

FUTURE LIFE WITHOUT BARRIERS OUR VISION FOR 2020

BY 2020 WE ARE:

- A leading social-purpose organisation
- Agile and innovative
- Build relationships, engage communities and share learnings
- One unified team, values-driven and diverse


OUR PURPOSE

To partner with people and change lives for the better

HOW WE WILL ACHIEVE THIS VISION:

- L** **LEAD**
 Investing in Our People
 
- I** **INNOVATE**
 Reshaping what's Possible
 
- F** **FOCUS**
 Strengthening our Core
 
- E** **ENHANCE**
 Reaching more and building together
 

WHAT WE WILL ACHIEVE:

- 
- EMPOWERMENT**
 People empowered with the skills and support to live life
 - TOGETHERNESS**
 A mutual journey of growth and empowerment for all involved, and a society that's more inclusive
 - BETTER SOCIAL POLICY**
 More effective policies that have greater impact and create better opportunities for all of us

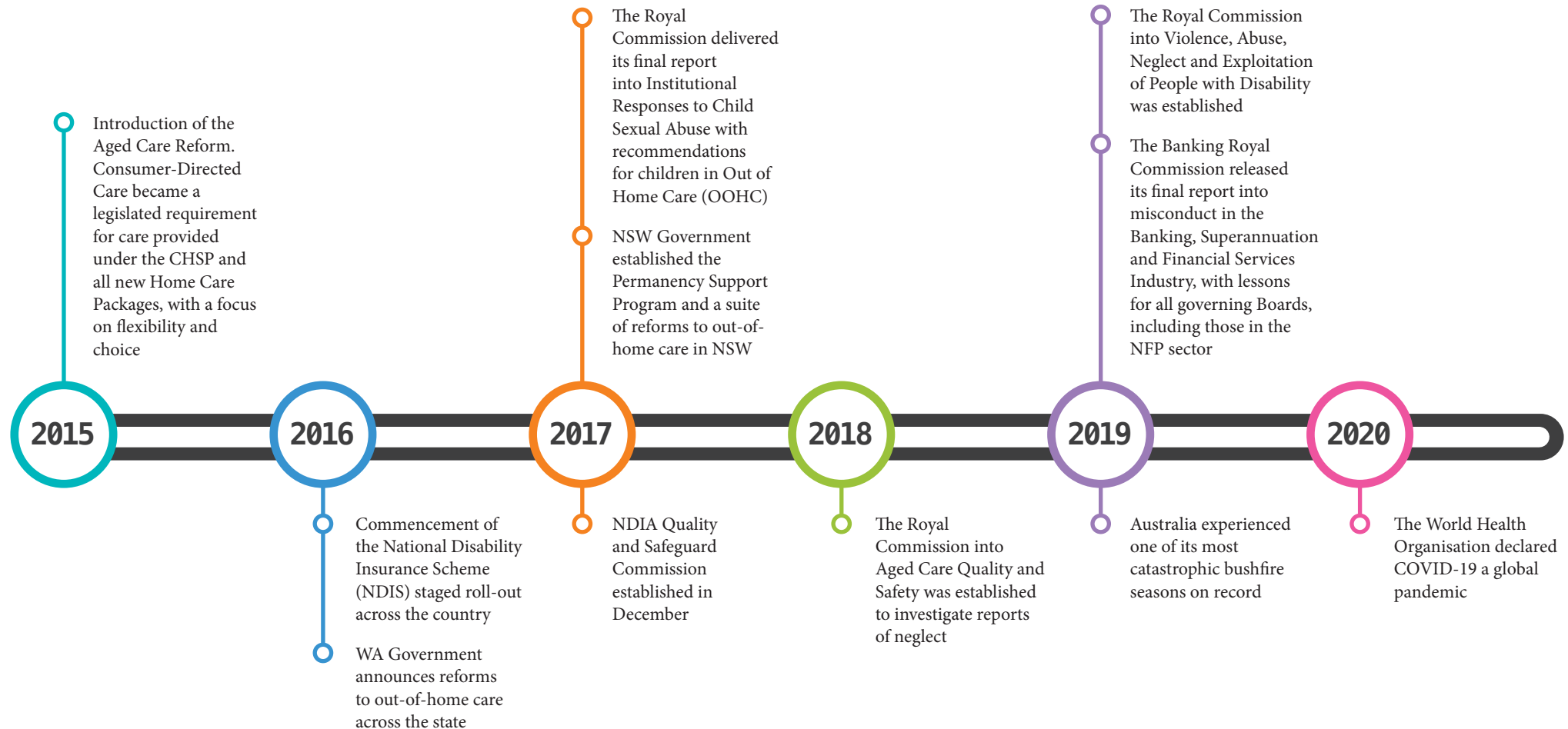
Together we transform lives. We help people participate in society and live life to the fullest.
 And that makes a stronger, more resilient and more connected society.

Vision 2020 outlined Life Without Barriers' Strategic Intent for 2015-2020; a bold, aspirational set of goals to partner with people to change lives for the better. In this report we reflect on our key learnings and achievements, as we prepare to creatively reimagine with people we support, how we want to continue to have impact for people into the future.

A BOLD STRATEGY FOR AN EVER CHANGING WORLD

Vision 2020 has guided Life Without Barriers through a time of significant change. The Australian political environment has continued to change and Life Without Barriers has adapted at speed to support people across Australia who experience barriers to opportunity. We have continued to draw on the strength of our values to be more courageous and imaginative than ever before, in an environment that needs a collective response to dismantle the barriers faced by so many Australians.

MAJOR RELEVANT EVENTS 2015–2020



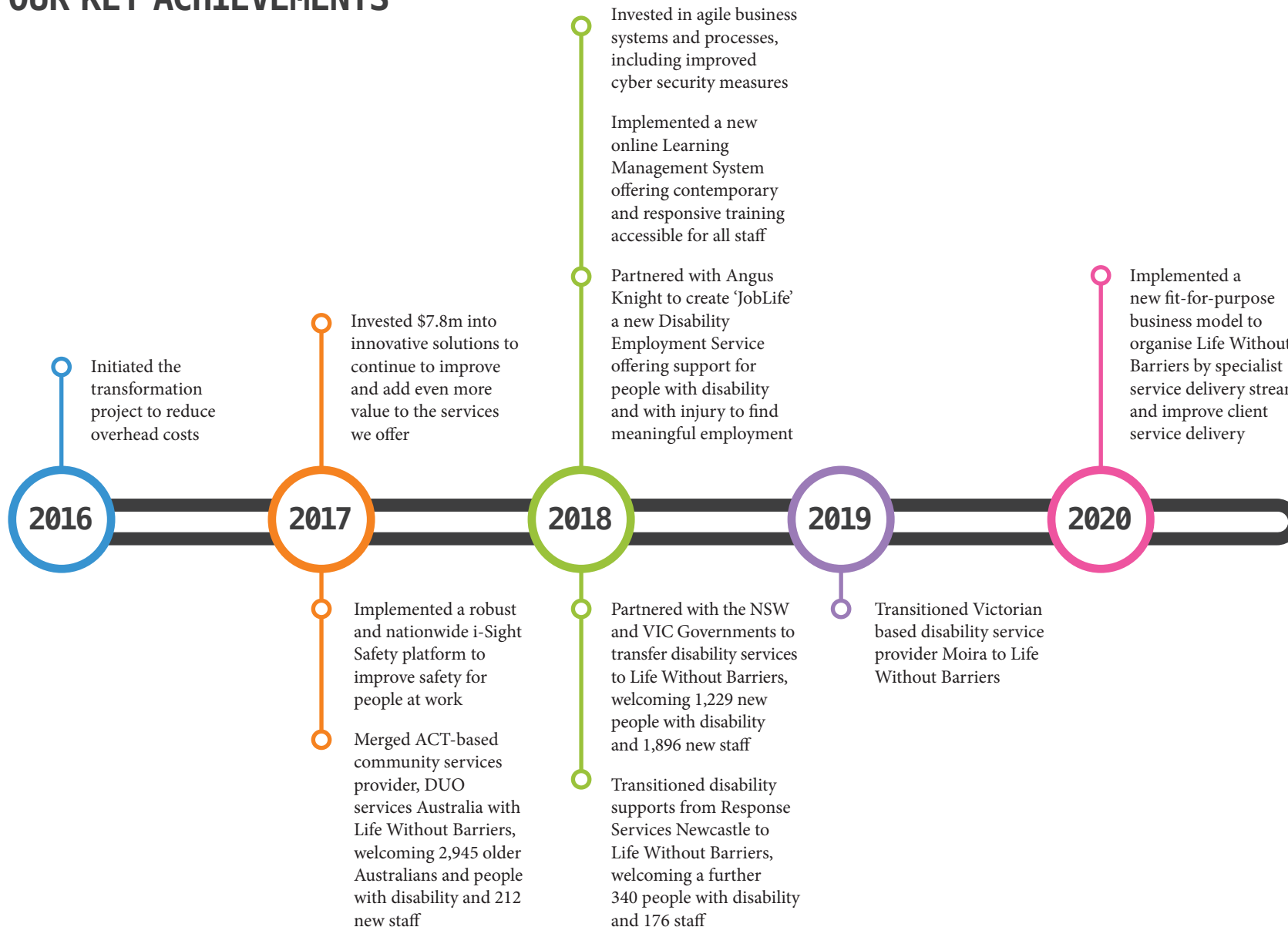
Reflecting on
our Impact

1

BE A LEADING SOCIAL PURPOSE ORGANISATION

Over the past five years with Vision 2020 as our guide, Life Without Barriers supported over 23,000 people in more than 530 diverse communities across Australia.

OUR KEY ACHIEVEMENTS



SNAPSHOT OF OUR IMPACT

PEOPLE SUPPORTED

2015/16	12,254
2016/17	14,177
2017/18	22,850
2018/19	23,648
2019/20	23,282

EMPLOYEES

2015/16	4,162
2016/17	4,394
2017/18	5,559
2018/19	7,037
2019/20	7,376

FOSTER AND KINSHIP CARERS

2015/16	2,599
2016/17	2,810
2017/18	3,025
2018/19	2,980
2019/20	2,911

Reflecting on
our Impact

2

BE AGILE & INNOVATIVE, CONSTANTLY CHALLENGING OURSELVES TO DO BETTER

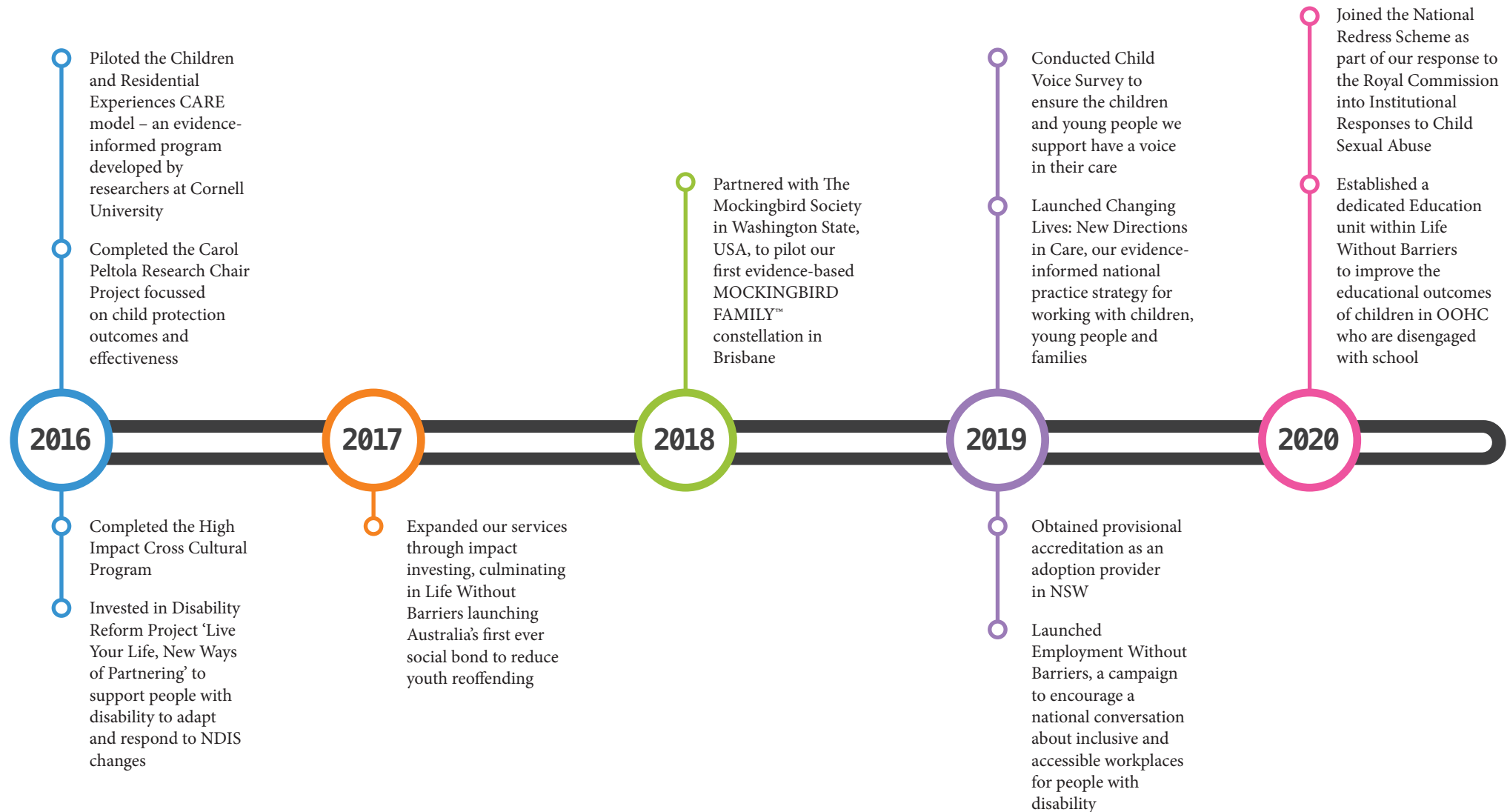
The NDIS is one of the most important social reforms in Australia's history and Life Without Barriers played a lead role in helping people with disability transition to the NDIS.

Through our Joblife Disability Employment Service with Angus Knight, we supported more than 350 people with disability to find meaningful employment or training opportunities.

In Child, Youth and Family services, we expanded our evidence-informed practices including CARE, Therapeutic Crisis Intervention and MOCKINGBIRD FAMILY™ and challenged ourselves to design a world-class foster care program. We were firm in our commitment to implement the recommendations from the Royal Commission into Institutional Responses to Child Sexual Abuse, launching our national child safety campaign, We Put Children First.

In 2020, Life Without Barriers commenced Next Step Plus, a redesign of the Next Step After Care program, supporting young people to successfully transition from out-of-home care to independent living, allowing us to continue our life-changing work with more than 3,700 young people since the program began.

OUR KEY ACHIEVEMENTS



Reflecting on
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3

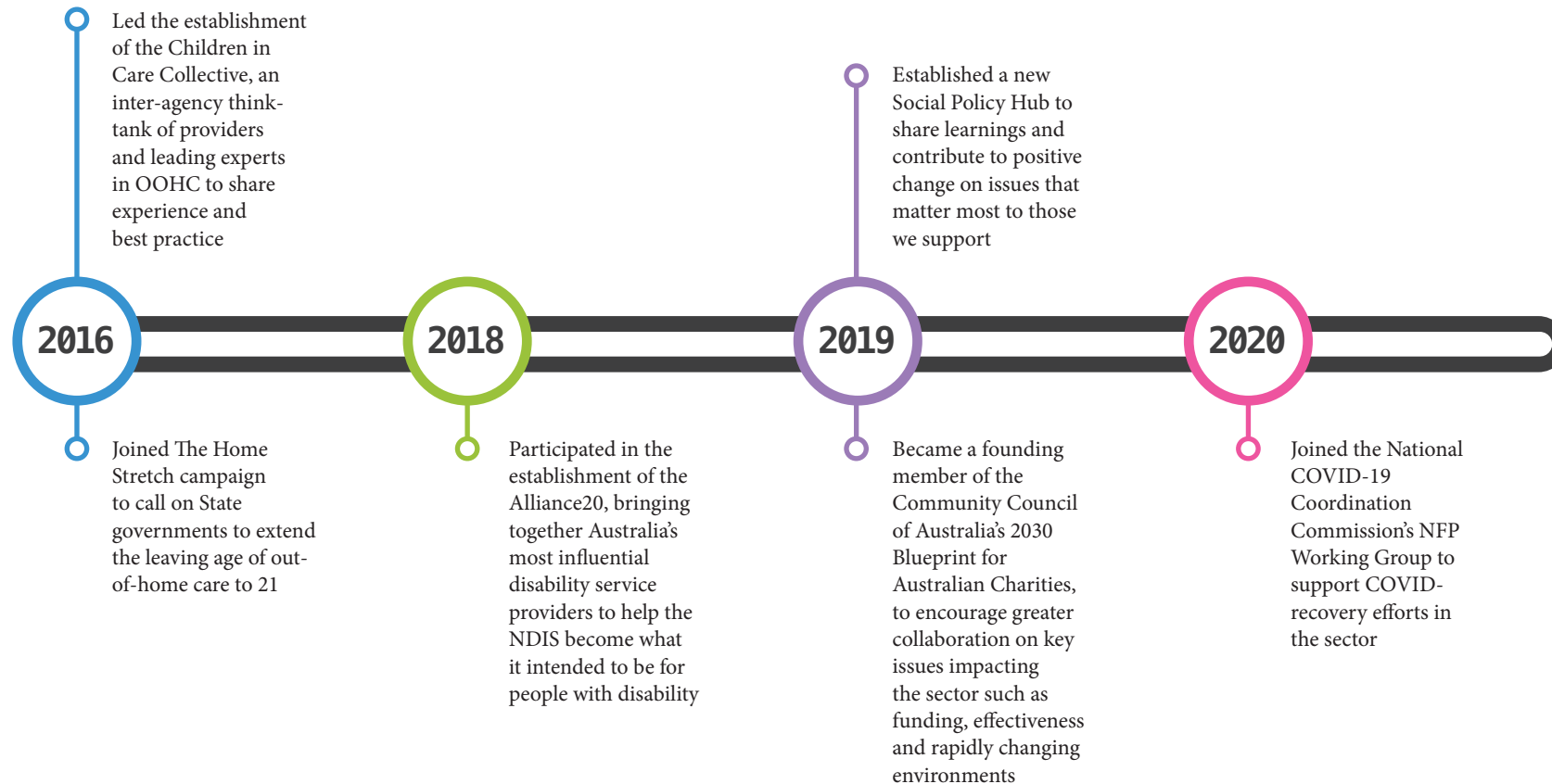
BUILD RELATIONSHIPS, ENGAGE COMMUNITIES AND SHARE LEARNINGS

The partnerships we have formed over the past five years have had a direct and positive impact on the communities we service and people we support. We forged strong relationships with state and federal government agencies to strengthen societal responses to social issues. Our partnerships with industry peak bodies enabled us to share insights and experiences directly to improve the way we provide services and bring forth issues faced by people experiencing vulnerability.

Through Alliance20 we provided input on a number of key issues like the NDIS regional price increases and funding for NDIS housing to be replaced with Specialist Disability Accommodation. We partnered with The Australian Centre for Social Innovation and The Difference Incubator to create the NDIS Breakthrough Project to develop person centred disability services. Our role in the Children in Care Collective has created improvements to the experiences of children and young people in out-of-home care.

We facilitated Ideas Without Barriers; community round-tables which brought together senior industry thought-leaders to discuss key issues impacting the sector. Key themes discussed were lack of affordable and practical housing, innovative and disruptive technologies, and employment of people with disability. We continued to partner across the sector to build capability and resilience, including collaborating with the Community Council of Australia to develop their Impact Investing series and the 2030 Blueprint for bringing the broad and diverse charities sector together to plan for the future.

OUR KEY ACHIEVEMENTS



Reflecting on
our Impact

4

BE ONE UNIFIED TEAM, VALUES-DRIVEN AND DIVERSE

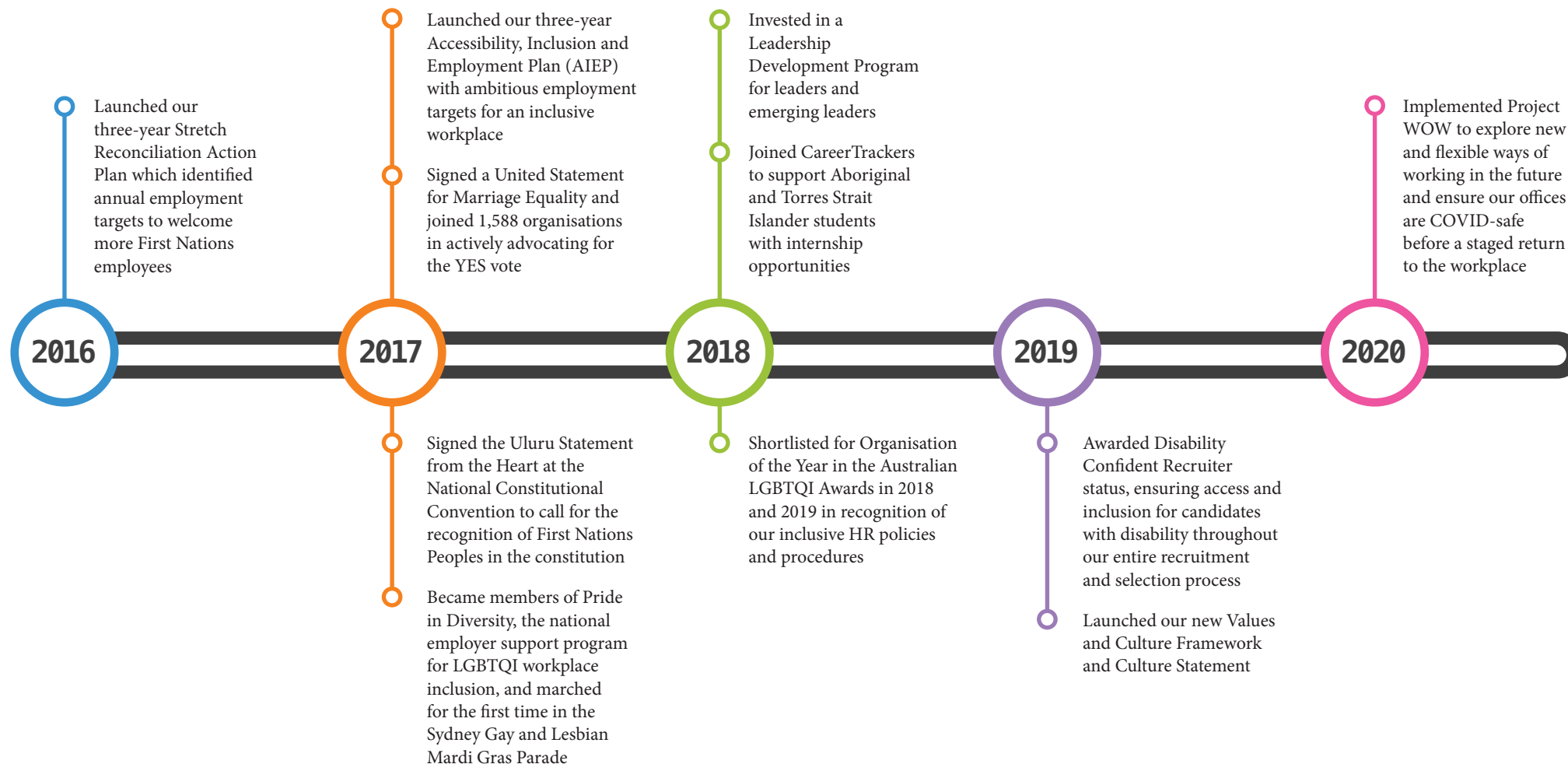
Through our Stretch Reconciliation Action Plan (2016-2019) we set a target to increase the number of employees who identify as Aboriginal or Torres Strait Islander to 10% of our total workforce. In 2018/19 alone, we welcomed 141 new Aboriginal and Torres Strait Islander staff to our team, plus additional trainees as part of the CareerTrackers Indigenous Internship Program for university students.

In 2019, Life Without Barriers was awarded Disability Confident Recruiter (DCR) status by the Australian Network on Disability (AND), reflecting our ongoing commitment to ensuring people with disability are actively recruited in our organisation.

Life Without Barriers participated in the Australian Workplace Equality Index (AWEI) in 2018 and 2019, the national benchmark on LGBTQI+ workplace inclusion, and tripled our score in one year.

Our Employee Opinion Surveys further confirmed that our diverse and inclusive workforce is united by a shared sense of social purpose and values, which in turn inspires their enduring commitment to the people we support.

OUR KEY ACHIEVEMENTS



Vision 2020 has helped to lay a strong foundation for the future and given us confidence that there is no limit to what we can achieve when we work together. This is an exciting time for the organisation as we wrap up Vision 2020 and look to launch our new five-year strategic plan to 2025.

Over the past five years we have increased our connection and impact within communities across Australia.

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703 2019/2020

557 2018/2019

460 2017/2018

414 2016/2017

403 2015/2016

The Strategic Outcomes we set for Vision 2020 were Empowerment, Togetherness and Better Social Policy. Whilst we have been able to achieve a great deal with our Life Without Barriers community, we are most humbled by the trust placed in us by people we support and our partners to provide their services.

We have seen the benefits of collaboration within the sector to drive better outcomes for people we support. Our Life Without Barriers Community is stronger because of our diversity. Our new business model, focused on specialised portfolios, and our significant investment in agile business systems and processes, helped further strengthen our ability to be responsive and have the greatest impact.

We welcomed three new Board members who each brought a wealth of experience and knowledge to our organisation, Doug Dean in 2016, Natalie Walker in 2017 and Dr Helen Szoke in 2019.

The last five years were complex, with historic social reforms impacting our sector, and a global health pandemic not seen in our lifetime. Life Without Barriers was agile in our response to these challenges. Our responsiveness and determined leadership allowed Life Without Barriers to offer sector wide support in our COVID recovery efforts.

LIFE WITHOUT BARRIERS

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