

Aboriginal Languages Trust Annual Report and Annual Review of the Strategic Plan Implementation

1 July 2022 – 30 June 2023



Acknowledgement of Country

We begin this Annual Report with a heartfelt acknowledgment of the Custodians of the land on which we gather, work, and live. We pay our respects to the Aboriginal Peoples who have cared for this land and its Languages for time immemorial.

We acknowledge and honour the Elders past and present, and their enduring connection to their Countries. We recognise that sovereignty was never ceded, and we respect the ongoing power and wisdom of Aboriginal Peoples and Cultures.

The work of the Aboriginal Languages Trust is grounded in the understanding that Language is not only a means of communication but also an integral part of identity, Country, Culture, and Community.

We acknowledge the ongoing existence of Aboriginal Languages across New South Wales is a testament to Aboriginal Peoples deep connection to Country and unique Knowledge of their lands.

Cover Page:

Photography: Joseph Mayers

Featured: Students from Darkinjung Barker College

This Page:

Photography: Will Turner

Location: Shelly Beach, Manly NSW

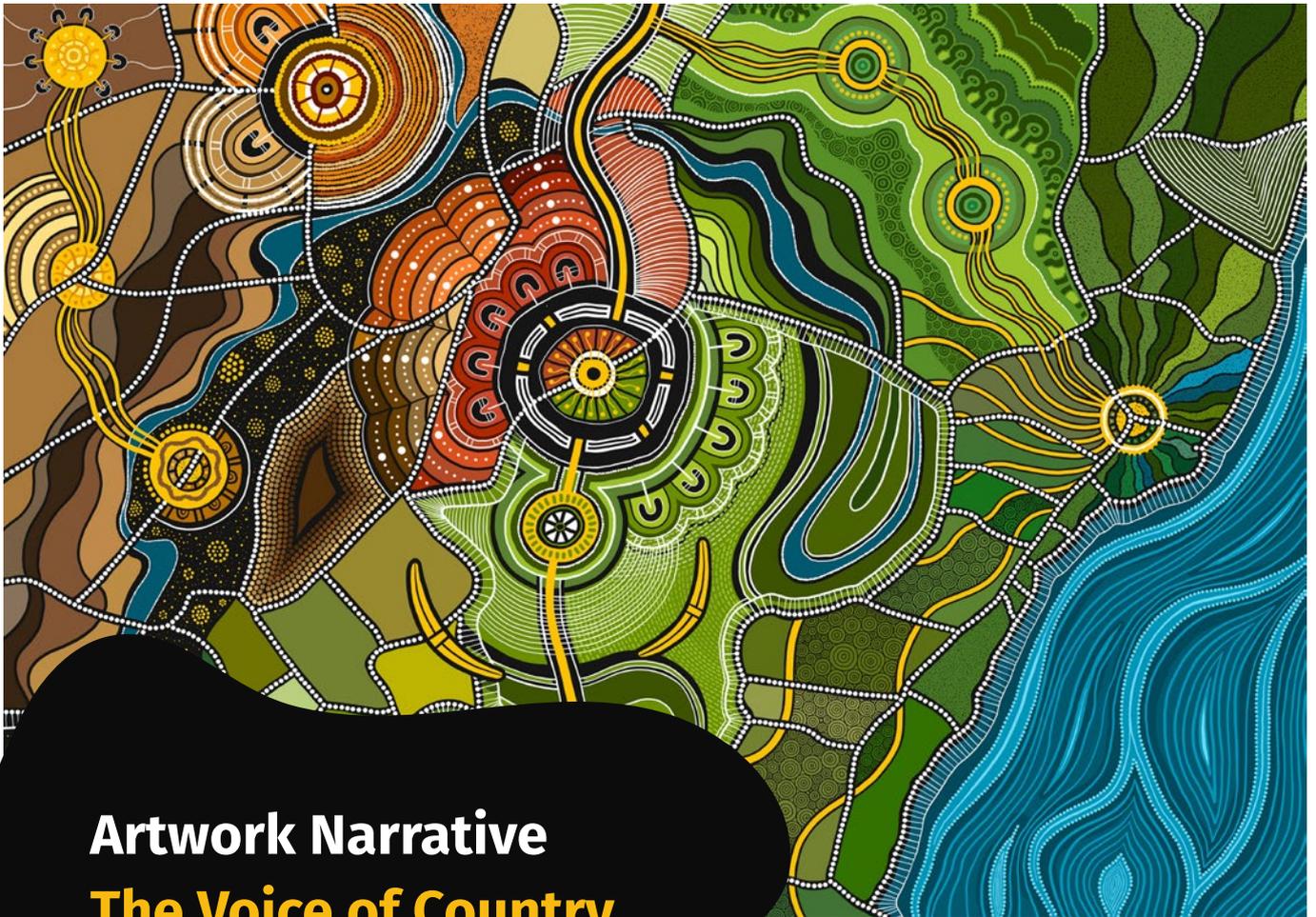


Explanation of capitalisation

The Aboriginal Languages Trust capitalises words that have distinct meaning for Aboriginal People. We do this as a sign of respect and note that it may vary from capitalisation used in Standard Australian English. These words include: *Aboriginal, Indigenous, First Nations, Language, Culture, Community, Knowledge, Knowledge Holders, Country, Songlines, Lore/Law, Ancestors, Old People, Aboriginal People/s.*

Cultural Advice

Aboriginal Peoples are advised that this document may contain images or names of deceased People.



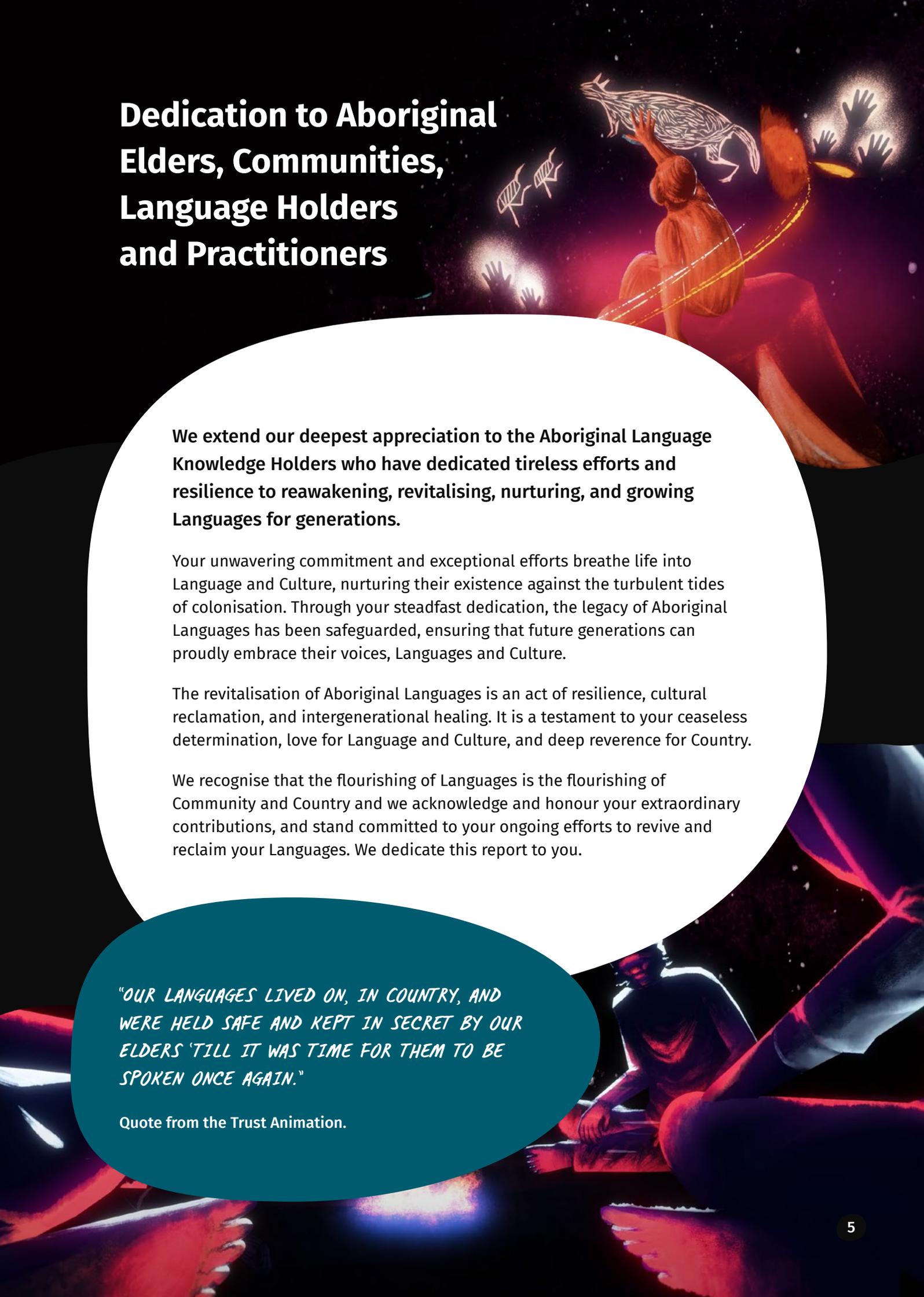
Artwork Narrative

The Voice of Country

“The Voice of Country” by Gumbaynggirr and Bundjalung artist Amy Allerton. At the beginning of creation, the land gave birth to Language, a living force, spreading out far and wide, connecting us to our creator, our Ancestors, our Country, and our Culture.

The voice of Country speaks to us through the water, the earth, the stars, and the spirits of those past, present and future. The winds of Language travel through each tribe and Nation, it is diverse and yet it is one, bringing strength, Knowledge, and healing. “The Voice of Country” tells the intertwined story of Identity and sovereignty. It represents the foundation of Language which is ingrained in Culture, Community and Country across NSW, and speaks of the unyielding resilience of the world’s oldest living Culture. It shows the inseparable nature of the physical, intellectual, and spiritual manifestations of Language that shape the identity of Aboriginal Peoples and connects them to each other and the land. “The Voice of Country” is an invitation for all Peoples to come together in partnership to share in the dawn of a new, enriched and thriving future, where Language is heard, People are seen, connection is strengthened, and Culture is celebrated.

Dedication to Aboriginal Elders, Communities, Language Holders and Practitioners



We extend our deepest appreciation to the Aboriginal Language Knowledge Holders who have dedicated tireless efforts and resilience to reawakening, revitalising, nurturing, and growing Languages for generations.

Your unwavering commitment and exceptional efforts breathe life into Language and Culture, nurturing their existence against the turbulent tides of colonisation. Through your steadfast dedication, the legacy of Aboriginal Languages has been safeguarded, ensuring that future generations can proudly embrace their voices, Languages and Culture.

The revitalisation of Aboriginal Languages is an act of resilience, cultural reclamation, and intergenerational healing. It is a testament to your ceaseless determination, love for Language and Culture, and deep reverence for Country.

We recognise that the flourishing of Languages is the flourishing of Community and Country and we acknowledge and honour your extraordinary contributions, and stand committed to your ongoing efforts to revive and reclaim your Languages. We dedicate this report to you.

"OUR LANGUAGES LIVED ON, IN COUNTRY, AND WERE HELD SAFE AND KEPT IN SECRET BY OUR ELDERS 'TILL IT WAS TIME FOR THEM TO BE SPOKEN ONCE AGAIN."

Quote from the Trust Animation.

Submission Letter to the Minister Aboriginal Affairs And Treaty



The Hon. David Robert Harris MP
Minister for Aboriginal Affairs and Treaty, Minister for
Gaming and Racing, Minister for Veterans, Minister for
Medical Research, and Minister for the Central Coast

52 Martin Place
Sydney NSW 2000

Dear Minister

I am pleased to submit the Aboriginal Languages Trust's 2022-2023 Annual Report and Annual Review of the Implementation of the Strategic Plan to you for presentation to the NSW Parliament.

This report includes the operations and performance of the Aboriginal Languages Trust including an Annual Review of the Implementation of the Strategic Plan, together with the financial statements for the period 1 July 2022 to 30 June 2023.

It has been prepared in accordance with the provisions of the *Government Sector Finance Act 2018* and the *NSW Aboriginal Languages Act 2017*.

Yours sincerely

Clare McHugh
Executive Director
Aboriginal Languages Trust

Table of Contents

Message From The Chairperson Jason Behrendt	8
Message From The Executive Director Clare Mchugh	9
Executive Summary	10
Truth-Telling: Aboriginal Languages	13
Section 1: Overview	15
.....	
Our Board And Executive	16
The Agency	18
Management And Structure	20
Timeline 2016-2023	22
Section 2: Strategy	24
.....	
Theory Of Change	25
Our Vision, Purpose and Principles	26
Strategic Plan Consultation Outcomes	27
Highlights Page - Consultation Outcomes	28

Table of Contents

Section 3: Operations And Performance	29
.....	
Annual Review of the Trust’s Strategic Plan Implementation For FY2022-23	30
Measuring Performance	32
Performance Report	36
Goal 1: Nurture and Grow	36
Goal 2: Connecting Communities	43
Goal 3: Celebrate And Promote	51
Goal 4: Sustainable Futures	60
Goal 5: Operational Excellence	64
Section 4: Management And Accountability	67
.....	
Cyber Security Annual Attestation Statement For The 2021–22 Financial Year For The Trust	70
Section 5: Sustainability	71
.....	
Section 6: Financial Performance	74
.....	

Message from the Chairperson Jason Behrendt



It is with great pleasure and a deep sense of responsibility that I introduce the first ever Aboriginal Languages Trust (“**the Trust**”) Annual Report and Annual Review of the Implementation of the Strategic Plan. As the Chairperson of the Trust, I am honoured to share on behalf of the Board the important achievements and progress made by the Trust toward achieving our objectives and functions as set out in the Aboriginal Languages Act 2017.

Language, at its core, is more than just a means of communication, it is a vehicle through which Culture, identity, and Knowledge are conveyed across generations. This report shows how the Trust has continued to work diligently to support Aboriginal Communities’ efforts to nurture, grow and share the invaluable wisdom that is embedded within their Languages.

Since its establishment in March 2020, the work and focus of the Board has evolved and grown rapidly as the Trust transitioned to the delivery of the first Strategic Plan. I thank my fellow Board members for their dedication and commitment to ensuring NSW Aboriginal Languages are given the time, respect, and consideration they rightly deserve. The Knowledge and wisdom each of you bring to this role is crucial in shaping the future direction of NSW Aboriginal Languages.

I acknowledge the significant contributions made by the Executive Director and the staff of the Trust. The achievements and progress made by the Trust would not be possible without your hard work and unwavering perseverance and on behalf of the Board I thank you.

While we celebrate the progress made during this period, we remain aware of the challenges that lie ahead. The harm caused by decades of policies which sought to silence Aboriginal Languages cannot be undone quickly. The ongoing revival and reclamation of Aboriginal Languages requires patience and continued support, both in terms of resources and recognition, to create an environment where all NSW Aboriginal Languages can thrive. We urge all stakeholders to maintain their commitment to this crucial work and appreciate the immense cultural value embedded within Aboriginal Languages.

Yours sincerely,

Jason Behrendt

Chairperson

Aboriginal Languages Trust Board

Message from the Executive Director Clare Mchugh



I am honoured to be part of the delivery of the first Aboriginal Languages Trust (“the Trust”) Annual Report and Annual Review of the Implementation of the Strategic Plan.

The Trust’s Board and staff have remained absolute in their commitment to meaningful engagement with Aboriginal People and Communities. We have sought to ensure the diverse views, experiences, visions and aspirations for Aboriginal Peoples’ Languages are respected and reflected not only in the Strategic Plan, but in how we work and deliver our services and programs.

I am proud of the Trust’s achievements to date, as we walk alongside Aboriginal Language Knowledge Holders and Communities throughout New South Wales (“NSW”). This report showcases the scale and impact of our services and programs – Business Strategy, Community Engagement, Community Investment and Policy and Research.

The Agency’s financial performance, governance practices and strategic objectives, are thoroughly analysed in this report and reflect the Trust’s commitment to accountability, transparency and the efficient use of resources.

This report is a tribute to the hard work and dedication of the Trust’s team, supported by Language stakeholders and Communities. Their willingness and ability to work in spaces that bridge Community and Government by decolonising and reconstructing practices to make this important work safer is commendable.

While this is the Trust’s first report of the achievements made toward the goals set out in the Strategic Plan, the work done by Language Holders in Communities across NSW has been happening quietly and without recognition since colonisation. Our achievements are your achievements.

Yours sincerely,

Clare McHugh

Executive Director

Aboriginal Languages Trust



Executive Summary

This reporting period represents the first time since the establishment of the Trust that it operated under the direction of an approved Strategic Plan.

Having secured funding to implement the new Strategic Plan in the 2022 budget cycle, the Trust experienced rapid growth during this time as it transitioned from early establishment to the delivery phase. From 1 July 2022 to 30 June 2023 the Trust focused on the design and delivery of new programs and services, as well as continuing to refine and improve existing programs and operations to respond to a rapidly changing environment.

.....

THE TRUST ADOPTED PLACE-BASED APPROACHES TO FURTHER INVEST IN AND WORK ALONGSIDE COMMUNITIES TO SUPPORT THEIR UNIQUE LANGUAGE NEEDS AND ASPIRATIONS.

.....

We expanded the Community Investment Program (“CIP”) to support the breadth and diversity of Language activities carried out by Communities across NSW. The CIP was mapped to highlight the growth in direct investment in grants funding since the Trust was established in March 2020 (page 40).

We commenced work on developing resources and tools to support Communities in their efforts to revitalise Language, including Community Language Planning and improving access to Country for Language learning and education. We also facilitated workshops on Aboriginal Cultural and Intellectual Property and provided grant writing support services to improve equity to funding for Community Language activities.

By partnering with the Museums of History NSW (formerly the Sydney Living Museum and State Archives and Records Authority) the Trust supported Communities’ efforts to determine the use, growth and cultural integrity of their Languages, by facilitating access to and promoting ownership of archival materials, as well as expanding access to First Nations content and programs to showcase the enduring Culture and Languages of Aboriginal Peoples.

The Trust continued to build its relationship with Aboriginal Language practitioners and Communities and raise awareness about its purpose, by delivering, attending, and participating in various forums across NSW.



Yanada Hepi Te Huia (Gumea Dharawal Wandri Wandian Jerrinja)
and Auntie Michelle Perry (Gathang)
Photography: Anthony Smith Media

We also commenced work on supporting the establishment of place-based Community-designed regional Language networks, as well as Community-run Language Centres and Language Hubs.

Our website and social media platforms were launched, enabling the Trust to elevate and celebrate the diversity of NSW Aboriginal Languages and Cultures with wide audiences using a range of multimedia.

By hosting in-person events the Trust connected Aboriginal Language Communities and stakeholders from across NSW and showcased Language activities. These events ranged from conferences, workshops, seminars, and panel discussions.

.....

NOTABLY, THE TRUST HOSTED A 3-DAY STATE-WIDE ABORIGINAL LANGUAGES GATHERING ON DARKINJUNG COUNTRY IN TERRIGAL WHICH INVOLVED OVER 200 ABORIGINAL LANGUAGE KNOWLEDGE HOLDERS, PRACTITIONERS, TEACHERS AND STAKEHOLDERS FROM ACROSS 34 LANGUAGE GROUPS WHO CAME TOGETHER TO "SHARE, LEARN, GROW" THEIR LANGUAGE WORK.

.....

Feedback from attendees has been positive and we plan to hold further Gatherings in the future.

The celebration and promotion of Aboriginal Languages is central to ensuring they are valued. The Trust created content and developed and disseminated practical information and resources to help build awareness of and appreciation for NSW Aboriginal Languages. We collaborated with Communities to set research priorities and co-design studies and started work on our multi-year research agenda. We adopted Principles for Respecting Aboriginal Community Data across all of the Trust's business units and began developing a strategy to guide our engagement throughout the International Decade of Indigenous Languages.

The Trust continued to lead the NSW Government response to Closing the Gap on Target 16, Language and Culture, including through participating on the new National Languages Policy Partnership formed under the National Agreement for Closing the Gap. We also commenced work on a major project which aims to develop a baseline data set for NSW Aboriginal Languages informed by Community voices, from which the NSW Government can measure progress against Target 16.



Our commitment to achieving operational excellence was at the forefront of all the Trust's work. The Trust commenced the development of an impact measurement framework to support us to measure, evaluate and report on the impact of our work. We designed and implemented several systems, processes and policies which ensured the Trust maintained a high standard of probity, transparency and accountability to Aboriginal Languages Communities and other stakeholders.

We are proud to report that we exceeded the target set out in the Strategic Plan of achieving Aboriginal workforce representation of at least 70%. Achieving this target helps the Trust foster a workforce with a rich diversity of perspectives, Knowledge and experiences and with a deep understanding and appreciation of Aboriginal Languages and Cultures.

Overall, the Trust has made a strong start on delivering against the goals set out within the Strategic Plan in its first year.



Top: Nardi Simpson (Yuwaalaraay)
Bottom: Micklo Jarrett (Gumbaynggirr)
Photography: Joseph Mayers



TRUTH-TELLING: Aboriginal Languages

Australia is the home to a rich and diverse collection of over 250 First Nations Languages. These are a verbal manifestation of the world's oldest living Culture, shaping identity and connecting People to Country and Country to People since time immemorial, but they have been significantly impacted by colonisation.

The Aboriginal Languages Act 2017 ("**the Act**") became law in NSW on 24 October 2017. It was and remains the only legislation in Australia to acknowledge the significance of First Languages. By providing an important framework for the revival and reclamation of Aboriginal Languages by Aboriginal Communities, the Act seeks to address some of the harm caused by past government policies.

"THE LANGUAGES OF THE FIRST PEOPLES OF THE LAND COMPRISING NEW SOUTH WALES ARE AN INTEGRAL PART OF THE WORLD'S OLDEST LIVING CULTURE AND CONNECT ABORIGINAL PEOPLE TO EACH OTHER AND TO THEIR LAND.

As a result of past Government decisions Aboriginal Languages were almost lost, but they were spoken in secret and passed on through Aboriginal families and communities.

Aboriginal People will be reconnected with their Culture and heritage by the reawakening, growing and nurturing of Aboriginal Languages.

Aboriginal Languages are part of the cultural heritage of New South Wales.

It is acknowledged that Aboriginal People are the custodians of Aboriginal Languages and have the right to control their growth and nurturing."

- Preamble of the Aboriginal Languages Act 2017



Today, NSW is home to more than 35 Aboriginal Languages, many of which cross borders into other States. The 2021 Census showed that in NSW, 5,196 People reported using an Australian Indigenous Language at home (equivalent to 1.9% of the population), representing a noticeable increase from 1,791 individuals reported in 2016. Six of the top ten Aboriginal Languages experiencing revitalisation in terms of speaker numbers belong to NSW: Wiradjuri, Bundjalung, Gamilaraay, Gumbaynggirr, Yorta Yorta, and Paakantyi.

LOCAL AND REGIONAL PROGRAMS AND INITIATIVES REMAIN CENTRAL TO THE REVITALISATION OF LANGUAGES AND CULTURES ACROSS NSW.

Wiradjuri Condobolin Corporation Language Program in Condobolin, Gumbaynggirr Giingana Freedom School in Coffs Harbour, Gujaga Foundation in La Perouse, Muurrbay Aboriginal Language and Culture Co-operative in Nambucca Heads, and Nēwara Aboriginal Corporation in Armidale, are examples of how Aboriginal designed and led initiatives have been leading the way, locally and globally, to reclaim Languages for many decades.



Top: Kaleena Briggs (Wiradjuri Yorta Yorta) and Nardi Simpson (Yuwaalaraay), Stiff Gins
 Bottom: Aunty Lynette Riley (Wiradjuri Gamilaroi) and Aunty Diane McNaboe (Wiradjuri Gamilaroi)
 Photography: Veronica Galosi



SECTION 1:
Overview

Photography: Hamish Weir
Location: Wentworth Falls, NSW

Our Board and Executive

The affairs of the Trust are managed by a Board of nine Aboriginal People, each with skills, expertise and standing in the Community to achieve the functions set out in the *Aboriginal Languages Act 2017*. The Executive Director enables the Trust to exercise its functions.



Jason Behrendt
Chairperson
Yuwaalaraay



Catherine Trindall
Deputy Chair
Gomeroi Murri Yinnar



Prof Lindon Coombes
Yuwallaraay



Patricia Ellis
Brinja-Yuin



Raymond Ingrey
Dharawal



Fiona Kelly
Barkindji/Ngiyampaa



Dr Raymond Kelly
Thangatti/Gumbaynggir



Dr Lynette Riley
Wiradjuri/Gamilaroi



Clark Webb
Gumbaynggirr/Bundjalung



Clare McHugh
Executive Director
Gamilaroi/Dhungutti

"THE TRUST'S ROLE NEEDS TO EXTEND BEYOND THE LANGUAGE SPACE AND INFLUENCE ALL AREAS AROUND ISSUES OF ACCESS TO COUNTRY AND REVITALISING CULTURE. IT'S ALL INTERCONNECTED."

- Gathang Language Practitioner
2021 Strategic Plan Consultations



The Agency

The Trust is an Aboriginal-led agency established under the Act to provide a focused, coordinated, and sustained effort in relation to Aboriginal Language activities at local, regional, and State levels.

The functions of the Trust are set out in the Act and include to:

- Promote effective Aboriginal Language activities,
- Identify priorities for Aboriginal Language activities,
- Manage the funding for, coordination of and investment in Aboriginal Language activities at local, regional and State levels,
- Promote education and employment opportunities in Aboriginal Language activities,
- Develop resources to support Aboriginal Language activities,
- Provide guidance to the Government and its agencies on Aboriginal Languages,
- Liaise with the Geographical Names Board on the use of Aboriginal Languages in the naming of geographical places,
- Encourage the wider use and appreciation of Aboriginal Languages.

The Board of the Trust report to the Minister for Aboriginal Affairs and Treaty, who is responsible for administering the Act. The Trust is not an agency which can employ people. So, Trust staff are employed by the Department of Premier and Cabinet for the sole purpose of enabling the Trust to deliver its functions. For employment purposes only, the Trust sits in the Aboriginal Affairs group within the Department of Premier and Cabinet portfolio.

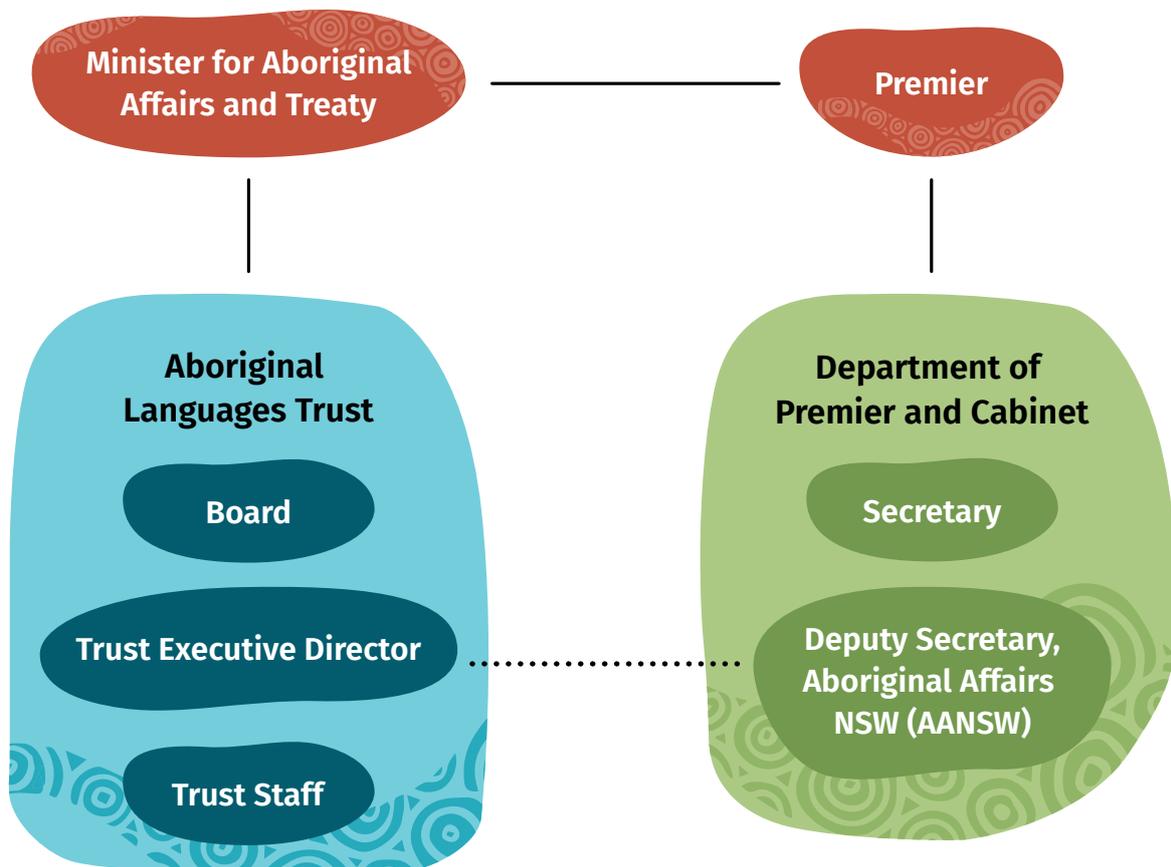
The Trust must conduct its activities in accordance with its approved five-year Strategic Plan for the growth and nurturing of Aboriginal Languages and any direction by the Minister, so long as this direction is consistent with the approved Strategic Plan.

The Trust is structured to maximise operational independence, particularly with respect to the Trust's purpose to promote, nurture and grow Aboriginal Languages across NSW.

Governance Structure

Minister: Is the responsible Minister for the Aboriginal Languages Act 2017 (“the Act”). Has various oversight powers, e.g. appoints the Trust Board, appoints the Chairperson, approves the Strategic Plan, and can give directions.

Premier: Has overall responsibility for government. Determines funding, administrative arrangements and, provides advice to Department of Premier and Cabinet’s portfolio Ministers. Has no direct responsibility for managing the affairs of the Trust.



The Trust: Independent government agency subject to the Ministerial oversight as per the Act. Sits within the Department of Premier and Cabinet Portfolio.

Trust Board and Chair: Is responsible for managing the affairs of the Trust. Determines procedure for calling and conduct of Board meetings.

Trust Executive Director and Staff: Staff of The Trust are employed to enable the Trust to exercise its functions. Staff report directly to the Trust’s Board. Staff are employed by the Department of Premier and Cabinet and the Executive Director reports to the Deputy Secretary AANSW for administrative purposes only.

Department of Premier and Cabinet:

Leads the public service and supports relevant Ministers to administer legislation, including the Minister for Aboriginal Affairs and Treaty to administer the Act.

Deputy Secretary, Aboriginal Affairs NSW (AANSW):

The Secretary is primarily responsible to the NSW Premier and Minister for activities of the Department of Premier and Cabinet. Is accountable for leading more than 400,000 people in the NSW public service. The Deputy Secretary AANSW reports to the Secretary and is responsible for the administration of the Act.



Management & Structure

Community Engagement and Investment

Community Engagement and Investment develops and implements targeted solutions to respond to Aboriginal Communities' Language needs and aspirations. They foster genuine relationships between the Trust and Languages stakeholders and Aboriginal Communities, design and deliver the Trust's grants programs and map Language activities. They also support local and regional initiatives such as Community Language Planning, deliver training and support to strengthen capabilities, and support the establishment of formalised Languages partnerships and networks within Communities.

Executive Officer

Executive Officer provides high level advice and support to the Executive Director and Board on major initiatives, finance management and support, Ministerial Executive Support, and oversees the Trust's response to government reporting obligations.

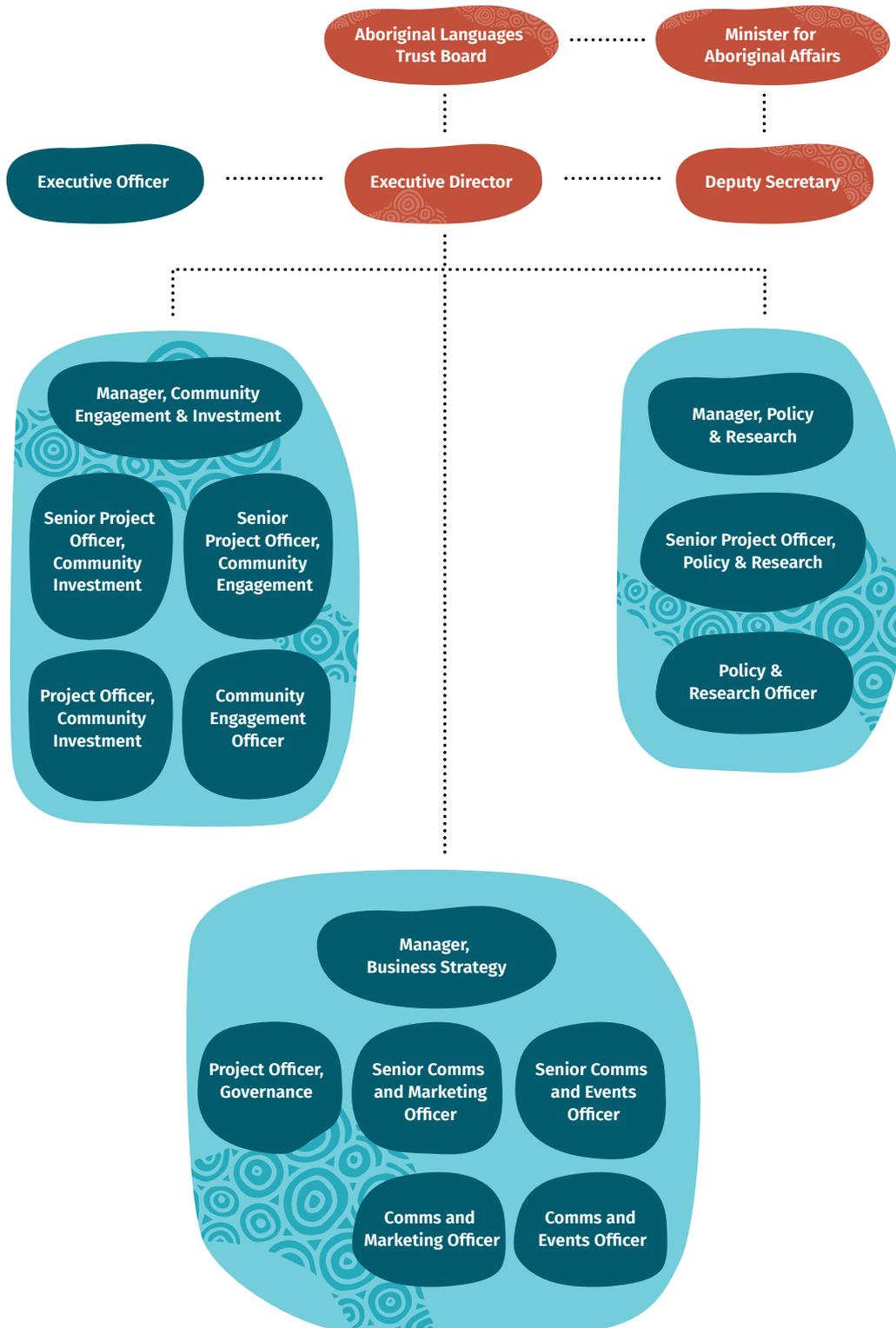
Policy and Research

Policy and Research leads the implementation of the Trust's strategic policy and advocacy agenda. They identify high impact research priorities, including the design and implementation of a multi-year research agenda, monitor and respond to current and emerging issues which impact Aboriginal Languages to inform policymaking. They also develop Languages resources and materials for publication and oversee the development of the Trust's impact measurement framework as well as its commitments under the Close the Gap Target 16 on Languages and Culture.

Business Strategy

Business Strategy provides strategic and business support to enable the Trust to achieve its vision and purpose. They oversee several areas of the Trust’s business operations, including strategic partnerships, media, marketing and communications, events and promotional campaigns, Board secretariat support services, staff development and cultural capability. They also support corporate governance and risk management, contract management and procurement, operational and strategic reporting, and the design and implementation of the Trust’s online Languages portal and other digital platforms such as the CRM.

Staff Structure



Timeline

2016 - 2020: Early Establishment

2016

- **AANSW multi-disciplinary First Languages team** is established to drive the development of Languages legislation.
- NSW **Aboriginal Languages Reference Group** made up of NSW Aboriginal Community members with Languages experience was formed.
- **Discussion Paper** and **Draft Languages Bill** are developed.

2017

- May-July 2017 Aboriginal Languages Legislation NSW Community Consultations saw **16 Workshops** across NSW attracted **269 participants**. A second round of consultations looped back to all previously visited locations.
- October 2017 **Aboriginal Languages Bill** passed through Parliament and became law.

2018

- April 2018 - Sept 2019 **Aboriginal Languages Establishment Advisory Group** ensured the Community voices guided the establishment of the Trust.

2019

- May 2019 first NSW Aboriginal Languages Gathering "**Ngamuru**" attracted approximately **150 participants**. Survey and feedback gathering during conference informed the first draft Strategic Plan.

2020

- March 2020 **the Trust is established** as a new entity and the Board is appointed for a 5-year term.

Identified need for Aboriginal Community input in the design of the new strategic plan.

Timeline

2021 - 2023: Transitioning to Delivery

2021

- April 2021 the **Executive Director** is recruited to manage the operations and support the Board to achieve its functions.
- April-Dec 2021 the **Draft Strategic Plan** is released for consultation which attracted **394 participants/responses** of which **81% were Aboriginal**.
- June 2021 **\$860,602** is provided to **19 Community organisations/groups** to support local Languages activities across NSW under the Trust Community Investment Program.
- July 2021 the Trust becomes the Government lead, alongside the AECG as CAPO lead, for the NSW Government's Commitment to **Closing the Gap** on SEO16 Languages & Culture.
- Dec 2022 **the Trust Strategic Plan 2022-2027** is approved by the Minister for Aboriginal Affairs.

2022

- June 2022 **the Trust - Sydney Living Museums** formal partnership to increase First Nations content and programming in First Government House.
- June 2022 **\$1,065,356** is provided to **41 Community organisations/groups** to support local Languages activities across NSW under the Trust Community Investment Program.
- July 2022 the Trust secures a forward 10 year budget commitment of **\$138m**
- July 2022 Inaugural 5-year **the Trust Strategic Plan** commences.
- Oct 2022 5-year anniversary of the **Aboriginal Languages Act** passing into law.
- Nov-Dec 2022 NSW **Aboriginal Languages Gathering** is held at Terrigal.

2023

- May 2023 new **Trust website** and **YouTube channel** is launched, complimenting the emerging suite of social media platforms already developed.
- June 2023 **\$3,913,297** is provided to **58 Community organisations/groups** to support local Languages activities across NSW under the Trust Community Investment Program.
- June 2023 **The Trust-Museums of History NSW** formal partnership to improve Communities access to archived materials for Languages revival is established.



SECTION 2:
Strategy

Photography: Dmitry Osipenko
Location: NSW

Theory of Change

The Strategic Plan is underpinned by the Trust's four values which focus on ensuring the voice of Communities across all Language activities is central.



Our Vision

All NSW Aboriginal Languages are strong and healthy.



Our Purpose

We aid in the growth and nurturing of NSW Aboriginal Languages by responding to the aspirations of Communities and participating in their self-determining work to reclaim and reawaken their Languages.

Our Principles

Language belongs to **Country** and as Custodians, Communities determine their Language needs and priorities.

Language thrives when we share **Knowledge** and learnings.

Language weaves **Kinship**, Country and stories together.

Language is central to **identity** and wellbeing and it must be invested in.



Top: Uncle Glen Cook (Bundjalung)

Middle: Thikkabilla Vibrations

Bottom: Creed Gordon (Gomeri)

Photography: Joseph Mayers

Strategic Plan Consultation Outcomes

Throughout 2021 the Trust engaged extensively with Aboriginal Languages stakeholders and Communities across NSW on our draft Strategic Plan. The consultations provided an important opportunity to hear and embed Community voices in the final Plan.

394 People were consulted, of which 81% identified as Aboriginal, including Aboriginal Language practitioners, Community members, Aboriginal Peak Bodies and major institutions, Aboriginal Community Controlled Organisations and government representatives. A Consultations Outcome Report is available on the Trust's website. It summarises what we heard during these consultations and the changes that were made to the draft Plan in response to feedback given.

The Trust's Strategic Plan 2022-2027 was approved by the Minister for Aboriginal Affairs on 14 December 2021 and commenced on 1 July 2022, aligning with the 2022 budget cycle.

The approved Strategic Plan builds on the foundations of the Languages legislation in that it recognises Aboriginal Peoples are the Custodians of their Languages, and that the role of the Trust is secondary to the work carried out on the ground by Communities.

There are five focus areas set out by the Strategic Plan:

Nurture and Grow

Connecting Communities

Celebrate and Promote

Sustainable Futures

Operational Excellence

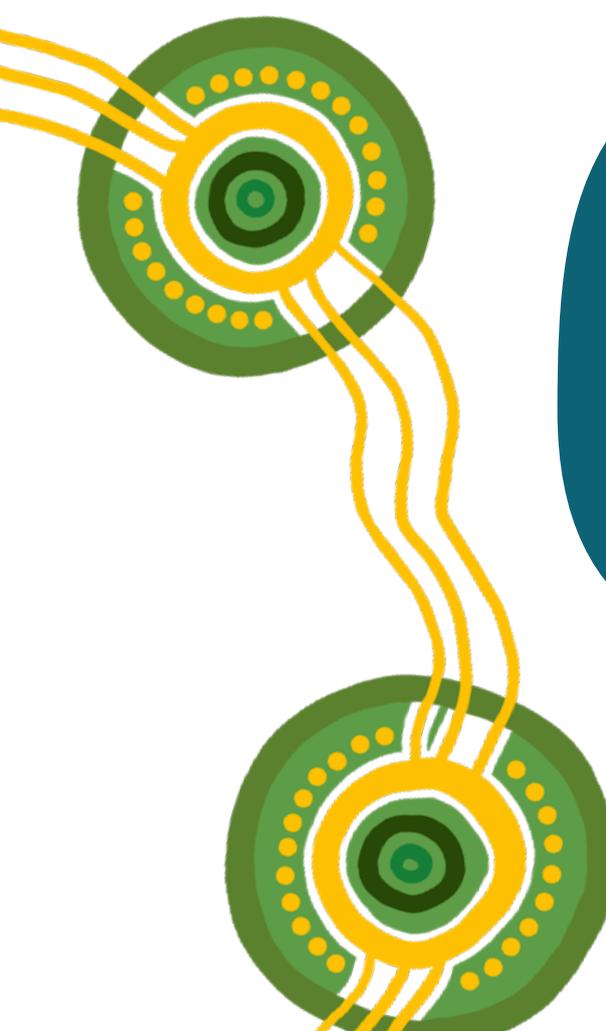
The first four focus areas are about supporting NSW Aboriginal Communities to revitalise and grow their Languages. The fifth focus area is about the Trust establishing strong foundations to enable it to be a model agency capable of responding to our stakeholders' needs.



Highlights Page: Consultation Outcomes

The Trust sincerely thanks everyone who gave their time and Knowledge to provide feedback on our draft Strategic Plan.

The Trust held open Community YarnUps, targeted consultations, in-depth interviews and surveys. We spoke with Aboriginal Language Knowledge Holders and practitioners, Community members, peak and regional Aboriginal organisations and networks, State and National government departments and institutions. It is because of this feedback, we are confident that the final Strategic Plan meets the aspirations and needs of Aboriginal People and Communities across NSW.



*"LANGUAGE IS A SOVEREIGN STRUCTURE,
ITS BLACKFULLA WAY. THE WAY YOU COME
AT HOW YOU TALK AND WHAT YOU SAY HAS
ALL THE STRUCTURE FOR HOW TO BE A
STRONG PERSON IN THAT PLACE."*

– Yuwaalaraay Language Practitioner
2021 Strategic Plan Consultations



SECTION 3:
**Operations and
Performance**

Photography: Quentin Grignet
Location: Blue Mountains, NSW

Operations and Performance

Annual Review of the Trust's Strategic Plan Implementation For FY2022-23

The *Aboriginal Languages Act 2017* provides that the Trust is to conduct an Annual Review of the progress made to implement its approved 5-year Strategic Plan. The Trust is to submit a report of this review to the Minister for Aboriginal Affairs and Treaty. This section of the Annual Report deals with these provisions.

The NSW Government delivered on the promise made through Languages legislation with a forward commitment of more than \$138 million dollars over 10 years as announced in the 2022 budget. This funding commitment supports the delivery of the Trust's Strategic Plan and secures the future for the Trust so that it may continue to aid Communities in their self-determining efforts to revive and reclaim Aboriginal Languages.

Overall, the Trust has achieved significant and meaningful progress towards achieving the objectives and delivering on the functions set out in the Act through our implementation of the Strategic Plan in this reporting period.



Brolga Dance Academy

Photography: Veronica Galosi



Photography: April Pethybridge
Location: Megalong Valley, NSW



Measuring Performance

In reviewing our accomplishments, we used a combination of output and effectiveness measures. To measure our performance, we used a mix of qualitative and quantitative methodologies, drawing data from sources of reporting from across the operations of the Trust. These information sources and methodologies will continue to be developed as the Trust implements their impact measurement framework.

Our current performance reporting framework outlines the approach used to track progress towards achieving our purpose. It identifies the following details:

- ✓ **Activity** – the work we do to deliver on our goals and fulfil our purpose.
- ✓ **Action** – the impact we want to achieve through the activities we perform.
- ✓ **Measures** – how we will measure and assess the progress towards the intended result.

Results Category	Definition
Achieved	In the 2022-23 reporting period, the Trust delivered the performance measure under the strategic goal.
In Progress	In the 2022-23 reporting period, the activity has commenced and is on track.
Not yet commenced	In the 2022-23 reporting period, the performance action and measure have not yet commenced, they are scheduled to commence in a later reporting period.

It is important to highlight there are no strategic initiatives and deliverables that are behind schedule.

Performance Overview

Activity	Action	Measure	Result
Nurture and Grow \$3.9 million invested directly into Aboriginal Community organisations and groups for local Languages activities through the Community Investment Program.	1.1	1a, 1b	Achieved
Nurture and Grow Work commenced on the development of the “Community Language Planning Toolkit” and “Facilitator Training Package.”	1.1	1a, 1c	In Progress
Nurture and Grow Designed and delivered first ACIP Workshop for Languages Practitioners in Mid North Coast NSW.	1.2, 1.3	1c, 1d	In Progress
Nurture and Grow Partnered with Museums of History NSW (formerly Sydney Living Museum and State Archives and Records Authority) to highlight and expand First Nations content, programming and services at First Government House.	1.3	1c, 1d	In Progress
Nurture and Grow Partnered with Museums of History NSW to support Aboriginal Communities access to NSW State Archives for Languages revitalisation.	1.3	1c, 1d	In Progress
Nurture and Grow Work commenced on the “Improve Aboriginal Communities Access to Country for Languages learning and education” research project.	1.4	1c, 1d	In Progress
Connecting Communities Built relationships with Aboriginal Languages stakeholders by delivering, attending, participating in various forums.	2.1, 2.2	2a, 2b	Achieved
Connecting Communities Launched Trust website and social media platforms.	2.2	2d	Achieved
Connecting Communities Launched two “Community Language Stories” videos.	2.2	2d	Achieved
Connecting Communities Work commenced on identifying local Languages Communities of Practice and establishing Community-led regional Languages networks.	2.1, 2.2	2a, 2b	In Progress
Connecting Communities Delivered several in-person events to share information and connect NSW Aboriginal Languages stakeholders and Communities.	2.3	2c	Achieved
Connecting Communities Partnered with seven NSW Aboriginal Community controlled Languages organisations to better understand place-based approaches to Language Hubs and Language Centres.	2.4	2e	In Progress

Performance Overview

Activity	Action	Measure	Result
Celebrate and Promote Partnered with the Gumbaynggirr Giingana Freedom School and Kulai Preschool to jointly develop a longitudinal study on the long-term effects of their educational and Language teaching model.	3.1	3a	In Progress
Celebrate and Promote Commenced work on a multi-year research agenda to guide the focus for research by the Trust over several years.	3.1	3b	In Progress
Celebrate and Promote Commenced work on the development of an International Decade of Indigenous Languages Strategy.	3.1	3b	In Progress
Celebrate and Promote Developed and published “Principles for respecting Aboriginal Community data” which underscore the research and data work carried out by the Trust.	3.2	3a	Achieved
Celebrate and Promote Completed ACIP Training for Staff.	3.2	3a	Achieved
Celebrate and Promote Published several NSW Aboriginal Languages resources and materials.	3.3, 3.4	3a, 3c	Achieved
Celebrate and Promote Made submissions in response to policy matters, including “Building the Archives” and “International Decade of Indigenous Languages Directions Group Priorities Paper”.	3.4	3c	Achieved
Celebrate and Promote Co-lead with AECG, responsible for the delivery of the Closing the Gap NSW Implementation Plan 2022-24.	3.4	3c	In Progress
Celebrate and Promote Represented the interests of NSW Government on the National Languages Policy Partnership.	3.4	3c	Achieved
Celebrate and Promote Designed and planned to launch a dedicated NSW Aboriginal Languages Week in October 2023.	3.5	3d	In Progress
Sustainable Futures Commenced work on overcoming the barriers associated with increasing the number of Aboriginal Language teachers in schools.	4.1	4a	In Progress
Sustainable Futures Provided grant writing support services to Aboriginal Languages practitioners and Communities.	4.2	4b	Achieved

Performance Overview

Activity	Action	Measure	Result
Sustainable Futures Partnered with Gumbaynggirr Giingana Freedom School to support three Gumbaynggirr speakers undertake undergraduate teaching degrees.	4.2	4b	In Progress
Sustainable Futures Work on building sector partnerships to support the development of training and job pathways for Aboriginal Peoples will commence in the next reporting period.	4.3	4c	Not Yet Commenced
Operational Excellence Actively worked to build the Trust's brand awareness.	5.1	5a	Achieved
Operational Excellence Recruited a dedicated resource and commenced working on the Local Language Insights Program to develop a baseline data set for NSW Aboriginal Languages to support the measurement by NSW Government of Closing the Gap Target 16.	5.2	5b	In Progress
Operational Excellence Commenced working on the development of an impact measurement framework.	5.3	5c	In Progress
Operational Excellence Met/exceeded the target of having no less than 70% Aboriginal workforce, with 73.3% of staff employed during this reporting period being Aboriginal.	5.4	5d	Achieved
Operational Excellence Supported a Culture where staff operated effectively, ethically, and lawfully.	5.4	5d	Achieved
Operational Excellence Staff had access to additional tailored trauma-informed supports during this reporting period.	5.5	5e	Achieved
Operational Excellence Work on a Workplace Cultural Capability Framework will commence in the next reporting period.	5.5	5e	Not Yet Commenced
Operational Excellence Developed and maintained systems and processes which supported high standards of probity, transparency, and accountability.	5.6	5f	Achieved



GOAL 1: Nurture And Grow

Aboriginal Communities are diverse and complex and each Community's Language journey is unique. There is no 'one size fits all' when it comes to the work being done by Communities to reawaken, nurture and grow Languages. We will take a place-based approach to work alongside and invest in Aboriginal Communities so that their Language needs and aspirations can be realised.

1.1 Resource and promote Community designed and led Languages events and activities, including the development and implementation of Community Language plans.

During the consultation of the Trust's draft Strategic Plan, we heard that Communities want the Trust to be proactive and targeted in their grant's approaches, rather than making them compete for much needed resources. Funding for Languages also needs to be long-term and sustainable and not involve onerous application processes.



"INSTEAD OF A GRANT ROUND BEING PUT OUT AND HAVING EVERYONE COMPETE OVER MONEY FOR A SHORT PERIOD OF TIME, THE TRUST SHOULD HAVE SOME SORT OF FUNCTION OF IDENTIFYING ORGANISATIONS IN COMMUNITY THAT ARE DOING THIS WORK AND THEN APPROACHING THOSE ORGANISATIONS TO FIND OUT WHAT THEIR NEEDS ARE AND HELP SUPPORT THEM."

- Anaiwan Language Practitioner
2021 Strategic Plan Consultations

Community Investment Program

The Trust manages the funding for the coordination of, and investment in, Aboriginal Language activities at local, regional, and State levels. These grant programs are collectively referred to as the “Community Investment Program”.

During this reporting period the Trust expanded the Community Investment Program to three categories to support the breadth and diversity of Languages activities happening within Communities across NSW:

1. Aboriginal Languages Revival Program supports Aboriginal Community organisations and groups to start and build on smaller scale Language projects.
2. Aboriginal Languages Sustainable Funding Program supports Aboriginal Community organisations and groups to continue and grow successful Languages projects.
3. Aboriginal Languages Partnership Program supports Aboriginal Community organisations and groups to deliver targeted Languages projects with a focus on fostering longer-term strategic partnerships which build on existing Languages initiatives.

\$3,913,297 was provided to 58 Community organisations and groups to support local Languages activities across NSW under the Community Investment Program in this reporting period.

The Trust grants are administered consistently with the Grants Administration Guidelines. The Trust publishes on its website complete lists of successful Community Investment Program recipients each financial year.

The Community Investment Program was mapped to highlight the growth in direct investment through grants funding since the Trust was established in 2020. The Trust has invested upward of \$6 million directly to Aboriginal Community organisation and groups across NSW to support local Languages activities since this time.

Case Study

\$3.9 Million Investment in Aboriginal Communities Languages Activities

The Trust funding of Aboriginal Languages doubled in the past year, with 58 grants awarded to Aboriginal Community organisations and groups to the value of \$3.9 million.

Grant recipients are spread throughout NSW and cover a vast geographical area, stretching from Ulladulla to Tweed Heads, and Lightning Ridge to Condobolin. The grants also vary in amount, catering to the specific needs of each recipient.

For example, the Dunghutti Elders Council in South Kempsey received \$7,425 to upgrade a Community meeting space to improve the learning environment for the delivery of their Language programs.

The Arwarbukarl Cultural Research Association received \$199,080 to fund a delegation of 28 Aboriginal Languages practitioners from across different NSW Language groups to attend the PULiiMA Language and Technology Conference held in Darwin. Here they shared Knowledge, learned new approaches to revitalising Language, and established valuable networks in the field to Language preservation and technology.



Booningbah Aboriginal Language Program,
Tweed Byron Local Aboriginal Land Council



Community Language Planning

During consultations on the Trust's draft Strategic Plan, we heard that Community Language Plans could add value in many ways, including to keep Language revitalisation on track and to motivate and engage Community members, help articulate key Language priorities and protocols of a Community to funders and other stakeholders, and help learn from the Language work happening in other Communities.



*"COMMUNITY LANGUAGE PLANS NEED
EXTENSIVE CONSULTATION WITH
COMMUNITY, HAVING FLEXIBILITY,
CONVICTION AND STRENGTH"*

– Binaal Billa YarnUp Participant,
2021 Strategic Plan Consultations

The Trust has commenced working on the design and development of a Community Language Planning Toolkit and Facilitator Training Package. The purpose of the toolkit is to provide Aboriginal Communities with user-friendly resources to aid in the development of localised and regional Languages Plans through facilitated Language planning workshops.

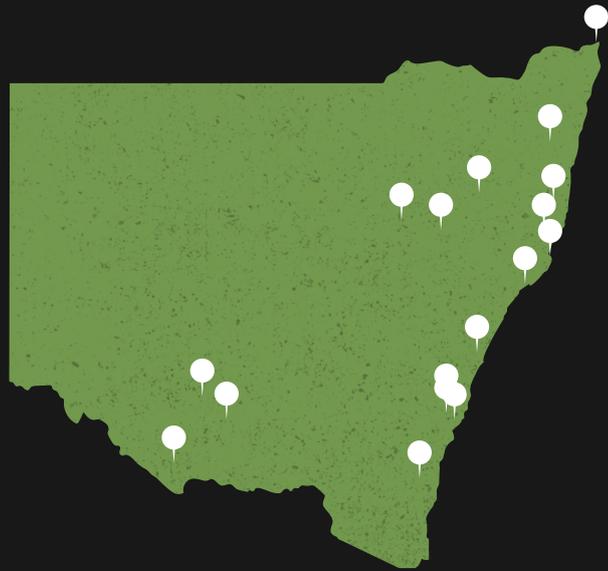
FY2020-21

\$860,602

Total Awarded

19

Grant Recipients



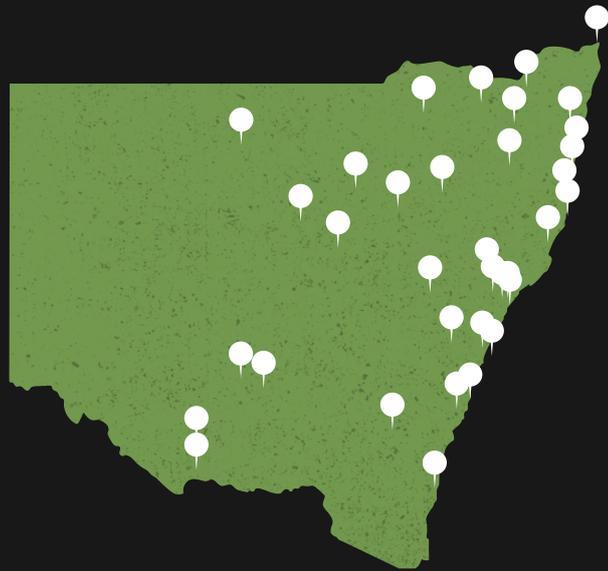
FY2021-22

\$1,622,140

Total Awarded

41

Grant Recipients



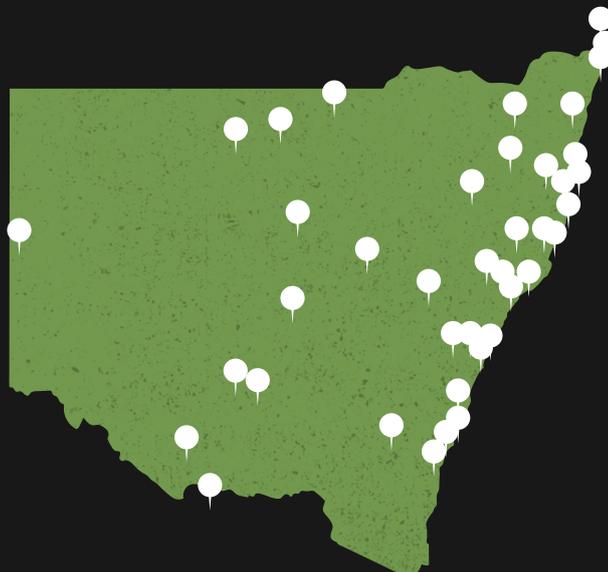
FY2022-23

\$3,913,297

Total Awarded

58

Grant Recipients



1.2 Support Communities in their efforts to determine and control the use, growth and Cultural integrity of their Languages.

During consultations on the Trust’s draft Strategic Plan, we heard that Communities want access to information and support to better understand their Aboriginal Cultural and Intellectual Property (“ACIP”) rights and that the role of the Trust should include raising awareness of and advocating for Aboriginal People’s ACIP.

.....

“WE HAD SIGNIFICANT CONCERN ABOUT RELEASING OUR LANGUAGE RESOURCES BECAUSE WE WERE WORRIED THAT THEY WOULDN’T BE RESPECTED.”

– Gathang Language Practitioner
2021 Strategic Plan Consultations

.....

ACIP Workshop for Aboriginal Languages Practitioners

Building on the “ACIP Community Guidelines: Protecting your Cultural and Intellectual Property” and the “ACIP Working with Aboriginal Languages Custodians: Guidelines for ethical and respectful collaborations”, the Trust worked with Terri Janke and Company to design and deliver its first ACIP Workshop for Languages Practitioners on Gumbayngirr Country in Coffs Harbour, on 8 June 2023. Feedback from the facilitator, Trust staff and Community participants will inform the delivery of future ACIP Workshops.

1.3 Work with Communities, government and non-government institutions to improve Community access to and ownership of archival material, as well as the storing of Languages Knowledge, resources and teaching materials.

During consultations on the Trust’s draft Strategic Plan, we heard that the Trust should work with institutions to improve local Community access to archive materials for Language revitalisation. Many Communities have called for local access to, digitisation of, control over, and in some instances repatriation of archival materials and artefacts so that these can be shared in a culturally appropriate way with the People from where they originate from.

.....

“WE NEED ACCESS TO ARCHIVES IN OUR COMMUNITY, SO WE DON’T HAVE TO TRAVEL TO AIATSIS OR THE NATIONAL LIBRARY.”

– Dharawal Language Practitioner
2021 Strategic Plan Consultations

.....

Partnership with Museums of History NSW to Expand First Nations Content at First Government House

The Museum of Sydney stands upon the remains of First Government House, a place which symbolises early contact between First Nations Peoples of Australia and the colonisers. The decisions made and actions taken from this place had a profound and long-lasting impact on Aboriginal People across the Country.

On 3 July 2022 the Trust and the Museums of History NSW (“MHNSW”) (formally Sydney Living Museum, or SLM, and State Archives and Records Authority, or SARA) entered a 2-year partnership to highlight and expand First Nations content, programming and services at the Museum.

This was part of a larger initiative to transform the space to progressively feature more voices, stories, truths, and histories of Aboriginal Peoples.

"THERE'S AN EXPECTATION FROM COMMUNITY TO BRIDGE THE GAP BETWEEN INSTITUTIONS AND COMMUNITY AND WE WANT TO DO AS MUCH TO MAKE WHAT WE HAVE AS ACCESSIBLE, HONEST AND RELEVANT AS WE CAN."

– Peter White, Head of First Nations Culture Engagement MHNSW

By creating a place for our shared history and perspectives to be told, we also create space to celebrate the enduring living Culture of Aboriginal Peoples.

Partnership with MHNSW to Improve Communities Access to NSW State Archives for Languages Revitalisation

On 7 June 2023 the Trust and MHNSW entered a partnership to improve Aboriginal Community access to materials held by NSW State Archives. The aim of this initiative is to help Aboriginal People access important archival documents that could potentially unlock information on their family, history or Languages. It also aims to make materials accessible and make accessing that material culturally safe through the employment of Aboriginal staff, and in doing so create employment pathways for Aboriginal People in archival institutions.

This is a NSW Government Close the Gap, Target 16, Languages and Culture initiative under the 2022-2024 NSW Implementation Plan. \$4.3 million recurrent funding along with \$0.2 million capital expenditure has been committed over four years in the 2022 budget for this initiative.

1.4 Raise awareness and promote opportunities for Aboriginal Communities to gain access to technology and Country for Language education.

During consultations on the Trust's draft Strategic Plan, we heard how access to Country to teach Languages in its original context is essential and that the Trust should work with Language Communities to help them access their Country for Language revitalisation.

"WE HAVE TO WALK COUNTRY AND TALK TO COUNTRY AND UNDERSTAND HOW LANGUAGE IS FORMED SO YOU CAN SPEAK IT."

– Darkinyung Language Practitioner, 2021 Strategic Plan Consultations

Access to Country for Language Learning and Education

The Trust commenced work on the "Improve Aboriginal Communities Access to Country for Languages learning and education" research project. This project seeks to explore barriers and identify opportunities for Communities accessing Country for Language and Culture learning and education.

This is a NSW Government Close the Gap Target 16 Languages and Culture initiative under the 2022-2024 NSW Implementation Plan.

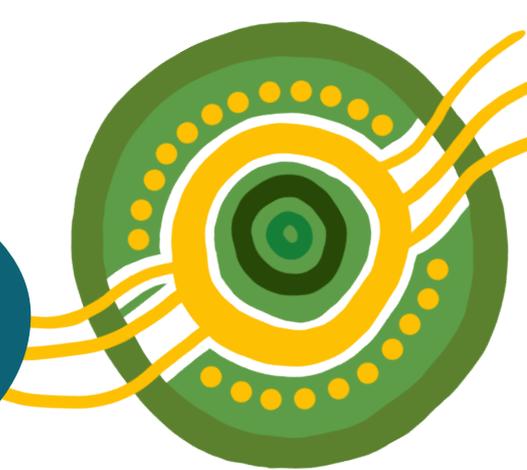


GOAL 2: Connecting Communities

The dedicated and collective effort of many is needed to help grow and sustain NSW Aboriginal Languages, including Aboriginal Communities and Language speakers, governments, and institutions, volunteers and workers in the Languages sector, the business Community and corporate and philanthropic supporters. We will build strong relationships and promote and grow active and engaged networks to nurture NSW Aboriginal Languages.

2.1 Foster genuine and respectful partnerships with Aboriginal Communities and Languages stakeholders at all levels, to support Communities to achieve their Languages aspirations.

During consultations on the Trust's draft Strategic Plan, we heard how the Trust needs to raise awareness with Language Communities about who we are and what we do, by visiting Communities to listen to their needs, having sustained engagements over time, and working alongside local Communities to understand the Languages landscape and build trust.



"THE TRUST NEEDS TO GET OUT ON COUNTRY TO HAVE THE YARNS AND BE EXPERTS AT RELATIONSHIPS, RELATIONSHIPS NEED TO EXIST BEFORE YOU WANT SOMETHING, AND THEY HAVE TO CONTINUE AFTER YOU GET IT."

- Yuwaalaraay Language Practitioner
2021 Strategic Plan Consultations

Build Relationships with Languages Stakeholders and Communities

During this reporting period, the Trust continued to identify and build relationships with Aboriginal Languages stakeholders throughout NSW:

- Participated in the 3-day Accelerated Second Language Acquisition (“**ASLA**”) workshop delivered by Araphaho linguist Dr. Greymorning, hosted by Bularri Muurlay Nyanggan Aboriginal Corporation (“**BMNAC**”) on Gumbaynggirr Country in Coffs Harbour in July 2022.
- Attended the NSW Aboriginal Culture, Heritage and Arts Association Conference and presented on the Aboriginal Languages Legislation, the Trust and its Strategic Plan on Wiradjuri Country in Condobolin in August 2022.
- Attended the 4-day NSW Aboriginal Football Knockout (KO) and hosted an information stall promoting the Trust and delivering interactive engagements about Languages on Gumiia-Dharawal Country in Nowra in September 2022.
- Hosted an *Aboriginal Languages Act 2017* five-year anniversary dinner for Languages stakeholders involved in the development and passage of Languages legislation in NSW on Gadigal Country in Sydney in October 2022.
- Launched the Trust’s inaugural Strategic Plan and hosted a Languages Symposium in partnership with the MHNSW to highlight the wellbeing benefits of learning Languages with Languages stakeholders on Gadigal Country in Sydney in October 2022.
- Facilitated a Community research design workshop with Kulai Preschool, Gumbaynggirr Giingana Freedom School, Gumbaynggirr Community members, and Department of Education, on Gumbaynggirr Country in Coffs Harbour in October 2022.
- Hosted a 3-day Statewide Aboriginal Languages Gathering involving over 200+ Aboriginal Language Knowledge Holders and practitioners, educators, and stakeholders, on Darkinjung Country in Terrigal throughout November-December 2022.
- Attended the Yabun Festival and hosted an information stall promoting the work of the Trust on Gadigal Country in Sydney in January 2023.
- Delivered a Community Languages Workshop for the Newcastle/Hunter Region on grants and Community Language Planning on Awabakal Country in Newcastle in February 2023.
- Met with Gumiia Dharawal Language and Cultural organisation, Gadhungal Marring, on Wandj Wandandian Country in Huskisson in February 2023.
- Participated in the first Gumbaynggirr Daari Research Project Steering Committee meeting on Gumbaynggirr Country in Coffs Harbour in March 2023.
- Visited Muurrbay Aboriginal Language and Culture Cooperative on Gumbaynggirr Country in Nambucca Heads in March 2023.
- Participated in a Gomeroi Language Lesson and on-Country cultural experience held on Gomeroi Country in Tamworth, in May 2023.
- Delivered in partnership with Terri Janke & Company an ACIP Workshop for Language practitioners on Gumbaynggirr Country in Coffs Harbour, in June 2023.
- Delivered in partnership with Museums of History a First Nations Speaker Series “Celebrating NSW Aboriginal Languages revival from a cross-generational perspective”, in June 2023.

2.2 Identify and promote networks to aid in reawakening, growing and nurturing NSW Aboriginal Languages, including harnessing technology to share information and resources.

During consultations on the Trust's draft Strategic Plan, we heard that there is a strong need for networking between Language Communities so that People can connect, share and learn from each other.

"CREATE A NETWORK OF COMMUNITIES LED BY LANGUAGE HEROES THAT IS SAFE - THIS WILL CREATE A SPACE WHERE INFORMATION CAN BE SHARED COMFORTABLY."

– Bundjalung Language Practitioner
2021 Strategic Plan Consultations

Formalising partnerships and establishing Languages networks

The Trust is working towards formalising partnerships with Aboriginal Communities to support the establishment of regional Languages networks.

Preliminary discussions commenced during this reporting period in relation to an established Community-led regional Language network which is made up of existing Language Communities of Practice operating within the Language group area. The Trust aims to investigate a pilot to identify opportunities and challenges involved in establishing Community-led networks, to help inform and support their development across NSW.

Website and social media platforms

The launch of the Trust's website and social media platforms marked an exciting milestone as these enable us to elevate and celebrate Aboriginal Languages and Culture using a range of multimedia.

The website, social media and newsletter platforms serve as vital tools to build awareness about the Trust. It enables the Trust to promote Language activities happening across NSW, connect People to local Language activities, share Language information, resources and content with Aboriginal Communities and wider audiences.

Still in its infancy, the Trust will continue to create and deliver content via these platforms to build awareness of and engagement with NSW Aboriginal Languages.

Community Language Stories

Across NSW, Aboriginal Languages are being reawakened by the love, commitment, and hard work of Aboriginal Language Knowledge Holders and practitioners and their Communities.

The Trust launched two Community Language Stories which are available on our YouTube channel. These videos honour and celebrate the work carried out in Communities to keep Languages alive, help others grow their Languages, and promote the continued existence and diversity of the many Languages within NSW.

Case Studies

Community Language Stories

Freedom to Speak: the launch of the Gumbaynggirr Giingana Freedom School

The Gumbaynggirr Giingana Freedom School (“GGFS”) on Gumaynggirr Country in Coffs Harbour is the first bi-lingual primary school in NSW, teaching in both English and the local Gumbaynggirr Language.

The Trust Board member Dr Raymond Kelly spoke passionately at the passing of the Aboriginal Languages Bill that reawakening Aboriginal Languages is about giving Aboriginal children their sense of belonging and investing in them for the future. This is precisely what the GGFS is doing.

In 2019-2020 the Aboriginal Languages Trust invested \$90,000 in Gumbaynggirr Language revitalisation projects. That funding directly supported the planning and development stages of the GGFS to become NESA certified.

From that funding, 13 school policies were developed, along with a financial viability framework and a full kindergarten to year 2 integrated curriculum. In its first year, the school had 15 enrolments from kindergarten through to year 2 and employs a school principal, a classroom teacher and 2 Gumbaynggirr Language teachers.

As an independent Community-run Aboriginal school in Coffs Harbour, it embodies self-determination, providing students with a culturally safe, strength and inquiry-based learning environment, where Gumbaynggirr children are immersed in their Ancestral Language.



Board Member, Clark Webb speaking at the Launch of Gumbaynggirr Giingana Freedom School

Photography: Barefoot Wandering Photography



Uncle Warren Foster (Yuin Djiringanj)

Photography: Amanaki Studios

Community Language Story Video: Yoowaga Yuinda (All Yuin Talk)

Uncle Warren Ngarrae Forster is a valued Yuin Community Leader, Knowledge Holder and Sharer. His extensive study, practice, and exploration of Djiringanj Culture has seen him engaged as a Cultural Advisor by the National Museum of Australia, Bangarra Dance Theatre and the National Library.

Uncle Warren uses Language for songs, dances, stories, ceremonies and often speaks to Country in Language. Warren wrote a local Language word list for families to use that focuses on local dialects of Bjirringanj, Ngariga and Dhurga. He also uses the published Dhurga dictionary.

This video celebrates Uncle Warren Foster's dedication and passion in preserving and sharing the Yuin Language, providing viewers with a glimpse into the resilience and wisdom of the Yuin people.

2.3 Create in-person events to connect NSW Aboriginal Language Communities and stakeholders and to share and learn.

During consultations on the Trust's draft Strategic Plan, we heard how Language revitalisation work can be lonely and that networking between local and neighbouring Language groups, as well as with wider Language Communities, networks and stakeholders through Language conferences, workshops and camps, would be valuable.

"THE BIGGEST HIGHLIGHT WAS CATCHING UP WITH MOB, LEARNING FROM MOB AND SHARING WITH MOB."

- 2022 Aboriginal Languages Gathering Attendee

The Trust delivered several in-person events during this reporting period to share information and connect NSW Aboriginal Language stakeholders and Communities.

NSW Parliament Information Seminar

The NSW Parliament Information Seminar was held on 20 October 2022 to promote the progress made since the passing of Aboriginal Languages legislation into law by Parliament in 2017. This provided an opportunity to continue to build awareness amongst Parliamentarians of the state of NSW Aboriginal Languages and the work still to be done.

5-Year Anniversary of the Aboriginal Languages Act 2017

24 October 2022 marked the 5-year anniversary of the *Aboriginal Languages Act 2017*. The Trust hosted a dinner on 21 October 2022 for around fifty Elders, Language Knowledge Holders, speakers and government employees involved in the development of Languages legislation. The event provided an opportunity to reflect on the journey to achieve legislation and what has happened since, as well as to honour those involved in securing Languages legislation.

Strategic Plan Launch and Languages Symposium

The Trust publicly launched its inaugural Strategic Plan on 22 October 2022. This was followed by a Languages Symposium, hosted in partnership with the MHNSW and delivered by Australian National University on the Mayi Kuwayu ("MK") Study, which highlighted the wellbeing benefits of learning Languages.

NSW Aboriginal Languages Gathering

"WORDS ARE HARD TO FIND TO EXPLAIN HOW IMPORTANT I HAVE FOUND THIS EVENT. IT HAS PROVIDED KNOWLEDGE, HEALING CONNECTION FOR MANY. I FEEL EXTREMELY PRIVILEGED TO HAVE BEEN INVITED AND TO BE PART OF THIS JOURNEY. I HOPE THIS EVENT WILL CONTINUE EACH YEAR TO STRENGTHEN OUR CONNECTIONS AND GROWTH IN LANGUAGE."

- 2022 Aboriginal Languages Gathering Attendee

A State-wide Aboriginal Languages Gathering involving over 200 Aboriginal Language Knowledge Holders, practitioners, teachers and stakeholders from across 34 Language groups, was held on Darkinjung Country in Terrigal on 29 November to 1 December 2022. The theme was “Share, Learn, Grow” and attendees were provided with 3 days of immersive Language experiences from plenary sessions, cultural performances and activities, and interactive Language lessons and workshops.

The Gathering highlighted the vast Language Knowledge held within Communities across NSW and the breadth and depth of work carried out to revive and reclaim Languages. It demonstrated the collective eagerness of Communities to learn from one another through an exchange of ideas and experiences, all with the goal of making NSW Aboriginal Languages strong and healthy.

A reflection from one participant who had also attended the 2019 Ngamuru Language Gathering was that the atmosphere had shifted from one of “possibility” in the wake of new Languages legislation, to one of “action” now that it had taken root.

The invaluable contributions made by Elders and Language holders over the years to preserve and maintain Aboriginal Languages were recognised during a Gala Awards Night. The Trust is committed to continuing the recognition and appreciation of Language Elders’ invaluable contributions into the future.

Unfortunately, on the last day of the Gathering, a significant outbreak of foodborne illness occurred which affected the health and wellbeing of numerous attendees. This led to an investigation by NSW Health and NSW Food Authority which remained ongoing during this reporting period.

We acknowledge the swift and decisive action of members of the Trust Board and staff as the incident unfolded, placing the safety and wellbeing of all attendees as the utmost priority. We note the remarkable compassion displayed by many attendees who checked in and supported each other in the aftermath of the outbreak. We express our sincere gratitude to the Central Coast Local Health District (“LHD”), the Hunter New England LHD Public Health Aboriginal Team, Nuyarra Aboriginal Health Unit, the healthcare professionals at Gosford Hospital, the Gosford Emergency Department, the Yerin Eleanor Duncan Aboriginal Health Services and the Darkinjung Local Aboriginal Land Council for their invaluable support and culturally appropriate care during this challenging time.

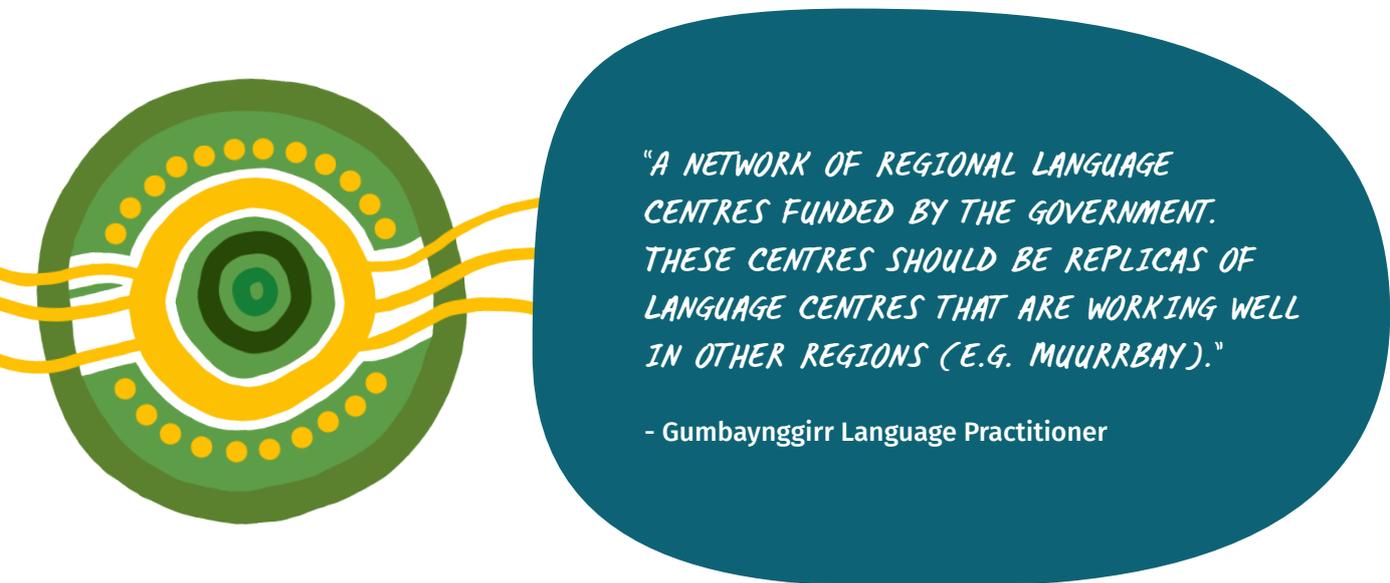
While the health incident became the focus following on from the event, we were heartened that every person who completed our post-event survey said they would attend a future Languages Gathering. The Trust is pleased to report that it has committed to hosting the event every two years. We received lots of extremely positive feedback, but we also listened to ideas and recommendations about things we should do differently. We look forward to exceeding the expectations of our stakeholders at the next Languages Gathering.

We extend our deepest gratitude to all the attendees of the 2022 Gathering. Your Knowledge and contributions safeguard NSW Aboriginal Languages for future generations, and we thank you for sharing.



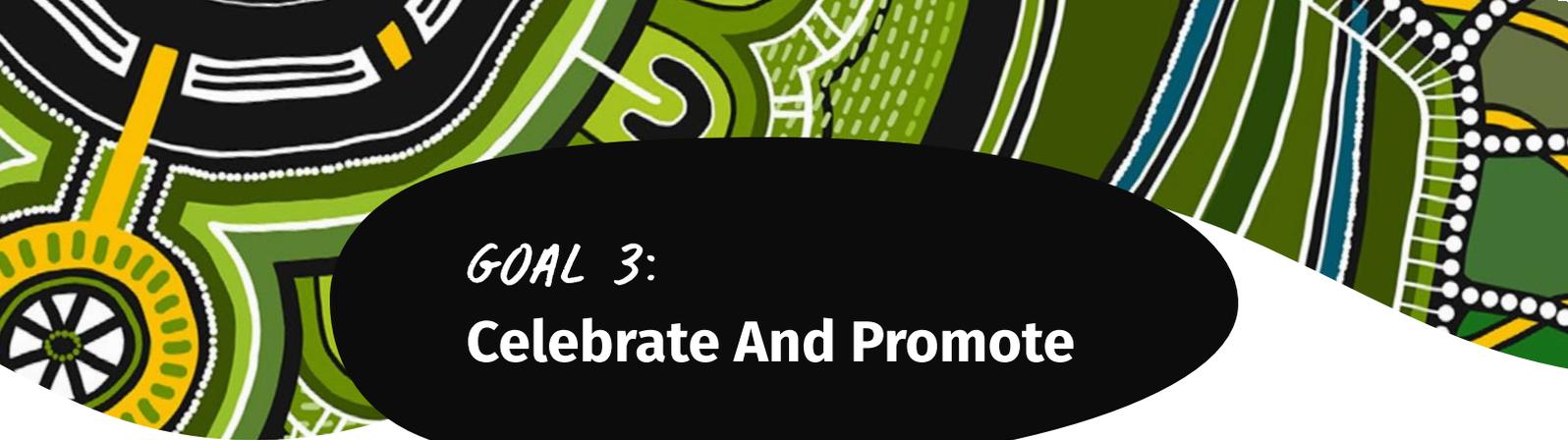
2.4 Work with Communities to explore the role of Aboriginal Language centres in growing and sustaining Languages.

During consultations on the Trust's draft Strategic Plan, we heard there is a high demand for more Language centres that are Community owned and operated, with sustainable government funding. These would be hubs where all Language work is carried out, including research, linguistics, resource development, programs design and delivery, free Community classes, and technology for online teaching. Language centres would also provide outreach for mob living off Country and provide training and employment pathways for Language teachers.



The Trust partnered with seven established Aboriginal Community controlled Languages organisations across NSW to enhance the capacity of these Community designed and led Languages organisations and support the creation of local job pathways for Aboriginal People in the Languages sector.

These partnerships will help us better understand place-based approaches to local and regional Community-led Language Hubs and Language Centres and inform how we can support other Communities to establish Language Centres.



GOAL 3: Celebrate And Promote

Aboriginal Languages across NSW have been spoken for time immemorial, but their value has not always been recognised. Languages help maintain and strengthen Aboriginal wellbeing and identity. They also enrich the Culture and identity of NSW. We will celebrate Aboriginal Languages and build and promote a strong NSW-centric evidence-base to transform how Aboriginal Languages are recognised and valued.

3.1 Work with Communities to set high-impact research priorities that help grow and nurture NSW Aboriginal Languages.

During consultations on the Trust's draft Strategic Plan, we heard that Language practitioners and Communities want to see more research on Languages in the NSW context and for research to be conducted in Communities by Aboriginal researchers.

"PREVIOUSLY, RESEARCH CONDUCTED IN COMMUNITIES HAS TRADITIONALLY BEEN HELD BY THE INSTITUTIONS AND COMMUNITY DON'T GET THE RIGHTS."

- Illawarra South East YarnUp Participant

Multi-Year Research Agenda

The Trust commenced work on a multi-year research agenda to guide our focus for research over several years. This is a series of intentional, planned research activities that all build toward the single purpose of informing the growth of Aboriginal Languages in NSW. Research projects will be prioritised based on the benefits for Aboriginal Language practitioners and Communities, and how it will support evidence-based policymaking for Aboriginal Languages in NSW.

Gumbaynggirr Daari Research Project

The Trust partnered with the Kulai Preschool and Gumbaynggirr Giingana Freedom School ("GGFS") to co-design a 10-year longitudinal study to track the impacts of this unique First Nations education and Language teaching model for children, families, teaching staff and the greater Community.

Both the Kulai Preschool and GGFS are Aboriginal Community run and led schools. The research project was developed particularly around this model as it provides an education experience in relation to Aboriginal Language and Culture that is not offered by other education providers.

A Steering Committee was formed to provide local Community leadership and governance to the project and to inform key decision making about the project in conjunction with the Trust.

A literature review on First Nations Language Education in NSW was commissioned to inform the longitudinal study.

We expect the findings of this study will be relevant to other NSW Language Communities who are looking for successful models to replicate.

International Decade of Indigenous Languages Strategy

The United Nations (“UN”) General Assembly proclaimed the period between 2022 and 2032 as the International Decade of Indigenous Languages (“IDIL”) to draw global attention on the critical situation of many Indigenous Languages and to mobilise stakeholders and resources for their revitalisation and promotion. The IDIL carries on from the 2019 International Year of Indigenous Languages, for which the UN Educational, Scientific and Cultural Organization (“UNESCO”) led global efforts.

An IDIL Directions Group was established by the Australian Government in May 2022 to help develop a National Action Plan for how Australia will engage in the IDIL. The “Draft Priorities Paper” released in May 2023 established five priority policy reform areas, all of which align with the focus of NSW since the establishment of Legislation.

At a local level the Trust plays a crucial role in aiding NSW Communities in their self-determining Languages work. The IDIL provides an important opportunity for the Trust to harness an increased focus on Aboriginal Languages to support Communities to revitalise Languages.

The Trust has commenced developing a strategy for how it will engage in the IDIL.

3.2 Work with Communities to determine the appropriate collection and use of data about their Aboriginal Language activities.

Principles for Respecting Aboriginal Community Data

The Trust developed and published “Principles for respecting Aboriginal Community data”, which will guide all research and data work carried out by the Trust.

“THE ABORIGINAL LANGUAGES TRUST ACKNOWLEDGES THAT ABORIGINAL COMMUNITIES HAVE THE RIGHT TO BE SELF-DETERMINING IN RELATION TO THEIR LANGUAGE KNOWLEDGE AND DATA.”

– Excerpt from the Principles for respecting Aboriginal Community Data

These Principles were designed following a comprehensive review of other research ethics guidelines and to best reflect the “Maiaṁ nayri Wingara Indigenous Data Sovereignty and Governance Principles”, the Australian authority on Indigenous Data Sovereignty.

ACIP Training for Staff

Trust staff participated in ACIP training delivered by Terri Janke and Company on Gomeroi Country in Tamworth on 23 May 2023. The training helped staff increase their understanding of how ACIP intersects with Aboriginal Communities' Languages and informed the development of the ACIP Community Training Package.

3.3 Develop and promote practical information and resources about NSW Aboriginal Languages.

During the consultations on the Trust's draft Strategic Plan, we heard how a common goal for all Language practitioners and Community members is to see their Languages living and spoken fluently in Communities. To make this happen, Communities need practical tools and resources to support them on the path to revitalising Languages.

"THE GOAL IS TO EMPOWER ELDERS AND COMMUNITY WITH WHAT THEY NEED TO FULLY PARTICIPATE IN LANGUAGE REVITALISATION ON COUNTRY."

– Wanarruwa Language Practitioner
2021 Strategic Plan Consultations

Published Language Resources

Since its establishment the Trust has developed several Aboriginal Language resources and materials which were published on the Trust's website during this reporting period:

- "NSW Aboriginal Languages Trust: Mayi Kuwayu Study analysis" looks at how Aboriginal Language use impacts health and wellbeing outcomes, specific to the NSW context.
- "Language Journeys: A Literature Review and Guide for Communities Researching, Learning and Teaching Aboriginal Languages in NSW" shares valuable Knowledge and experiences about the strategies used by local Communities revitalising their Languages across NSW.
- "The Benefits of Aboriginal Language Use and Revival in New South Wales Literature Review" looks at the positive impacts of Aboriginal Languages use and revitalisation in NSW, prioritising the Aboriginal perspectives about Languages.
- "Community Guidelines: Protecting your Cultural and Intellectual Property" provides information and tools for Aboriginal Communities about how to safeguard their rights under Australian law, and what to do and say to assert these rights to control and protect their Languages.
- "Working with Aboriginal Language Custodians: Guidelines for ethical and respectful collaborations" assists individuals, organisations and government agencies to consider their obligations and enact ethical ways of working with Aboriginal Language Custodians.
- "Aboriginal Languages Trust Principles for respecting Aboriginal Community Data" relays how the Trust will uphold Aboriginal Communities' rights to be self-determining in relation to their Language Knowledge/data and underscores all research and data-related work by the Trust.

3.4 Provide evidence-informed advice and policy leadership on NSW Aboriginal Languages, including on the NSW Government's work to progress Closing the Gap targets.

During consultations on the Trust's draft Strategic Plan, we heard that the Trust should advocate for Communities' Languages based on what Communities tell us they need and want for their Languages. This includes making Aboriginal Languages accessible for all Community members, for funding and resources to create more Languages Centres across the State, and the widespread delivery of Community-controlled Language programs in schools, among other things.

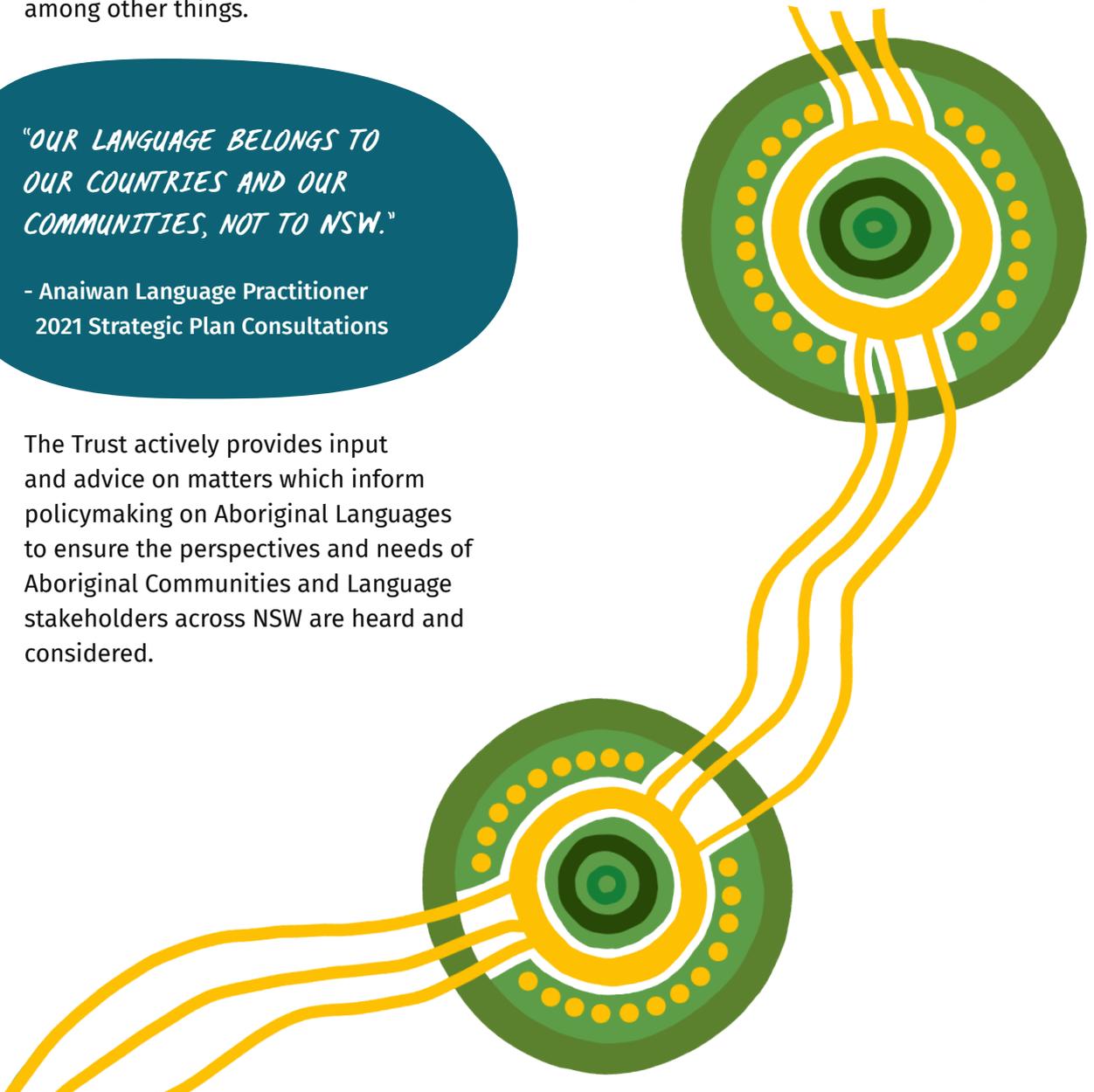


Clare McHugh (Gamilaroi Dhungutti)
Photography: Nikki McGrath, DPIE

"OUR LANGUAGE BELONGS TO OUR COUNTRIES AND OUR COMMUNITIES, NOT TO NSW."

- Anaiwan Language Practitioner
2021 Strategic Plan Consultations

The Trust actively provides input and advice on matters which inform policymaking on Aboriginal Languages to ensure the perspectives and needs of Aboriginal Communities and Language stakeholders across NSW are heard and considered.



Policy Submissions

The Trust made submissions in response to the following policy matters during this reporting period:

- “Building the Archives,” in June 2023. This policy governs the decision-making process of State Records NSW regarding the retention of records as State archives. The submission makes recommendations on the management of records related to Aboriginal Peoples and Communities in NSW and their significance in the archives.
- “Priorities Paper of the Australian IDIL Directions Group”, in May 2023. The submission makes recommendations, including on National Languages legislation, Language learning and teaching, as well as enhancing Aboriginal Community access to information and archives.
- City of Sydney ‘Naming Policy’, in August 2022. This policy governs the decision-making process of the City of Sydney local government area in relation to the naming of suburbs, roads, parks, open spaces, places and buildings managed by the City of Sydney. The submission was written in partnership with the Department of Planning and Environment’s Aboriginal Outcomes Directorate and makes recommendations in relation to appropriate engagement and use of Aboriginal Languages by the broader Community.

Throughout the reporting period the Trust responded to multiple requests for Language advice from Government agencies, service providers and the business Community. Requests for advice were in relation to a wide range of Language projects, some examples include:

- Language names for meeting rooms, Community spaces and new species.
- Networking with Language stakeholders.
- Correct Language pronunciations.
- How to develop Languages legislation in other jurisdictions.
- How to feature Language in correctional services.
- Protocols for seeking permission for Language use.
- The number and/or geographical location of Aboriginal Languages.
- Appropriate use of Aboriginal Languages.

Closing the Gap Target 16 on Language and Culture

The work of the Trust is critical to support the efforts of the NSW Government to address Closing the Gap (“CTG”) Target 16 on Language and Culture, which aims to see a sustained increase in the number and strength of Aboriginal and Torres Strait Islander Languages being spoken by 2031.

The Trust is the lead Government agency in partnership with the Coalition of Peak Aboriginal Organisations (“CAPO”) and the Aboriginal Education Consultative Group (“AECG”), responsible for the delivery of the CTG NSW Implementation Plan 2022-2024 for Target 16 which is on track to be delivered. During this reporting period, the Trust provided regular CTG progress reports to the Ministerial progress meetings.

The Trust and AECG co-chair the Language and Culture Officer Level Working Group (“OLWG”), which met five times during this reporting period. The OLWG membership consists of representatives from the Trust, AECG, NSW Aboriginal Land Council, NSW Coalition of Aboriginal Regional Alliances, First Nations Disability Network, Department of Planning and Environment, Heritage NSW, Museums and Galleries NSW, and Create NSW.

National Languages Policy Partnership

The National Languages Policy Partnership (“LPP”) is a national policy group dedicated to the strengthening of Aboriginal and Torres Strait Islander Languages and Language Communities.

Formed in December 2022 under the National Agreement for Closing the Gap, the LPP formally establishes a joined-up approach between all governments and Aboriginal and Torres Strait Islander representatives to work towards the achievement of Target 16.

The Trust represents the NSW Government interests on the LPP.

The LPP is co-chaired by the CEO of First Languages Australia as the national peak organisation for Aboriginal and Torres Strait Islander Languages, and the Deputy Secretary of the Department of Infrastructure, Transport, Regional Development, Communication and the Arts.

The LPP met twice during this reporting period. Activities included progressing the LPP Agreement, developing operational and governance arrangements and protocols to support the work of the LPP, and sharing information on jurisdictional efforts toward achieving Target 16, among other things.

Information and updates from the LPP are published on the First Languages Australia website.

3.5 Build and deliver campaigns to celebrate and promote NSW Aboriginal Languages to increase support and investment for Communities’ Languages work.

During the consultations on the Trust’s draft Strategic Plan, we heard how Aboriginal Languages have overcome significant adversity to be alive and spoken today and that Aboriginal practitioners and Communities want to celebrate and showcase their achievements with other Aboriginal Communities and to wider audiences. Many also feel that growing awareness about Aboriginal Languages more broadly helps to break down barriers between Aboriginal and non-Indigenous People.

"WE NEED NON-INDIGENOUS PEOPLE AS CHAMPIONS TOO, WE NEED THAT SUPPORT."

- Bundjalung Languages Practitioner
2021 Strategic Plan Consultations

The Trust designed and planned to launch in the next reporting period a dedicated NSW Aboriginal Languages Week – a first of its kind in Australia.

The goal of NSW Aboriginal Languages Week is to celebrate and promote NSW Aboriginal Languages with a broad range of stakeholders and audiences through a series of events, programs and promotional activities.

Designed to commemorate the passing of NSW Aboriginal Languages legislation into law on October 24, 2017, this annual event will be held during the week of October, 24.



Dr Raymond Kelly (Thangatti Gumbaynggir), Raymond Ingrey (Dharawal) with Makayla-May Brinckley (Wiradjuri) and Kaleesha Morris (Gumbaynggirr Dunghutti Kulkalgal)

Photography: Anthony Smith Media



Gumbaynggirr Daari Study Community Research Design Workshop participants, Casey Reid, Aunty Julie Carey, Jarwin Carey, Aunty Leanne Fisher, Rebecca Wilson, Kara Barker.

Photography: Brooke Cuy, Bularri Muurlay Nyanggan Aboriginal Corporation

Case Studies

Community Language Investment 2022

Yarkuwa Indigenous Knowledge Centre

Yarkuwa Indigenous Knowledge Centre is an Aboriginal owned and controlled organisation based in Deniliquin, South-West NSW. The main purpose of the organisation is to ensure Traditional Owner Knowledge is preserved for future generations. Since their formation in 2003, Yarkuwa have been working hard to revitalise and strengthen the use of Wamba Wamba Language.

One of the first projects at Yarkuwa focused on the importance of Community and Family history. As well as upskilling Community members' research and analytical skills, this important program strengthened the identity of the local Community, helping them connect to their family and Community history. This was a key foundation to connect People to Language.

Yarkuwa are the leaders of the local Wamba Wamba and Deniliquin school Language programs. In 2022, Yarkuwa Indigenous Knowledge Centre received \$49,706.80 to continue the important work of designing, developing and delivering Wamba Wamba Language lessons and workshops within the local Community. This funding supported Community members to build their Knowledge, capacity, skills and understandings of Wamba Wamba Language and Culture using a collaborative peer-support approach.

As part of their Wamba Wamba Language Revitalisation Education Resource Materials project in 2023, Yarkuwa received \$59,067 to create learning and teaching resources for local schools and childcare centres. These resources built on the pre-existing Language resources that Yarkuwa had created, and it encouraged more Community members to work together with young People to learn their Language. David Crew, Manager of Yarkuwa said that this project was part of their plan to "normalise the speaking of Wamba Wamba after years of [their] Language being suppressed".

In 2023, Yarkuwa Indigenous Knowledge Centre joined the Trust's Aboriginal Languages Partnership Program. Funding from this program has assisted Yarkuwa to employ two new staff members that focus solely on the growth of Wamba Wamba. The Language staff play a vital role in facilitating and maintaining a relationship between the Local Community and educational services where the Language programs are being delivered. Through this direct relationship with the local Community, Yarkuwa have been able to create more appropriate Language programs and resources for all Wamba Wamba Language learners.

"WORKING TOGETHER OVER LANGUAGE LEARNING INCREASES CULTURAL AWARENESS AND PRIDE. IT INCREASES FAMILY COHESION AND RESILIENCY."



GOAL 4: Sustainable Futures

The silencing of Aboriginal Languages by past Government decisions means that much work needs to be done to strengthen and grow Languages. An investment of funding and resources is required to grow the number of Aboriginal Languages speakers and teachers. Greater support for Aboriginal ways of learning and transferring Aboriginal Languages is also needed to grow and sustain Languages. We will work with Aboriginal Communities and government and non-government sectors to find solutions to these challenges.

4.1 Work with Communities and the education sector to design Aboriginal-led solutions to increase the number of Aboriginal adult Languages speakers and teachers, including through the development of alternative qualification and learning pathways that recognise Aboriginal Cultural Knowledge and ways of knowing.

During consultations on the Trust's draft Strategic Plan, we heard the demand for teaching Languages in schools is high but there are not enough People who have both Language skills and teaching qualifications. Many raised concerns that the teacher qualification criteria are a barrier to effective Language revitalisation in the school setting and that schools should recognise Language Knowledge as a qualification in its own right.

People also spoke of the significant issue of pay disparity, with many Language teachers unable to find sustainable income for their work, ultimately leading to burn out.

"IN THE NEXT 10 YEARS, I HOPE THAT LANGUAGE HAS QUALIFICATIONS AND PROTOCOLS FOR TEACHERS OF LANGUAGE THAT ARE ENDORSED BY TRADITIONAL CUSTODIANS."

– Greater Sydney YarnUp Participant

The Trust has commenced preliminary discussions with key stakeholders during this reporting period to begin the work of overcoming the barriers associated with increasing the number of Aboriginal Language teachers in schools.

4.2 Grow Community capability by investing in skills development, including through Language education scholarships and grants writing.

During consultations on the Trust's draft Strategic Plan, we heard there should be increased investment by the Trust to remove barriers to People wanting to learn and study Aboriginal Languages, including by strengthening Communities capacity to apply for grants to deliver local Languages programs and by increasing opportunities for individuals to be paid to study Languages.

The Trust's grant programs are designed to reduce barriers for Aboriginal Communities seeking access to funding to deliver their Language programs. We engaged external contractors to provide Aboriginal Community organisations and Languages practitioners with grant writing support. The aim was to improve equity to funding for Communities' Languages activities.

The Trust entered a pilot partnership with the Gumbaynggirr Giingana Freedom School to support three Gumbaynggirr Language speakers to undertake their undergraduate teaching degrees. This pilot will inform the development of a scholarship program in the next reporting round.

During the consultations on the Trust's draft Strategic Plan, we heard that those who undertake Language qualifications need access to greater education and employment outcomes. The Language sector needs to be viewed more broadly than just teaching, with opportunities across a range of fields from working in archives, research, linguistics, graphic design, IT, tourism, and much more.

"DEVELOP A LANGUAGE [AND] CULTURE SECTOR THAT HAS A SUSTAINABLE ECONOMIC MODEL TO SUPPORT COMMUNITIES. THIS NEEDS INVESTMENT ACROSS GOVERNMENT TO START WITH."

– Gathang Language Practitioner
2021 Strategic Plan Consultations

Work on this priority will commence in the next reporting period.

4.3 Build sector partnerships to support the development of training and job pathways for Aboriginal Peoples in the Languages sector, including business enterprise and tourism, linguistics, research, archivists, and teaching.



North East Wiradjuri Co. Ltd
On Country Language Camp 2022
Language Dancing and Singing

Case Studies

Community Language Investment 2022



Walking our Songlines with Language: A Coota Girls Aboriginal Corporation Languages Project

The Coota Girls Aboriginal Corporation is guided by 35 registered Stolen Generations Survivors, whom through past government policies were forcibly disconnected from their Countries, Cultures and Languages.

The Aboriginal Languages Trust has provided funding over three consecutive years to support Coota Girls Survivors and their descendants to reconnect with their Languages. In this time, we have witnessed a single concept flourish into the development of Language resources and a digital platform and grow into new plans for their Languages in the future.

The 2019-2020 the Trust funded Coota Girls Aboriginal Corporation \$20,000 which supported the initial research into establishing what Languages connections existed for the 35 registered Coota Girls Home Survivors, the Countries and Languages spoken, as well as the initial stages of gathering Languages information already published. At total of 12 Language groups were identified, covering the matrilineal and patrilineal Languages of the 35 registered Survivors.

In 2021-2022 the Coota Girls Aboriginal Corporation were invited to the apply for the Aboriginal Languages Sustainable Funding Program to continue to build on the work commenced in the previous year. An application for \$50,000 was successful and supported the further development of Languages resources for publication and the development of an online Language Hub for sharing Languages resources. Resources for all 12 Languages identified were developed, with Coota Girls descendants providing the artwork to bring to life the stories behind the resources. These resources include Languages flashcards, handbooks and posters.

Recognising the immense value that Languages hold for Survivors, the Trust continued its support for the Coota Girls Languages project in 2022-2023 through its Partnership Program. \$50,000 in funding was provided to support the continued connection of the Survivors and their families to their Languages through the delivery of Languages lessons, camps and the further development of resources.

Through the Walking our Songlines with Language project, the Coota Girls Survivors are finding healing through the work of reclaiming their connections to Language, Culture and Country.

Case Studies

Community Language Investment 2022

Anaiwan Language Project Officer & Teacher

Nēwara Aboriginal Corporation is a grassroots non-profit Aboriginal Community organisation based on Anaiwan Country in Armidale NSW. Working to reclaim and revive Language, Culture, history, and traditional practices on Country through research and education.

In 2021 the NSW Aboriginal Languages Trust invested \$90,000 to support Community to build capacity to teach Language. This saw the creation of the first ever funded position for an Anaiwan Language worker. Prior to this position all projects and initiatives had been ran by local volunteers.

This role was successfully re-funded under the 2022-2023 and 2023-2024 Aboriginal Sustainable Languages Program. This Program is a direct response to Communities calls for long-term, sustainable funding to enable Languages revitalisation work to happen without fear that their Language programs would lose funding and the progress made by Communities would be lost.

The Anaiwan Language Project Officer has contributed to the establishment and development of a Community accessible Anaiwan Language & Research Hub in Armidale and spearheads the expansion of Language teaching and resources to successfully support delivery of Language courses to Community.

Nēwara Aboriginal Corporation are working to address the significant demand for Aboriginal Languages in schools and early learning centres. Delivering weekly Language classes at three local education facilities each with formulated protocols regarding the teaching of Anaiwan Language in schools.

In 2023 Nēwara Aboriginal Corporation were targeted for the Aboriginal Partnership Program allowing for two new positions. The roles of Programs Coordinator and Researcher will develop and deliver Language Learning, On Country content and training up young Anaiwan People as Language teachers/tutors.



GOAL 5: Operational Excellence

Operational excellence is achieved when every member of the Trust has the right tools and support to focus on the bigger purpose of why we exist. We will invest in our People, workplace Culture, systems and processes, so that the Trust adds value to the self-determining work of Communities to reclaim and reawaken Aboriginal Languages.

5.1 Develop and implement strategies to build and maintain a reliable and trusted brand to instil confidence in our stakeholders.

As a new Agency, the Trust actively works to build awareness of our brand and to promote the work we do as being reliable and trustworthy.

During this reporting period we have:

- Expanded and grown our Community Investment Program, by listening and responding to the needs of Aboriginal Communities and Languages practitioners.
- Partnered with Museums of History NSW, increasing Aboriginal voices and perspectives in cultural institutions.
- Attended, participated in, and hosted several forums, consistently promoting the Trust and NSW Aboriginal Languages to wide audiences.
- Launched our new website and social media platforms, enabling the Trust to disseminate information to wide audiences.
- Created and delivered several in-person events to bring Aboriginal Languages practitioners, Communities and stakeholders together, thereby increasing awareness about the Trust and its brand.
- Designed and published NSW specific Aboriginal Languages resources and materials, helping to build a reliable evidence-base for the value of Languages revitalisation.
- Developed protocols to underpin all the Trust's research and data work, upholding Aboriginal Communities' right to self-determine their Language Knowledge and data.

5.2 Establish baseline-data for NSW Aboriginal Languages informed by Aboriginal Community perspectives.

Current data sources have too many limitations to be relied upon to measure the strength and fluency of Aboriginal Languages in the NSW context. The data is often insufficient, inconsistent or contradictory.

The Trust is leading the development of place-based baseline data, informed by Aboriginal Communities voices, for Closing the Gap Target 16 Language and Culture. This will enable the NSW Government to measure progress against the Closing the Gap Target 16.

The Trust recruited a Senior Project Officer, Data Management, to oversee the project and we commenced work on the design and development of the Local Language Insights Program (“LLIP”) to develop a baseline data set for NSW Aboriginal Languages. The objectives of the LLIP are to:

- Create greater understanding of the aspirations and achievements of Aboriginal Language Communities in NSW through the establishment of baseline data.
- Ensure the Data Sovereignty and ACIP rights of Aboriginal Communities are upheld, by establishing a system where Communities maintain ownership of their data, and that data becomes an economic advantage for each Community.
- Increase data capability in Communities through Trust-funded employment opportunities (Community Based Researchers) and learning opportunities, including peer-to-peer learning (fostering collegiality and sharing between Communities) and consistency with Language measurement approaches.
- Build the Language data workforce, ensuring there is a supply of skilled People to gather and curate data which contributes to the restoration and reclamation of Languages.
- Influence governments and their approaches to engaging with First Nations People and data, role modelling practices which ensure self-determination and sovereignty and contribute to de-colonisation and healing.

5.3 Design and implement an impact measurement framework underpinned by Aboriginal Communities’ definitions of success to effectively measure and transparently report on outcomes, and to inform continuous improvements.

Embedding evaluative practices is critical for the Trust to understand its contribution to the revitalisation of NSW Aboriginal Languages. By measuring the impact of our programs and initiatives, the Trust can better understand what works well, what needs to be improved, and what should stop.

The Trust commenced working on the development of an impact measurement framework that will aid in measuring, evaluating and reporting on the impact of its work. This framework will be used to inform policymaking and investment decisions.

5.4 Maintain a safe and collaborative work environment and observe best practice human resource approaches, including learning and development and succession planning at all levels.

Trust staff are employed by the Department of Premier and Cabinet to enable the Trust to exercise its functions under the Act. The Department actively seeks to support a Culture where staff operate effectively, ethically and lawfully. This is achieved through the maintenance of a comprehensive operating environment, including services, systems, processes and policies. Good governance underpins the delivery of effective and efficient services to the People of NSW.

The Trust is committed to attracting and retaining a diverse and high-performing workforce, including achieving at least 70% of the workforce being Aboriginal. During this reporting period the Trust employed 73% Aboriginal People. Achieving this target helps the Trust foster a workforce with a rich diversity of perspectives, Knowledge and experiences and with a deep understanding and appreciation of Aboriginal Languages and Cultures.

5.5 Maintain the Cultural capability of our team, including adopting strengths-based and trauma-informed ways of working.

The Trust staff have access to additional tailored supports which are free to all staff identifying as Aboriginal or Torres Strait Islander and non-Aboriginal staff who require a trauma-informed support provider.

The Trust values the importance of frameworks that support culturally safe practices and a respectful work environment. The Trust will focus on the development of a cultural capability framework in the next reporting period.

5.6 Develop systems and processes to support the Trust meet a high standard of governance.

The Trust is committed to maintaining a high standard of probity, transparency and accountability for the Aboriginal Communities it serves and all its stakeholders. During this reporting period the Trust has:

- Completed a review of the Trust's Community Investment Program to ensure compliance with the Grant Administration Guide (September 2022).
- Reviewed all existing Board governance policies and commenced the development of a robust Board Governance Framework to support the Board to continue to confidently exercise its functions under the Act.
- Maintained comprehensive Conflicts of Interest Registers for the Board and staff.
- Assisted with responses to applications made to the Department of Premier and Cabinet under the Government Information (Public Access) Act 2009 ("GIPA Act").



SECTION 4:
**Management and
Accountability**



Management and Accountability

Numbers and Remuneration of Senior Executives

In accordance with the reporting guidelines for annual reports, we are pleased to disclose the relevant information regarding Public Service Senior Executive (PSSE) numbers and remuneration. Within our agency, the Trust's Executive Director holds the distinction of being the sole Senior Executive. Their remuneration for the fiscal year, as per the four PSSE salary bands, amounts to a Total Remuneration Package of \$316,109.

Consultants

The Trust did not engage consultants during the 2022-23 reporting period.

Complaints Handling

Complaints are handled consistently with the Department of Premier and Cabinet's External Complaints Handling Policy which outlines: the procedures to be followed to manage an external complaint; when it is appropriate to escalate a complaint; and guidance on providing fairness to staff members if a complaint has been made against them and the procedures to be applied.

The Department reports in its Annual Report on external complaints received in that year, including information on whether any service or systems changes have been made because of the complaint.

Information is provided on the Department's website to inform the public about the External Complaints Handling policy and process.

Privacy and Personal Information Protection Act 1998 ("PPIPA") Requirements

Privacy and personal information are handled consistently with the PPIPA Act and the Health Records and Information Privacy Act 2022 and the Department of Premier and Cabinet's Privacy Management Plan which sets out the key policies and procedures in place to ensure the Department complies with its legal obligations and is publicly available.

Information is provided on the Department's website to inform the public about the policy and practices for privacy and the handling of personal information (including health information).

Government Information (Public Access) Act 2009 ("GIPA") requirements

GIPA applications are handled consistently with the GIPA Act which encourages the proactive release of government information on agency websites unless there is an overriding public interest against disclosure – for example, someone's personal details.

GIPA requests must be made directly to the Department who processes GIPA applications on behalf of the Aboriginal Languages Trust.

Information is provided on the Department's website to inform the public about how to lodge an application under GIPA.

Public Interest Disclosures Act 2022 ("PID Act")

The PID Act applies to all public officials in NSW. Reporting of serious wrongdoing is strongly encouraged by the Department of Premier and Cabinet and there are protections and supports available for reporters.

The Department's PID Policy sets out how the Department manages public interest disclosures and provides practical guidance to Department staff on matters relating to PIDs.

Information is provided on the Department's website to inform the public about how to make a PID and other information.

Economic or other factors affecting achievement of operational objectives

A significant foodborne outbreak impacted the NSW Aboriginal Languages Gathering during this reporting period. This affected the achievement of operational objectives by the Trust as we pivoted our focus to respond to the major health incident to support attendees and the NSW Health investigation.

Exemptions

The Trust has a brand exemption, category "endorsed", from the NSW Government Brand Framework. The brand exemption is valid three years from 16 June 2022 until 16 June 2025.

Risk Management and Insurance Activities

The Aboriginal Languages Trust demonstrates full compliance with the Department of Premier and Cabinet's Risk Management Policy. By adhering to this policy, the Trust effectively identifies, assesses, and mitigates risks within its operations. This ensures that the Trust is well-equipped to handle potential challenges and uncertainties. Additionally, the Trust regularly reviews and updates its risk management practices to align with any changes or evolving circumstances.

For employment purposes, The Aboriginal Languages Trust is part of the Department of Premier and Cabinet which is a member agency of the Treasury Managed Fund (TMF). The TMF is a self-insurance scheme created by the NSW Government to insure government agency risk.

As a member agency, the Department is indemnified for all insurable risks, with claims funded by deposit contributions and managed by iCare. The TMF provides cover for:

- workers compensation
- legal liability
- property
- motor vehicles
- miscellaneous risks.

Cyber Security Annual Attestation Statement for the 2022–23 Financial Year for the Trust



Cyber Security Annual Attestation Statement for the 2022-23 financial year for the Department of Premier and Cabinet

I, Simon Draper am of the opinion that the Department of Premier and Cabinet (DPC) have managed cyber security risks in a manner consistent with the mandatory requirements set out in the NSW Government Cyber Security Policy.

Governance is in place including the Security and Privacy Committee reporting to the DPC Executive and the Audit and Risk Committee to appropriately manage the cyber security risks and initiatives of the Department of Premier and Cabinet.

The department has a cyber incident response plan that has been exercised during the 2022-23 financial year and the plan continues to be reviewed to maintain its currency and effectiveness.

A Cyber Security Framework has been implemented and independent assessments on its effectiveness have been conducted.

To ensure that our staff and customers continue to have confidence in the services that we deliver, the department will continue to focus on:

- improving our cyber security governance
- building a strong cyber security culture across all our staff
- protecting our systems from current and emerging threats
- improving our cyber resilience
- aligning with NSW Government policies and best-practice standards.

The attestation covers DPC and the systems managed by the department's technology team. A separate attestation for GovConnect systems will be provided by the Department of Customer Service.

A handwritten signature in black ink, appearing to read "S Draper".

Simon Draper

Secretary, Premier's Department



SECTION 5:
Sustainability

The top corners of the page feature intricate Aboriginal art patterns. On the left, there are yellow and white dotted lines on a dark background, and a yellow sun-like symbol. On the right, there are concentric circles with red, green, and yellow patterns, and a central yellow sun-like symbol with radiating lines.

Sustainability

The silencing of Aboriginal Languages by past Government decisions means that much work needs to be done to grow and sustain Languages across NSW. A sustained investment of funding and resources is required to increase the number of Aboriginal Language speakers and teachers. Greater support for Aboriginal ways of learning and transferring Aboriginal Knowledge and Languages is also needed to grow and sustain Languages. We will work with Aboriginal Communities, and government and non-government sectors to find solutions to these challenges.

Diversity and Inclusion

The Trust values diversity and believes that a diverse and inclusive workforce is essential to success. We embrace and promote workforce diversity in all its forms, including but not limited to gender, age, ethnicity, abilities, sexual orientation, and cultural background. By cultivating a workplace that values and respects the unique perspectives and experiences of individuals, we harness the power of diversity to drive innovation, creativity, and collaboration. We actively foster an environment where everyone can thrive, and where all voices are heard and valued.

The Trust conducts its operations consistently with the Department of Premier and Cabinet, adhering to the disability inclusion action plans and policies. As part of our commitment to fostering inclusivity, we actively ensure that our activities, programs, and services support individuals with disabilities. By aligning with the Department's disability inclusion initiatives, we strive to create an environment that champions accessibility, equality, and empowerment for all.



Work Health and Safety

The wellbeing and safety of our employees, partners, and stakeholders are paramount. The Trust is firmly committed to maintaining a safe and healthy work environment, adhering to the highest standards of occupational health and safety. Through the implementation of robust policies and practices, regular training, and active engagement with our workforce, we strive to prevent workplace injuries and promote the physical and mental wellbeing of all involved in our operations. Our commitment to work health and safety drives us to continuously improve and evolve, ensuring a Culture of care throughout our organisation.

Modern Slavery Act 2018 (NSW) Statement

The Modern Slavery Act 2018 (NSW) is a legislation enacted with the goal of addressing and combating modern slavery offenses. The Act outlines various measures to prevent and respond to acts of modern slavery within the state.

This Act includes a broad definition of modern slavery, encompassing offenses such as human trafficking, slavery, servitude, forced labour, debt bondage, and deceptive recruitment. By broadening the definition, the legislation aims to cover various forms of exploitation that might be present in supply chains and other industries.

The Trust hereby declare that all goods and services procured by and for our agency during the period of 1 July 2022 to 30 June 2023 were not the product of modern slavery, as defined by the Modern Slavery Act 2018. We have taken significant measures to ensure that our procurement processes adhere to the highest ethical standards, and we remain committed to actively combating modern slavery in all its forms.



SECTION 6:
**Financial
Performance**

Photography: Don Ricardo
Location: Sydney, NSW



Financial Statements

Aboriginal Languages Trust Statement by the Board for the year ended 30 June 2023

Pursuant to Division 7.6(4) of the *Government Sector Finance Act 2018* ('the Act'), I state that these financial statements:

- have been prepared in accordance with the Australian Accounting Standards and the applicable requirements of the Act, the Government Sector Finance Regulation 2018 and the Treasurer's Directions and
- present fairly the Aboriginal Languages Trust's financial position, financial performance and cash flows.
- There are no circumstances which would render any particulars included in the financial statements to be misleading or inaccurate.



Chair of the Board



Board member

30 October 2023



INDEPENDENT AUDITOR'S REPORT

Aboriginal Languages Trust

To Members of the New South Wales Parliament

Opinion

I have audited the accompanying financial statements of Aboriginal Languages Trust (the Trust), which comprise the Statement by the Board, the Statement of Comprehensive Income for the year ended 30 June 2023, the Statement of Financial Position as at 30 June 2023, the Statement of Changes in Equity and the Statement of Cash Flows, for the year then ended, notes comprising a Statement of Significant Accounting Policies, and other explanatory information.

In my opinion, the financial statements:

- have been prepared in accordance with Australian Accounting Standards and the applicable financial reporting requirements of the *Government Sector Finance Act 2018* (GSF Act), the *Government Sector Finance Regulation 2018* (GSF Regulation) and the Treasurer's Directions
- presents fairly the Trust's financial position, financial performance and cash flows.

My opinion should be read in conjunction with the rest of this report.

Basis for Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under the standards are described in the 'Auditor's Responsibilities for the Audit of the Financial Statements' section of my report.

I am independent of the Trust in accordance with the requirements of the:

- Australian Auditing Standards
- Accounting Professional and Ethical Standards Board's APES 110 'Code of Ethics for Professional Accountants (including Independence Standards)' (APES 110).

Parliament promotes independence by ensuring the Auditor-General and the Audit Office of New South Wales are not compromised in their roles by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General
- mandating the Auditor-General as auditor of public sector agencies
- precluding the Auditor-General from providing non-audit services.

I have fulfilled my other ethical responsibilities in accordance with APES 110.

I believe the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Board's Responsibilities for the Financial Statements

The Board is responsible for the preparation and fair presentation of the financial statements in accordance with Australian Accounting Standards, the GSF Act, GSF Regulation and Treasurer's Directions . The Board's responsibility also includes such internal control as the Board determines is necessary to enable the preparation and fair presentation of the financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board is responsible for assessing the Trust's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to:

- obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error
- issue an Independent Auditor's Report including my opinion.

Reasonable assurance is a high level of assurance, but does not guarantee an audit conducted in accordance with Australian Auditing Standards will always detect material misstatements. Misstatements can arise from fraud or error. Misstatements are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions users take based on the financial statements.

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

The scope of my audit does not include, nor provide assurance:

- that the Trust carried out its activities effectively, efficiently and economically
- about the security and controls over the electronic publication of the audited financial statements on any website where they may be presented
- about any other information which may have been hyperlinked to/from the financial statements.



Nirupama Mani
Director, Financial Audit

Delegate of the Auditor-General for New South Wales

30 October 2023
SYDNEY

Aboriginal Languages Trust
Statement of comprehensive income
for the year ended 30 June 2023

	Notes	Actual 2023 \$'000	Actual 2022 \$'000
Expenses excluding losses			
Operating expenses			
Personnel services	2 (a)	1,877	1,413
Other operating expenses	2 (b)	2,320	996
Grants and subsidies	2 (c)	3,913	1,622
Total expenses excluding losses		8,110	4,031
Revenue			
Grants and contributions	3 (a)	7,979	4,811
Acceptance by the Crown of Personnel services and other liabilities	3 (b)	(27)	9
Total revenue		7,952	4,820
Operating result		(158)	789
Net result		(158)	789
Total comprehensive income		(158)	789

The accompanying notes form part of these financial statements.

Aboriginal Languages Trust
Statement of financial position
as at 30 June 2023

	Notes	Actual 2023 \$'000	Actual 2022 \$'000
Assets			
Current assets			
Cash and cash equivalents	4	1,771	969
Receivables	5	130	310
Total current assets		1,901	1,279
Total assets		1,901	1,279
Liabilities			
Current liabilities			
Payables	6	1,020	208
Provisions	7	87	119
Total current liabilities		1,107	327
Non-current liabilities			
Provisions	7	-	-
Total non-current liabilities		-	-
Total liabilities		1,107	327
Net assets		794	952
Equity			
Accumulated funds	8	794	952
Total equity		794	952

The accompanying notes form part of these financial statements.

Aboriginal Languages Trust
Statement of changes in equity
for the year ended 30 June 2023

	Notes	Accumulated Funds \$'000	Total \$'000
Balance 1 July 2022		952	952
Net result for the year		(158)	(158)
Total comprehensive income for the year		(158)	(158)
Balance at 30 June 2023		794	794

	Notes	Accumulated Funds \$'000	Total \$'000
Balance 1 July 2021		163	163
Net result for the year		789	789
Total comprehensive income for the year		789	789
Balance at 30 June 2022		952	952

The accompanying notes form part of these financial statements.

Aboriginal Languages Trust
Statement of cash flows
for the year ended 30 June 2023

	Notes	Actual 2023 \$'000	Actual 2022 \$'000
Cash flows from operating activities			
Payments			
Personnel services		(1,936)	(1,287)
Grants and subsidies		(3,913)	(1,602)
Other		(1,328)	(1,027)
Total payments		(7,177)	(3,916)
Receipts			
Grants and contributions		7,979	4,791
Total receipts		7,979	4,791
Net cash flows from operating activities	10	802	875
Cash flows from investing activities			
Net cash flows used in investing activities		-	-
Cash flows from financing activities			
Net cash flows used in financing activities		-	-
Net increase/(decrease) in cash and cash equivalents		802	875
Opening cash and cash equivalents		969	94
Closing cash and cash equivalents	4	1,771	969

The accompanying notes form part of these financial statements.



Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

1. Statement of Significant Accounting Policies

(a) Reporting entity

The Aboriginal Languages Trust (the Trust) is a NSW government entity established under the *NSW Aboriginal Languages Act 2017* on 5 March 2020 and is controlled by the State of New South Wales, which is the ultimate parent. The Trust is a not for profit entity (as profit is not its principal objective) and it has no cash generating units.

These financial statements for the year ended 30 June 2023 were prepared for the first time and have been authorised for issue by the Board on 30 October 2023.

(b) Basis of preparation

The Trust's financial statements are general purpose financial statements which have been prepared on an accruals basis and in accordance with:

- applicable Australian Accounting Standards (AAS) (which include Australian Accounting Interpretations).
- the requirements of the *Government Sector Finance Act 2018* (GSF Act) and the Government Sector Finance Regulation 2018.
- Treasurer's Directions issued under the GSF Act.

The Trust's financial statements have been prepared on a going concern basis, which contemplates the continuity of normal operating activity and the realisation of assets and the settlement of liabilities in the normal course of operations. The Trust held cash on hand and at bank as at 30 June 2023 of \$1.8 million. As at 30 June 2023 the Trust had a net working capital surplus of \$705k.

This indicator is only one of a variety of indicators used in assessing the going concern assumption.

The Trust receives its funding via grants from the New South Wales Consolidated Fund, provided through the Department of Premier and Cabinet.

Certain financial assets and liabilities are measured using the fair value basis. Other financial statement items are prepared in accordance with the historical cost convention, except as otherwise specified.

Judgements, key assumptions and estimations management has made, are disclosed in the relevant notes to the financial statements.

All amounts are rounded to the nearest one thousand dollars and are expressed in Australian currency, which is the Trust's presentation and functional currency.

(c) Statement of compliance

The financial statements and notes comply with Australian Accounting Standards, which include Australian Accounting Interpretations.

(d) Accounting for the Goods and Services Tax (GST)

Income, expenses and assets are recognised net of the amount of GST, except that the:

- amount of GST incurred by the Trust as a purchaser that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an item of expense and
- receivables and payables are stated with the amount of GST included.

Cash flows are included in the statement of cash flows on a gross basis. However, the GST components of cash flows arising from investing and financing activities which is recoverable from, or payable to, the Australian Taxation Office are classified as operating cash flows.

Aboriginal Languages Trust

Notes to and forming part of the Financial Statements

for the year ended 30 June 2023

1. Statement of Significant Accounting Policies (continued)

(e) Comparative information

Except when an AAS permits or requires otherwise, comparative information is presented in respect of the previous period for all amounts reported in the financial statements.

(f) Changes in Accounting Policy, including new or revised Australian Accounting Standards

(i) Effective for the first time in 2022-23

The accounting policies applied in 2022-23 are consistent with those of the previous financial year, except as a result of the following new or revised Australian Accounting Standards (AAS) that have been applied for the first time in 2022-23. There is no material impact from the application of these new standards.

- AASB 2020-7 Amendments to Australian Accounting Standards – Covid-19-Related Rent Concessions
- AASB 2020-8 Amendments to Australian Accounting Standards – Interest Rate Benchmark Reform – Phase 2
- AASB 2020-9 Amendments to Australian Accounting Standards – Tier 2 Disclosures: Interest Rate Benchmark Reform (Phase 2) and Other Amendments
- AASB 2021-1 Amendments to Australian Accounting Standards – Transition to Tier 2: Simplified Disclosures for Not-for-Profit Entities
- AASB 2021-3 Amendments to Australian Accounting Standards – Covid-19-Related Rent Concessions beyond 30 June 2021
- AASB 1060 General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 entities

(ii) Issued but not yet effective

NSW public sector entities are not permitted to early adopt new AAS, unless Treasury determines otherwise.

The following new Australian Accounting Standards have not been applied and are not yet effective, in accordance with the NSW Treasury mandate (TPG 23-04):

- AASB 17 *Insurance Contracts*
- AASB 2020-1 *Amendments to Australian Accounting Standards – Classification of Liabilities as Current or Non-current*
- AASB 2021-2 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates*
- AASB 2021-5 *Amendments to Australian Accounting Standards – Deferred Tax related to Assets and Liabilities arising from a Single Transaction*
- AASB 2021-6 *Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards*
- AASB 2021-7b *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections*
- AASB 2021-7c *Amendments to Australian Accounting Standards – Effective Date of Amendments to AASB 10 and AASB 128 and Editorial Corrections*
- AASB 2022-1 *Amendments to Australian Accounting Standards – Initial Application of AASB 17 and AASB 9 – Comparative Information*
- AASB 2022-5 *Amendments to Australian Accounting Standards – Lease Liability in a Sale and Leaseback*
- AASB 2022-6 *Amendments to Australian Accounting Standards – Non-current Liabilities with Covenants*
- AASB 2022-7 *Editorial Corrections to Australian Accounting Standards and Repeal of Superseded and Redundant Standards*
- AASB 2022-8 *Amendments to Australian Accounting Standards – Insurance Contracts: Consequential Amendments*
- AASB 2022-9 *Amendments to Australian Accounting Standards – Insurance Contracts in the Public Sector*



Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

1. Statement of Significant Accounting Policies (continued)

(f) Changes in Accounting Policy, including new or revised Australian Accounting Standards (continued)

(ii) Issued but not yet effective (continued)

- *AASB 2022-10 Amendments to Australian Accounting Standards – Fair Value Measurement of Non-Financial Assets of Not-for-Profit Public Sector Entities*

The Trust anticipates that the adoption of these Standards in the period of initial application will have no material impact on the financial statements.

(g) Impact of COVID-19 on Financial Reporting for 2022-23

The effect of COVID-19 on the financial position and performance of the Trust has been considered in the preparation of these financial statements. The Trust's major funding source is NSW Government Grants and going concern has been addressed in Note 1 (b).

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

2. Expenses Excluding Losses

(a) Personnel services

	2023	2022
	\$'000	\$'000
Salaries and wages (including annual leave)	1,457	1,228
Superannuation – defined contribution plans	136	104
Long Service Leave	(27)	9
Payroll tax and fringe benefits tax	117	72
Agency contractors	194	-
Total personnel services	1,877	1,413

Recognition and measurement

(i) Salaries and Wages, Annual Leave, Sick Leave and On-Costs

The Trust does not directly employ staff. Personnel services are provided to the Trust by the Department of Premier and Cabinet.

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

(ii) Long Service Leave

The Trust's liabilities for long service leave is assumed by the Crown through the Department of Premier and Cabinet. The Trust accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown of personnel services provisions'. Refer Note 3(b).

Long service leave are measured at the present value of expected future payments to be made in respect of services provided up to the reporting date. Consideration is given to certain factors based on actuarial review, including expected future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using Commonwealth government bond rate at the reporting date.

(iii) Consequential on-costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax. This expense forms part of the Personnel Services costs.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

2. Expenses Excluding Losses (continued)

(b) Other operating expenses

	2023	2022
	\$'000	\$'000
Auditor's remuneration - audit of financial statements	8	-
Committee fees and expenses	179	177
Community events	395	-
Consultancy costs	-	-
Contractor – projects	139	387
Corporate services	15	31
Fees for services rendered	1,340	342
Information dissemination	11	33
Information technology expenses	-	11
Other expenses	24	-
Training (staff development)	33	-
Travel costs	175	15
Total other operating expenses	2,320	996

(c) Grants and subsidies

	2023	2022
	\$'000	\$'000
Grants to Aboriginal Languages Revival Program	563	289
Grants to Aboriginal Languages Sustainable Funding Program	648	776
Grants to Aboriginal Languages Partnership Funding Program	2,702	557
Total grants and subsidies	3,913	1,622

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

3. Revenue

Recognition and measurement

Income is recognised in accordance with the requirements of AASB 15 *Revenue from Contracts with Customers* or AASB 1058 *Income of Not-for-Profit Entities*, dependent on whether there is a contract with a customer defined by AASB 15 *Revenue from Contracts with Customers*.

(a) Grants and contributions

	2023 \$'000	2022 \$'000
(a) Grants and contributions		
NSW Government agencies ¹	7,979	4,789
Returned grants from a prior period	-	22
Total grants and contributions	7,979	4,811

¹ The Trust receives its funding from the NSW Department of Premier and Cabinet.

Recognition and measurement

Revenue from grants with sufficiently specific performance obligations is recognised when the Trust satisfies a performance obligation by transferring the promised services. The Trust typically receives grants in respect of administrative related projects and events. The Trust uses various methods to recognise revenue over time, depending on the nature and terms and conditions of the grant contract. The payments are typically based on an agreed timetable or on achievement of different milestones set up in the grant agreement.

Revenue from these grants is recognised based on the grant amount specified in the funding agreement/funding approval, and revenue is only recognised to the extent that it is highly probable that a significant reversal will not occur. No element of financing is deemed present as funding payments are usually received in advance or shortly after the relevant obligation is satisfied.

Income from grants without sufficiently specific performance obligations is recognised when the Trust obtains control over the granted assets (e.g. cash).

(b) Acceptance by the Crown of personnel services provisions

	2023 \$'000	2022 \$'000
The following liabilities and/or expenses have been assumed by the Crown or other government entities:		
Superannuation – defined benefit	-	-
Long service leave ¹	(27)	9
Payroll tax on superannuation	-	-
	(27)	9

¹ The Trust's liabilities for long service leave are assumed by the Crown through the Department of Premier and Cabinet. The Trust accounts for the liability as having been extinguished, resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown of personnel services provisions. Refer Note 2 (a) (ii).

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

4. Current Assets – Cash and Cash Equivalents

	2023	2022
	\$'000	\$'000
Cash at bank and on hand	1,771	969
Total cash and cash equivalents	1,771	969

For the purposes of the statement of cash flows, cash and cash equivalents include cash at bank and cash on hand.

Cash and cash equivalents assets recognised in the statement of financial position are reconciled at the end of the financial year to the statement of cash flows as follows:

	2023	2022
	\$'000	\$'000
Cash and cash equivalents (per statement of financial position)	1,771	969
Closing cash and cash equivalents (per statement of cash flows)	1,771	969

Refer Note 11 for details regarding credit risk, liquidity risk, and market risk arising from financial instruments.

5. Current Assets - Receivables

	2023	2022
	\$'000	\$'000
Current Receivables		
Goods and services tax recoverable from ATO	98	182
Prepayments	-	121
Accrued income	7	7
Other receivables	25	-
Total current receivables	130	310

Details regarding credit risk, liquidity risk and market risk, including financial assets that are either past due or impaired, are disclosed in Note 11.

Recognition and measurement

All 'regular way' purchases or sales of financial asset are recognised and derecognised on a trade date basis. Regular way purchases or sales are purchases or sales of financial assets that require delivery of assets within the time frame established by regulation or convention in the marketplace.

Receivables are initially recognised at fair value plus any directly attributable transaction costs. Trade receivables that do not contain a significant financing component are measured at the transaction price.

Subsequent measurement

The Trust holds receivables with the objective to collect the contractual cash flows and therefore measures them at amortised cost using the effective interest method, less any impairment. Changes are recognised in the net result for the year when impaired, derecognised or through the amortisation process.

Impairment

The Trust recognises an allowance for expected credit losses (ECLs) for all debt financial assets not held at fair value through profit or loss. ECLs are based on the difference between the contractual cash flows and the cash flows that the Trust expects to receive, discounted at the original effective interest rate.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

5. Current Assets - Receivables (continued)

Recognition and measurement (continued)

For trade receivables, the Trust applies a simplified approach in calculating ECLs. The Trust recognises a loss allowance based on lifetime ECLs at each reporting date. The Trust has established a provision matrix based on its historical credit loss experience for trade receivables, adjusted for forward-looking factors specific to the receivable.

6. Current Liabilities - Payables

	2023 \$'000	2022 \$'000
Accrued personnel services	1	1
Creditors	1,019	207
	1,020	208

Details regarding credit risk, liquidity risk and market risk, including a maturity analysis of the above payables, are disclosed at Note11.

Recognition and measurement

Payables represent liabilities for goods and services provided to the Trust and other amounts. Short-term payables with no stated interest rate are measured at the original invoice amount where the effect of discounting is immaterial.

Payables are financial liabilities at amortised cost, initially measured at fair value, net of directly attributable transaction costs. These are subsequently measured at amortised cost using the effective interest method. Gains and losses are recognised in the net result when the liabilities are derecognised as well as through the amortisation process.

Payables relating to grant payments are recognised when the legal obligation to pay occurs. Grant and subsidies expense generally comprise contributions in cash or in kind to various local government authorities and not-for-profit community organisations to support their objectives and activities. The grant and subsidies are expensed on the transfer of the cash or assets. The transferred assets are measured at their fair value.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

7. Current / Non-Current Liabilities – Provisions

	2023	2022
	\$'000	\$'000
Current Provisions		
Annual leave including on-costs	87	119
Long service leave on-costs	-	-
Payroll tax	-	-
Current personnel services provisions	87	119
Total Current Provisions	87	119
Non-Current Provisions		
Long service leave on-costs	-	-
Payroll tax	-	-
Non-current personnel services provisions	-	-
Total Non-Current Provisions	-	-
Total Provisions	87	119

	2023	2022
	\$'000	\$'000
Aggregate personnel services provisions		
Personnel services provisions - current	87	119
Personnel services provisions - non-current	-	-
Accrued personnel services (Note 14)	1	1
	88	120

Employee benefits and related on-costs (Personnel services)

The Trust's long service leave liability for defined benefit plans is assumed by the Crown per Treasury Circular TC 21-03 Accounting for Long Service Leave and Annual Leave. Long service leave on costs including superannuation on defined contribution, annual leave accrued while on long service leave taken in service, workers compensation insurance and payroll tax are not assumed by the Crown. These are represented in the current and non-current liabilities of long service leave at 30 June 2023..

Recognition and measurement

Salaries and wages, annual leave, sick leave and on-costs

The Trust does not directly employ staff. Personnel services are provided to the Trust by the Department of Premier and Cabinet.

Salaries and wages (including non-monetary benefits) and paid sick leave that are expected to be settled wholly within 12 months after the end of the period in which the employees render the service are recognised and measured at the undiscounted amounts of the benefits.

Annual leave is not expected to be settled wholly before twelve months after the end of the annual reporting period in which the employees render the related service. As such, it is required to be measured at present value in accordance with AASB 119 Employee Benefits (although short-cut methods are permitted).

Actuarial advice obtained by Treasury has confirmed that the use of a nominal approach plus the annual leave on annual leave liability (using 8.4% of the nominal value of annual leave) can be used to approximate the present value of the annual leave liability. The Trust has assessed the actuarial advice based on the Trust's circumstances and has determined that the effect of discounting is immaterial to annual leave. All annual leave is classified as a current liability even where the Trust does not expect to settle the liability within 12 months as the Trust does not have an unconditional right to defer settlement.



Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

7. Current / Non-Current Liabilities – Provisions (continued)

Recognition and measurement (continued)

Salaries and wages, annual leave, sick leave and on-costs (continued)

Unused non vesting sick leave does not give rise to a liability as it is not considered probable that sick leave taken in the future will be greater than the benefits accrued in the future.

Long service leave and superannuation

The Trust's liabilities for long service leave and defined benefit superannuation are assumed by the Crown through the Department of Premier and Cabinet. The Trust accounts for the liability as having been extinguished resulting in the amount assumed being shown as part of the non-monetary revenue item described as 'Acceptance by the Crown of personnel services provisions'. Refer Note 3(b).

Long service leave is measured at the present value of expected future payments to be made in respect of services provided up to the reporting date in accordance with AASB 119 *Employee Benefits*. This is based on the application of certain factors (specified in NSWTC 21/03) to employees with five or more years of service, using current rates of pay. These factors were determined based on an actuarial review to approximate present value.

The superannuation expense for the financial year is determined by using the formulae specified in the Treasurer's Directions. The expense for certain superannuation schemes (i.e. Basic Benefit and First State Super) is calculated as a percentage of the employees' salary. For other superannuation schemes (i.e. State Superannuation Scheme and State Authorities Superannuation Scheme), the expense is calculated as a multiple of the employees' superannuation contributions.

Consequential costs

Consequential costs to employment are recognised as liabilities and expenses where the employee benefits to which they relate have been recognised. This includes outstanding amounts of payroll tax, workers' compensation insurance premiums and fringe benefits tax.

8. Equity

Accumulated funds

The category 'Accumulated Funds' includes all current and prior period retained funds.

9. Contingent Liabilities and Contingent Assets

A food poisoning incident during the NSW Statewide Aboriginal Languages Gathering 2022 is an ongoing legal matter. Some monies paid may be refunded or the liability recognised may decrease depending on the result of the ongoing legal matter.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

10. Reconciliation of Cash Flows from Operating Activities to Net Result

Reconciliation of cash flows from operating activities to the net result as reported in the Statement of Comprehensive Income as follows:

	2023	2022
	\$'000	\$'000
Net cash used on operating activities	802	875
Decrease / (increase) in provisions	32	-
Increase / (decrease) in receivables & prepayments	(180)	217
(Increase) / decrease in creditors	(812)	(303)
Net result	(158)	789

11. Financial Instruments

A financial instrument is any contract that gives rise to a financial asset of one entity and a financial liability or equity instrument of another entity. The Trust determines the classification of its financial assets and liabilities at initial recognition and, when allowed and appropriate, re-evaluates this at each financial year end.

The Trust's principal financial instruments are outlined below. These financial instruments arise directly from the Trust's operations or are required to finance the Trust's operations. The Trust does not enter into or trade financial instruments, including derivative financial instruments, for speculative purposes.

The Trust's main risks arising from financial instruments are outlined below, together with the Trust's objectives, policies and processes for measuring and managing risk. Further quantitative and qualitative disclosures are included throughout these financial statements.

The Board has overall responsibility for the establishment and oversight of risk management and reviews and agrees policies for managing each of these risks. Risk management policies are established to identify and analyse the risks faced by the Trust, to set risk limits and controls and to monitor risks. The Board assist in the review of compliance with policies.

(a) Financial instrument categories

Class	Note	Category	Carrying amount	
			2023	2022
			\$'000	\$'000
Financial Assets				
Cash and cash equivalents	4	Amortised cost	1,771	969
Receivables ¹	5	Amortised cost	32	310
Financial Liabilities			\$'000	\$'000
Payables ²	6	Financial liabilities at amortised cost	1,017	208

¹ Excludes statutory receivables and prepayments (i.e. not within scope of AASB 7).

² Excludes statutory payables and unearned revenue (i.e. not within scope of AASB 7).

The Trust determines the classification of its financial assets and liabilities after initial recognition and, when allowed and appropriate, re- evaluates this at each financial year end.



Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

11. Financial Instruments (continued)

(b) Derecognition of financial assets and financial liabilities

A financial asset is derecognised when the contractual rights to the cash flows from the financial assets expire; or if the Trust transfers the financial asset:

- where substantially all the risks and rewards have been transferred or
- where the Trust has not transferred substantially all the risks and rewards, if the Trust has not retained control.

Where the Trust has neither transferred nor retained substantially all the risks and rewards or transferred control, the asset is recognised to the extent of the Trust's continuing involvement in the asset.

A financial liability is derecognised when the obligation specified in the contract is discharged or cancelled or expires.

(c) Credit risk

Credit risk arises when there is the possibility of the Trust's debtors defaulting on their contractual obligations, resulting in a financial loss to the Trust. The maximum exposure to credit risk is generally represented by the carrying amount of the financial assets (net of any allowance for credit losses).

Credit risk arises through the holding of financial assets, including cash, receivables and authority deposits. No collateral is held by the Trust. No financial guarantees have been provided by the Trust.

Credit risk associated with the Trust's financial assets, other than receivables, is managed through the selection of counterparties and establishment of minimum credit rating standards.

Cash and cash equivalents

Cash comprises cash on hand and bank balances within the NSW Treasury Banking System.

Receivables - trade debtors

Collectability of trade debtors is reviewed on an ongoing basis. Procedures as established in the Treasurer's Directions are followed to recover outstanding amounts, including letters of demand.

The Trust applies the AASB 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all trade debtors.

To measure the expected credit losses, trade receivables have been grouped based on shared credit risk characteristics and the days past due.

The expected loss rates are based on historical observed loss rates.

Trade debtors are written off when there is no reasonable expectation of recovery. Indicators that there is no reasonable expectation of recovery include, amongst others a failure to make contractual payments for a period of greater than 180 days past due.

The Trust's trade receivables are not significantly exposed to debtors directly impacted by the economic downturn due to COVID-19. As such, the expected credit loss is based on historical loss rates.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

11. Financial Instruments (continued)

(c) Credit risk (continued)

The loss allowance for trade receivables as at 30 June 2023 and 30 June 2022 was determined as follows:

	30 June 2023					Total
	Current	<30 days	30-60 days	61-90 days	>91 days	
Expected credit loss rate	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimated total gross carrying amount at default	-	-	-	-	-	-
Expected credit loss	-	-	-	-	-	-

	30 June 2022					Total
	Current	<30 days	30-60 days	61-90 days	>91 days	
Expected credit loss rate	0.0%	0.0%	0.0%	0.0%	0.0%	
Estimated total gross carrying amount at default	-	-	-	-	-	-
Expected credit loss	-	-	-	-	-	-

Notes: The ageing analysis excludes statutory receivables, as these are not within the scope of AASB 7. Therefore, the 'total' will not reconcile to the receivables total in Note 5.

The Trust is not materially exposed to concentrations of credit risk to a single trade debtor or group of debtors as at 30 June 2023. Most of Trust's debtors have a AAA credit rating.

(d) Liquidity risk

Liquidity risk is the risk that the Trust will be unable to meet its payment obligations when they fall due. The Trust continuously manages risk through monitoring future cash flows and maturities planning to ensure adequate holding of high quality liquid assets.

During the current and prior years, there were no defaults or breaches on any loans payable. No assets have been pledged as collateral. The Trust's exposure to liquidity risk is deemed insignificant based on prior periods' data and current assessment of risk.

The liabilities are recognised for amounts due to be paid in the future for goods or services received, whether or not invoiced. Amounts owing to suppliers (which are unsecured) are settled in accordance with the policy set out in NSW TC 11/12. For small business suppliers, where terms are not specified, payment is made not later than 30 days from date of receipt of a correctly rendered invoice. For other suppliers, if trade terms are not specified, payment is made no later than the end of the month following the month in which an invoice or a statement is received. For small business suppliers, where payment is not made within the specified time period, simple interest must be paid automatically unless an existing contract specifies otherwise.

The Trust is funded through grants from the Department of Premier and Cabinet on a cash flow needs basis and should only hold unrestricted cash balances to cover its immediate operational requirements. Refer to Note 1 (g) with regards to liquidity risk as a result of COVID-19.

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

11. Financial Instruments (continued)

(d) Liquidity risk (continued)

The table below summarises the maturity profile of the Trust's financial liabilities, together with the interest rate exposure.

Maturity Analysis and interest rate exposure of financial liabilities

	\$'000								
	Weighted Average Effective Int. Rate	Nominal Amount	Fixed Interest Rate	Variable Interest Rate	Non- interest bearing	< 1 yr	1-5 years	>5 years	
2023									
Payables:									
Accrued personnel services	N/A	-	-	-	-	-	-	-	-
Creditors	N/A	1,017	-	-	1,017	1,017	-	-	-
		1,017	-	-	1,017	1,017	-	-	-
		-	-	-	-	-	-	-	-
Total		1,017	-	-	1,017	1,017	-	-	-
2022									
Payables:									
Accrued personnel services	N/A	1	-	-	1	1	-	-	-
Creditors	N/A	207	-	-	207	207	-	-	-
		208	-	-	208	208	-	-	-
		-	-	-	-	-	-	-	-
Total		208	-	-	208	208	-	-	-

Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

11. Financial Instruments (continued)

(e) Market risk

Market risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices. The Trust is not exposed to market risk through interest rate risk on the Trust's borrowings or investments. The Trust has no exposure to foreign currency risk and does not enter into commodity contracts.

The effect on profit and equity due to a reasonably possible change in risk variable is outlined in the information below, for interest rate risk and other price risk. A reasonably possible change in risk variable has been determined after taking into account the economic environment in which the Trust operates and the time frame for the assessment (i.e. until the end of the next annual reporting period). The sensitivity analysis is based on risk exposures in existence at the statement of financial position date. The analysis is performed on the same basis as for 2022. The analysis assumes that all other variables remain constant.

Interest rate risk

The Trust does not account for any fixed rate financial instruments at fair value through profit or loss or as available for sale. Therefore, for these financial instruments, a change in interest rates would not affect net results or equity. A reasonably possible change of +/- 1% is used, consistent with current trends in interest rates. The basis will be reviewed annually and amended where there is a structural change in the level of interest rate volatility. The Trust's exposure to interest rate risk is set out below.

Consolidated	Carrying Amount	-1%		1%	
		Profit \$'000	Equity \$'000	Profit \$'000	Equity \$'000
2023					
<i>Financial assets</i>					
Cash and cash equivalents	1,771	(18)	(18)	18	18
Receivables	32	-	-	-	-
<i>Financial liabilities</i>					
Payables	1,017	10	10	(10)	(10)
2022					
<i>Financial assets</i>					
Cash and cash equivalents	969	(10)	(10)	10	10
Receivables	32	-	-	-	-
<i>Financial liabilities</i>					
Payables	1,017	(10)	(10)	10	10

(f) Fair value measurement

(i) Fair value compared to carrying amount

Financial instruments are generally recognised at cost. The amortised cost of financial instruments recognised in the statement of financial position approximates the fair value, because of the short-term nature of many of the financial instruments.

Aboriginal Languages Trust

Notes to and forming part of the Financial Statements

for the year ended 30 June 2023

12. Related Party Disclosures

A Related party is a person or entity that is related to the Trust which is preparing financial statements. As a NSW Government agency, the Trust is a related party to all NSW Government controlled agencies.

In accordance with AASB 124 Related Party Disclosures, key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Trust. Key management personnel include the Board members and the Executive Director of the Aboriginal Languages Trust, as well as the Minister for Aboriginal Affairs and Treaty.

(a) Compensation of key management personnel

Ministers are compensated by NSW Legislature and the Trust is not obligated to reimburse the Legislature. Ministerial compensation is centrally compiled by Treasury and the Department of Premier and Cabinet for distribution to agencies for inclusion in their financial statements, where applicable. The Trust is not aware of any non-monetary benefits provided by the Trust to the Minister.

Key management personnel compensation is as follows:

	2023 \$'000	2022 \$'000
Short-term employee benefits:		
Salaries	494	487
Total remuneration	494	487

(b) Transactions with related parties

During the reporting period the Trust entered into transactions with key management personnel, their close family members, or controlled or jointly controlled entities thereof. The aggregate value of the material transactions and related outstanding balances are as follows:

	2023 \$'000		2022 \$'000	
	Transaction value	Net receivable / payable	Transaction value	Net receivable / payable
Services received	169	-	117	-
Grants paid	488	-	287	-
Totals	657	-	404	-

The Trust has policies and systems in place to ensure accountability and transparency. Grant assessments are carried out by an independent advisory board, which does not include members of the Trust Board.

(c) Transactions with government related entities during the financial year

The Trust does not directly employ staff. Personnel services are provided to the Trust by the Department of Premier and Cabinet. These personnel services costs are disclosed in note 2 (a) and note 7.

The Trust recognised grant revenue from the Department of Premier and Cabinet of \$7,979k (2022: \$4,789k). Refer to Note 3 (a).



Aboriginal Languages Trust
Notes to and forming part of the Financial Statements
for the year ended 30 June 2023

12. Related Party Disclosures (continued)

(c) Transactions with government related entities during the financial year (continued)

The department recovers costs for personnel services and other costs paid on behalf of the Trust. At 30 June 2023 the Trust has a payable amount of \$689k owing to the department. Refer to note 6.

The Trust entered into transactions with other NSW Government related entities that are controlled, jointly controlled or significantly influenced by the NSW Government. These transactions are all at arm's length and in the ordinary course of the business of the Trust.

13. Events After the Reporting Period

There is no matter or circumstance that has arisen since 30 June that has significantly affected, or may affect the Trust's operations, the result of those operations, or the state of affairs in future financial years.

End of audited financial statements

Copyright:

© State of New South Wales Aboriginal Languages Trust 2022

The State of New South Wales, acting through the Aboriginal Languages Trust, supports and encourages the reuse of its publicly funded information, and endorses the use of the Australian Governments Open Access and Licensing Framework (AusGOAL). All NSW Aboriginal Languages Trust material on this website is licensed under the Creative Commons Attribution 4.0 licence, except as noted below. © State of New South Wales Aboriginal Languages Trust. For current portfolio information go to www.dpc.nsw.gov.au. We also request that you observe and retain any copyright or related notices that may accompany this material as part of the attribution.

Material not licensed under the Creative Commons Licence:

The following material available from this report is not licensed under the Creative Commons licence:

The State's Coat of Arms and any other symbols, logos or trademarks of the State of NSW or any Department or agency of the State (unless incidentally reproduced in using an unaltered document under the Creative Commons licence). Any third party material unless expressly stated to be published under the Creative Commons licence, and any material on the website that is expressly stated to be published subject to specified conditions other than the Creative Commons licence.

Disclaimer:

The State of New South Wales does not guarantee or warrant, and accepts no legal liability whatsoever arising from or connected to, the accuracy, reliability, currency or completeness of any material contained in this publication. Information in this publication is provided as general information only and is not intended as a substitute for advice from a qualified professional. The State of New South Wales recommends that users exercise care and use their own skill and judgment in using information from this publication and that users carefully evaluate the accuracy, currency, completeness and relevance of such information. Users should take steps to independently verify the information in this publication and, where appropriate, seek professional advice. Nothing in this publication should be taken to indicate the Aboriginal Languages Trust or the NSW Government's commitment to a particular course of action.



Contact Us

1300 036 406
info@alt.nsw.gov.au
alt.nsw.gov.au

