like to acknowledge First Nations people as this continent's First People and Traditional Custodians. We value their cultures, identities, and continuing connection to country, waters, kin and community. We pay our respects to Elders past, present and emerging and are committed to making a positive contribution to the wellbeing of Aboriginal and Torres Strait Islander young people, by providing services that are welcoming, safe, culturally appropriate and inclusive.

The mind body spirit culture country artwork was created by Aboriginal and Torres Strait Islander artist Riki Salam of We Are 27 Creative after consultation with key members of the headspace network and cultural advisors.



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a message from the board chair



Ben Shields

Board Chair, headspace

I want to begin by acknowledging the Traditional Owners of the many different lands upon which headspace operates and to pay my respects to their Elders, past and present. I am proud of the strong stance headspace took this year in support of a Voice to Parliament and our ongoing commitment to making headspace a culturally safe space for First Nations community members.

The past year has been challenging for many young people, who are not only contending with the typical stresses of adolescence and early adulthood but also the impacts of a cost-of-living crisis, natural disasters and the ongoing repercussions of the COVID-19 pandemic.

While these conditions have created more demand for headspace services, it is encouraging to know so many young Australians trust headspace to help them navigate challenging times.

This demand for headspace services has propelled our conversations with governments over the past year as we advocate for their continued support.

We took those conversations to the International Association for Youth Mental Health Conference in Copenhagen in November last year. The conference brought together world-leading youth mental health organisations from across the world to share insights and innovations from their respective countries.



It is encouraging to know so many young Australians trust headspace to help them navigate challenging times.

The learnings gained in Copenhagen will help headspace remain a leading youth mental health service provider that young people and their families consistently tell us they trust and value. We are proud that headspace is the most-recalled youth mental health brand in Australia and is viewed overwhelmingly positively by young people and their families.

Over the past year, a federally commissioned evaluation of the National headspace Program found headspace is cost-effective, well-designed, and aligned to the mental health needs of young people. To see such positive results is a testament to the calibre of those working in the headspace network and the young people and families advising headspace locally and nationally. We were equally pleased to see identified areas for improvement, including bolstered support for First Nations young people and multicultural communities. As a mainstream organisation, we are incredibly excited to build new relationships with these communities and strengthen our approach to cultural governance.



We also know through our internal evaluations that our services are proving effective. A 2022 study of more than 50,000 young people coming to headspace showed that more than 70 per cent of those young people reported improved outcomes after presenting to their local centre.

We thank the Department of Health and Aged Care for their support of headspace, and the Minister for Health and Aged Care, the Hon Mark Butler MP, and Assistant Minister for Mental Health and Suicide Prevention, the Hon Emma McBride MP.

Thank you to headspace Chief Executive Officer Jason Trethowan for his ongoing stewardship of the organisation. The respect Jason enjoys both inside and outside of headspace is a testament to his leadership.

Thank you to all Board members whose counsel has guided headspace for another year. Their valued contributions to forums like the Quality and Clinical Governance Committee, Finance and Audit Committee and First Nations Cultural Governance Committee, are important to the ongoing success of headspace.

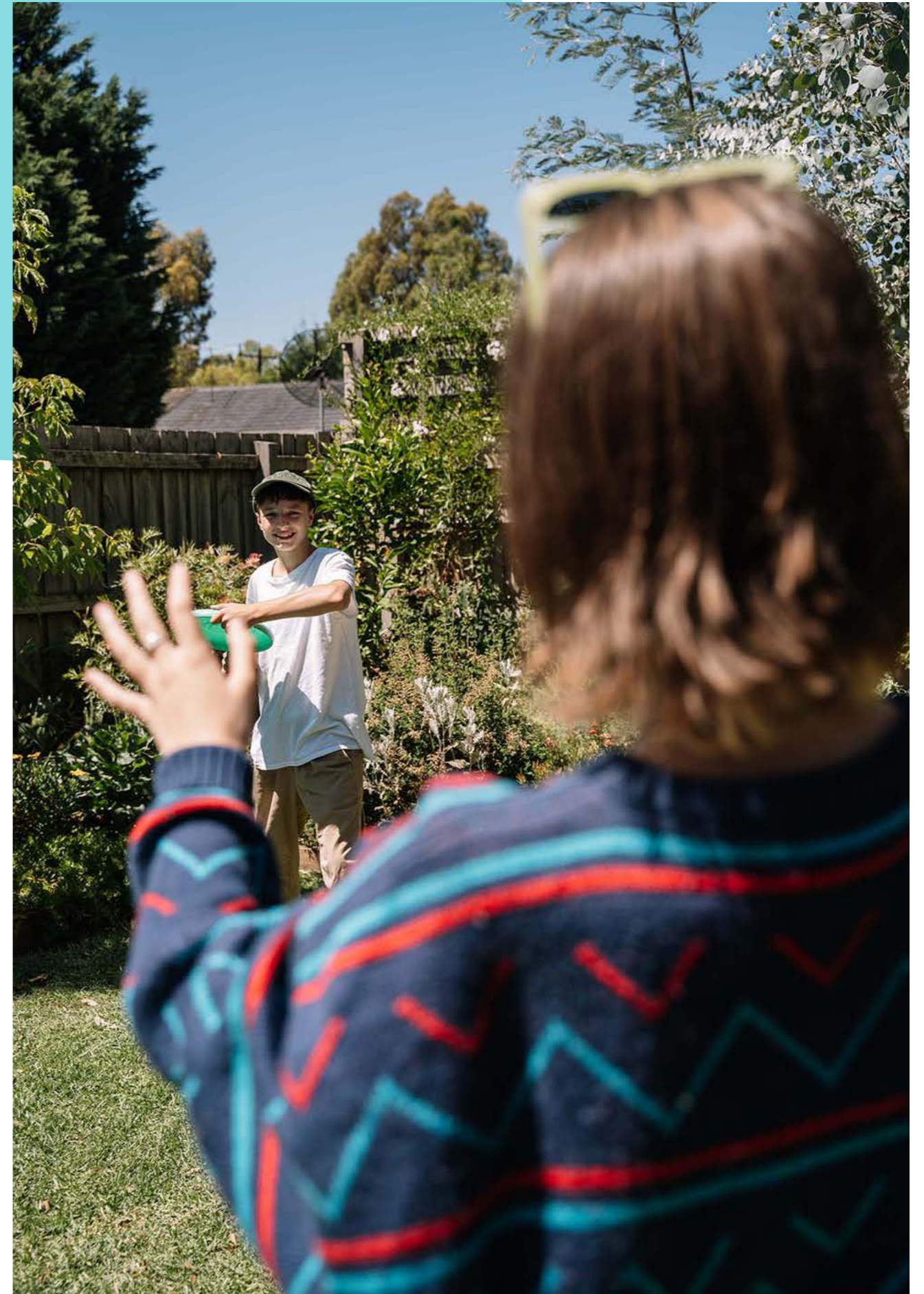
In December this year, the Board will farewell long-serving Board member and headspace co-founder Professor Patrick McGorry AO. Pat led the successful bid to design and implement headspace almost 20 years ago. His contribution to youth mental health is unmatched and we are pleased he will become the inaugural headspace Patron.

I would also like to welcome new Board Director Andrew Chanen, Chief of Clinical Practice and Head of Personality Disorder Research at Orygen and Professional Fellow at University of Melbourne's Centre for Youth Mental Health. Andrew brings expertise to the board in treatment innovation, early intervention, and service development.

I look forward to working alongside Andrew and all Directors and our Youth Advisors to the Board on the many opportunities that exist for the organisation over the coming 12 months and beyond.

Ben Shields

Board Chair
headspace



a message from the CEO



Jason Trethowan
Chief Executive Officer
headspace

Thank you to all young people and families who chose headspace for support when experiencing a difficult time over the 2022-23 financial year. As the National Youth Mental Health Foundation, we are privileged to engage young Australians in headspace centres, community spaces, schools, workplaces and through an increasing range of online platforms. Engagement with young people remains the core of what we do and is essential to building trust as our staff and a growing network of services listen to understand, respond to, and plan a path forward to support young people's needs.

I want to applaud the work of the outgoing headspace National Youth Reference Group (hY NRG) cohort, who completed an extended period of service that took in the COVID-19 pandemic and subsequent lockdowns. Our response to these significant events was shaped by their meaningful contributions. By sharing their lived experience, and imparting their knowledge and ideas, this hY NRG group – and all headspace centre reference group members from the past year - ensured we continued our progress in being trusted, youth-friendly and family inclusive for all who seek support through headspace.

Thank you to the staff at headspace National, and to everyone working at the 154 headspace locations Australia-wide, who work together, learn from one another, and maintain such a positive culture of care. While there is so much to celebrate about headspace, it simply isn't easy working in systems which are often stressed and stretched. Despite the many known and real challenges experienced across the network, I am thankful for the collaborative approach to working these through.

During the past 12 months, headspace has continued our journey towards better understanding Aboriginal and Torres Strait Islander communities. More than 8,000 First Nations young people came to a headspace centre over the year. This increase in access coincides with the work of our deadly First Nations Wellbeing and Engagement division to implement recommendations from the Embedding Cultural Practice and Safety review completed in 2021. A highlight from the year was the collaboration with the Kimberly Aboriginal Medical Service, headspace National and other partners to co-host a Social and Emotional Wellbeing forum in Rubibi (Broome) on Yawuru Country. I would especially like to thank Dr Lilly Brown for her leadership as our inaugural Executive Director of First Nations Wellbeing and Engagement.

A core direction for headspace is to work towards one headspace for all Australian communities, and to strengthen our supports to young people no matter where they live, work and study. Online supports through the headspace website – Online Communities, eheadspace, Work and Study, regional telephone services and Telepsychiatry – are reaching more young Australians, and play an important role in headspace's responses to critical incidents, including natural disasters and the deaths by suicide of young people.



 **154**
sites operating
across Australia

This year, headspace delivered several successful campaigns targeting groups that headspace identifies as a priority. The ‘Strength in my Roots’ series highlighted the connection between cultural identity and mental health, and the different wellbeing needs of diverse communities. The ‘Out-Spoken’ series featured candid conversations between young people from the LGBTIQ+ community, discussing everything from allyship to being your authentic self. We also looked to upskill parents and carers through our new online program Partners in Parenting (PiP), making sure families have the confidence they need to support their young people’s wellbeing.

In November 2022, the headspace network came together at our first face-to-face headspace National Forum since before the pandemic. More than 1200 people from the headspace network took part in plenaries, workshops and networking opportunities, sharing knowledge, skills and ideas about youth mental health and wellbeing. The National forum followed seven State and Territory centre network workshops, which offered learning opportunities in key areas identified by the centre network. The headspace National team enjoyed a similar opportunity in May 2023 at the headspace National Summit, where the theme Past, Present, Future prompted us to consider the evolution of our organisation. Thank you to all who have contributed to headspace over the past 17 years.

These gatherings were a reminder of the interconnectedness of the headspace network. An organisation like ours depends on the support of countless stakeholders for success. Among those are our corporate partners, whose generosity allows us to continue building our essential services to give greater support to young people. Notably, in November, Funlab hosted their sixth annual Day of Fun in support of headspace. Between 2017 and 2022, Funlab has contributed more than \$840,000 to headspace – a very significant gift to young Australians.



A core direction for headspace is to work towards one headspace for all Australian communities, and to strengthen our supports to young people no matter where they live, work and study.

I also wish to thank our colleagues at Beyond Blue for contracting headspace to successfully deliver the Be You program, and NSW Health for increasing young people’s access to GP services, psychiatry and student clinical placements.

While there is a great deal of positivity and acknowledgement for what headspace is achieving through partnerships in community, it is important to recognise that there is a long way to go. We understand the need for a funding model review, that the governance of headspace is complex, and the workforce gap to cover the four core streams is widening – all at a time when there is a rise in the prevalence of mental ill-health amongst young people. One significant innovation over the past 12 months has been the headspace Early Career Program (ECP). Embedding new clinical educator roles in the network to support early career graduates and student placements is helping the ECP become the most effective community mental health workforce program in Australia.

headspace is proud to work in a sector that is dedicated to improving the health and wellbeing of individuals and communities. Thank you to the lead agencies, youth reference groups, consortium chairs, PHNs, research organisations, media companies, and governments who have listened to and amplified headspace messages.

Thank you also to the headspace Executive, Board Chair Ben Shields, Board Directors and Youth Advisors to the Board. It is a privilege to work at headspace.

Jason Trethowan

Chief Executive Officer
headspace

headspace in the community

In FY 2022-2023 headspace centres provided

403,362

occasions of service

154

sites operating across Australia

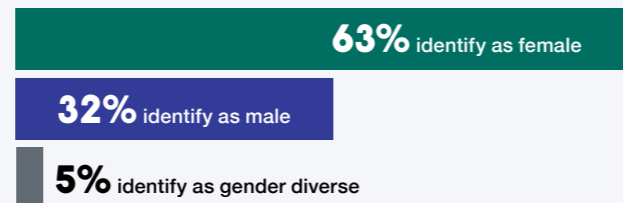
86%

of young people report being satisfied with headspace

Priority groups



Gender



early career program

102

graduates worked with headspace across Western Australia, Queensland, Victoria and Tasmania

274

student clinicians were placed across Western Australia, Queensland, Victoria and Tasmania

Clinical educators were employed in

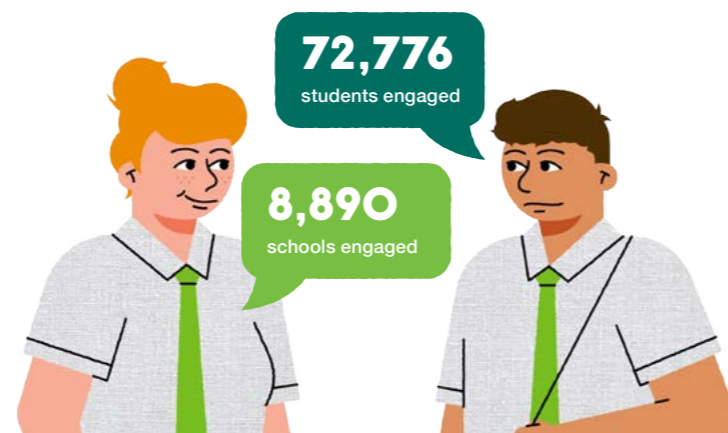
48 centres

Be You

31,629

educators supported in the Be You program

headspace schools



headspace digital services

website

7 million

visits to the headspace website

86% of young people reported being satisfied with headspace

Priority groups



headspace work and study online

2,197

young people

90%

of young people who used the service report being satisfied

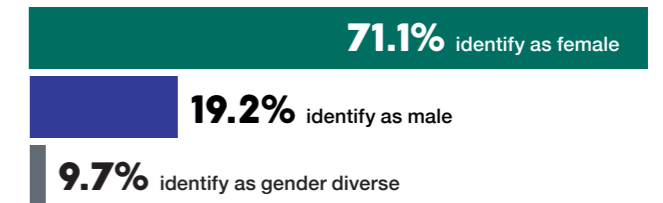
eheadspace

Online and phone counselling service eheadspace provided 37,631 services to

13,303

young people

Gender



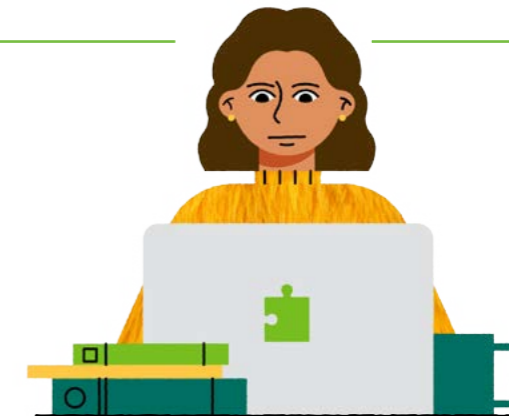
headspace career mentoring

128

young people worked with a career mentor

549

career mentoring sessions



online community events

61

online group chat sessions were led by professionals

153

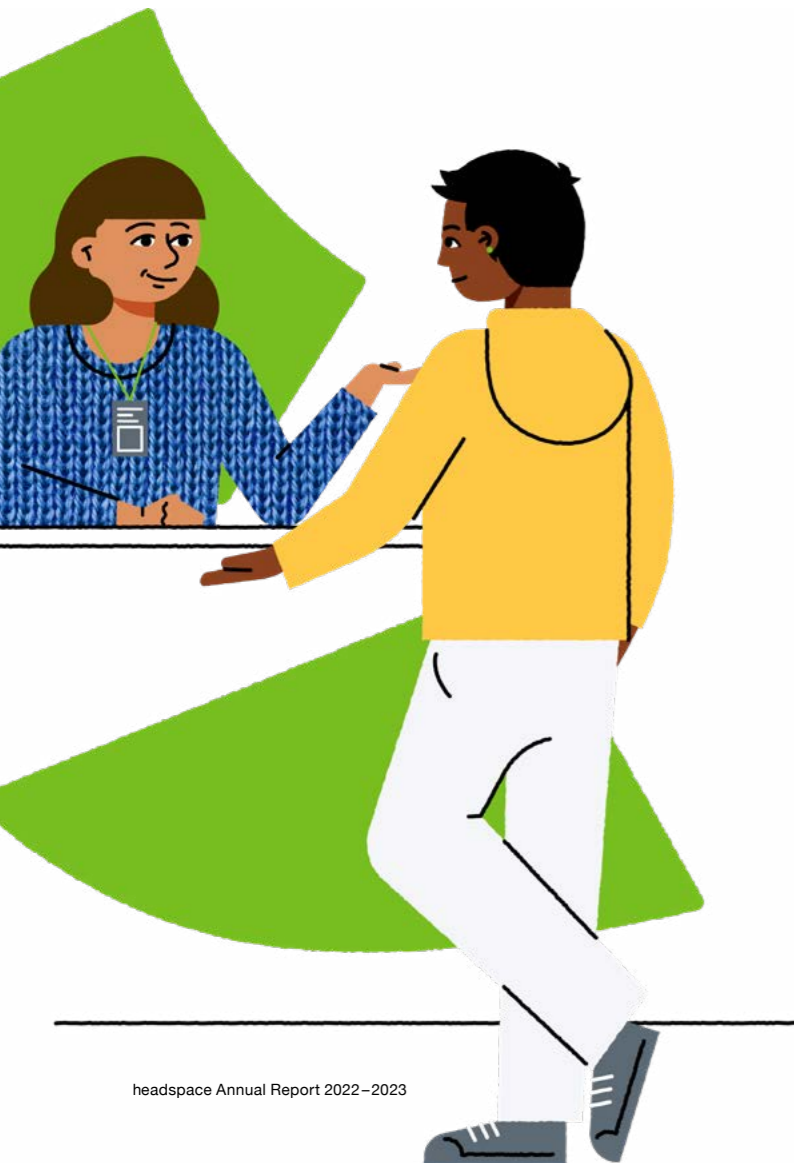
online peer support chat sessions were led by peer moderators

Online Community Events were attended

4,662

times

our vision is that all young people are supported to be mentally healthy and engaged in their communities



Each year, headspace provides early intervention mental health services to young people aged 12-25, their families and their friends. Since establishment in 2006, headspace has supported more than 867,000 young Australians, providing 6.7 million services to strengthen their wellbeing, manage mental health, get through challenging times and get back on track.

In 2022-23, headspace centres supported young people on 403,362 occasions.

The headspace model understands that adolescence and early adulthood are critical times in a young person's life, with research highlighting that more than 75% of mental health disorders begin before the age of 25.

Two in five young people have experienced a mental health disorder in the past 12 months.

We provide a holistic approach to supporting young people through four core areas: mental health, physical and sexual health, work and study support, and alcohol and other drugs.

headspace centres

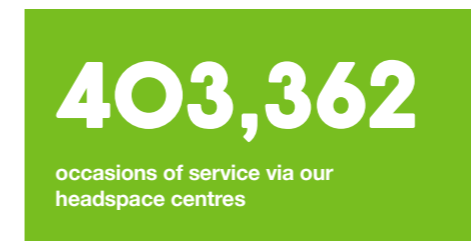
As at 30 June 2023, a national network of 154 headspace sites operates across metropolitan, regional and rural areas of Australia. This includes a range of satellites and outreach services, each tailored to the needs of the local community in which they operate.

headspace online services

eheadspace is our national online and phone counselling service available for young people seven days a week, every day of the year. eheadspace supports young people who might not be able to access a headspace centre or prefer to get help online. Providing a secure and anonymous place to talk to a professional or peer means many young people who wouldn't ordinarily seek help in person are getting support and access to tools to manage their mental health when they need it.

headspace Telepsychiatry

headspace Telepsychiatry provides young people aged 12 – 25, in eligible regional and rural areas, access to highly skilled psychiatrists via video consultations. These psychiatrists are experts in youth mental health and have experience working with young people from various backgrounds.



headspace Work and Study

headspace Work and Study offers support to young people aged 15 to 25 to plan a career, find employment or work towards further education. This is done in a highly accessible, confidential and youth friendly environment. headspace Work and Study includes one-on-one support with a career specialist. Programs on offer include Career Mentoring, Work and Study online and Work and Study support delivered through 50 headspace centres based on the Individual Placement Support model.

headspace Schools and Communities

headspace Schools and Communities supports, engages with and partners with Australian schools, communities, government agencies, universities, sports clubs and other organisations to build the mental health literacy and capacity of professionals working with children, young people and families. headspace Schools and Communities also responds when Australian communities experience disasters or crises. headspace Schools and Communities is the service delivery partner for Be You for all primary and secondary schools nationally.

headspace Early Psychosis

The headspace Early Psychosis program supports young people experiencing, or at risk of developing, psychosis.. The program is delivered at 14 headspace centres and focuses on early intervention and providing young people and their families with timely access to specialist support.

participation is core to everything we do

Participation at headspace National involves safely and meaningfully incorporating the voices of young people in the design, implementation and evaluation of our governance, strategy, policy, programs, and services.

Participation acknowledges that young people and their family are experts in their own lives and have the right to be actively involved in decisions that impact them. It plays an essential role in making sure that headspace stays relevant, delivers appropriate services, remains a trusted and respected provider, and continually improves the quality of services for young people and their family.

headspace Youth National Reference Group (hY NRG)

The headspace Youth National Reference Group (hY NRG) for 2022-23 has continued to play a critical role for headspace National to ensure we remain relevant and incorporate the views and experiences of young people at all levels of the organisation.

Alongside public facing roles such as emceeing the headspace Forum and featuring in media articles and content series, hY NRG members have played a critical role in decision making, such as advising the Executive and other governance committees. They participated in project working groups, online community chats, interview selection panels, and advised on organisational strategy and policy submissions. Importantly, hY NRG supported an inquiry into Participation, as well as projects to enhance participation of school-aged young people and develop a stream model within hY NRG.

We are especially grateful to this cohort of hY NRG who supported the organisation through the challenging years of the pandemic and helped us to adapt to the needs of young people around Australia.

AYAMH and Visible in 2022-23

The Australian Youth Advocates for Mental Health (AYAMH) are a group of young people from across Australia who have co-designed and now deliver Visible – a creative process and national online platform, bringing together artists and young people from diverse backgrounds to share powerful lived experience stories through art. Phase Two of Visible has engaged with communities, including Young Carers in Melbourne and young people with migrant and refugee backgrounds in Western Sydney. The next engagement is in development and will work with a regional First Nations community.



family and friends play a significant role in the lives of young people

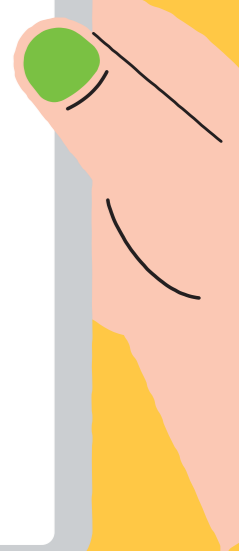
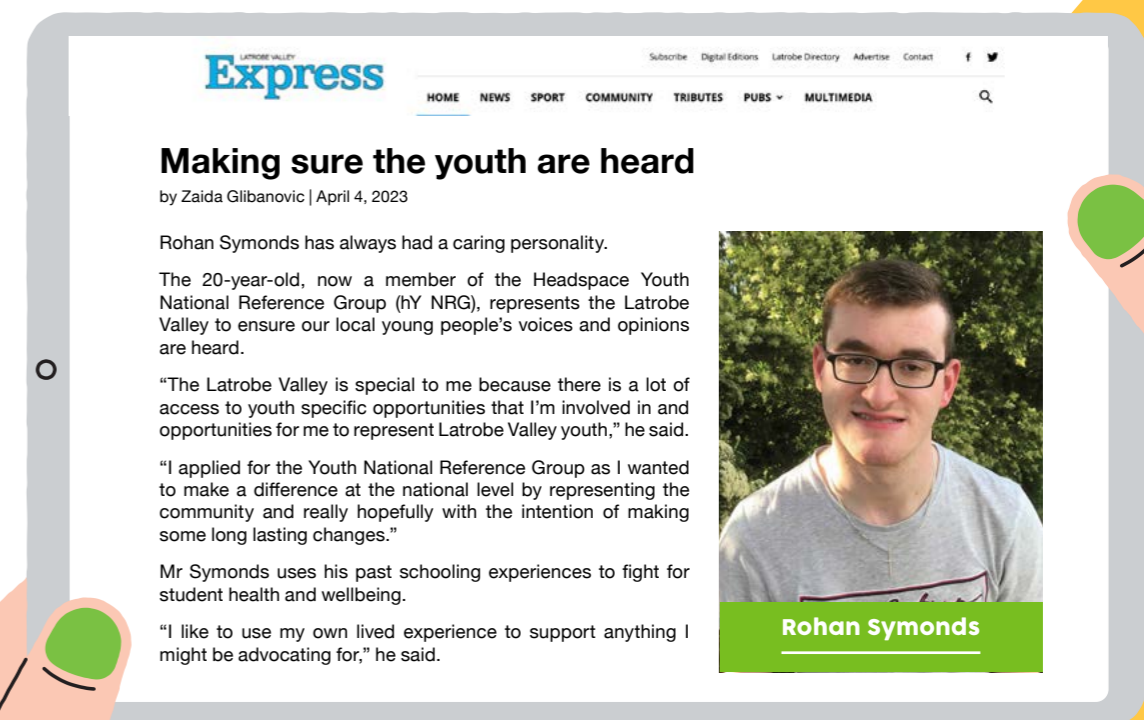
Family participation at headspace National

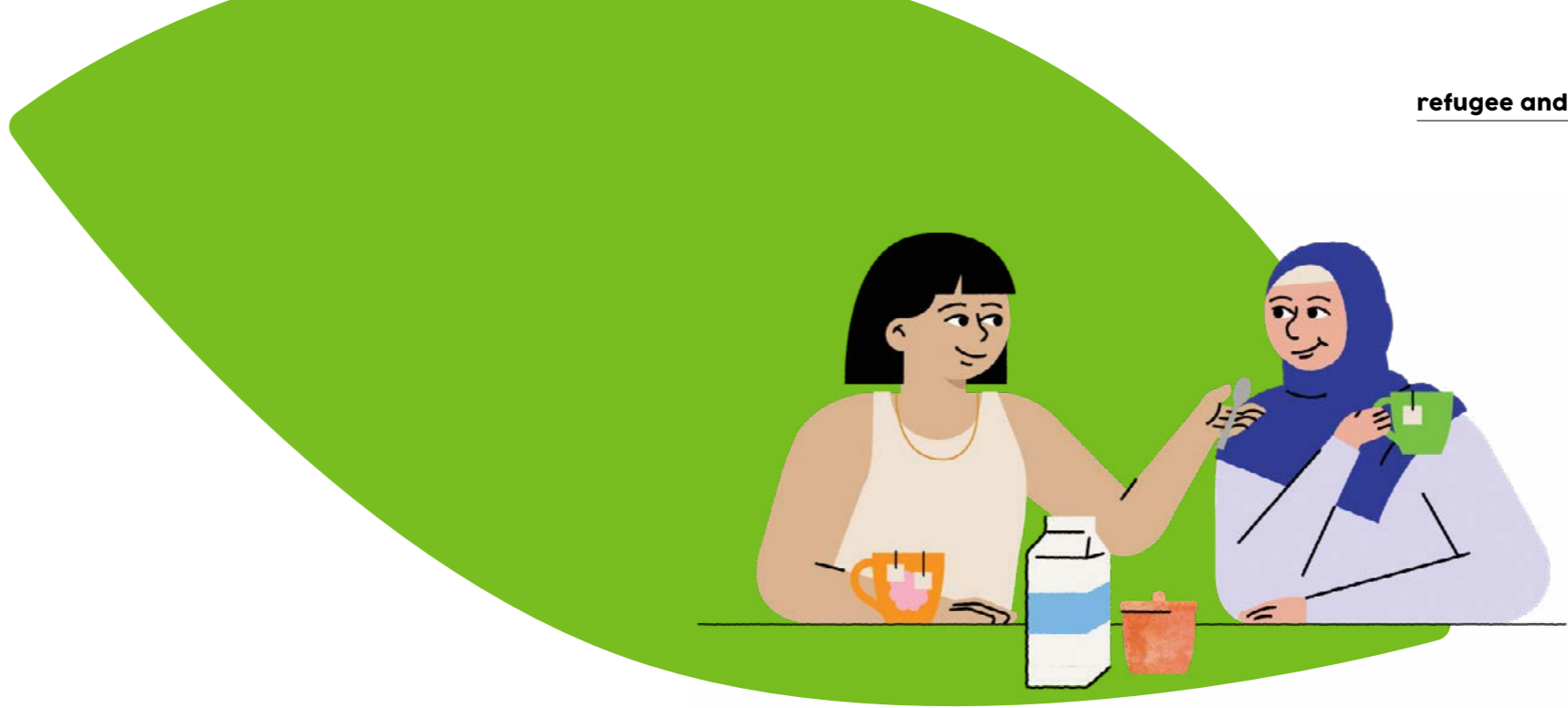
At headspace, family is defined uniquely by each young person. Family and other caregivers – whether by birth, choice or circumstance – plays an important role in a young person’s journey to better wellbeing. Members of the Family Reference Group at headspace National have lived experience of supporting a young person with mental health challenges. The Family Reference Group actively participates in the design, implementation and evaluation of our governance, strategy, policy, programs, and services.

The Family Reference Group contributions have included reviewing of website content, participation in the redesign of the orientation program for new staff, the Digital Mental Health Program Strategy, development of the Partners in Parenting program and representation on headspace National committees and advisory groups.

The Family Reference Group met in Melbourne for the headspace Forum and presented on Family Participation at a break-out session that was extremely well attended.

New resources have been developed to support family participation at headspace centres. The resources establish a strong rationale and practical steps for involving family in the improvement of headspace services.



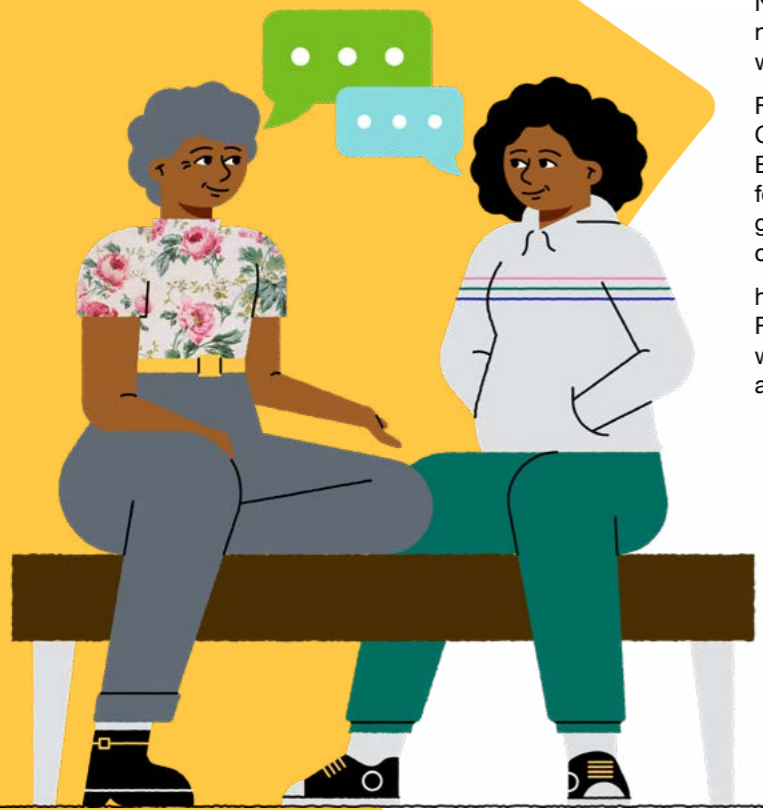


The headspace Family Strategy articulates a commitment to supporting families through resources, participation, practice support and development, raising awareness and services for families. It provides a blueprint for initiatives that recognise family as key to young people’s mental health.

There are a range of activities to build family inclusive practice across the headspace network. headspace National provides training and consultation to the centre network; building on the confidence and skill of clinicians who include family in the care of young people.

Family inclusive practice is standard training for Early Career Graduates working in headspace centres. Evaluation indicated that: 97 per cent of new graduates found the information relevant; 92 per cent said they gained knowledge from the session, and 97 per cent expect to apply the learnings in practice.

headspace National partnered with the Parenting Resource Centre, which produced new website content written for parents of young adults aged between 18 and 25. This has been a great addition to our website.



driving culturally responsive practice

headspace defines multicultural and multifaith young people broadly as first and second-generation migrants, international students, refugee young people and young people who identify as coming from a Culturally and Linguistically Diverse background.

Since its establishment in February 2022, the headspace Refugee and Migrant Practice Team (RMPT) has expanded to include three dedicated roles that support and drive culturally responsive practice at headspace.

Multicultural young people are underrepresented in Australia’s youth mental health services – including headspace – despite facing increased risk factors that can undermine mental health and wellbeing. Multicultural young people are identified as a priority group for headspace, which has made commitments in its most recent strategy to improve services for young people from refugee and migrant backgrounds. The RMPT has embarked on foundational work at headspace National to start addressing barriers to service access for this cohort of young people, and ensuring that headspace services are safe, effective and culturally responsive.

In 2022, the RMPT was involved in the development of Strength in My Roots – the first digital campaign by headspace National to explore the experiences of multicultural young people in Australia. The campaign reinforced that looking after your mental health and wellbeing can look different from one culture to another. The team supported campaign design, worked with the young people involved and developed online resources for multicultural young people to increase their awareness of the mental health system.

International students in Australia can face additional challenges when seeking support for mental health and headspace services have sometimes been unclear about whether these young people are eligible for support. The RMPT responded to a request from the Department of Health and Aged Care (DOHAC) to create a resource for headspace centres on providing free or low-cost services to international students. This resource also provides information on Overseas Student Health Cover (OSHC) and how headspace centres can use OSHC to support international students.

A number of headspace centres have requested support for clinicians and staff to improve their services’ culturally responsive practice. In 2022 headspace National partnered with the Centre for Multicultural Youth (CMY) and a group of young people from multicultural backgrounds to design a second phase of CMY’s Reverb program, for delivery in headspace services. Reverb addresses mental health in culturally diverse communities through workshops and consultations, which are delivered by multicultural young people with lived experience of mental health help seeking. headspace and CMY received grant funding of \$1.2 million from the Gandel Foundation to deliver the Reverb 2.0 project at headspace.

In the first half of 2023, the RMPT conducted in depth consultations with approximately 40 centres in the headspace network to gain a better understanding of our engagement with multicultural young people, their families and communities. The team is using insights from these consultations to help inform the development of a Multicultural Practice Strategy for headspace National, to be launched in 2024.

headspace centres are the foundation of the broader headspace platform

Financial year 2022-23 saw the establishment of eight new headspace services, including two satellites and three centres, and the upgrading of three satellites to centres.

- Upgrades from satellites to centres: Gympie (QLD), Lake Haven (NSW), Port Lincoln (SA)
- New centres in Kununurra (WA), Hedland (WA), Colac (VIC)
- New satellites in Corio (VIC, from headspace Geelong) and Palmerston (NT, from headspace Darwin)

This represents the 12th round of headspace services to have opened since headspace was established. Round 13 is due to be completed by the end of 2023 and rounds 14 and 15 are in active commissioning or establishment phase. Round 14 will include a total of eight new centres, while Round 15 will include six new services (three enhanced satellites and three new centres).

In addition, headspace Early Psychosis services are being commissioned in the ACT and Tasmania.



Embedding Cultural Practice and Safety in the headspace model

This year saw headspace undertake work with the Northern Territory PHN towards establishing First Nations-focused headspace services in Yulara and Mutitjulu from headspace Alice Springs. Work with Western New South Wales PHN to develop headspace outreach services from headspace Dubbo has also taken place. These headspace services are projected to commence in 2024.

State events

headspace National facilitated meetings with PHNs, lead agencies, Centre Managers and Clinical Leads across each state and territory. The meetings provided an opportunity for the network to connect with each other and with headspace National. A focus of these meetings was discussing the findings, and implementing the recommendations of the Embedding Cultural Practice and Safety Project Report.

PHN orientation to headspace

Orientation sessions for new PHN staff were introduced in November 2022 and continue monthly. A total of six sessions were held between November 2022 and June 2023, attracting 84 attendees from 20 PHNs. Feedback has been positive and sessions have been expanded to include new staff at headspace lead agencies. Staff from eight lead agencies have already participated.

National Mental Health and Suicide Prevention Agreement

The National Mental Health and Suicide Prevention Agreement (the Agreement) is an agreement between the Commonwealth, State and Territory governments which came into effect in March 2022. Commitments under the Agreement are now rolling out to the network. This includes the provision of Enhancement Funding which will support headspace services to operate under new increased minimum funding floors and the improved integration of state/territory tertiary services and headspace.

Golden Plains Times

Reference group for better head space

by Edwina Williams - April 28th, 2023

This June, mental health advocate Holly Ellis will wrap up her tenure on the headspace Youth National Reference Group.

Over the last 18 months, Ms Ellis and her peers have aimed to make headspace more accessible and welcoming to young people across Australia.

“On a national level, we consort with headspace staff about how to best represent headspace,” she said. “There are a lot of elements to the group, like some of us do more media stuff, and others, like me, do more clinical reference work, looking over documents for clinical purposes on the website.”

She said she encourages other young local people, aged 16 to 25, to apply to join the group if they have been in touch with any mental health services in the last 12 months, have a passion for mental health, and improving the lives of others.

“Knowing I can make a difference to young people’s lives in their helpseeking journey, and maybe make it easier, is great,” she said.



bringing our network together



The headspace Forum brings together more than 1200 people from the organisations that make up the headspace network. The Forum is designed to facilitate connections, share knowledge, ideas, and solutions to improve services for young people. This event is co-designed with representatives across our network including young people and the family that support them.

The theme for headspace Forum 2022 was Opportunity Knocks, which was an acknowledgement of the challenges our communities faced over the past few years, and the learnings gained over this time.

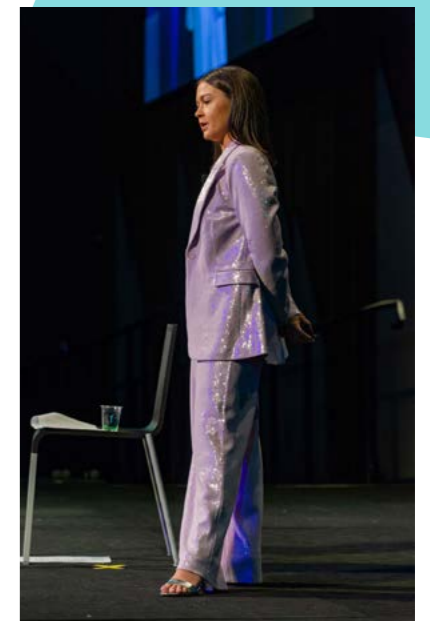
The two-day event combined a plenary program emceed by young people with lived experience of mental ill-health, as well as members of the headspace National Family Reference Group.



The plenary program featured a keynote presentation from young conservationists Daniel and William Clarke – an inspirational example of the power that young people possess. Victorian Commissioner for LGBTIQ+ Communities Todd Fernando shared his story of breaking down barriers and the importance of understanding the intersections of identities within the LGBTIQ+ community. Athlete Samantha Gash was also invited to share her experiences as a young person taking the path less travelled and the value of rest, recovery, and connecting into purpose.

Dr Lilly Brown and Michelle Webb moderated panel *Blackfellas aren't broken; we know how to do this!*, with panellists Aunty Cheryl Taylor, Jacob Corpus Smith, Kaisha Champion and Stacey Le Blanc. The discussion explored the significance of First Nations voices in providing culturally safe care for First Nations young people.

A breakout program of 36 presentations from across the headspace Network shared best practice examples of clinical and non-clinical initiatives that are improving the lives of young people across Australia.



reflecting on the past, building the future

This year, the headspace National team came together to reflect on the development and growth of headspace from its founding, and consider its next steps into the future.

The theme of the headspace National Summit was Past, Present, Future and provided our people with a shared understanding of where headspace came from, facilitated space for reflection on our present work and explored how we can collaborate to provide even greater support to young people and their communities.



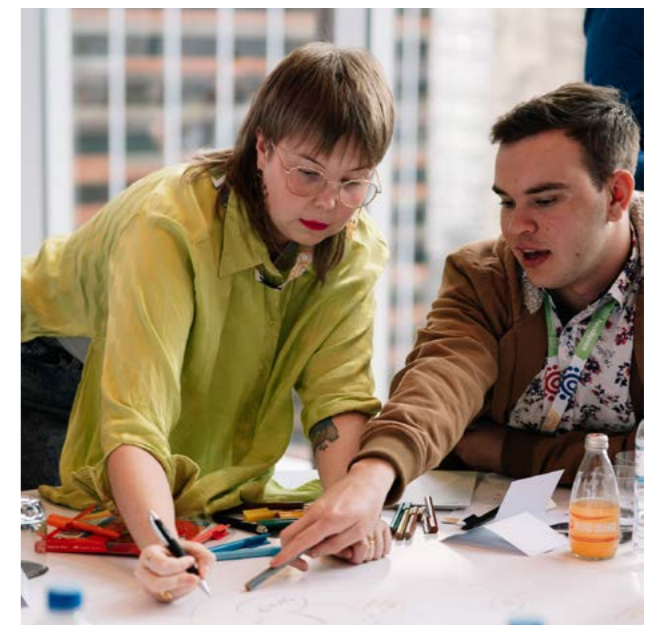
headspace
National Summit

past, present, future



Highlights of the two-day Summit included:

- A panel featuring former Senator Lyn Allison, headspace Chief Scientific Advisor Professor Debra Rickwood, headspace CEO Jason Trethowan and headspace's inaugural CEO, Chris Tanti. The panel shared insights into the founding and early years of headspace, beginning with the National Inquiry into Human Rights of People with Mental Illness in 1993, and the subsequent tender for what later became headspace as we know it.
- Our partnership with Bunjilwarra Koori Youth Alcohol and Drug Healing Service to commission young artists to create a First Nations work of art that exemplified the past, present and future, based on their own lived experience.
- A cross-division workshop using hypothetical scenarios based in community to grow our understanding of the impact that all parts of headspace make on community - and consider what opportunities exist for further collaboration.
- headspace CEO Jason Trethowan's keynote address about the organisation's commitment to a future of inclusion, optimism, collaboration and modernisation.



offering digital services that best support young people

The headspace account

A key element of the headspace online experience is the headspace account. By creating an account, young people and family have the ability to create a profile that personalises their help seeking experience. The account also provides access to digital help-seeking via services like eheadspace, Online Communities and Work and Study. This includes specific resource and service suggestions based on information provided. This functionality provides a foundation on which more meaningful partnership and integration with headspace centres can occur. In 2022-23, an important functionality called myjourney was launched. The myjourney enhancement enables young people and their family to view all interactions they've had with different headspace services.

20,925

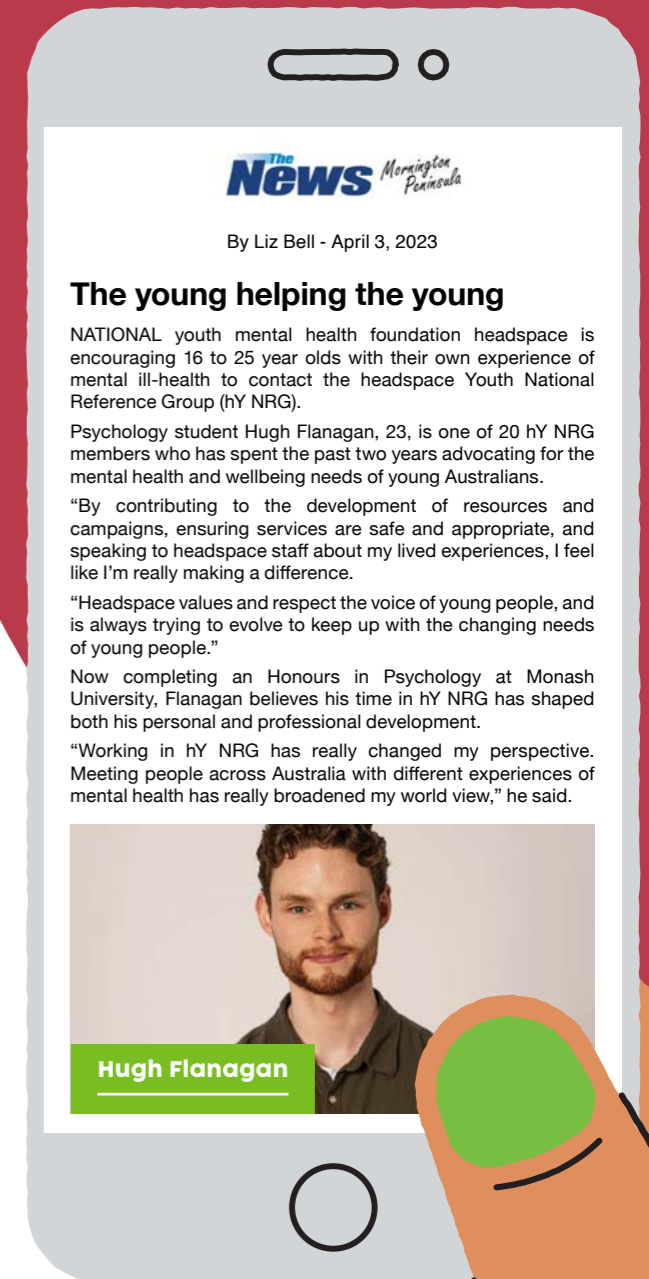
young people received online and phone counselling support from headspace



The Regional Phone Counselling Service

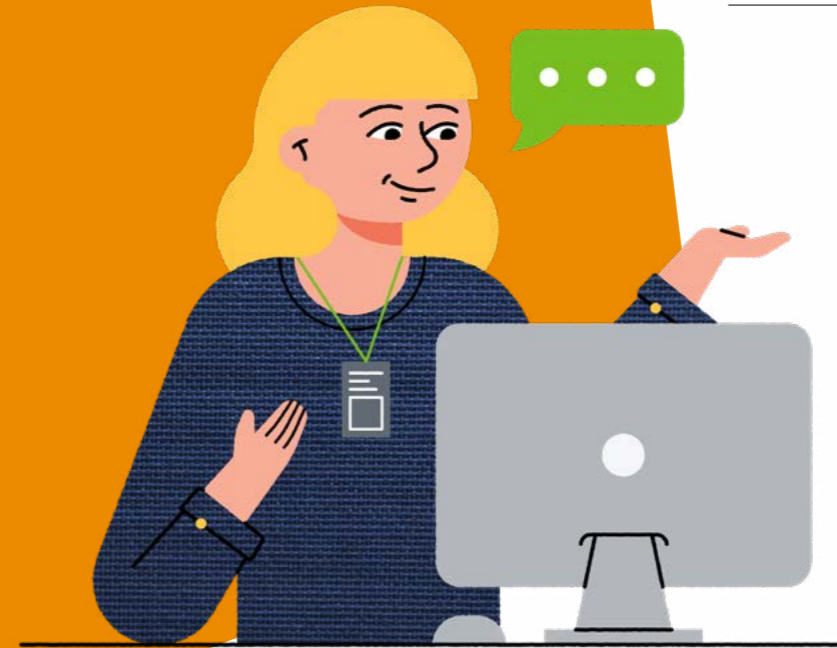
The Regional Phone Counselling Service saw another year of program expansion and high-quality service delivery, expanding into New South Wales to support flood-impacted communities. The service helps to address many critical gaps in the health and education system. Firstly, the service is embedded within regional schools, removing barriers and enabling much easier pathways to care for young people. Secondly, the service helps to address significant challenges that regional areas have in attracting and retaining a highly qualified and skilled workforce – by employing them centrally at headspace and embedding them within regional schools via telephone and video support. Thirdly, the service is available in communities that are more than 50 kilometres from an existing headspace centre. This helps to address critical challenges in promoting equity of access to quality care across all communities. The opportunity for these programs to be scaled up quickly within disaster-impacted communities in partnership with the headspace Schools and Communities division adds an important layer of support to communities in need.

The service is currently offered in Victoria and New South Wales as a part of packages in those states targeted at enhancing mental health supports to young people in regional and remote communities. Overall, 92 per cent of referrers were somewhat or extremely satisfied with the service, with the majority finding it easy to use, and 96 per cent agreed that the program helped young people access support that wouldn't otherwise be available to them.



headspace Connect

headspace Connect is a proof-of-concept program that is demonstrating the ability for headspace National to partner with headspace centres particularly impacted by high wait times for care. The program is integrated into headspace centres with service provision via telephone and video support, providing tailored and holistic person-centred services. The program is currently being offered in select centres in New South Wales and Queensland. Outcome data shows that the service successfully enhances timely access to care and positively impacts the wait times at participating centres. Young people experience significant clinical improvements and improved quality of life and functioning. Upon completion of their episode of care, 76 per cent of young people strongly agreed that they were satisfied with their care, and three-quarters reported their outcome expectations had been met. headspace Connect is accessible for harder to reach young people, particularly young men and First Nations young people.



eheadspace

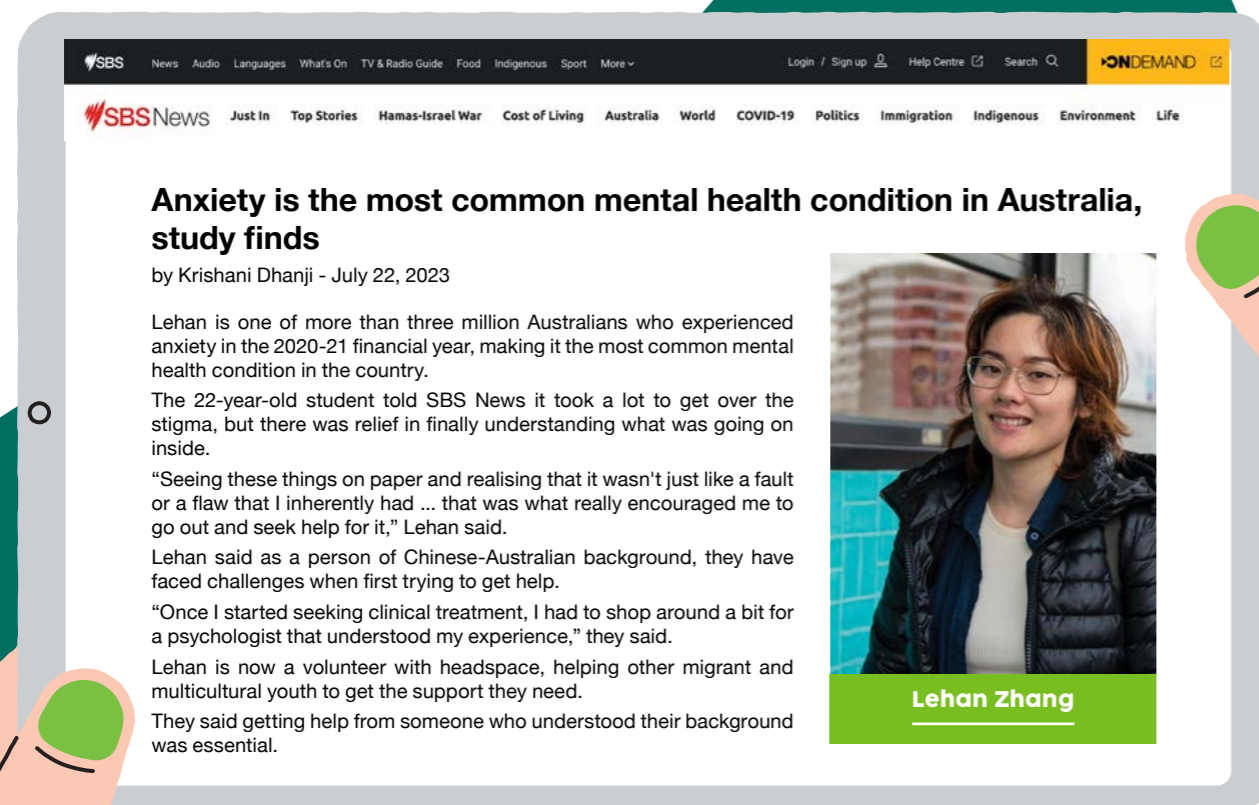
Throughout 2022-23, eheadspace has invested significant time and resources into preparing for the launch of the Partners in Parenting (PiP) program. PiP is delivered in partnership with Monash University, which developed and evaluated the program over many years. PiP will enable any adult carer of a young person, 12-18 years, to access an evidence-based self-guided parenting support program designed to help build their skills and confidence to support their teenager's mental health and wellbeing. The parenting strategies covered are based on research and expert consensus on modifiable parenting factors that are associated with mood and anxiety disorders in adolescents.

PiP is accessible via the headspace website, and offers up to 10 interactive online modules on topics related to parenting and teen mental health, which can be completed at the user's own pace. The modules take between 15 and 25 minutes each. Each module covers a specific topic related to parenting teenagers and supporting their mental health. Modules include educational information, interactive activities, reflection questions, videos, quizzes, and a goal-setting exercise at the end of each module to help adult carers put what they have learned into practice.

Online Communities

Online Communities provides safe, supportive and meaningful ways for young people and their family to connect with their peers in real-time – on topics that are important to them. Peer Group Chats run Monday to Thursday and are led by our Online Peer Support workforce who create a welcoming and inclusive space for connection through the sharing of lived experience.

Our Peer Group Chats are moderated and anonymous and give young people and those supporting them a mechanism to connect with others who may have experienced similar challenges. All participants help build the community and create a welcoming space for exchanging advice, stories and reflections, helping to foster strong connections which is an established aspect of mental wellbeing.



153

Online Peer Group Chats were run by Online Communities Peer Support Moderators

61

Professional Group Chats were led by our clinical and specialist workforce

4662

The number of times Online Community events were attended

supporting young people with their employment, study and mental health

Centre data continues to demonstrate the impact of disengagement with employment and study on the mental health and wellbeing of young people. As the cost-of-living increases, more young people are seeking help from headspace services, including headspace Work and Study services.

In the past year, there was considerable growth in the number of young people accessing both our online and in-centre Work and Study services. March was a month dedicated to driving public awareness of headspace’s suite of Work and Study services, via the media, local community activities and national marketing activities. As a result of the economic circumstances and our ongoing promotion of the service, a total of 5,086 young people accessed headspace Work and Study in 2022-23 - an increase of 30 per cent on last year.

Work and Study Online

Work and Study Online, a unique model of clinically integrated employment and education support for young people aged 15 to 25, has continued to grow as well. In its third year of program expansion, our vocational specialists and team of clinicians have supported 2,122 young people from around Australia.

The service is an important partner to both headspace centres and their communities, which have limited employment and education support services for their young people. This ensures young Australians can access both mental health support and work/study support, no matter where they live. Young people are also able to access a range of work and study-related resources, activities and communities through the headspace account.

71%

of young people agreed the service reduced the impact of their mental health and wellbeing difficulties on their work and study goals

92%

of young people agreed it was beneficial to have mental health support and work and study support from the same service

86%

of young people would recommend the service

Work and Study Centre Support

Individual Placement and Support (IPS) integrates in-person vocational and clinical support in 50 headspace centres. The Department of Social Services (DSS) has engaged headspace National as the Program Management provider, supporting centres to provide consistent and quality program delivery. Drawing on an evidence-based model of vocational support, more than 100 Vocational Specialists deliver tailored, holistic and strength-based vocational support to young people. Support is individualised and time unlimited, based on the preferences and choices of the young person. In the last year, 2,836 young people received work and study support through headspace centres, with 71 per cent indicating a positive work or study outcome when they exited the program. Of these, more than half indicated that gaining new employment was their main takeaway from the program.

DSS also funded six headspace centres to engage a Vocational Peer Worker to work alongside Vocational Specialists, providing support to young people through the lens of lived experience.

Mentoring

headspace Career Mentoring is an online service where young people, aged 18 to 25, are matched with trained career mentors for up to six months. The program is designed to help young people develop knowledge and confidence in their early careers, navigate the world of work and reach their employment goals. In 2022-23, 128 young people were supported through the program, with 55 per cent of participants securing new employment, 85 per cent feeling more optimistic about their future career and 84 per cent feeling more confident to commence employment.

The program trained 45 additional volunteer mentors, who increased their knowledge of the challenges that young people face in finding and maintaining work.



supporting mental health literacy in school communities and beyond

Be You

Be You is pleased to have secured a new, four-year contract which commenced July 2023. This new contract timeframe will enable the Be You workforce and the schools they support to deepen engagement and really embed a whole-of-school approach. Currently, 7,393 primary and secondary schools are engaged with Be You. That's about 70 per cent of all Australian schools.

During the 2021-23 contract, Be You received 605 notifications of critical incidents, including suicides, in schools and their communities. Unfortunately, there has been an increase in instances of support required for primary school communities, highlighting the need for more resources focussing on younger children affected by critical incidents.

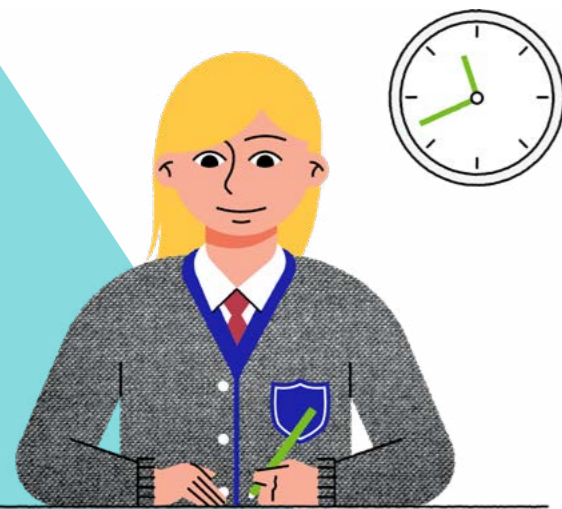
31,629

educators supported in the Be You program

The prolonged effects of COVID and natural disasters on the education sector have been very apparent, with educator fatigue and dysregulation of students being highlighted consistently as a key issue within schools. As a result, Be You has focussed on making its resources and delivery better meet the needs of time-poor educators. Despite this, we have seen an extraordinary increase in numbers of educators attending events, with top-trending topics for schools being staff wellbeing for leaders and supporting student school refusal. At the end of the 2021-23 contract, Be You delivered 463 events to 10,624 educators.

The responsiveness of our content, sessions and events, and implementation support strategies has allowed us to recruit new schools, deepen engagement within learning communities, and has demonstrated our commitment to continually adapting to the ever-changing needs of educators and the wider education sector.

Our commitment to our own workforce has seen the development and implementation of a Be You staff capability framework. Upgrades to our learning management system regarding orientation and induction have been made, while leadership training and a psychometric testing pilot for recruitment are other examples of investment in Be You workers.



improving access for regional communities

In November 2022, headspace Telepsychiatry successfully reintroduced the 50 per cent MBS rural loading to psychiatrists after it was ceased under the former federal government. The headspace National Board and Executive had supported the use of fundraising to provide for the shortfall over that period, enabling headspace Telepsychiatry to retain and increase its number of full-time equivalent psychiatrists. Because of this agility, 943 young people in rural and remote Australia were able to access primary consultations.

headspace Telepsychiatry has increased its provision and support to clinicians working in rural and remote Australia with additional contracts covering Victoria, South Australia, New South Wales, Northern Territory and Queensland. Accessing psychiatrists to facilitate clinical case review has improved clinician confidence in supporting young people who present with complex mental health needs.

NSW Recovery funding now supports 10 headspace centres in the state to access primary and secondary consultations provided by our psychiatrists. General Practitioners at headspace centres have expressed their appreciation for being able to access psychiatrists for the assessment and management of the young people presenting to them with complex mental health needs, as well as for the time allocated to clinical case review.

1,368

primary consults attended by young people

supporting young people experiencing psychosis

In August 2022, the headspace Early Psychosis (hEP) team attended the Australian Early Psychosis Program Forum in Adelaide and facilitated a workshop titled *Planning for the next 3 years...how we can get the most out of the data*. The workshop brought together headspace Early Psychosis staff and Orygen staff, as well as lead agency and PHN representatives.

The hEP team were also proud to participate in the headspace Forum which was an opportunity to focus on the headspace Early Psychosis data and the clinical utility opportunities that exist for clinicians and young people.

- The past year has also seen the development and release of new reports, including:
 - hEP REMIT Report
 - hEP REMIT Report Cluster Comparison
 - hEP Young Person Detailed Report
 - hEP Outcomes Report
 - hEP Data Manager's Report
 - hEP Compliance Summary Report
- Review of Early Psychosis Minimum Data Set and consultation with Early Psychosis network.

The Early Psychosis team have worked closely this past year with PHNs in both the ACT and Tasmania to scope the Early Psychosis program into these communities. The headspace Early Psychosis services will be integrated into headspace Canberra, headspace Launceston and headspace Eastern Shore.

Another milestone in 2022-23 included the first annual Minimum Data Set update, undertaken in consultation with the hEP network.



71%

of young people in the Early Psychosis program improved significantly

building a sustainable workforce



"Working within this space and receiving positive feedback from colleagues and clients has confirmed my desire to work within youth mental health. I felt excited to come to work and left feeling energised and fulfilled. I could absolutely see myself within this role for employment."

- student clinician

headspace services and the wider youth mental health sector face challenges recruiting and retaining the workforce they need to support young people, especially in rural and remote locations. That's why headspace is delivering initiatives to expand the capacity and capability of the youth mental health workforce.

Early Career Program (ECP)

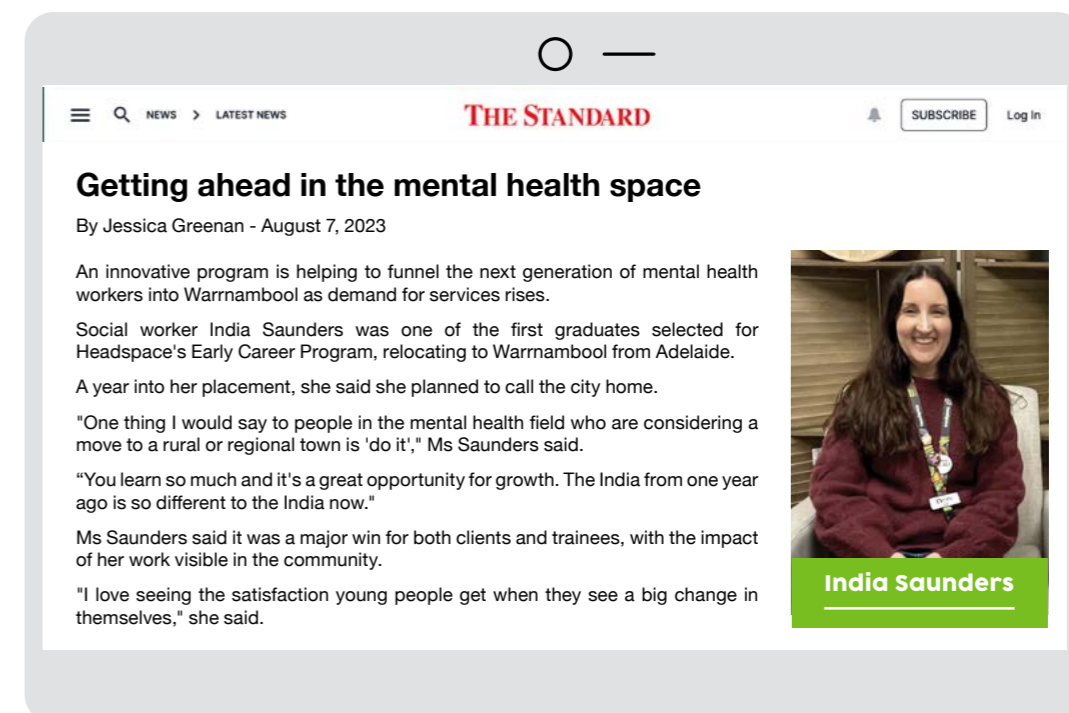
The Early Career Program boosts service capacity to better meet the needs of young people, by enabling students and new Occupational Therapy, Psychology and Social Work graduates to deliver services in headspace centres, while being supported by local clinical educators. At the same time, the ECP develops students and graduates through clinical experience and education to build a future workforce pipeline that meets the mental health needs of young people.

From the commencement of ECP in March 2022 to 31 May 2023, the program has delivered:

- 102 graduates seconded to work in headspace centres, and 402 students on clinical placement in headspace services;
- Half of all graduates in 2023 placed into regional and remote areas;
- 24,044 occasions of service to 11,027 young people, and
- 52 per cent of graduates placed in regional and remote areas in 2023.

Overall, 95 per cent of graduates and 89 per cent of students have reported their intention to seek ongoing employment in the youth mental health sector.

- Graduates have completed a total of more than 553 hours' worth of education, in the form of online and live learning, seminars and Discipline Communities.



New South Wales Recovery Program

The NSW COVID-19 Recovery Program (NSWR) aims to improve workforce capacity within headspace centres and provide additional occasions of service (OoS) to young people. These outcomes are being achieved through clinical student placements, as well as GP and psychiatrist recruitment and retention initiatives. The program has been expanded to include a Pilot Graduate Program, with three graduates having commenced in 2023.

From the commencement of the NSWR program in April 2022 to 30 June 2023, the program has delivered:

- 29 Clinical Educators (total 12.5 FTE) working across 34 headspace centres;
- 197 students on clinical placements in headspace centres and three graduates seconded to work in headspace centres;
- 27 centres with newly recruited GPs or increased GP hours (total 13.0 FTE);

- eight psychiatrists engaged (total 1.5 FTE), providing increasing access to psychiatry across 18 headspace centres (including two psychiatrists (total 0.2 FTE) engaged through headspace Telepsychiatry), and
- 22,580 occasions of service (OoS):
 - 14,295 OoS delivered by students
 - 493 OoS delivered by graduates
 - 6,929 OoS delivered by GPs and related service providers
 - 863 OoS delivered by psychiatrists.

Other activities delivered by the NSWR program include:

- coordinated training opportunities for clinical educators, including Board Approved Supervisor training and Advanced Supervision training;
- a Community of Practice for NSW headspace psychiatrists, in collaboration with the NSW branch of the Royal Australian and New Zealand College of Psychiatrists, and
- a targeted GP recruitment campaign designed and delivered in collaboration with the headspace National GP Program.



GP Program

The headspace National GP Program exists to support the headspace GP network, centres, and community GP workforce to build capacity and capability to provide young people access to timely, appropriate and evidence-based GP services.

Over the past year, the team has continued its business as usual activities, including:

- providing a platform for headspace GPs to connect through the GP Community of Practice;
- consulting the GP Voice group to provide an up-to-date understanding of GP activities in centres and inform the work of the GP Program;
- consulting with the GP Workforce Working Group (which includes GPs, Centre Managers, Practice Managers, lead agency representatives and PHN representatives) to discuss GP concerns and set the direction of GP program activities;
- providing headspace GPs Secondary Consultations with psychiatrists from headspace Telepsychiatry;
- pairing new headspace GPs with experienced headspace GPs through the GP peer mentoring program;
- continuing to support GP recruitment and retention across the network; and
- ongoing advocacy to improve conditions for GPs in headspace centres.

The team has also undertaken work on multiple projects over the past 12 months including:

- implementation of the sub-section 19(2) exemption for GPs in eligible headspace centres;
- continuing to support General Practitioner Registrars to train at headspace to build the GP workforce through the GP Registrar Program; and
- coordination of the headspace National submission to the Senate Inquiry into barriers to consistent, timely and best practice assessment of attention deficit hyperactivity disorder (ADHD) and support services for people with ADHD.

Peer Support

The peer support workforce at headspace is made up of young people in paid positions that require lived experience as an essential part of the role.

The peer work program exists to support headspace services to plan for, implement and support a growing peer workforce.

Key achievements include:

- the development of *Essentials in peer work*, comprising 13 online modules on foundational topics for peer work. Modules are designed to provide peer workers with the skills to deliver peer work safely and effectively for themselves and the young people they are working with.
- *The headspace peer work guidelines* intended to provide the headspace workforce with a shared understanding of the benefits, principles and challenges of peer work. In addition, it presents a high-level overview of what peer work looks like in practice and what is needed to successfully integrate peer workers into the headspace service team.
- *The headspace peer work support and supervision guidelines* outlining the Peer Work Support and Supervision Framework at headspace and how supervision can be specifically operationalised for Peer Workers. This Guideline also details the additional supports available to Peer Workers, including Line Management and Peer-to-Peer Support.
- *The headspace Essentials in peer work training handbook* intended to provide practical support, recommendations and guidance on how to support Peer Workers through the essentials in peer work training.
- Launching the headspace peer work community of practice which aims to connect peer workers from across the headspace network and allow for an opportunity to share knowledge, experiences and challenges in peer work.

The Border Mail

Shaun Hession helping Albury-Wodonga youth thanks to new headspace career program

by Jodie O'Sullivan - August 17, 2023

Headspace Albury-Wodonga is one of the first centres in the country to welcome a graduate from a new program to help fast-track young people's access to help in regional and rural areas.

Albury-Wodonga local Shaun Hession, a graduate social worker in his second year of the program, knew for a long time that he wanted to work for headspace.

Mr Hession believes being a local gives him a great insight into what young people on the Border are experiencing.

"Growing up in this area, I can relate to what the young people are going through," he says.

When the opportunity to apply for the program came up, Mr Hession was on to it immediately.

"The program gave me an opportunity to get my foot in the door and begin my professional career," he explains.

"I get supervision from my colleagues, who lend their expertise".



Shaun Hession

our commitment to cultural practice

headspace National First Nations Strategy 2023-24

Across 2022-23 the First Nations Wellbeing and Engagement (FNWE) division wrapped up consultation on and finalised the inaugural headspace First Nations Strategy 2023-24. The Strategy replaces our Innovate Reconciliation Action Plan 2019-21 and marks a bold move in our reconciliation journey towards an approach that is First Nations-led, informed, and governed. This approach is strengthened by the commitment of non-Indigenous allies.

The Strategy goals and priorities are informed by evidence and recommendations from the *Embedding Cultural Safety and Practice Project Report* and the *Evaluation of the headspace National Program Report*. It also aligns with the four Priority Reform Areas of the *National Agreement on Closing the Gap*.

Beyond the goals, priorities, and priority actions, a core focus of this Strategy is to provide a platform to rebuild connections and strengthen those that already exist, learn from one another and ensure alignment in how we work. The administrative and governance functions of the Strategy will be a work in progress, with 2023-24 a period of testing and strengthening to ensure we get the process right.



First Nations Cultural Governance Committee

Last October, the headspace Board endorsed the establishment of a First Nations Cultural Governance Board Committee (FNCGC). Its membership comprises the First Nations identified member of the headspace Board (Chair); First Nations young people, and First Nations external members. Its purpose is to provide:

- informed and expert advice to the Board on embedding cultural safety and model innovation to meet the needs of First Nations communities;
- First Nations leadership and diverse representation regarding headspace service delivery to First Nations young people, families, and communities;
- guidance on culturally governed processes and protocols, particularly in the establishment of relationships; and
- a commitment to engaging with young people, family and community.

The next year will see the appointment of inaugural FNCGC members and quarterly meetings scheduled.

Aboriginal and Torres Strait Islander Advisory Group

The work of the FNWE division over 2022-23 has been guided by the Aboriginal and Torres Strait Islander Advisory Group (ATAG). Made up of ten members including Elders, young people and centre staff, ATAG enables the FNWE teams to be advised and guided by First Nations expertise, lived experience and knowledge at a critical moment of substantial organisational change in the First Nations space.

In November 2022, the group met to review the purpose and scope of ATAG. It was agreed the group would transition to a First Nations Youth Advisory Council in 2023-24 aligned to the FNCGC and the newly developed stream model within hY NRG.

Embedding Cultural Practice and Safety in the headspace Model working group

The Embedding Cultural Practice and Safety in the headspace Model working group was established during 2022-23. It consists of cross-divisional representatives from headspace National who will support implementation of the recommendations from the *Embedding Cultural Practice and Safety report* and the *National Agreement on Closing the Gap*. The working group provides advice and recommendations to the headspace Model Integrity Framework Reference Group, in relation to the following objectives:

- Evolution of the headspace model for First Nations young people
- Building the cultural capacity of the headspace network

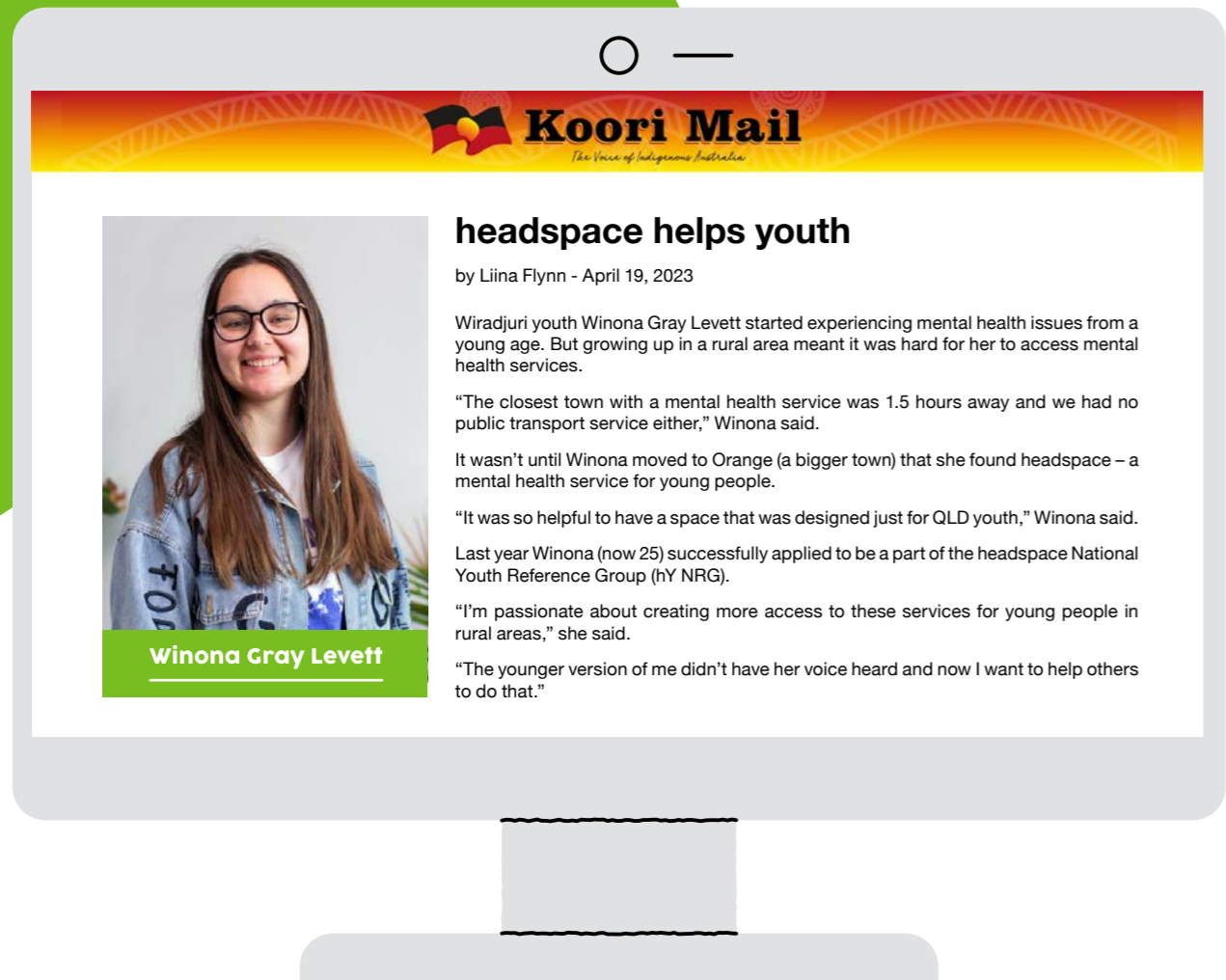
Another key deliverable of the working group is to inform the licensing and implementation of a First Nations headspace service model.

National Agreement on Closing the Gap

Emerging from conversations in 2022-23 with Coalition of Peaks and the National Aboriginal Community Controlled Health Organisation was the question: What is headspace doing to align with the National Agreement on Closing the Gap?

As a result, headspace committed to demonstrating what the *National Agreement on Closing the Gap* looks like from the perspective of a mainstream health organisation with a focus on Outcome 14: Aboriginal and Torres Strait Islander people enjoy high levels of social and emotional wellbeing.

The next step required for headspace is to build transparent accountability mechanisms to ensure progress is measurable, and to build relationships based on trust to ensure meaningful partnerships and good outcomes for First Nations young people and their families.



Mapping Diversity and Inclusion Project

The Mapping Diversity & Inclusion project kicked off in late 2022. It has its roots in the headspace *Embedding Cultural Practice and Safety Project report*. The Project aims to create a survey tool that can pulse check the diversity of staff at headspace National, including Indigeneity, ethnicity, race, gender, age, disability, sexuality, religion, and class, with the aim of better understanding how these structures of power operate within the organisation. The survey will go live in 2023-24 with an accompanying report of the findings to be delivered in the same period.

Cultural Supervision Pilot Program

The Cultural Supervision Pilot Program was a key recommendation from the *Embedding Cultural Practice and Safety Project Report* to support the delivery of cultural supervision for non-Indigenous psychologists, social workers, allied health professionals and other clinicians across the headspace network and centres. A project manager was recruited to oversee the project.

Following a two-day workshop with First Nations headspace staff, a headspace Cultural Supervision Framework has been developed by Cox Inall Ridgeway and the project is currently recruiting for Supervisors and Supervisees, ready for the first round of cultural supervision across 2023-24.

First Nations Community Connections

The first editions of the First Nations Community Connections (FNCC) implementation plan, practice guide, workbook and evaluation plan were finalised during 2022-23. Consultations were conducted across seven centres. An expression of interest process will be undertaken with a select group of centres during September 2023 with implementation occurring over the 2023-24 financial year.

Aboriginal and Torres Strait Islander Staff Network

The Aboriginal and Torres Strait Islander Staff Network (ATSN) brings together First Nations staff working across headspace National and the centre network. The Network provides cultural and professional support, collaboration, and networking opportunities. The annual ATSN event was held in Melbourne during the week of the 2022 headspace Forum. It was the largest turnout of ATSN members to-date. An additional day was added onto the Forum to discuss with the Network how they could be best supported in the lead up to Invasion Day. This conversation resulted in the continuation of the Healing and Wellbeing Grants.

Invasion Day Healing and Wellbeing Grants

This year, 81 headspace centres were awarded Invasion Day Healing and Wellbeing Grants. This is the highest volume of applications to date with a total of \$160,050 granted to centres. Funds were utilised in a variety of ways such as commemorating NAIDOC Week, engaging in cultural practices like Smoking Ceremonies and facilitating Yarning Circles. Numerous centres reported strengthened connections with Aboriginal and Torres Strait Islander services, young people and Elders.

Aboriginal and Torres Strait Islander Trainee program

Three headspace centres signed up to the Aboriginal and Torres Strait Islander Trainee program. These are Tweed Heads, Inala, and Rockhampton. Tweed Heads and Inala recruited trainees and have commenced with the program.

working together to improve quality and guide our future

During 2022-23, headspace National made several submissions to national and state-level inquiries and policy reviews, advocating for the needs and aspirations of young people across a range of topics including Closing the Gap, cost of living, employment, jobs and skills, stigma reduction, and mental health system reviews. Responses included direct input from hYNRG, and responses to the 2022 National Youth Mental Health Survey about concerns, aspirations and priorities of young people, including factors impacting their mental health.

Over the past 12 months, headspace has also continued to successfully implement the *Evidence Building Strategy 2021-2024*, and monitor and evaluate its programs and services to guide continuous quality improvement, ensuring we are providing the best service possible to young people.

External Evaluation

The Department of Health and Aged Care commissioned KPMG to undertake an independent evaluation of the headspace centre program and the final report was released in late 2022. The evaluation concluded that the headspace model is appropriate, effective, and aligned to the mental health needs of young people.

Key findings included that headspace:

- is cost-effective when compared to thresholds for other similar healthcare services;
- is well-designed, in line with international standards for the provision of youth-friendly care, and appropriate to meet its objectives and intended outcomes;
- provides an appropriate, comprehensive, and complete set of components to address mental health needs of young people with mild-to-moderate, high prevalence conditions;
- has seen improvements in its reach and uptake in line with demand, aligned to the population size for young people in Australia; and
- successfully supports the participation of young people in the design and delivery of headspace services, which is associated with a strong, positive user experience.

The independent evaluation also provided some key areas for innovation and enhancement, and headspace will continue to work with government to respond to these findings and build on the positive results.

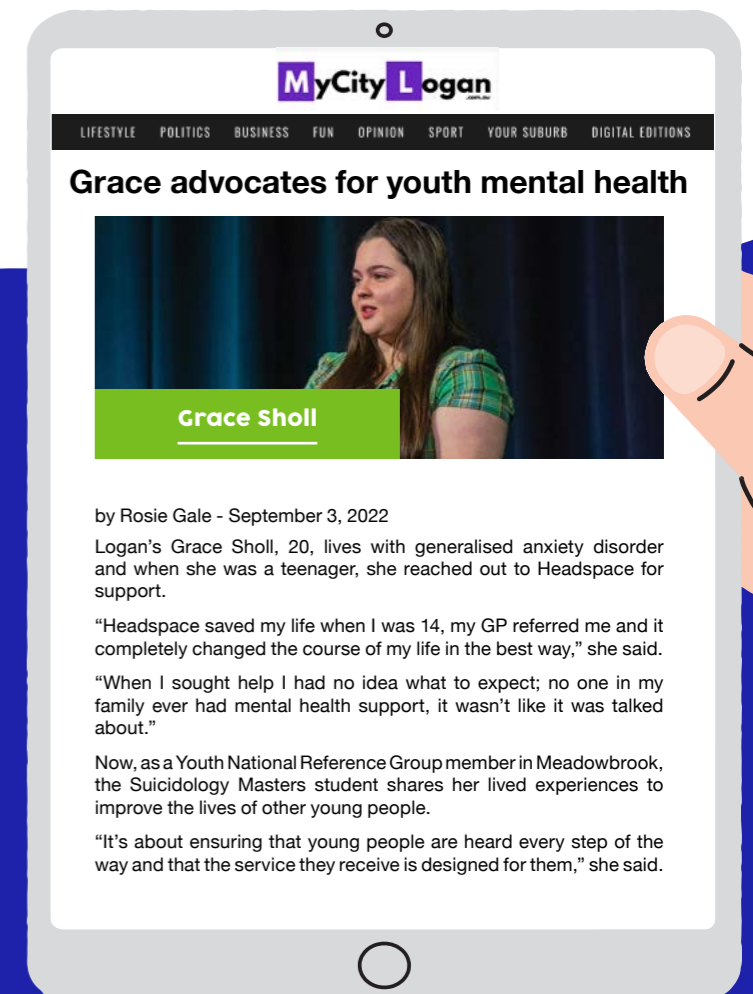
Internal Evaluation and Monitoring

headspace is committed to ensuring that our services and programs are underpinned by the best quality evidence and undertake comprehensive monitoring, evaluation and research activities across all our programs.

Key projects undertaken over the previous 12 months include:

- A new study examining holistic outcomes for more than 50,000 young people seeking support at headspace, which found that 71 per cent of young people who sought help between April 2019 and March 2020 improved in at least one of the three key outcomes: just under half of young people improved in self-reported quality of life, over one-third of young people had significant improvements in psychological distress and a similar proportion in psychosocial functioning.

- An evaluation of the headspace Early Career Program is underway. The program has placed 102 graduates and 402 students across headspace centres in Victoria, Queensland, Western Australia and Tasmania in its first 18 months of operation. Evaluation findings indicate the program is having a positive impact on the headspace workforce capacity and the ability of participating centres to more effectively manage their demand and increase service delivery.
- Evaluations of new community development, capacity building, disaster recovery and resilience projects being delivered across NSW.
- Continued evaluation of centre-based services, the New South Wales COVID-19 Recovery Package, the headspace Demand Management and Enhancement Program.
- Ongoing service monitoring across all programs, with a key focus on centre-based Vocational Services and the Early Psychosis Program.
- Current development of a comprehensive evaluation framework for the new models of integrated care being implemented as part of the National Mental Health and Suicide Prevention Agreement.



we are thought leaders in youth mental health

Research projects

headspace has engaged in a wide range of research projects, including:

- Partnering on the Australian Early Psychosis Collaborative Consortium Clinical – Welcome Trust Psychosis Flagship Award Registry (CR) and Clinical Trial and Translation Network (CTTN), the world's first clinical registry for early psychosis;
- A National Health and Medical Research Council partnership grant with Orygen, examining outcomes for young people accessing support at headspace;
- AI in mental health – Next Generation Graduates Program;
- Partnering on several Medical Research Future Fund Projects including:
 - Co-designing and evaluating the effectiveness of a digital parenting intervention with peer-coaching for parents of adolescents with emerging mental health problems
 - InsideOut - A Centre for Health System Research and Translation in Eating Disorders: detection and intervention system-focused knowledge to drive better outcomes in mainstream care for eating disorders
 - Our Journey, Our Story: Building bridges to improve Aboriginal youth mental health and wellbeing. Bringing family, community, culture, and country to the centre of health care.
 - Ngalaiya Boorai Gabara Budbut - supporting the heads and hearts of children: Responsive mental health care for Aboriginal and Torres Strait Islander adolescents
 - Enhancing engagement with eHealth approaches to prevent cardiovascular disease among adolescents: The Triple E Project

headspace also initiated two headspace-sponsored evidence-based scholarships in 2022-23. These are supporting two PhD projects examining issues for young people in rural areas, including one focused on First Nations young people.

We have also continued to contribute to the evidence base in youth mental health by publishing in research literature from our grant partnerships and own work, including:

Rickwood, D. (2023). Responding early to support the mental health and well-being of young people. In: Wyn, J., Cahill, H., Cuervo, H. (Eds.). *Handbook of Children and Youth Studies*. Springer, Singapore. https://doi.org/10.1007/978-981-4451-96-3_12-3

Thompson, A., Fitzsimons, J., Killackey, E., Ahern, S., Amminger, P., Alvarez-Jimenez, M., Berk, M., Cotton, S., McNeil, J., McGorry, P., Nelson, B., O'Donoghue, B., Ratheesh, A., Rickwood, D., Yung, A. & Wood, S. (2023). The Australian Early Psychosis Collaborative Consortium (AEPCC): Improving clinical care in early psychosis. *Australasian Psychiatry*. 31(3), 306-308. <https://doi.org/10.1177/10398562231174691>

Teo, S. M., Gao, C. X., Brennan, N., Fava, N., Simmons, M., Baker, D., Zbukvic, I., Rickwood, D.J., Brown, E., Smith, C.L., Watson, A.E., Browne, V., Cotton, S., McGorry, P., Killackey, E., Freeburn, T., & Folia, K. M. (2023). Climate change concerns impact on young Australians' psychological distress and outlook for the future. *PsyArXiv*. <https://doi.org/10.31234/osf.io/vjafd>

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supporting the mental health of young people globally

It was a huge year of international activity for headspace.

International Partnership

The international partnership with Foundry (Canada) and Jigsaw (Ireland) went from strength to strength as we continued to explore shared challenges and work towards solutions. The partnership grew even stronger in September as we gathered in Dublin for two days of sharing insights and innovations that benefit young people.

headspace at IAYMH, Copenhagen

headspace was fortunate to have strong representation at the International Association of Youth Mental Health conference in Copenhagen, with 35 abstracts being accepted for presentation across service planning and delivery, clinical practice and youth participation. The diversity of our messaging allowed us to reinforce our commitment to young people and share our experiences on the world stage. We also came back home with new international connections and our own learnings around how we can better meet the needs of young people across the country. A strong focus of the conversation was around cultural safety and meeting the needs of multicultural young people, which is a growing focus of our activities back here in Australia.

Supporting UNICEF Uruguay

In addition to the formalised partnership with Foundry and Jigsaw, headspace National continues to provide insights and expertise to other international agencies around youth mental health services and the headspace model. In November, headspace was invited by UNICEF Uruguay to speak to the International Symposium for Adolescent Mental Health in Montevideo. Our message around the importance of investing in young people went right to the top, with an unscheduled conversation with the President.

building a platform that evolves with changing needs

headspace Forum

The clinical leadership team played an active role in the design and delivery of the headspace Forum 2022. Clinical leadership facilitated a number of the breakout sessions over the two days, covering a range of topics including: disaster resilience initiatives, outcomes of youth severe programs, building the capacity of the network to respond to disordered eating, management of risk and learning to love data. The team loved the opportunity to support sharing of great practice and for clinical leads and other centre staff to connect with each other. More than 60 centre staff attended the clinical practice post-Forum workshop by Elizabeth Shaw from Relationships Australia on supervision. Feedback from the workshop was excellent with 79 per cent of attendees finding the workshop very or extremely valuable. Elizabeth has been engaged to deliver further professional development for the centre network across 2023.

IAR-DST consultation

The clinical leadership team developed guidance for the headspace network on the usage of the Initial Assessment and Referral Decision Support Tool (IAR-DST). Some areas of the country are very familiar with the tool and have been using it for years, while others are only just hearing about it now. Drawing on the experiences and expertise of the network, as well as members of the practice development team who had worked with the tool in centres, the team developed guidelines focused specifically on how to integrate the IAR-DST into headspace services. The clinical leadership team consulted with the network to develop the guidance, and then offered consultation for centres who had further questions about the implications of the IAR-DST on their own service pathways. Both this guidance and the engagement with the network was well received by centres.

supporting young people through campaigns and content

Strength In My Roots

In 2022, we launched Strength In My Roots – a digital campaign exploring the experiences of multicultural young people in Australia. The campaign featured young people recounting their lived experiences, and highlighting the connection between cultural identity and mental health, as well as how our cultural roots can bring us strength in challenging times. The campaign also aimed to break down the stigma of mental ill-health and encourage young people from multicultural backgrounds to seek support when they're having a tough time.

The campaign reinforced that looking after your mental health and wellbeing can look different across many people and cultures.

headspace Day

In 2022, headspace day focused on encouraging young people to pause, reflect and reconnect, and finding time to focus on something they love among the bustle of life post-COVID. The day was celebrated by centres and communities across Australia, with more than 140 locations getting involved. From artworks showcasing the theme of pause, reflect, reconnect, to skate park events, centre open days and barbecues, the creativity from the network hit another level.

Out-Spoken

In 2023, headspace launched Out-Spoken, a digital campaign to coincide with Sydney Mardi Gras, which also doubled as the first World Pride to take place in the Southern Hemisphere.

The campaign featured candid conversations with young people from the LGBTIQ+ community, discussing everything from making connections in the community, supportive allyship to being your authentic self.

The campaign shone a light on the diverse experiences within the LGBTIQ+ community across Australia and that it's alright for a young person to take their time in exploring their sexuality and gender identity.

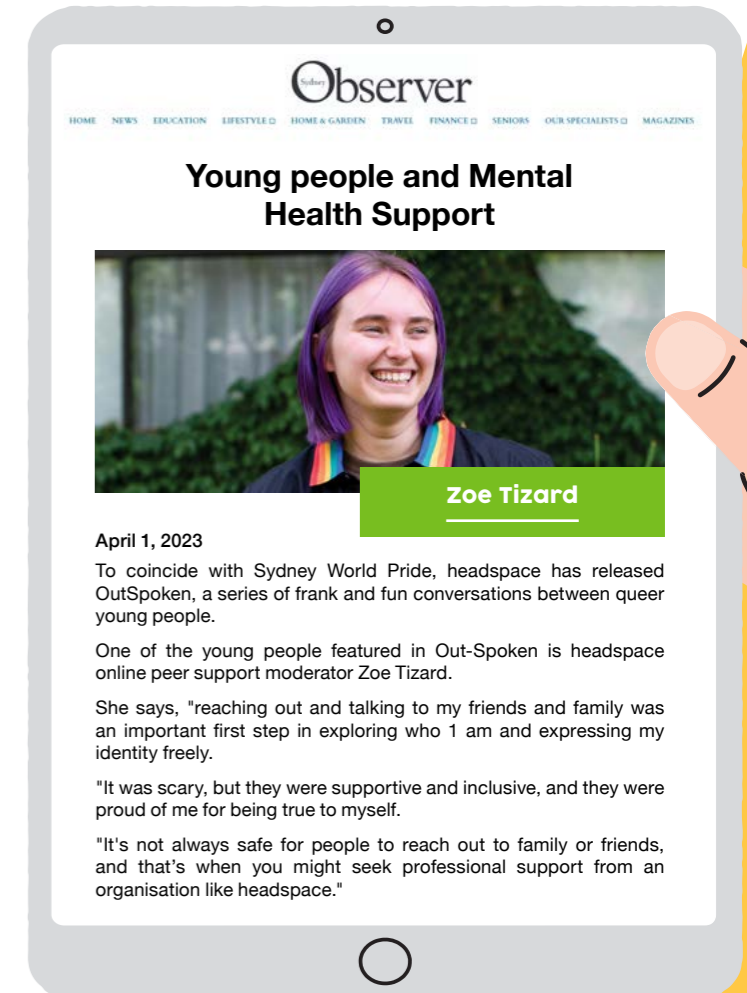


Visible

Aimed at reducing mental health stigma, Visible is a campaign developed by young people, for young people. Its second phase focuses on engaging communities. The first of three community collaborations dropped on the Visible website this year – a collaboration between artist Ziggy Grana and a group of young carers in Melbourne's north. Ziggy's works convey the young carers' shared lived experiences, shedding light on the duality between responsibility and identity, and emphasising the importance of rest and pursuing joy.

headspace Work and Study content series

We developed a video series in 2022 featuring interviews with young people and headspace Work and Study Specialists, talking about their experiences with headspace Work and Study and the link between work, study and mental health. These videos helped increase the confidence of young people in reaching out for vocational support and gave additional insight into what they can expect from the services, including online support, centre support and career mentoring. Since launch, the content series resulted in an increase in referrals to the headspace Work and Study programs.



April 1, 2023

To coincide with Sydney World Pride, headspace has released OutSpoken, a series of frank and fun conversations between queer young people.

One of the young people featured in Out-Spoken is headspace online peer support moderator Zoe Tizard.

She says, "reaching out and talking to my friends and family was an important first step in exploring who I am and expressing my identity freely."

"It was scary, but they were supportive and inclusive, and they were proud of me for being true to myself."

"It's not always safe for people to reach out to family or friends, and that's when you might seek professional support from an organisation like headspace."

Zoe Tizard

proud to partner with organisations who care about youth mental health

Accent Group



Accent Group

headspace is extremely proud of our ongoing strategic partnership with Accent Group. Accent Group's team, brands and customers play a critical role in helping headspace to increase mental health literacy, reduce stigma and encourage help-seeking by enabling us to reach young people who interact with their brand.

This year, senior staff at Accent Group participated in five Supportive Conversations Training sessions to increase their mental health literacy. This training, which is delivered by headspace clinicians, provides Accent Group's staff with the skills and confidence to promote positive mental health and to support the thousands of young people employed across their 30 brands. Staff were invited to attend a series of online wellbeing webinars offering practical tips for supporting their mental health, as well as receiving several in-person workshops over 2023.



Sportsgirl

headspace is thrilled that long-time business supporter, Sportsgirl, is now a fully-fledged Strategic Partner. Sportsgirl has been raising funds for headspace through the sale of tote bags since 2019, dedicating support to our First Nations teams and programs.

For the next three years, Sportsgirl funds will contribute to enhancing First Nations Healing and Wellbeing programs and projects at headspace. headspace thanks Sportsgirl for its commitment to headspace and to the wellbeing of Aboriginal and Torres Strait Islander young people.



TPG Telecom Foundation

TPG Telecom's strategic partnership with headspace has seen the development of a technical solution that removes key barriers preventing young people from signing up to the headspace account. This includes streamlining our processes so that young people are automatically prompted to create an account when booking an appointment with a centre, and improving awareness and visibility of the service.

headspace is immensely grateful for TPG's continued support in enhancing our headspace Account. The next phase aims to further enhance online account functionality, enabling users to access resources for setting and tracking personal goals. Goal-setting is a crucial tool for young individuals facing mental health challenges.



Funlab

We are delighted to have Funlab Pty Ltd as a headspace Strategic Capability Corporate Partner. For the next three years, Funlab will be supporting Online Communities, where young people and families supporting young people can connect and share their experiences through online chats with peers, mental health clinicians or Work and Study Specialists. Funlab has been a valued business supporter over the past six years, including running the annual Day of Fun fundraiser event.



Winc

This year headspace partnered with Winc to launch a national initiative called *NIP it in the bud* - a set of resources specially designed for secondary school teachers to help build mental health literacy in young people and their families.

This is an evidence-based framework for learning communities and families to recognise and respond to young people at risk. *NIP it in the bud* can help to **Notice** (changes in mood and behaviour), **Inquire** (sensitively and competently) and **Provide** (information to help young people access the right support). Thanks to Business Supporter Winc Education, 12 months' worth of content has been developed in consultation with young people and the Family Reference Group.

we recognise, acknowledge and thank all of our supporters

Funlab's Day of Fun 2022

In November, Funlab ran their sixth annual Day of Fun in support of headspace. Funlab is the engine behind entertainment venues Strike, Holey Moley, Archie Brothers Cirque Electric, B. Lucky & Sons, Red Herring and Jukes Karaoke, and headspace has been in partnership with the company since 2016.

Since 2017, Funlab has generously contributed more than \$840,000 to headspace through Day of Fun. Funlab's continued commitment to headspace allows us to reach more young people experiencing mental ill-health and helps us reach our vision for all young Australians to be supported to be mentally healthy and engaged in their communities.



Fundraising and events

Our amazing community of creative and enthusiastic fundraisers are dedicated to supporting youth mental health.

Darkness into Light

This year, headspace was honoured to be named a beneficiary of Darkness Into Light, a dawn walk that raises funds for suicide prevention and mental health support. First formed in Ireland in 2009, Darkness Into Light now takes place in 150 locations worldwide with 250,000 people taking part each year. By taking steps into the light together, the event aims to bring hope to those impacted by suicide.

Funds raised from Darkness Into Light 2022 went towards headspace's vital work in supporting young people to live mentally healthy lives.



Tomaree 12

Last October, Daniel Robinson and a group of friends spent 12 hours (from 7pm to 7am) running up and down Mount Tomaree in Shoal Bay, New South Wales, to raise money for headspace.

Working in mining, Daniel has witnessed many people struggling with their mental health and was keen to challenge himself to support young people's mental health and wellbeing. Thanks go to Daniel and his crew for their physical fortitude in the name of headspace.



Million for Mental Health Day

Last November we held our very first national fundraising campaign Million for Mental Health Day to help headspace support more families across Australia looking after young people experiencing mental health challenges. Families have a unique understanding of their young person and may be the first to notice and recognise the early warning signs of mental ill-health, but sometimes can feel unsure about what to say, where to start, or who to call.

Those who supported Million for Mental Health Day have given headspace the ability to increase the services and resources we provide to families across Australia supporting young people's mental health.



supporting more young people and their family and friends

Funds raised from business, philanthropy and the community played a vital role in supporting improved mental health outcomes for young people and their families.

Funds donated to headspace have gone towards priority projects which play a critical role in growing reach and impact. These include helping headspace provide enhanced support to priority groups, including First Nations and Refugee and Migrant young people, increase support for family and friends, offer clinically supported peer chats and build the capacity of the headspace peer work network. Programs delivered this year with the support of fundraising include:



First Nations Healing and Wellbeing Support

The First Nations Wellbeing and Engagement division continued to grow over the past year, with 88 grants provided to headspace centres across Australia. Funds raised have enabled headspace centres to: strengthen engagement with local First Nations young people, Elders and communities; collaborate with Aboriginal Community-Controlled organisations; and promote the First Nations-focused Take a Step campaign resources where appropriate. Between Invasion Day and NAIDOC week, participating services ran gatherings, activities, workshops and events to foster these relationships as part of a social and emotional wellbeing approach to the delivery of culturally safe care at headspace.

Working with Multicultural young people

Multicultural young people are underrepresented in Australia's youth mental health services, despite facing increased risk factors that can undermine mental health and wellbeing. headspace has identified a pressing need to work closely with young people, their families and their communities to review and enhance our services. Over the past year, fundraising enabled the headspace National Refugee and Migrant Practice team (RMPT) to expand its personnel to support and drive culturally responsive practice across headspace National and the headspace network, to better meet the needs of multicultural staff, young people, families, and communities.

Supporting Families

Talking to family is the most frequently reported strategy for young people experiencing mental ill-health, revealing the important role of family in their treatment and support. This year the Family Inclusive Practice Team at headspace supported centres through consultations, webinars and provision of resources that support and improve therapeutic work with the family of young people, as well as by providing training in family inclusive care to 50 new clinical staff at headspace centres. The work of the National Family Reference Group has been enhanced by the newly created roles of Advisor to the headspace Executive group and Advisor regarding quality clinical governance, which has strengthened the voice of lived experience of family at headspace National.

Online Communities and Peer Chats

Online Communities is the only real-time peer-led group chat service in Australia and provides low barrier, free, and supportive services to clients. Through Online Communities, young people and families also have access to clinically supported peer chats. Peer chats are online, group, text-based chats that facilitate connections with “people like me” to provide and receive peer support. All chats draw on a peer support model of care that aims to harness peer workers’ lived experience to provide connection, sharing, learning and support. In the past year, Online Communities were used more than 110,000 times.

Youth Peer Work

Over the past year, the Youth Peer Work team worked on the development of a suite of resources intended to support the growing headspace peer workforce. This included the ongoing development of the Essentials in Peer Work course, which comprises 13 online modules covering foundational topics at the core of peer work. The team is also developing a new headspace Peer Work Community of Practice that aims to connect peer workers from across the headspace network and allow for an opportunity to share knowledge, experiences and challenges in peer work.



#1

headspace is the most recalled youth mental health organisation



867,536

young people have received services since inception



154

services operating across Australia



89%

of young people would recommend headspace



86%

of families would recommend headspace



governance statement

headspace National Youth Mental Health Foundation Ltd (headspace) is a company limited by guarantee established for the purpose of promoting the improved health and mental health outcomes for young people in Australia, including through the funding of early intervention and prevention programs.

headspace is classified as a health promotion charity and is endorsed as a deductible gift recipient and tax concession charity.

The Commonwealth of Australia through the Department of Health and Aged Care is the principal source of funding for headspace operations.

The headspace Governance Charter and the following three documents form the foundations for the internal governance of headspace:

- The headspace Constitution
- The Members Agreement
- The Commonwealth Grant Agreement “Youth Mental Health: headspace National Office” and variations thereto.

The Board will regularly review the Governance Charter to ensure that it remains appropriate to the needs of headspace as it matures as a company and to the community that it serves.

The Governance Charter will be publicly available and posted on the headspace website.

Role of the Board

The role of directors is to collectively ensure the delivery of the organisation’s objectives, to set strategic direction, and to uphold its values. Directors should collectively be responsible and accountable for ensuring and monitoring that the organisation is performing well, is solvent, and is complying with all its legal, financial and ethical obligations. The role of the Board includes:

- Determine strategic direction of organisation.
- Appointment/dismissal of CEO.
- Monitor organisational performance.
- Manage risk.
- Liaise and engage with stakeholders.
- Demonstrate the value of headspace and monitor the culture of the organisation.

Role of the Chair

The Chair:

- Provides leadership to the Board.
- Sets the agenda for Board meetings in consultation with the CEO.
- Chairs Board meetings.
- Is the major point of contact between the Board and the CEO.
- Is the primary representative of the Board in dealings between government and headspace.
- Oversees the CEO performance review together with the Board.
- Oversees and guides the participation of Board Youth Advisors.

Role of Individual Directors

Directors have a duty to question, request information, raise any issue which is of concern to them, fully canvass all aspects of any issue confronting the company and cast their vote on any resolution according to their own judgement. Directors will keep confidential Board discussions, deliberations, and decisions.

Confidential information received by a director in the course of the exercise of their duties remains the property of the company and it is improper to disclose it, or allow it to be disclosed, unless that disclosure has been properly authorised, or is required by law.

Role of Board Youth Advisors

For a term of three years, up to two young people who have served as members of the headspace Youth National Reference Group, or equivalent, will be invited to attend and participate in meetings of the Board. Board Youth Advisors participate in meetings of the Board but are not directors of the Board.

Role of the Chief Executive Officer

Accountable to the Board, the CEO is responsible for managing the operations of headspace to address key management and operational issues within the direction and the policies laid down by the Board. Responsibilities include:

- Acting as the primary spokesperson for the organisation.
- Developing and implementing organisational strategies and making recommendations to the Board on significant strategic initiatives.
- Setting and demonstrating the values and culture that underpin achievement of the headspace vision and impact.
- Making the appointment of key management personnel in consultation with the Board, appointment and removal of other employees, determining terms of appointment, evaluation of performance, and developing and maintaining succession plans for employees.
- Providing leadership for the development of professional excellence and high standards of conduct for headspace employees.
- Developing the annual budget and managing day to day operations within the budget.
- Maintaining an effective risk management framework.
- Keeping the Board and funding agencies informed about any developments with a material impact on headspace’s performance.
- Managing day to day operations of headspace in accordance with agreed standards for social, ethical, and environmental practices.

Board Primary Functions and Responsibilities

- Ensure compliance with the objects, purposes and values of headspace, and with its Constitution.
- Set or approve policies, plans and budgets to achieve objectives, and monitor performance against them.
- Ensure that the organisation complies with all relevant laws, regulations and regulatory requirements.
- Review the organisation’s budget, monitor management and financial performance to ensure the solvency, financial strength and good performance of the organisation.
- Consider and approve annual financial statements and required reports to government.

- Set and maintain a framework of delegation and internal control.
- Planning for Board, CEO and executive succession.
- Determine CEO and senior management remuneration, as appropriate.
- Set key accountabilities and performance measures for the CEO and undertake, at least annually, a formal review of the CEO’s performance against agreed performance measures.
- Review and monitor the effectiveness of risk management and compliance in headspace and agree or ratify all policies and decisions on matters which might create significant risk, financial or otherwise.
- Consider the social, ethical and environmental impact of all activities and operations and ensure that these are acceptable.
- Continue to evaluate and improve the performance of the headspace Board.

Board Meetings

- The Board will hold not less than six meetings a year and such additional meetings as the directors agree in order to perform its functions.
- A quorum consists of more than half the number of directors.
- Wherever possible, 10 working days’ notice shall be given of the date, time and place of Board meetings. Where urgent matters arise, shorter notice may be given.
- Notice shall be given of meetings of any Board committees as laid out in the Terms of Reference, or (where this has not been specified in the Terms of Reference) at the discretion of the Chairs of those committees.
- Notice shall be given of General Meetings according to the provisions specified in the headspace constitution.

Board Committees

The Board may establish and terminate Board committees under clause 13.19 of the Constitution and advisory committees under clause 17 of the Constitution and set the terms of reference and appoint the members of such committees.

The Board will establish committees to assist the Board in exercising its authority.

The Board has established the following standing committees:

- Finance and Audit Committee (Board committee)
- Quality and Clinical Governance Committee (Board committee)

The Board has established the First Nations Cultural Governance Committee (under clause 17). The first meeting to be held in August 2023.

Board Evaluation

The Chair will, on an annual basis, facilitate a discussion and evaluation of the Board's performance. This will include discussion both collectively and individually about:

- The Board's role, processes and performance;
- The Board's group dynamics and skills set; and
- Other relevant issues.

The Chair will consider the commissioning of an independent evaluation of the Board's performance at least every two years.

Conflicts of Interest

Directors have duties under section 425.25 ACNC Regulation (governance standard 5 – duties of responsible entities), general law and the Constitution in relation to conflicts of interest. In applying these provisions, directors must also have regard to the conflict of interest requirements in any funding agreement with the Commonwealth of Australia and State and Territory funding agreements.

A director's interest in a matter involves a personal interest of some real substance (Interest).

Whether an Interest real or perceived exists depends on the context. It may be a direct or indirect interest, a pecuniary interest or a non-pecuniary interest such as reputation, the opportunity to gain non-pecuniary rewards such as expertise, knowledge or the opportunity to influence policy decisions that may subsequently provide a pecuniary or non-pecuniary benefit.

financial report

for the year ended 30 June 2023

headspace National Youth Mental
Health Foundation Limited
ABN: 26 137 533 843



directors' report

for the year ended 30 June 2023

The directors of headspace National Youth Mental Health Foundation Ltd ("the Company") present their report on the Company for the year ended 30 June 2023.

Directors

The names of each person who has been a director of the Company during the whole of the financial year and up to the date of this report are:

- Donna Burns (appointed to a casual vacancy on 6 October 2022 and formally appointed on 6 December 2022)
- Annette Carruthers AM
- John Harvey
- Katina Law (retired on 6 December 2022)
- Patrick McGorry AO
- Anne Murphy Cruise
- Robbie Sefton AM (retired on 6 December 2022 and reappointed on 16 December 2022)
- Ben Shields

Company Secretary

The following person held the position of Company Secretary during the financial year:

- Kerry Costanzo

Principal Activities, Objectives and Measures of Performance

During the financial year ended 30 June 2023, the principal activities of the company consisted of delivering mental health and vocational services including online and telephone counselling, support to schools and universities, health promotion, mental health awareness and suicide prevention activities to support young people, parents, carers and the community. We continued our national role which included licencing, accreditation, and support for the headspace centres, enhancing workforce development, translating the evidence base through the headspace network, providing advice to government, undertaking stigma reduction awareness campaigns, and improving health and mental health outcomes for young people in Australia.

Operating Results

The operations of the Company for the financial year resulted in a deficit of \$6,629,188 (2022: deficit of \$67,405). The deficit was mainly due to the timing of recognition of income against incurred expenditure for the non-government funded activities of the Company including fundraising.

Contributions on Winding Up

The Company is a not-for-profit organisation incorporated as a company limited by guarantee. If the Company is wound up, the liability of each member is limited to a maximum of \$100 towards meeting any outstanding obligations of the Company. The Company is precluded by its constitution from recommending payment of any dividend.

Review of Operations

During the financial year, the Company conducted its activities in accordance with its primary funding agreement with the Commonwealth of Australia through the Department of Health and Aged Care. In addition, the company conducted a number of other programs, funded by both the Commonwealth of Australia and other fund providers such as the Victorian, New South Wales and Queensland State Governments and Beyond Blue.

The Company experienced a growth in funding in the 2023 financial year as a result of the following new activities having commenced during the year including:

- National University Support suicide prevention program
- Eating Disorder support for the headspace centre network
- Additional NSW Storm and Flood funding support.

The primary operating activities for the company included national support to the headspace network, including support to local operators establishing new headspace services; licencing, accreditation, and general day to day support to headspace centres; enhancing workforce development; translating the evidence base through the headspace network; providing advice to government; undertaking stigma reduction awareness campaigns. The organisation continued delivery of the Youth Online and Telephone Counselling Program (ehespace) and other digital mental health services, headspace Work and Study service delivery and headspace School and Communities support programs. headspace continued its role as a service delivery partner for Beyond Blue's Be You initiative. In the financial year the company administered and dispersed funding on behalf of governments to support activities including continuation of COVID-19 related activities and support for placement of student and graduate allied health professionals in headspace centres.

Significant Changes in the State of Affairs

During the financial year the Company has secured contract extensions, amendments and commitments for the following contracts:

- National Leadership in Mental Health
- Schools Suicide Prevention Activities
- Digital Work and Study (DoHAC)
- NSW COVID Recovery
- NSW Community Collaboratives
- Beyond Blue's *Be You* initiative
- headspace Early Psychosis
- Victorian Education Enhancing Mental Health Support in Schools.

Contract amendments were also provided for a small number of Commonwealth agreements providing a small increase for indexation for the first time on some agreements including the National Leadership in Mental Health and ehespace agreements.

Funding agreements were secured for the following new activities:

- National University Support suicide prevention program \$3 million over three years
- Eating Disorder support for the headspace centre network \$1.53 million over three years
- Additional Flood and Storm Support in NSW \$3.534 million

No other significant changes in the Company's state of affairs occurred during the financial year.

Matters Subsequent to the end of the Financial Year

There were no other matters or circumstances which have arisen since the end of the financial year which have significantly affected, or may significantly affect, the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years.

Likely Developments and Expected Results of Operations

There are no likely developments in the operations of the Company which have not been disclosed within this report.

Environmental Regulation

The Company's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

Information on Directors

The following information is current as at the date of this report:

Name and special responsibilities	Qualifications and Experience
Ben Shields Board Chair	<p>headspace Board Member and Chair since 23 November 2021.</p> <p>Ben is a senior-level professional with twenty years of corporate strategy, strategy execution and transformation experience.</p> <p>In his corporate career and as a consultant, Ben has worked throughout Asia (China, Singapore, Hong Kong, Indonesia, Korea, Japan), the US and UK, primarily in areas of growth strategy, mergers and acquisitions strategy, commercial and operational due diligence and strategy execution and organisational transformation.</p> <p>In his community, Ben is a passionate believer in the importance of empowering young people to reach their potential and is a Board member of the PCYC NSW and an active coach of youth athletics, cricket and AFL for more than a decade.</p> <p>He is a highly analytical decision-maker with extensive experience in building, turning around, and operating companies, along with proven history of commercialising new ideas and leading in dynamic and diverse circumstances.</p> <p>Ben has a Master of Business Administration from the University of Western Australia and is a Graduate of the Australian Institute of Company Directors.</p>

Name and special responsibilities	Qualifications and Experience
Patrick McGorry AO Member of the Quality and Clinical Governance Committee	<p>headspace Board member since 5 June 2009.</p> <p>AO, MD, BS, PhD, FRCP, FRANZCP, FAA, FASSA FAHMS Australian of the Year 2010.</p> <p>Patrick is the Executive Director of Orygen, Professor of Youth Mental Health at The University of Melbourne, and a Founding Director of the headspace National Youth Mental Health Foundation (headspace). He is a world-leading researcher in the area of early psychosis and youth mental health. He has also worked with asylum seekers and refugees and other marginalised populations.</p> <p>In 2013 he received the Annual Research Award from the National Alliance for the Mentally Ill in Washington DC.</p> <p>In 2015 he was awarded the Lieber Prize for Schizophrenia Research by the US-based Brain and Behaviour Foundation.</p> <p>In 2016 he became the first psychiatrist to be elected as a Fellow of the Australian Academy of Science.</p> <p>In 2018 he received the Schizophrenia International Research Society Lifetime Achievement Award.</p> <p>In 2019 he received the Humanitarian Award of the Society of Biological Psychiatry and the NHMRC Research Excellence Award.</p> <p>From 2019 to 2021 he was Chair of the Expert Advisory Committee, Royal Commission into Victoria's Mental Health.</p> <p>Patrick's work has played a critical role in the development of safe, effective treatments for, and innovative research into, the needs of young people with emerging mental disorders, notably psychotic and severe mood disorders. He has also played a major part in the transformational reform of mental health services to better serve the needs of young people with mental ill health.</p> <p>Patrick was a key architect of the headspace model and has been successful in advocating for its national expansion. He has also led the design of, and successfully advocated for, the establishment of a national early psychosis program based on the Early Psychosis Prevention and Intervention Centre model. He is frequently asked to advise on early intervention and youth mental health policy both nationally and internationally.</p> <p>Patrick has published over 800 scientific papers and nine books and serves as Editor-in-Chief of the international journal Early Intervention in Psychiatry. He is a Fellow of the Australian Academy of Science, the Academy of the Social Sciences in Australia, and the Australian Academy of Health and Medical Science. He is the current President of the International Association of Youth Mental Health, and past President of the Society for Mental Health Research (2013-2017), and the Schizophrenia International Research Society (2016-2018).</p>

(continued) for the year ended 30 June 2023

Name and special responsibilities	Qualifications and Experience
<p>Annette Carruthers AM</p> <p>Chair of the Quality and Clinical Governance Committee</p> <p>Member of the Finance and Audit Committee from 6 December 2022</p>	<p>headspace Board member since 30 August 2016.</p> <p>MBBS (Honours), FRACGP, FAICD, GradDipAppFin.</p> <p>Annette is an experienced non-executive director in health, financial services, infrastructure, and aged care. Current appointments include Director of Little Company of Mary Healthcare Ltd, and Director of Catercare Pty Ltd. She is a panel member with the Australian Financial Complaints Authority.</p> <p>Annette has qualifications in finance, superannuation and corporate governance and has a special interest in risk management.</p> <p>Medically trained, Annette continues to work part-time as a General Practitioner. In her career she has focused on clinical risk management and quality improvement in a wide range of health services.</p> <p>Previous directorships include ASX listed nib Holdings, AMP Capital's Aged Care Investment Trust, Hunter Infrastructure and Investment Advisory Board, Multiple Sclerosis Australia, National Heart Foundation (NSW Division), Hunter Medicare Local, Hunter Area Health Service and the NSW Board of the Medical Board of Australia.</p> <p>In 2021, Annette was awarded an AM in the Queen's Birthday honours in recognition of her efforts to improve the quality of healthcare, including the establishment of the GP Access After Hours service in the Hunter.</p>
<p>Anne Murphy Cruise</p> <p>Member of the Finance and Audit Committee</p>	<p>headspace Board member since 30 August 2016.</p> <p>LLB (Honours), MA (Honours), Dip. Ed (Honours), BA (Honours), admitted as a Barrister and Solicitor of the Supreme Court of Victoria.</p> <p>Anne is a senior lawyer at Macquarie Capital, specialising in equity capital markets' transactions. Prior to this, Anne was in private practice and has extensive experience in corporate governance, legal compliance and general corporate matters.</p> <p>Anne is Deputy Chair of the Business Law Section of the Law Council of Australia and is Co-Chair of the ECM Legal Committee of the Australian Financial Markets Association.</p> <p>Anne is a Director on the Board of the Australian Brandenburg Orchestra.</p> <p>Anne is also on the Melbourne Advisory Committee of Enterprise Ireland, the Irish government's innovation and trade agency, which fosters promotion of Irish enterprises in Australia.</p> <p>Anne is the Chair of the Macquarie Group PRIDE Executive and is also a member of the National Executive of LGBTQ Allies Forum. She actively promotes LGBTIQ+ rights and diversity in the workforce and is involved in sector mentoring at Macquarie.</p> <p>Before commencing her career in the law, Anne was a senior foreign language teacher in Victorian schools, teaching French and German.</p>

(continued) for the year ended 30 June 2023

Name and special responsibilities	Qualifications and Experience
<p>Katina Law</p> <p>Chair of the Finance and Audit Committee to 6 December 2022</p>	<p>headspace Board member from 30 August 2016 to 6 December 2022.</p> <p>B Com, FCPA, MBA, GAICD.</p> <p>Raised in the Kimberley region of Western Australia, Katina is a finance and general management executive and has worked extensively in roles across the mining sector in Australia, Asia, Africa, the United Kingdom and the United States.</p> <p>Katina has wide-ranging Board experience working extensively with both large and small companies. Katina currently serves as a Non Executive Director on the Boards of ASX listed Yandal Resources Ltd.</p> <p>Katina is also an entrepreneur who has co-founded several award winning Indigenous businesses including IPS Management Consultants and Dutjahn Sandalwood Oils. She is an active advocate with government and corporates on behalf of Indigenous businesses.</p> <p>Katina also mentors Indigenous business people to increase participation in the mainstream economy and is passionate about improving the lives of Indigenous people.</p>
<p>John Harvey</p> <p>Chair of the Finance and Audit Committee from 6 December 2022.</p> <p>Member of the Quality and Clinical Governance Committee</p>	<p>headspace Board member since 7 May 2018 when he was appointed to a casual vacancy. John was formally appointed as a headspace Director at the Annual General Meeting on 28 November 2018 and reappointed for a second 3-year term in November 2021.</p> <p>MBA, PhD, BSc (Hons) Genetics, BSc, FAICD.</p> <p>John has had an extensive career as a Board Director and brings a broad range of generalist skills and experiences to the headspace boardroom.</p> <p>A scientist by trade, John worked as a researcher in the health and agriculture sectors prior to managing the Australian wine industry's national research and development corporation as Executive Director.</p> <p>John is currently Chair of the Studio Nine Group of Architects, Lighthouse Disability Services, the Australian Wine Research Institute's nominations committee and Rural Business Support, which manages the Australian Government's rural financial counselling program in South Australia and the Northern Territory. He is a Non-Executive Director of Helping Hand Aged Care and Revenir Winemaking, as well as a Trustee for the Winston Churchill Memorial Trust (SA) and the South Australian Grains Industry Trust.</p>

Name and special responsibilities	Qualifications and Experience
<p>Robbie Sefton AM</p> <p>Member of the Finance and Audit Committee</p>	<p>headspace Board member since 26 November 2019</p> <p>Robbie has lived, worked and travelled throughout regional, rural and remote Australia as a leader and advocate, respected both within and outside these communities.</p> <p>Robbie's achievements include being named a Westpac Australian Financial Review Woman of Influence; Agrifutures Australia NSW Rural Woman of the Year; and is a graduate of the Australian Rural Leadership Program which she was also a board member of the Foundation for six years. She has also been a panel member for the Reserve Bank of Australia's panel for finance for small business.</p> <p>Following the Australian Government's request for an independent panel to assess social and economic conditions affecting over 2 million people across the Murray-Darling Basin, Robbie was appointed Chair of the panel. The panel was tasked to report on how the Basin Plan is affecting local communities, including Indigenous communities, and strategies to support them adapt to change and build resilience. The report will support longer term efforts to monitor the social and economic conditions in the Basin and will be used by governments and leaders to help evaluate the outcomes of the Basin Plan.</p> <p>Other current leadership roles held by Robbie include:</p> <ul style="list-style-type: none"> • Board Member, Great Barrier Reef Marine Park Authority • Independent, Non-executive Director, Smarter Regions CRC • Independent Non-executive Director, CRC for High Performing Soils. <p>Recent leadership roles include:</p> <ul style="list-style-type: none"> • Deputy Chair, National Australia Day Council • Chair, Independent panel for the assessment of social and economic conditions in the Murray-Darling Basin.
<p>Donna Burns</p> <p>Member of the Quality and Clinical Governance Committee from 6 December 2022</p>	<p>headspace Board member since 6 October 2022 when she was appointed to a casual vacancy. Donna was formally appointed as a headspace Director at the Annual General Meeting on 6 December 2022.</p> <p>Ms Burns is a proud Wiradjuri descendant.</p> <p>She has a Bachelor of Nursing from the University of Western Sydney and is a Graduate of the Australian Institute of Company Directors, the Queensland Aboriginal and Torres Strait Islander Health Network, and an Affiliate Member of the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives.</p> <p>More than twenty five years' experience in the healthcare sector, with a strong focus on organisational change management for the past decade. Her professional experience includes time as Deputy CEO with The Healing Foundation, and as Organisational Change Management Specialist and Director of her company, Optimism Consultancy Group, and is currently the CEO of Australian Indigenous Doctors Association.</p> <p>Ms Burns is also a Non-Executive Board Director for Q-bital Healthcare Solutions, and Gayaa Dhuwi (Proud Spirit) and previously Non-Executive Board Director for Huntington's Queensland.</p> <p>She is passionate about executive leadership, sound governance and cultural competency.</p>

There were no loans made to directors by the Company.

Meetings of Directors

The number of meetings of the Company's Board of Directors and of each Board committee held during the year ended 30 June 2023, and the number of meetings attended by each Director were:

Director	Board meetings		Finance and Audit Committee meetings		Quality and Clinical Governance Committee meetings	
	A	B	A	B	A	B
Donna Burns	6	6			2	2
Annette Carruthers AM	7	7	3	4	6	6
John Harvey	7	7	5	5	6	6
Katina Law	2	2	1	1		
Patrick McGorry AO	5	7			1	6
Anne Murphy Cruise	7	7	4	5	5*	6
Robbie Sefton AM	4	6	3	4	1*	6
Ben Shields	7	7	5*	5	5*	6

*Reflects voluntary attendance at the Committee Meeting by a Director who is not a member of the respective Committee with no formal requirement to attend that meeting.

Attendance at only the *in camera* section of a meeting is considered to be attendance by that Director.

A – Number of meetings attended

B – Number of meetings held during the time the Director held office during the year.

Non-Audit Services

The Company may decide to employ the auditor on assignments additional to their statutory audit duties where the auditors' expertise and experience with the Company are important.

There were non-audit services including accounting advice relating to the applicability of new accounting standards to the Company. Details of the amounts paid or payable to the auditor (RSM Australia Partners) for audit services provided during the year are also set out in Note 17 to the financial report.

(continued) for the year ended 30 June 2023

Auditor's Independence Declaration

The auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after the Directors' Report.

This report is made in accordance with a resolution of directors, pursuant to section 298(2) (a) of the Corporations Act 2001.


Ben Shields

Chair, on behalf of the directors


John Harvey

Chair, Finance and Audit Committee

Dated this 26th day of October 2023

**RSM Australia Partners**

Level 21, 55 Collins Street Melbourne VIC 3000
PO Box 248 Collins Street West VIC 8007

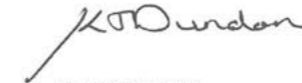
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AUDITOR'S INDEPENDENCE DECLARATION

As lead auditor for the audit of the financial report of Headspace National Youth Mental Health Foundation Ltd for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

- (i) the auditor independence requirements of the Australian Professional Accounting Bodies in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.


RSM AUSTRALIA PARTNERS

K J DUNDON
Partner

Dated: 26 October 2023
Melbourne, VIC

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AUDIT | TAX | CONSULTING

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RSM Australia Partners ABN 36 965 185 036

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Registered office

Level 2, 485 La Trobe Street
MELBOURNE VIC 3000

Principal place of business

Level 2, 485 La Trobe Street
MELBOURNE VIC 3000

These financial statements cover headspace National Youth Mental Health Foundation Ltd as an individual entity. The financial statements are presented in the Australian currency, which is the Company's functional and presentational currency.

The Company is a not-for-profit unlisted public entity limited by guarantee, incorporated and domiciled in Australia. A description of the nature of the Company's operations and its principal activities is included in the review of operations and activities in the Directors' Report, which is not part of the financial statements.

The financial statements were authorised for issue by the directors on 26 October 2023. The directors have the power to amend and reissue the financial statements.

statement of profit or loss and other comprehensive income

for the year ended 30 June 2023

	Note	2023	2022
		\$	\$
Continuing operations			
Revenue			
Revenue from services and Government grants		70,859,417	63,105,240
Interest		1,186,004	83,891
Fundraising		1,390,004	3,766,129
Other revenues from operating activities		1,156,664	753,178
Revenue from operating activities	3	74,592,089	67,708,438
Operating expenses			
Employment		51,973,642	42,109,594
Occupancy		829,654	809,565
Grant payments		8,076,174	10,225,425
Consultancy		2,851,951	1,999,373
Sub-contracts with member organisations		271,310	179,741
Governance		358,734	327,269
Travel		2,760,082	641,892
Information and technology		4,737,250	4,096,027
Communications and marketing		4,153,613	3,876,881
Depreciation and amortisation	4	2,535,952	1,482,213
Finance costs		252,429	111,075
Loss / (gain) on disposal of assets		1,136	(212)
Other operating and administration expenses		2,419,350	1,917,000
Expenses from operating activities	3	81,221,277	67,775,843
(Deficit) / surplus before income tax		(6,629,188)	(67,405)
Income tax expense	1e	-	-
(Deficit) / surplus after income tax expense from continuing operations		(6,629,188)	(67,405)
Other comprehensive income			
Other comprehensive income, net of tax		-	-
Total comprehensive income / (loss) for the year		(6,629,188)	(67,405)

The accompanying notes form part of these financial statements.

financial position

for the year ended 30 June 2023

	Note	2023	2022
		\$	\$
ASSETS			
Current assets			
Cash assets	2	55,268,452	49,429,471
Trade and other receivables	5	1,784,605	2,996,791
Total current assets		57,053,057	52,426,262
Non-current assets			
Leasehold improvements, IT and office equipment	6	499,937	326,393
Right of use assets	7	6,254,104	4,806,264
Total non-current assets		6,754,041	5,132,657
Total assets		63,807,098	57,558,919
LIABILITIES			
Current liabilities			
Trade and other payables	8	5,510,080	3,762,516
Lease liabilities	9	1,591,693	1,317,784
Provisions	10	9,602,733	7,195,859
Contract liabilities	11	28,682,416	22,250,083
Total current liabilities		45,386,923	34,526,242
Non-current liabilities			
Lease liabilities	9	5,183,239	3,612,699
Provisions	10	1,368,909	922,781
Total non-current liabilities		6,552,148	4,535,480
Total liabilities		51,939,071	39,061,722
Net assets		11,868,026	18,497,197
Members' funds			
Accumulated surplus	12	11,868,026	18,497,197
Total members' funds		11,868,026	18,497,197

The accompanying notes form part of these financial statements.

statement of changes in equity

for the year ended 30 June 2023

	Note	Accumulated surplus	Total
		\$	\$
Balance at 30 June 2021		18,564,602	18,564,602
Total comprehensive income for the year	12	(67,405)	(67,405)
Balance at 30 June 2022		18,497,197	18,497,197
Total comprehensive income for the year	12	(6,629,188)	(6,629,188)
Balance at 30 June 2023	12	11,868,026	11,868,026

The accompanying notes form part of these financial statements.

statement of cash flows

for the year ended 30 June 2023

	Note	2023	2022
		\$	\$
Cash flows from operating activities			
Receipts from Government grants and other operations (incl GST)		85,522,338	80,782,216
Payments to employees and suppliers (incl GST)		(78,305,183)	(68,767,548)
Interest received		1,186,004	83,891
Interest expense on lease liabilities and other finance costs paid		(252,429)	(111,075)
Net cash inflow from operating activities		8,150,730	11,987,484
Cash flows from investing activities			
Payments for leasehold improvements and office equipment		(646,014)	(325,728)
Net cash outflow from investing activities		(646,014)	(325,728)
Cash flows from financing activities			
Repayments of lease liabilities		(1,665,735)	(1,088,300)
Net cash outflow from financing activities		(1,665,735)	(1,088,300)
Net increase in cash and cash equivalents		5,838,981	10,573,456
Cash and cash equivalents at the beginning of the financial year		49,429,471	38,856,015
Cash and cash equivalents at the end of the financial year		55,268,452	49,429,471

The accompanying notes form part of these financial statements.

notes to the financial statements

for the year ended 30 June 2023

Note 1: Summary of significant accounting policies

The following is a summary of the material accounting policies adopted by the Company in preparation of the financial report. The accounting policies have been consistently applied unless otherwise stated.

The following Accounting Standards and Interpretations are most relevant to the consolidated entity:

Conceptual Framework for Financial Reporting (Conceptual Framework)

The consolidated entity has adopted the revised Conceptual Framework from 1 July 2021. The Conceptual Framework contains new definition and recognition criteria as well as new guidance on measurement that affects several Accounting Standards, but it has not had a material impact on the Company's financial statements.

AASB 1060 General Purpose Financial Statements - Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities

The Company has adopted AASB 1060 from 1 July 2021. The standard provides a new Tier 2 reporting framework with simplified disclosures that are based on the requirements of IFRS for SMEs.

Basis of preparation

The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Interpretations, and other authoritative pronouncements of the Australian Accounting Standards Board. headspace is a not-for-profit entity for the purpose of preparing the financial report. These general purpose financial statements have been prepared in accordance with Australian Accounting Standards and Interpretations issued by the Australian Accounting Standards Board and the *Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act)*. The Company is a not-for-profit entity for the purpose of preparing the financial statements. The financial statements of the Company comply with Australian Accounting Standards – Simplified Disclosure Requirements as issued by the Australian Accounting Standards Board (AASB).

Historical cost convention

The financial report has been prepared on an accruals basis, is based on historical costs and does not take into account changing money values. Cost is based on the fair value of the consideration given in exchange for assets.

Early adoption of standards

The Company has not elected to early adopt any accounting standards for this reporting period (2022: None).

Critical accounting estimates and judgements

The preparation of the financial report requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial report are disclosed in Note 19.

a. Functional and presentation currency

Items included in the financial statements of each of the Company's entities are measured using the currency of the primary economic environment in which the entity operates ("the functional currency"). The financial statements are presented in Australian Dollars, which is the Company's functional and presentation currency.

b. New, revised or amending Accounting Standards and Interpretations adopted by the company

The Company has adopted all of the new, revised or amending Accounting Standards and Interpretations issued by the Australian Accounting Standards Board that are mandatory for the current reporting period. The adoption of these Accounting Standards and Interpretations did not have any significant impact on the financial performance or position of the company.

c. Revenue recognition

Revenue is recognised at an amount that reflects the consideration to which the Company is expected to be entitled in exchange for transferring goods or services to a customer. For each contract with a customer, the Company: identifies the contract with a customer; identifies the performance obligations in the contract; determines the transaction price which takes into account estimates of variable consideration and the time value of money; allocates the transaction price to the separate performance obligations on the basis of the relative stand-alone selling price of each distinct good or service to be delivered; and recognises revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

All revenue is stated net of the amount of applicable goods and services tax (GST).

Note 1: Summary of significant accounting policies (continued)*Revenue from services and Government grants*

Revenue from services and Government grants are recognised over time, as and when the Company delivers the performance obligations stated within the funding agreements.

Grant monies received but not yet expended – that is, when services have not yet been performed, or performance obligations have not been fulfilled – are shown in the ‘statement of financial position’ as contract liabilities.

Interest

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Fundraising

Donations received from fundraising events are recognised as revenue on receipt when there are no sufficiently specific performance obligations attached to the donations.

d. Expenses

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category.

e. Income tax

The Company is exempt from income tax in accordance with endorsement by the Australian Taxation Office under Subdivision 50-B of the *Income Tax Assessment Act 1997*. Accordingly, no provision/expense for income tax has been made.

f. Cash and cash equivalents

Cash and cash equivalents include cash on hand and deposits at call with banks or financial institutions with original maturities of three months or less that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value. Other financial assets include term deposits with fixed maturities of three months or greater that management has a positive intention and ability to hold to maturity.

g. Trade receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days (2022: 30 days). They are presented as current assets unless the collection is not expected for more than 12 months after the reporting date.

The Company has applied the simplified approach to measuring expected credit losses, which uses a lifetime expected loss allowance. To measure the expected credit losses, trade receivables have been grouped based on days overdue.

Other receivables are recognised at amortised cost, less any allowance for expected credit losses.

h. Leasehold improvements, office equipment and right-of-use assets

Leasehold improvements and office equipment are measured at cost or deemed cost on the acquisition and are carried at cost less accumulated depreciation and any accumulated impairment. In the event that the carrying amount of leasehold improvements and office equipment is greater than the estimated recoverable amount, the carrying amount is written down immediately to the estimated recoverable amount and impairment losses are recognised as an expense (note 1(n)).

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, or any initial direct costs incurred.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Right-of-use assets are subject to impairment or adjusted for any re-measurement of lease liabilities.

The depreciable amount of all leasehold improvements and office equipment is calculated on a straight line basis over their estimated useful lives to the Company commencing from the time the asset is held ready for use, or, in the case of leasehold improvements, the shorter lease term. The depreciation rates used for each class of assets are:

<i>Class of fixed asset</i>	<i>Depreciation rate</i>
Office equipment	25% - 100%
Leasehold improvements	33.3% - 100%
Right of use assets	33.3% - 66.6%

Note 1: Summary of significant accounting policies (continued)

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds from the sale with the carrying amount. These are included in the Statement of Profit or Loss and Other Comprehensive Income as gain / (loss) on sale.

i. Trade and other payables

Trade and other payables represent the liability outstanding at the end of the financial year for goods and services received by the Company which remain unpaid. Due to their short-term nature, they are measured at amortised cost and are not discounted. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability (2022: 30 days).

j. Employee entitlements*Short-term obligations*

Provision is made for the Company's liability for employee entitlements arising from services rendered by employees to the end of the financial year. Employee benefits that are expected to be wholly settled within one year have been measured at the undiscounted amounts expected to be paid when the liability is settled.

The liability for annual leave is recognised in the provision for employee entitlements. All other short-term employee benefit obligations are presented as other payables.

Other long-term employee benefit obligations

The liability for long service leave and annual leave which is not expected to be wholly settled within twelve months after the end of the period in which the employees render the related service is recognised in the provision for employee benefits and is measured at the present value of expected future payments to be made in respect of services provided by employees up to the end of the reporting period. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the end of the reporting period based on corporate bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

The obligations are presented as current liabilities in the Statement of Financial Position if the Company does not have an unconditional right to defer settlement for at least twelve months after the reporting date, regardless of when the actual settlement is expected to occur.

Defined contribution superannuation expense

Contributions made by the Company to employee superannuation funds are charged as expenses when incurred.

k. Contract liabilities

Contract liabilities represent the Company's obligation to transfer goods or services to a customer and are recognised when a customer pays consideration, or when the Company recognises a receivable to reflect its unconditional right to consideration (whichever is earlier) before the Company has transferred the goods or services to the customer.

Contract liabilities also include the Company's unspent grant funds on hand which have been repurposed for new initiatives. The unwinding of this contract liability balance will be recognised as Other Income in the period the draw down occurs.

l. Lease liabilities

The Company leases various offices. Lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease, or if that rate cannot be readily determined, the Company's incremental borrowing rate.

The lease liability is subsequently increased by the interest cost on the lease liability and decreased by lease payments made. It is remeasured when there is a change in lease term, future lease payments arising from a change in the index or rate, a change in the estimate of the amount expected to be payable under a residual value guarantee, or as appropriate, changes in the assessment of whether a purchase or extension option is reasonably certain to be exercised or a termination option is reasonably certain not to be exercised.

The Company has applied judgement to determine the lease term for some lease contracts that include renewal options. The assessment of whether the Company is reasonably certain to exercise such options impacts the lease term, which significantly affects the amount of the lease liabilities and right-of-use assets recognised.

Note 1: Summary of significant accounting policies (continued)**m. Goods and services tax (GST)**

Revenues, expenses and assets are recognised net of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (“ATO”). In these circumstances, the GST is recognised as part of the cost of the acquisition of the asset or as part of the expense.

Receivables and payables are shown inclusive of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

Commitments and contingencies are disclosed net of the amount of GST recoverable from, or payable, to the tax authority.

n. Impairment of assets

Assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use.

o. Lease make good provision

An assessment has been made for the present value of anticipated costs for future restoration of leased premises. The provision includes future cost estimates associated with closure of the premises. The calculation of this provision requires assumptions such as application of closure dates and cost estimates. The provision if recognised is periodically reviewed and updated based on the facts and circumstances available at the time. Changes to the estimated future costs are recognised in the statement of financial position by adjusting the asset and the provision. Reductions in the provision that exceed the carrying amount of the asset will be recognised in the profit or loss statement.

p. Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the Company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the Company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

Note 2: Cash and short term deposits

	2023	2022
	\$	\$
Cash on hand	427	427
Cash at bank	20,926,520	25,220,346
Short term deposits	34,341,505	24,208,698
Total cash and cash equivalents	55,268,452	49,429,471

Note 3: Revenue from continuing operations

	2023	2022
	\$	\$
Operating activities from continuing operations		
Grant income	70,859,417	63,105,240
Interest	1,186,004	83,891
Fundraising	1,390,004	3,766,129
Other revenues from operations	1,156,664	753,178
Total revenues from continuing operations	74,592,089	67,708,438

	2023	2022
	\$	\$
Revenue from contracts with customers by timing of revenue		
Revenue recognised over time	70,859,417	60,036,507
Revenue recognised at a point in time	3,732,672	7,671,931
Total operating revenue	74,592,089	67,708,438

Revenue for the financial year includes funding under agreements with the Commonwealth of Australia primarily as represented by the Department of Health, Federal and State Government bodies and grant funding from subcontractor agreements. The Company has deferred Government grant revenue of \$ 28.7m as disclosed in Note 11.

Grant funding for Digital Work and Study program of \$3.17mill was classified as other revenue from operations in FY22. This has been restated as Revenue from services and Government grants in FY22 to align with FY23 funding of \$3.98m.

Note 4: Expenses from operating activities

	2023	2022
	\$	\$
Expenses from operating activities have been determined after:		
<i>Depreciation and amortisation</i>		
Leasehold improvements	2,374	-
Office equipment	471,233	275,666
Right of use assets	2,062,345	1,206,547
Total depreciation and amortisation	2,535,952	1,482,213
Short-term lease payments	829,654	809,565
Superannuation expense	4,596,125	3,538,508

Note 5: Trade and other receivables

	2023	2022
	\$	\$
Current		
Trade and other receivables	734,357	1,923,291
Prepayments	1,050,248	1,073,500
Total trade and other receivables	1,784,605	2,996,791

Note 6: Leasehold improvements and office equipment**Note 6(a): Leasehold improvements**

	2023	2022
	\$	\$
Leasehold improvements at cost	1,614,066	1,596,572
Less accumulated depreciation	(1,598,946)	(1,596,572)
Total leasehold improvements	15,120	-

Note 6: Leasehold improvements and office equipment (continued)**Note 6(b): Office equipment**

	2023	2022
	\$	\$
Office equipment at cost	2,631,798	2,271,349
Less accumulated depreciation	(2,146,981)	(1,944,956)
Total office equipment	484,817	326,393
Net book amount	499,937	326,393

Note 6(c): Movements in carrying amounts

	Leasehold improvements (\$)	Office equipment (\$)	Total (\$)
Carrying amount as at 30 June 2021	-	277,300	227,300
Additions	-	325,728	325,728
Disposals	-	(969)	(969)
Depreciation	-	(275,666)	(275,666)
Carrying amount as at 30 June 2022	-	326,393	326,393
Additions	17,494	630,793	648,287
Disposals	-	(1,136)	(1,136)
Depreciation	(2,374)	(471,233)	(473,607)
Carrying amount as at 30 June 2023	15,120	484,817	499,937

(continued) for the year ended 30 June 2023

Note 7: Right-of-Use assets**Note 7(a): Right-of-Use assets**

	2023	2022
	\$	\$
Properties - right-of-use	9,454,914	5,944,729
Less accumulated depreciation	(3,200,811)	(1,138,465)
Total right-of-use assets	6,254,104	4,806,264

Additions to the right-of-use assets during the year were \$ 3,510,185 and depreciation charged to Profit or Loss was \$ 2,062,345.

The Company leases buildings for its offices under agreements of between one to five years with, in some cases, options to extend. The leases have various escalation clauses. On renewal, the terms of the leases are negotiated.

Note 8: Trade and other payables

	2023	2022
Current	\$	\$
Trade payables	1,018,895	72
GST payable	816,653	1,398,742
Other payables	3,674,532	2,363,702
Total trade and other payables	5,510,080	3,762,516

Refer to Note 18 for further information on financial instruments.

(continued) for the year ended 30 June 2023

Note 9: Lease liabilities

	2023	2022
Current	\$	\$
Lease liability	1,591,693	1,317,784
	1,591,693	1,317,784
Non-current		
Lease liability	5,183,239	3,612,699
Total lease liabilities	6,774,932	4,930,483

Future lease payments

Future lease payments are as follows

Within one year	1,591,693	1,942,403
One to five years	5,183,239	2,988,080
More than five years	-	-
	6,774,932	4,930,483

Note 10: Provisions

	2023	2022
Current	\$	\$
Employee entitlements – annual leave	3,358,040	2,959,570
Employee entitlements – long service leave	1,717,676	1,419,819
Provision for underspent grants	4,527,016	2,816,470
	9,602,733	7,195,859
Non-current		
Employee entitlements – long service leave	1,368,909	922,781
Total provisions	10,971,643	8,118,640

Note 11: Contract liabilities

	2023	2022
	\$	\$
Current		
Contract liabilities	28,682,416	22,250,083
Total contract liabilities	28,682,416	22,250,083

Contract liabilities consists of deferred income carried forward for future periods of \$28.7m.

Note 12: Accumulated surplus

Movements in accumulated surplus were as follows:

	2023	2022
	\$	\$
Balance as at 1 July	18,497,215	18,564,602
Surplus / (deficit) after income tax expense for the year	(6,629,188)	(67,405)
Balance as at 30 June	11,868,026	18,497,197

Note 13: Members' guarantee

The Company is limited by guarantee. If the Company is wound up the liability of each member is limited to a maximum of \$100 towards meeting any outstanding obligations of the Company. At 30 June 2023 the number of members was 5 (2022: 5).

Note 14: Economic dependence

The continuing operation of the Company is dependent upon periodic renewal of funding agreements with the Commonwealth of Australia as represented by the Department of Health and Aged Care. The Company currently has a one year grant agreement expiring on 30 June 2024 to operate the headspace National Office.

Note 15: Contingencies*Contingent assets*

The Company does not have any contingent assets of a material nature which have not already been dealt with in these financial statements (2022: Nil).

Contingent liabilities

The Company has given bank guarantees as at 30 June 2023 of \$971,206 (2022: \$1,479,267) to various landlords for commercial leases.

Note 16: Related party disclosures**Note 16 (a): Key management personnel compensation**

The aggregate compensation made to directors, officers and other key management personnel of the Company is as follows:

	2023	2022
	\$	\$
Key management personnel benefits:		
Compensation to key management	3,121,848	2,686,842
	3,121,848	2,686,842

Note 16 (b): Directors' remuneration

The names of the Company directors who have held office during the financial year are reported in the Directors' Report.

Directors do not receive any additional fees for membership of Board sub-committees.

Note 16 (c): Transactions by Directors with headspace centres

Patrick McGorry AO is a Director of Orygen. During the financial year, \$2,407 has been paid by the Company to Orygen for distribution of the fundraising donation funds.

During the financial year, \$274,500 (2022: \$233,500) has been paid by the Company to Orygen in the form of grants.

Note 16 (d): Transactions with Centre of Excellence

The Company maintains a Centre of Excellence to provide research services. Orygen is the subcontractor for the Centre of Excellence. Patrick McGorry AO is a Director of Orygen. During the financial year, payments were made by the Company to Orygen for the Centre of Excellence totalling \$180,591 (2022: \$224,677). \$135,654 (2022: \$44,936) remained outstanding at year end.

Note 17: Remuneration of auditors

During the financial year the following fees were paid or payable for services provided by RSM Australia Partners, the auditor of the Company:

	2023	2022
Audit and other services	\$	\$
Audit services		
Audit of the financial statements	73,000	76,700
	73,000	76,700
Other services		
Accounting advice	-	4,500
	-	4,500
Total audit and other services	73,000	81,200

Note 18: Financial risk management

The Company's activities expose it to a variety of financial risks: market risk (including interest rate risk), credit risk and liquidity risk. The Company's overall treasury risk management policy focuses on minimising credit risk. The Company uses different methods to measure different types of risk to which it is exposed during the year. These methods include sensitivity analysis in the case of interest rate risk and aging analysis (external debtors) and credit rating agency data (term deposits) for credit risk.

Risk management is carried out by senior management under policies approved by the Finance and Audit Committee. The Finance and Audit Committee has been delegated the responsibility for oversight of treasury activities by the Board of Directors. The Committee approves written policies for overall treasury risk management, as well as policies and procedures covering specific areas such as credit risk and investment of excess funds.

The Company holds the following financial instruments at the end of the financial year.

	Note	2023	2022
Financial assets		\$	\$
Cash assets		55,268,452	49,429,471
Trade and other receivables (excl prepayments)	5	734,357	1,923,291
Total financial assets		56,002,809	51,352,762
Financial liabilities			
Trade and other payables (excl GST payable)	8	4,693,427	2,363,775
Provision for underspent grants	10	4,527,016	2,816,470
Lease liabilities	9	6,774,932	4,930,483
Total financial liabilities		15,995,375	10,110,728

Note 18: Financial risk management (continued)**(a) Market risk***(i) Interest rate risk*

Exposure to interest rate risk arises on financial assets recognised at the end of the financial year whereby a future change in interest rates will affect future cash flows or the fair value of fixed rate instruments.

(ii) Price risk / foreign currency

The Company is not exposed to any significant foreign currency/price risk.

(ii) Sensitivity analysis

The Directors consider that there is minimal interest rate risk, since there are no long term borrowings or interest bearing credit held by the Company. Interest rate risk is incurred on cash and cash equivalents earning interest in bank accounts and term deposits.

If these movements were to occur, the impact on the Statement of Profit and Loss and Other Comprehensive Income for each category of financial instrument held at the end of the financial year is presented below. This assumes that all other assumptions are held constant.

2023	Carrying Amount	Interest Rate Risk	
		+25bps	-25bps
	(\$)	(\$)	(\$)
Financial assets			
Cash assets	55,268,452	829,027	(829,027)
Trade and other receivables (excl. prepayments)	734,357		
Financial liabilities			
Trade and other payables (excl. GST payable)	4,693,427	-	-
Provision for underspent grants	4,527,016	-	-
Lease liabilities	6,774,932	-	-
Total increase / decrease		829,027	(829,027)

2022	Carrying Amount	Interest Rate Risk	
		+150bps	-150bps
	(\$)	(\$)	(\$)
Financial assets			
Cash assets	49,429,471	678,706	(678,706)
Trade and other receivables (excl. prepayments)	1,923,291		
Financial liabilities			
Trade and other payables (excl. GST payable)	2,363,775		
Provision for underspent grants	2,816,470		
Lease liabilities	4,930,483		
Total increase / decrease		678,706	(678,706)

Weighted average interest rate applicable to lease liabilities is 5.62% for 30 June 2023 (2022: 5.27%)

(continued) for the year ended 30 June 2023

Note 18: Financial risk management (continued)**(b) Credit risk**

Credit risk arises from credit exposures to outstanding receivables.

The Directors consider that the credit risk associated with Government funding receivable is low, since all revenue is under contract subject to the Company meeting certain criteria as laid out in the Government funding agreements. The Company is required to report its quarterly financial status to Government, within a detailed reporting framework. This allows the Government to review the application of all funding against the approved key milestones.

The outstanding debtors balance in the Company primarily consists of amounts owing from Beyond Blue and Department of Health, Queensland or where contracts are in place for the provision of service. As such there is a high level of certainty regarding the collection of the receivable as at the end of the financial year.

(c) Liquidity risk

Prudent liquidity risk management implies maintaining sufficient cash for both short-term commitments and longer-term commitments through contracts. The Company manages liquidity risk by regularly monitoring the forecast and actual cash flows and matching cash availability to these requirements. Surplus cash at bank is invested only in cancellable term deposits, the amount based on cash flows incorporating working capital requirements. The Company has no borrowing facilities.

The Company is predominantly funded by The Department of Health and Aged Care, current funding agreement has an expiry date of 30 June 2024. The Company pursues other sources of revenue, including third-party grants.

Maturities of financial liabilities

The table below discloses the Company's financial liabilities into relevant maturity groupings based on their contractual maturities for non-derivative financial liabilities. The Company does not deal in derivative financial instruments.

The amounts disclosed in the table are the contractual undiscounted cash flows. Balances due within twelve months equal their carrying balances as the impact of discounting is not significant.

2023	Less than 6 months (\$)	6 – 12 months (\$)	Total contractual cash flows (\$)	Carrying amount of liabilities (\$)
Contractual maturities of financial liabilities				
Trade and other payables	4,693,427	-	-	4,693,427
Provision for underspent grants	4,527,016	-	-	4,527,016

The contractual maturities for lease liabilities at 30 June 2023 are detailed in Note 9 Lease Liabilities

2022	Less than 6 months (\$)	6 – 12 months (\$)	Total contractual cash flows (\$)	Carrying amount of liabilities (\$)
Contractual maturities of financial liabilities				
Trade and other payables	2,363,775			2,363,775
Provision for underspent grants	2,816,470			2,816,470

(continued) for the year ended 30 June 2023

Note 18: Financial risk management (continued)**(d) Fair value estimation**

Given the nature of the Company's financial instruments, no fair value estimations are necessary. The carrying values (less any impairment provision) of financial assets and financial liabilities approximate their fair values due to their short-term nature.

The contractual maturities for lease liabilities at 30 June 2022 are detailed in Note 9 Lease Liabilities.

Note 19: Critical accounting estimates and assumptions

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that may have a financial impact on the Company and that are believed to be reasonable under the circumstances.

(a) Critical accounting estimates and assumptions

The Company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

(i) Provision for underspent grants

The provision for underspent grants requires a degree of estimation and judgement. The level of provision is assessed by taking into account actual unspent balances on hand at 30 June 2023, as well as latest discussions and agreements with the grant funders.

(ii) Leasehold improvements and office equipment useful lives

Leasehold improvements, IT and office equipment are measured at cost or deemed cost on acquisition. Management believes that the assigned useful lives, as well as the underlying assumptions, are reasonable, though different assumptions and assigned lives could have a significant impact on the carrying amounts.

(iii) Incremental borrowing rate

Where the interest rate implicit in a lease cannot be readily determined, an incremental borrowing rate is estimated to discount future lease payments to measure the present value of the lease liability at the lease commencement date. Such a rate is based on what the Company estimates it would have to pay a third party to borrow the funds necessary to obtain an asset of a similar value to the right-of-use asset, with similar terms, security and economic environment.

(iv) Lease term

The lease term is a significant component in the measurement of both the right-of-use asset and lease liability. Judgement is exercised in determining whether there is reasonable certainty that an option to extend the lease or purchase the underlying asset will be exercised, or an option to terminate the lease will not be exercised, when ascertaining the periods to be included in the lease term. In determining the lease term, all facts and circumstances that create an economical incentive to exercise an extension option, or not to exercise a termination option, are considered at the lease commencement date. Factors considered may include the importance of the asset to the Company's operations; comparison of terms and conditions to prevailing market rates; incurrence of significant penalties; existence of significant leasehold improvements; and the costs and disruption to replace the asset. The Company reassesses whether it is reasonably certain to exercise an extension option, or not exercise a termination option, if there is a significant event or significant change in circumstances.

(continued) for the year ended 30 June 2023

Note 19: Critical accounting estimates and assumptions (continued)

(v) Long service leave

As discussed in Note 1, the liability for long service leave expected to be settled more than 12 months from reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases have been taken into account.

(vi) Revenue recognition

When recognising services or grant revenue over time, judgement and estimates are exercised in ascertaining the percentage of completion of performance obligation at reporting date.

Note 20: Events after the reporting period

No matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the Company's operations, the result of the operations, or the Company's state of affairs in future financial years.

Note 21: Company details

The Company is Company limited by guarantee, incorporated and domiciled in Australia.

The registered office and principal place of business of the Company is:

Level 2, 485 La Trobe Street, Melbourne, Victoria 3000

directors' declaration

The directors of the Company declare that in the opinion of the directors:

- a. the attached financial statements and notes thereto are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, and:
 - i. give a true and fair view of the financial position as at 30 June 2023 and of the performance for the year then ended of the Company; and
 - ii. comply with Australian Accounting Standards – Simplified Disclosures, including the Interpretations; and
- b. in the directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-For-Profit Commission Regulation 2013.

On behalf of the Directors



Ben Shields

Chair, on behalf of the directors



John Harvey

Chair, Finance and Audit Committee

Dated this 26th day of October 2023



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INDEPENDENT AUDITOR'S REPORT

To the Members of Headspace National Youth Mental Health Foundation Ltd

Opinion

We have audited the financial report of Headspace National Youth Mental Health Foundation Ltd, which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the declaration by those charged with governance.

In our opinion, the financial report of headspace National Youth Mental Health Foundation Ltd has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2023 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – *Simplified Disclosures* under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the headspace National Youth Mental Health Foundation Ltd in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Those charged with governance are responsible for the other information. The other information comprises the information included in headspace National Youth Mental Health Foundation Ltd's annual report for the year ended 30 June 2023, but does not include the financial report and the auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

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In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of Management and Those Charged with Governance for the Financial Report

The Directors of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – *Simplified Disclosures* under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and the *Australian Charities and ACNC Act*, and for such internal control as the Directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the Directors are responsible for assessing headspace National Youth Mental Health Foundation Ltd's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate headspace National Youth Mental Health Foundation Ltd or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our 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 the 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 this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

Independence

We confirm that the independence declaration required by the ACNC Act, which has been given to the Directors of headspace National Youth Mental Health Foundation Ltd, would be in the same terms if given to the Directors as at the time of this auditor's report.

RSM AUSTRALIA PARTNERS

K J DUNDON
Partner

Dated: 26 October 2023
Melbourne, VIC

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headspace centres and services operate across Australia, in metro, regional and rural areas, supporting young Australians and their families to be mentally healthy and engaged in their communities.



headspace would like to acknowledge Aboriginal and Torres Strait Islander peoples as Australia's First People and Traditional Custodians. We value their cultures, identities, and continuing connection to country, waters, kin and community. We pay our respects to Elders past and present and emerging and are committed to making a positive contribution to the wellbeing of Aboriginal and Torres Strait Islander young people, by providing services that are welcoming, safe, culturally appropriate and inclusive.



headspace is committed to embracing diversity and eliminating all forms of discrimination in the provision of health services. headspace welcomes all people irrespective of ethnicity, lifestyle choice, faith, sexual orientation and gender identity.

headspace National Youth Mental Health Foundation is funded by the Australian Government Department of Health and Aged Care