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The 2013 financial year was an exciting one for Youth Focus as we experienced the expansion of our counselling services into more regional areas while also extending our reach deeper into metropolitan Perth.

We have developed some exciting partnerships this year with the Black Dog Institute from NSW, Inspire Foundation and the Department of Education that will deliver a diversity of programmes in Western Australia. These relationships will also see us collaborate on a variety of research projects over the next 12 months.

The corporate sector continues to see mental health in the workplace as an area that needs support. Our training department at Youth Focus is working to increase awareness, decrease stigma and ensure that young employees and their companies know how to engage with services like Youth Focus.

Over the course of the year, 1,500 young people with mental health illness have sought help through Youth Focus counselling services. Another 4,000-5,000 young people and their families have accessed the wide variety of preventative and educational services we offer.

The headspace centre in Midland opened its doors in late January 2013 with Youth Focus as the lead agency working with local consortium members. The centre offers a “one stop shop” to support young people from that region who are experiencing a diversity of mental health issues.

The Hawaiian Ride for Youth continues to be a huge success with this year being no exception. A fundraising total of $1.6M gave Youth Focus the opportunity to expand our services into more areas in the State’s south–west, including Manjimup, Denmark, Bridgetown, Margaret River and Mt Barker.

Through our terrific relationship with Channel 7 Telethon Trust we have been able to open our Geraldton office this year. We are now working hard to form additional local partnerships, cooperating with the schools and young people in the area to build our presence in the region.

As partnerships are very much part of our culture we continue to strengthen the relationships with the Mental Health Commission, the Department of Education and the Child & Adolescent Mental Health Services (CAMHS).

Lotterywest have again assisted us in providing resources to improve our IT systems, with a new data collection system in our clinical area. Together with new systems in our business area it has enabled us to engage better with our donors, sponsors and supporters. Lotterywest’s support has given us greater efficiencies across our operations.

Our events across the year continue to grow and our Business Team with many “balls in the air” manage to showcase Youth Focus and what we are accomplishing in the area of suicide prevention and intervention.

Another exciting major project is the Youth Focus Charity House, which is being built by 101 Residential with the support of PRM Property Group in their Aspiri-Piara Waters development. We anticipate that the project will be finished in early 2014 and its sale proceeds are an important component of our fundraising for next year.

Since last July we have experienced some changes at Board level with the Chairman Geoff Rasmussen handing over the reins to Peter Harold after his nine-year tenure. The appointments of Scott Park, Damian Gordon, Fiona Lander, Beau Waters and Holly Ransom as one of our youth directors have bought a variety of strengths to the Board as we move into the next three-year phase of our Strategic Plan.

Our partnership with Meerkats, the innovative and award winning brand agency, saw us undertake a process to articulate a ‘Motivating Brand Idea’ for the organisation. This thinking will enable us to develop innovative and creative ways to approach the prevention of youth suicide.

We are thankful for the generosity of the business community and the many philanthropic individuals who have supported the work of our highly trained counsellors to enable our young people to achieve their goals and play a positive role in our community.

On behalf of our Board and dedicated staff, thank you for the support you have given us in the past year enabling us to move into the next phase of Youth Focus’s development. These are exciting days, but as can often be said, “It is only with silver and gold that we can continue on our journey and reach our goal” - and that is to support more young people each year by taking away their pain and offering them hope to succeed in life. Suicide is everyone’s business and our goal is “to stop youth suicide” in Western Australia.

Our warmest thanks

Jenny Allen
Chief Executive Officer
Youth Focus has a diverse and talented group of individuals on their Board who give their time generously to assist in the strategic development of the organisation. Our Board is made up of:

Peter Harold
Chairman
Peter has been the Managing Director of Panaromic Resources since March 2001. He is a process engineer with over 20 years’ corporate experience in the minerals industry specialising in financing, marketing, business development and general corporate activities. Peter has been on the Youth Focus Board since February 2008 and was appointed Chairman in July 2012.

Graham Addison
Treasurer
Graham Addison has been on the Youth Focus Board since March 2006. He is also a Director of Australian Red Cross Blood Services; Fellow of Institute of Chartered Accountants; Fellow of CPA Australia; Fellow of the Australian Institute of Company Directors; Fellow of Chartered Secretaries Australia; Member of the Risk Committee, Australian Red Cross Blood Services; and Member of the Audit and Finance Committee, Australian Red Cross Blood Services.

Valerie Davies
Director
Valerie is the Principal of One.2.One Communications, a consultancy specialising in strategic communications, corporate advisory, issues management, coaching and mentoring. She is also a past winner of the WA Telstra Businesswoman of the Year Award. Valerie has been on the Youth Focus Board since June 2008.

David Gray
Deputy Chairman
David is a partner at law firm Herbert Smith Freehills, specialising in takeovers, equity capital markets and general corporate acquisitions, reconstructions and disposals. He has worked in Melbourne, London and Perth. David has been on the Youth Focus Board since February 2008.

Jenny Allen
Director / Chief Executive Officer
Jenny has been the Chief Executive Officer of Youth Focus since 2000; she also sits on the Board of Suicide Prevention Australia, the national peak body for suicide prevention in Australia. Jenny was awarded the 2013 Western Australian of the Year Community Award and the 2008 Ernst & Young WA Social Entrepreneur of the Year Award. She is also a member of the Ministerial Council for Suicide Prevention, Fellow of the Australian Institute of Management and member of the Australian Institute of Company Directors.

Charles Elders
Director
Charles is the founder and director of Avoca Insurance Brokers. He has extensive experience in the insurance industry which has spanned over 28 years including practice in Europe. Charles has been on the Youth Focus Board since April 2010.
David Flanagan
Director
David Flanagan is the Chairman of Atlas Iron Limited and was the founding Managing Director when the company first listed on the ASX in 2004. David has been on the Youth Focus Board since August 2009 and holds positions on other charity boards and not for profit organisations in a statutory or advisory capacity including Mining and Prospectors Hall of Fame, Leukaemia Foundation, Australian Institute of Company Directors, Giving West, Many Rivers Microfinance and the WA Academy of Performing Arts.

Fiona Lander
Director
Fiona Lander is the Executive General Manager Corporate Affairs & Organisation Development of Perth Airport Pty Ltd. Fiona’s previous appointments include Executive Director Policy & Learning with the State Government’s Department for Child Protection, as well as holding a number of senior roles in a range of human services portfolios. Fiona was appointed to the State Government’s Women’s Advisory Council in 2011 and has been on the Youth Focus Board since July 2012.

Holly Ransom
Director
Holly is a dynamic, young social entrepreneur who runs two businesses: a consulting and public speaking business and a leadership development company. A recipient of the 2012 Western Australian of the Year Youth Award and the 2012 Young WA Volunteer of the Year, Holly has been on the Youth Focus Board since September 2012.

Damian Gordon
Director
Damian Gordon is an Executive Director and the Chief Financial Officer of Hawaiian, a Western Australian based property group. Damian is responsible for Hawaiian’s financial activities and its investments in real estate and other managed funds. Damian has been on the Youth Focus Board since July 2012.

Scott Park
Director
Scott Park is the Managing Director of Redink Homes, Redink Homes Mid West, Redink Homes South West, 101 Residential, SPG Finance and SP Ceilings & Insulation. Scott’s brands continue to win top industry awards year after year (8 service awards in the last 5 years). A former 40 under 40 winner, Scott has been on the Youth Focus Board since July 2012.

Beau Waters
Director
Beau Waters is the Vice Captain of the West Coast Eagles and has been a premiership player and a best clubman. Beau has worked extensively within the community during his tenure at The Eagles, holding numerous ambassador roles. Beau has been on the Youth Focus Board since July 2012.
HELping young people

Since Youth Focus’s inception 18 years ago, our service has evolved and grown significantly. A guiding principle for every decision our services team makes is: ‘will this enable us to reach more young people at risk of suicide or those struggling with depression, anxiety, self harm, bullying, low self-esteem and family conflict? Our core service continues to be providing face-to-face counselling to 12 to 25 year-olds by mental health professionals who understand the unique social and emotional needs of adolescents and their families.

This year has seen our youth counselling services grow significantly in the south-west with our reach now extending into Manjimup, Bridgetown, Margaret River, Busselton, Mt Barker and Denmark. Satellite offices where family counselling services are also provided are now operating in Bunbury, Joondalup and Rockingham in addition to our main office at Burswood. Youth Focus also progressed planning for youth counselling in Geraldton with the aim of developing a larger satellite office over the next two years. While in Midland, Youth Focus is the lead organisation for the new headspace Midland centre that officially opened in April this year.

Over the past twelve months we have also started to investigate how we can better use technology and other support programs like peer support and mentoring to increase our capacity. Our services continue to be provided free of charge in our offices or on an outreach basis recognising that many young people do not have access to transport.

During the year more than 1,500 young people accessed our counselling. Our intake counsellors provided telephone support to an additional 384 clients. The split between males and females continues to be 25% males and 75% females, consistent with mental health care services across the sector. Over the next 12 months we will be exploring innovative ways to engage with young men in our counselling service.

Our family counselling service continues to grow in line with our systems based and solution focused approach. This year we provided counselling to 268 family clients – an increase of 54% on the previous year. The families of our clients often find it extremely difficult to support their young person who is struggling. Recognising this, Youth Focus provides specialist family counselling to our clients’ families and we are continually working towards increasing our capacity in family therapy.

Youth Focus introduced parent support evenings towards the end of the year providing information sessions on relevant issues such as exam stress or talking about self-harm. Feedback from participants has been extremely positive and this is an initiative that we will continue to grow over the next 12 months. This holistic approach ensures that families have the education and skills they need to best support their family member, as well as to support themselves at a time when relationships within the family may be very challenging.

A unique feature of Youth Focus’s counselling services is that they are not time limited. This gives us the ability to work with young people over the long-term where required. Our evidence-based approach incorporates a systems and developmental assessment and the use of cognitive behaviour, interpersonal, brief solution focused, expressive and narrative therapies. On average, clients receive counselling over a 22 week period, working one-on-one with a registered psychologist, social worker, counsellor or occupational therapist.

During the year more than 1,500 young people accessed our counselling.

In addition to participating in one-to-one counselling, our clients are also able to attend peer support days where they can try fun and recreational activities, like rock climbing for example. Besides being fun, these days aim to help young people build their resiliency, self-esteem and to improve their support networks.

The peer support days are provided on the weekends so that the programme can run over a full-day. Besides the fun activities and social interaction with peers, the day also incorporates an educative component where attendees participate in a group forum to learn more about mental health and wellbeing from peers as well as trained adults. Peer support days are typically a mix of socialising, education and therapeutic group work.

Youth Focus’s systemic approach is also demonstrated in our Mentoring programme where young people are matched with a suitable mentor to assist them with their transition from counselling.

As a result of the Federal Government’s ‘Better Outcomes in Mental Health’ initiative, Youth Focus also provides services to young people aged 18 to 25 years who have been referred with a mental health care plan from their GP. Like all of our services, Focus Plus is provided at no cost to the client.

Much has been achieved over the past 12 months and as a result we have been able to support more young people and their families than ever before. Sadly we know that there are still many thousands of young West Australians who deal with the despair of a mental health issue each and every day. Our team is committed to continuing to expand our reach and to grow so that eventually no young person will have to face these challenges alone.
A flexible approach to access ensures that families have the education and skills they need to best support their adolescent, as well as to support themselves.
Our training and education programs for the community, education and industry sectors cover a wide range of topics. They are designed to increase mental health literacy and assist in ensuring that people seek help or assist others when they or someone they know is struggling with a mental illness.
Youth Focus has been developing a training capacity since early 2011, working to establish itself as a recognised training provider in the area of mental health awareness across the industry, community and education sectors. During the year we provided training to more than 2,000 people across a range of programs and awareness of our training continues to increase.

Our training aims to increase the level of mental health literacy across these sectors so that:

- An unrecognised mental illness does not diminish a person’s opportunity to realise their potential
- Individuals have the skills, knowledge, confidence and self-awareness to seek help if they are experiencing the symptoms of a mental illness
- Parents, employers, friends, workmates are able to identify and assist with mental health issues that people they know may be experiencing

Our programs are based around the Mental Health First Aid concept, which is a nationally recognised program delivered across Australia and internationally. Mental health first aid is the help provided to a person developing a mental health problem or in a mental health crisis. The first aid is given until appropriate professional treatment is received or until the crisis resolves.

This year we have continued to develop and consolidate our position as a preferred provider of these services. We have established informal agreements with a number of organisations and agencies to provide their mental health training, some of these include:

- West Australian Football Commission
- Western Australian Police Youth Policing Operations
- WA Police and Community Youth Centres (PCYC)
- Australian Brick and Blocklaying Training Foundation

During the financial year we received a Social Innovations Grant from the State Government to further develop our Building Strong Foundations program for young people in the workplace, their employers, managers and supervisors. Our focus continues to be on workplaces that employ young people and we are currently in discussion with a number of large companies who have indicated an interest in us training their staff.

Our work with the WA Football Commission, funded through One Life, continues to develop. We have undertaken training for Commission staff including district officers and coaches, officials and players at WAFL club level.

The education sector is a key target for our mental health awareness training and during the year we developed an integrated mental health training model for the sector. This innovative program will provide mental health awareness training for parents and friends, teachers and support staff and year nine students.

The program was trialled during the year with over 800 parents, teachers and students taking part. The initial feedback has been very positive and it has allowed us to fine tune the content and delivery.

The program has enormous potential to engage thousands of people in a constructive conversation about mental health.

From a financial perspective we have always envisaged that in the long term the training arm would generate a profit to be utilised by Youth Focus to further resource our core free face-to-face counselling service. That is still the case, however, education that increases mental health literacy plays a vitally important role in early intervention and prevention of acute mental illness and needs to be recognised and assessed against the revenue generation model.

Our challenges over the next twelve months and beyond are to:

- Consolidate existing training relationships and develop new business
- Ensure we are providing the best possible product to our clients
- Fine tune our outcome based evaluation processes and reporting
- Ensure we have sufficient capacity to develop and maintain our training operations
Then Hawaiian Ride for Youth Chairman Adrian Kluge (centre) handing over the fundraising cheque to Youth Focus Deputy Chairman, David Gray (left) and Youth Focus CEO, Jenny Allen (right) at the conclusion of the event. By the time fundraising concluded, the total had passed a remarkable figure of $1,630,000.
Memorable and engaging fundraising events are a hallmark of Youth Focus. This year was no exception, delivering a full calendar of events including the ‘Night of Nights’ Ball 10 year anniversary, the annual Mental Health Week Breakfast, the Black Dog Institute Partnership launch, the opening of headspace Midland, the annual ‘Make a Difference’ Awards and the Hawaiian Ride for Youth once again leading our fundraising efforts.

Since its inception in 2003, the Hawaiian Ride for Youth has raised over $8.3 million, a truly outstanding achievement. Following on from the success of the 2012 ride which marked the 10th anniversary, a second peloton was again in place for the 2013 event and our riders set their sights on a fundraising target of $1.25 million.

Between the two pelotons our riders visited the regional towns of Walpole, Pemberton, Busselton, Bunbury, Frankland River, Manjimup, Bridgetown, Boyup Brook, Collie and Harvey before meeting up in Mandurah and finishing the final stage into Perth together.

This year we increased the number of regional schools visited to 16, with over 2,500 students attending the presentations. The riders shared their personal experiences of mental health in a positive and constructive way while promoting the services provided by Youth Focus.

Around 1,000 people cheered our 79 riders and 24 support crew across the finish line in the beautiful Kings Park. Our riders exceeded their fundraising target and presented Youth Focus with a cheque for $1.54 million – an extraordinary result that surpassed all expectations. Donations continued to pour in after the event, with a total of $1.63 million received by the cut-off date of June 30 2013.

We thank our corporate supporters including naming rights partner Hawaiian and our 20 team sponsors: 101 Residential, Atlas Iron Ltd, Avoca Insurance Brokers, Azure Capital, Budget Car & Truck Rental, Claremont Quarter, Corporate Evolution, ENJO, ETAS Group, Euroz Securities Limited, Global Construction Services, KPMG, Lexus of Perth, Panoramic Resources Limited, Perrott Painting, Perth Airport, Redink Homes, Shadforth Financial Group, Slatter Constructions and Steinepreis Paganin.

We would also like to thank the specialty jersey sponsors Global Customer Services, Joondalup Hospital Pharmacy, Office National Canning Vale and our event supporters Aussie Natural Spring Water, Budget Car & Truck Rental, and Trench Health and Fitness for their continued support.

Nothing better sums up the Hawaiian Ride for Youth’s achievement than winning ‘Best Charity or Cause Related Event’ at the prestigious 2012 Australian Event Awards. We are forever indebted to our riders, their families, the volunteer event committee, our two wonderful volunteer event directors and their volunteer support crew who collectively make this event so special.

There is no question that without this event, Youth Focus would not have the capacity to support as many young people as we do today.

The 2012 ‘Night of Nights’ Ball - themed ‘Spring into the 10th Year’, attracted a glamorous and enthusiastic audience. 850 generous supporters helped to raise over $450,000, a new fundraising record for the Ball. A highlight...
of the evening was the thrilling surprise performance by pianist extraordinaire, David Helfgott, who captivated guests with his remarkable talents.

The event would not have been so successful without the support of the many businesses and individuals who kindly donated the 13 major auction and over 80 silent auction items. Special thanks go to our Platinum Sponsor, Audi Centre Perth and EECW Pty Ltd for their support.

Donors for the major auction included Crown Perth, Brendon Darby, Azure Helicopters, Sundance Lodge, La Foret Enchantee, Rohan Jewellery, EuroCave Australia, La Vigna, Nomad Two Worlds, Karma Resorts, Nova 93.7, Scoop Publishing, Hawaiian, Cable Beach Club Resort & Spa, Skywest, OMD, oOh!media, 92.9, mix94.5, The West Australian, Atlas Iron Ltd, Sealy Posturepedic and Bedshed, and many other wonderful sponsors of the silent auction.

To coincide with Mental Health Week in October, we hosted a breakfast function to update our supporters on our work over the previous year, as well as our goals for the coming 12 months. The 50 key stakeholders who attended the breakfast heard from our speakers the Honourable Helen Morton MLC, Minister for Mental Health, and Inspire Foundation CEO, Jonathan Nicholas.

Each year the Youth Focus Make a Difference Awards recognise the many individuals and organisations that have supported our work. 130 of our supporters enjoyed the hospitality of the wonderful Fraser’s Restaurant, Kings Park. April saw the launch of headspace Midland, a Federal Government initiative where Youth Focus is the lead agency.

The Honourable Mark Butler, Federal Minister for Mental Health and Ageing was in attendance to officially open the centre. Over 60 guests attended the morning tea where they were entertained by young local musicians and inspired by the story of how one young girl overcame her mental health challenges.

April also saw Youth Focus, with the support of the Channel 7 Telethon Trust, host a marquee at the prestigious Jeep Polo in the Valley staged at the magnificent Duncraig Stud in Middle Swan. Once again, due to the generosity of Peter and Debra Prendiville, Youth Focus was the beneficiary charity for the event which raised over $100,000. Since 2010, Polo in the Valley has contributed $275,000 to assist Youth Focus in the provision of ongoing counselling services.

In May we held two events to launch our partnership with the New South Wales based Black Dog Institute. Attendees at the breakfast and cocktail functions heard from Professor Helen Christensen, Executive Director of the Black Dog Institute and a world leader in the area of mental health.

This year we also launched the Lavan Legal Spin for Youth Focus and we were pleased to welcome Lavan Legal as the events naming rights sponsor for 2013-2015. The Lavan Legal Spin for Youth Focus gave everyone the chance to raise money to support Youth Focus by riding for a total of 24 hours during the month of March. 52 participants raised over $17,000 to assist Youth Focus’s work in the community. We also thank Bicycling WA and Nova 93.7 for their support of this event.

The success of all these events has continued to play a major role in enabling the significant growth of the organisation, in addressing the stigma surrounding mental health and suicide, creating awareness and the delivery of our key services to the West Australian community.
The Minister for Mental Health, Hon. Helen Morton MLC (centre) unveiling the plaque commemorating the launch of a partnership between Youth Focus and Black Dog Institute with Black Dog Institute Executive Director, Professor Helen Christensen (left), and Youth Focus CEO, Jenny Allen (right).
Each year the Youth Focus business team is responsible for finding innovative ways or new relationships to financially support the free counselling services we provide to young Western Australians. Owing to this work, this year we were able to expand some of our existing partnerships while welcoming exciting new supporters to the Youth Focus family.

Over the past year we have worked closely with our three long time Government partners, the Mental Health Commission, the Department of Local Government and Communities and the Department of Education. The State Government remains a fundamental partner to our work and this year we were grateful they increased their support as part of their focus on increasing the capacity of the not for profit sector in this State.

While the State Government has historically provided us with less than 20% of our income, we welcome the innovative philosophies being adopted by the Barnett Government in support of the charity sector. We look forward to working closely with the State Government to develop a better support mechanism that truly reflects the social and economic impact we make in our community.

Lotterywest provides the platform for many important community initiatives and they have been a supporter of Youth Focus for more than 10 years. Over the past 12 months we have...
OUR SUPPORTERS

Youth Focus would like to recognise the support we have received from a broad range of sectors during 2013. Below is a summary of those supporters

PREMIER PARTNERS

MAJOR PARTNERS

OFFICIAL PARTNERS

OFFICIAL SUPPORTERS

EVENT SPONSORS

EVENT SUPPORTERS

We appreciate all of our donors and would like to recognise the following organisations who donated $1,000 or more in 2012/2013

- 101 Residential
- Atlas Iron Ltd
- Avoca Insurance Brokers
- Azure Capital
- Budget Car and Truck Rental
- Cable Beach Club Resort & Spa
- Corporate Evolution
- Emirates
- ENIO
- ETAS Group
- Euroz Securities
- Fraser’s Restaurant
- GCS
- Giorgi Exclusive
- Harman Family Trust
- Department of Local Government and Communities
- Government of Western Australia Mental Health Commission
- Harwood Lawyers
- Lotterywest
- Packer Foundation
- Public Trustee Staff
- Prendiville Group
- Regent Motors
- Renee Robins and Family
- Richard Noble and Company
- Stan Perron Trust
- Tuite Family
- UWA Health Science Alumni
- WA Provincial Grand Lodge of ROS
- West Australian Mechanical Services
YOUTH FOCUS OVERVIEW

QUOTES

"IT WAS THE MOST BENEFICIAL THING I EVER DID FOR MYSELF AND THE MOST PERSONAL GROWTH I'VE EVER EXPERIENCED."
YOUTH FOCUS FORMER CLIENT

"IT WAS LIKE THE CLOUD WAS LIFTED AFTER COMING TO COUNSELLING AT YOUTH FOCUS."
YOUTH FOCUS CLIENT

"YOUTH FOCUS HELPED US WHEN WE THOUGHT THERE WAS NOWHERE ELSE TO TURN."
PERTH MOTHER

"COUNSELLING GAVE ME THE MOST POSITIVE FEELING ABOUT WHERE I'M GOING IN MY LIFE."
YOUTH FOCUS FORMER CLIENT

2013 ACHIEVEMENTS

1,500+ YOUNG PEOPLE SUPPORTED BY COUNSELLING SERVICES

2,000 PEOPLE TOOK PART IN OUR TRAINING PROGRAMS

51 SCHOOLS SUPPORTED BY OUR SERVICES

20,406 FACE TO FACE COUNSELLING SESSIONS

29,007 CASE MANAGEMENT INTERACTIONS

PROVIDING SERVICES FROM

1 BURSWOOD
2 ROCKINGHAM
3 MANDURAH
4 JOONDALUP
5 MIDLAND
6 ALBANY
7 BUNBURY
During the financial year ended 30 June 2013, our operating revenue totalled $5.386m with events, recurrent government funding, donations support from the corporate sector providing the majority of our income. Through our role at the lead agency in the Midland headspace operation, we received funding from the Federal Government to manage that service.

We continue to rely heavily on generating income via our events program and engagement with the business community however we are trying to broaden our income base by developing a fee for service mental health training capacity and engaging more community donors.

Our expenditure of $5.305m was predominantly made on the provision of services. Administrative costs remain relatively low and we strive to progressively reduce the cost of income generation.

The increase in revenue from the previous period has been reflected in our ability to successfully pursue our strategic goals with a focus on an increase in the number of young people that have accessed our services and our further expansion into regional areas.

### Operating Revenue

- **Event Income**: 42%
- **Recurrent Government Grants**: 17%
- **Donations**: 17%
- **Corporate Support / Grant Income**: 13%
- **Headspace Income**: 10%
- **Training Income**: 1%

### Expenditure

- **Service Delivery**: 66%
- **Events / Fundraising**: 27%
- **Admin**: 7%
Vision  To prevent youth suicide, depression and self harm  

Purpose  To support young people who are showing early signs associated with suicide, depression and self harm

Core Values  

 Client Focus  Placing the Client at the centre of what we do  

 Integrity  We are consistent in our actions, values, methods, measures, principles, expectations and outcomes  

 Commitment  We are bound emotionally and intellectually to our purpose  

 Compassion  We are deeply aware of others’ experience and display an urge to help