



headspace annual report



2024–2025

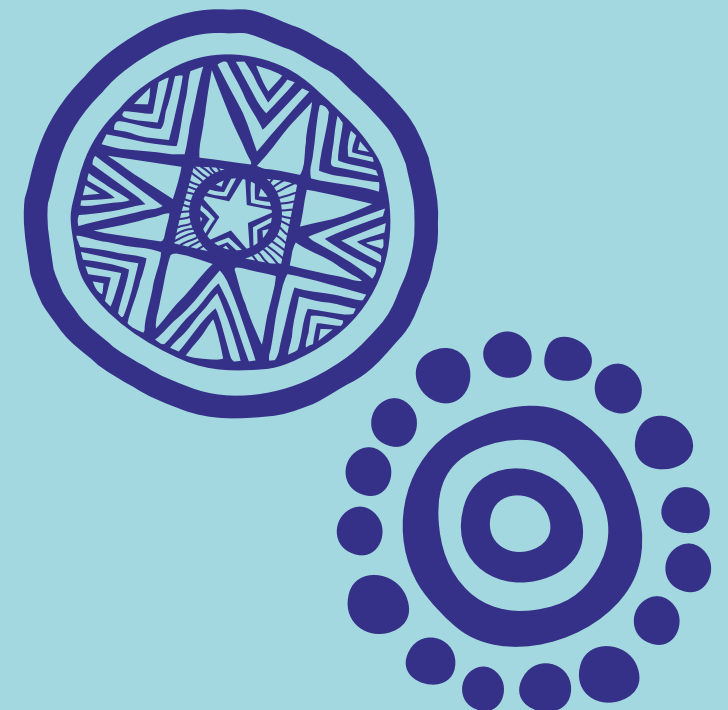


acknowledgement of Country

headspace acknowledges Aboriginal and Torres Strait Islander peoples as Australia's First People and Traditional Custodians. We value their cultures, identities and continuing connection to Country, waters, kin and community.

We pay our respects to Elders past and present and are committed to making a positive contribution to the wellbeing of Aboriginal and Torres Strait Islander young people, by providing services that are welcoming, safe, culturally appropriate and inclusive.

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



welcome to the 2024–2025 annual report

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a message from the board chair



Ben Shields

Board Chair, headspace

I acknowledge the Traditional Owners of the many different lands upon which headspace operates and pay my respects to Elders past and present. I am proud of the commitment headspace continues to make toward cultural safety and inclusion.

More First Nations young people are choosing headspace, with a 12% increase in those accessing centre-based support and a 38% increase in those using eheadspace, compared to the previous year. We are listening closely to their experiences. This year we welcomed six new members to our First Nations Youth Advisory Council. These developments build on years of work and reflect our continuing commitment to the journey toward ensuring cultural safety for young people, families, communities and staff across the headspace network.

headspace continues to play a critical role in supporting young people's mental health and wellbeing. Many young Australians are navigating complex pressures and the need for accessible, trusted support is only growing. We are proud that young people, families and communities continue to turn to headspace for help when they need it most.

A key focus this year has been strengthening integration across our services, connecting mental health care with work and study, schooling, community supports, physical and sexual health, and alcohol and other drug services. Integration is not a one-off achievement but an ongoing commitment. We know that more than half of young people who used eheadspace also accessed a headspace Centre, with their care experiences linked through a single headspace account. This demonstrates how we are building a more connected journey of care for young people, wherever and however they reach out.



\$243.3m

The Federal Government announced an additional \$243.3 million investment in headspace over three years from 2026–27

Following the federal election, the re-elected Labor Government announced an additional \$243.3 million investment in headspace over three years from 2026–27, which will allow us to support even more young people nationwide.

During the year, headspace contributed 16 submissions to parliamentary and government inquiries and reviews, ensuring the needs and voices of young people are heard at every level of policy and reform. We thank the Minister for Health, Disability and Ageing, the Hon Mark Butler MP, and the Department of Health, Disability and Ageing for their continued partnership and support.

Our leadership in youth mental health is also recognised internationally. At the International Association for Youth Mental Health Conference in Vancouver, our representatives joined global peers to share knowledge and innovations, reinforcing our reputation as a leader in youth mental health care.

I acknowledge the invaluable contribution of the headspace Board, whose counsel and expertise continue to strengthen the organisation's governance and strategic direction. Our Directors and Board Youth Advisors play a critical role across committees including the Quality and Clinical Governance Committee, Finance and Audit Committee, and First Nations Cultural Governance Advisory Committee. Their work ensures we uphold the highest standards of quality, accountability and cultural integrity in everything we do.



During the year, headspace contributed 16 submissions to parliamentary and government inquiries and reviews, ensuring the needs and voices of young people are heard at every level of policy and reform.



I also want to recognise the vital role of our supporters in enabling headspace to deliver and grow our services. To our donors, corporate partners, fundraisers and philanthropic organisations, thank you. Your commitment helps us reach more young people and families, support priority communities and pilot innovative programs that respond to emerging needs.

My thanks go to everyone across the headspace network for their dedication and compassion. From our centres to our national teams, every person plays a part in creating safe, welcoming places for young people to seek help. I extend my gratitude to CEO Jason Trethowan and the Executive team for their leadership, and to Professor Patrick McGorry AO, our Patron, for his enduring guidance and advocacy.

I am immensely proud of what headspace has achieved this year. Together, we continue to evolve, collaborate and strengthen our impact, supporting young people's mental health and wellbeing wherever they live and whatever they may be facing. This keeps us firmly focused on our vision: an Australia where every young person's mental health and wellbeing are valued and supported.

Ben Shields

Board Chair, headspace



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a message from the CEO



Jason Trethowan
Chief Executive Officer
headspace

Young people are at the centre of everything we do at headspace. This year, we strengthened youth participation across the organisation — from gathering insights and strengthening governance, to service design and improvement.

That included refreshing our First Nations Youth Advisory Council with six new young people, and two young people joining the First Nations Cultural Governance Advisory Committee as full members, as well as 70 school-aged young people being engaged in youth summits and other participation work.

Today's young people are different from those who first walked through our doors nearly two decades ago. Our participation practices continue to evolve accordingly so we can adapt to meet the changing needs of young people.

An important milestone was reached this year: one million young people across the country have now engaged with headspace programs and services. These are young people whose stories show the value in reaching out for help — some need a handful of sessions, and others return for support over several years whenever they need it. And it's a powerful sign of trust in headspace.

Today, headspace is connecting with more communities than ever through the continued expansion of outreach programs co-designed with First Nations organisations, Lead Agencies and community. Over the past 12 months, outreach services have been implemented across 10 different communities in one region. These outreach services are First Nations-focused, and they provide culturally safe, responsive and holistic support for First Nations young people and families, integrating cultural and clinical care in line with First Nations approaches to social and emotional wellbeing.



An important milestone was reached this year: one million young people across the country have now engaged with headspace services.

We'll continue to expand outreach services as part of Federal Government election commitments, with 20 additional outreach services to be established over the next three years from 2026–27.

This year we launched our first LGBTIQ+ strategy, building on many years of work. We also developed a new suicide prevention strategy focused on ensuring best-practice service responses, building community capacity, and sharing knowledge and insights. These strategies reflect our role across promotion, prevention, early intervention and response.

We've made great strides in building the headspace workforce: our Early Career Program is operating across 85 centres, strengthening access and training, and supporting the future mental health workforce.



172

services operating
across Australia

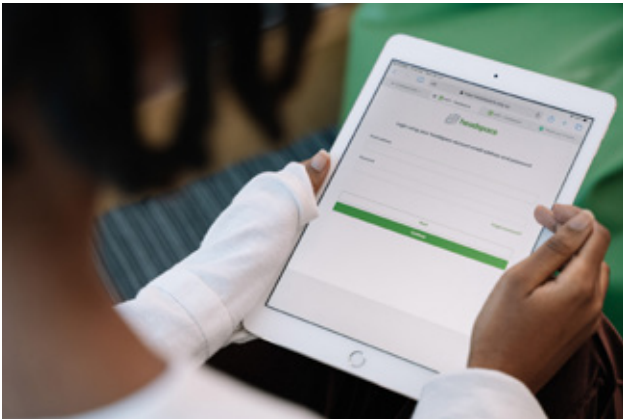
Digital services remain an important part of the headspace ecosystem. We have invested in enhanced online supports so young people can access safe, timely help wherever they are through eheadspace, and we continue to connect digital and in-person pathways. Over the past year, eheadspace activity grew by 24 per cent, and 57 per cent of service users told us they wouldn't have been able to access help otherwise. This shows how important our digital services are in making sure young people can get support in the way that works best for them.

In schools and communities, our work is reaching more young people and parents earlier, an essential pillar of prevention and early intervention. Since it began, Be You has engaged with more than 70% of all schools nationally, including primary, secondary, combined and special schools, helping to embed mental health literacy and wellbeing support where young people learn and grow.

Over the past year, I visited services in every state and territory, from metropolitan hubs to rural and remote communities, and met with centres through state forums. I'm always energised and inspired by these meetings and conversations, and they continue to shape how we engage with governments and partners at all levels.



Digital remains a critical front door. We have invested in enhanced online supports so young people can access safe, timely help wherever they are through eheadspace, and we continue to connect digital and in-person pathways.



None of the milestones we achieved this year could happen without the people of headspace, from clinicians to peer workers, community engagement teams to centre leaders, national staff and our partners across the network. Thank you. Your compassion and your continued hard work and expertise have helped thousands of young people access the mental health and wellbeing support they need.

I would also like to extend my thanks to our community of supporters, whose contribution to the important work of headspace I am truly grateful for. We are fortunate to have so many individuals, families, organisations, workplaces, community groups, and trusts and foundations who believe in our vision and mission enough to dedicate their valuable time and funds.

our purpose



headspace is expert in the design and delivery of youth mental health services.



Our purpose is to strengthen the mental health and wellbeing of all young people by delivering services and programs that respond to the changing, diverse needs of young people.



Most importantly, to the young people and families who place their trust in headspace: thank you for your courage and for your candour. You continue to show us how to be better, pushing us to adapt, to listen deeply and to act on what matters. We'll keep learning, keep collaborating and keep extending our reach so no young person must face tough times alone.

We have more to do, and we're ready. Together with young people, families, communities, centres, governments and partners, we'll keep working to be more accessible, more inclusive and more connected — wherever you live and whoever you are.

Jason Trethowan
Chief Executive Officer, headspace

our services

headspace services continued to expand this year; there are now 172 headspace services including new outreach programs in regional and remote areas. We opened nine new services, expanding access for young people and families in the following regions: Caloundra, Oran Park, Hamilton, Ballina, Kiama, Edmondson Park, South Melbourne, Armstrong Creek and Bribie Island. The headspace Early Psychosis service was established in the ACT and we supported several headspace services to relocate to bigger premises to enhance access for young people and their families.

headspace Dubbo outreach project (HOP)

Between November 2024 and April 2025 an outreach service attached to headspace Dubbo was established in 10 communities across Western NSW – in Nyngan, Warren, Condobolin, Coonamble, Gulargambone, Bourke, Brewarrina, Lightning Ridge, Collarenebri and Walgett – with high populations of First Nations young people. Services are delivered from either stand-alone sites or from the locations of complementary services, such as NGOs or youth services.

This headspace outreach service is staffed by Aboriginal Youth Wellbeing Workers, a Social and Emotional Wellbeing (SEWB) team lead, a Senior Community Engagement Officer, a Mental Health Clinician and a First Nations Cultural Mentor, along with a dedicated Outreach Program Manager who is supported by the Centre Manager and Clinical Lead from headspace Dubbo, the parent centre.



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headspace Yulara and Mutitjulu

Two First Nations services, the first of their kind in the national network of headspace services, commenced in Yulara and Mutitjulu in the Northern Territory in late 2023. These First Nations focused services are operated by Central Australian Aboriginal Congress, who is the Lead Agency, and are connected to parent centre, headspace Alice Springs.

Central to these First Nations focused services is the provision of culturally appropriate, safe and responsive services to First Nations young people and families, where the cultural and clinical are integrated through the delivery of services that align with First Nations approaches to SEWB.

The following are key tenets of these innovative headspace service types:

- look and feel youth friendly for First Nations young people and family
- provide outreach – meeting young people and family where they're at
- employ staff who are culturally capable
- have a model of care aligned with SEWB and underpinned by cultural governance – specifically the Lead Agency is an Aboriginal Community Controlled Health Service.

These unique headspace services were designed to complement existing clinical and SEWB services and continue to be informed by community needs. Operational, clinical and cultural governance is provided by Congress as the Lead Agency with strong collaboration and site-specific support coming from health clinics operated by Congress in both Yulara and Mutitjulu. The service model is trauma informed, self-determined, has an SEWB focus, provides care coordination, and delivers group and cultural activities.

headspace also commissioned the organisation's first First Nations focused centre – Staying Deadly | headspace Deception Bay – in the North of Brisbane, due to open 24 November 2025.



the expansion of the headspace network continued

In June 2025 the official count of headspace services reached 172 with new centres opening in Oran Park and Edmondson Park in NSW, and satellites in Ballina and Kiama in NSW. Services also commenced in regional Western NSW as part of the headspace Outreach Program attached to headspace Dubbo in NSW.

model alignment and quality

The headspace Model Integrity Framework (hMIF) is one of the primary mechanisms we use to support and review model alignment across the headspace Centre network.

This year, we piloted the latest version – hMIF V3 – with 15 headspace services. Following a period of consultation, V3 incorporates numerous improvements informed by feedback on V2 from across the Centre network. The pilot helped validate both the updated assessment process and the refreshed hMIF requirements.

Recommendations from the pilot experience were presented to the Centre network in August, with the overall approach receiving higher stakeholder satisfaction compared to V2. These endorsed recommendations are now being implemented as part of the full rollout of V3 assessments, which will extend to an additional 130 headspace services over a three-year period, beginning in late 2025.

community awareness and engagement

Community Awareness and Engagement (CAE) is a core component of the headspace model, with CAE workers playing a critical role in driving community trust and engagement with headspace. However, recent evaluations have shown that this function is underutilised and under-resourced. To understand how we can strengthen this important area of our work, we commenced the Strengthening Community Awareness and Engagement Review. This review saw us traverse the country to host in-person consultations with 250 centre staff, including 69 young people and family members, representing over 120 centres from every state and territory. Stakeholders shared their valuable insights on the ways they are connecting with and supporting their communities, and provided great insight into how this function can be supported so it is sustainable and effective into the future. We look forward to implementing the review findings.

CAE conference

In recognition of our incredible Community Awareness and Engagement (CAE) workforce, April 2025 saw us host a national CAE conference in Melbourne. This provided an important opportunity for CAE workers to connect with each other, bringing together over 120 workers for two days of knowledge sharing and workshoping, with a focus on how we can continue to refine our CAE practice and better engage our diverse communities.

state network meetings

This year we also hosted our biannual State Network Meetings, connecting in person with centre leadership from each state and territory. Overall, we engaged over 250 leaders from across the headspace network, discussing the unique opportunities of each region and emerging local issues. These forums also provided a critical opportunity for headspace services to showcase the amazing work they do to support their local communities and for leaders to connect and share their experiences with peers.



work & study



supporting young people through work & study services at headspace

In 2024–25, almost 1 in 4 young people aged between 17 and 25 who visited a headspace Centre were not engaged in employment or education. This is significantly higher than the general population of young people, highlighting the strong link between mental ill-health and its impact on critical life transitions such as entering education or employment.

To address this, Work & Study services are integrated into the headspace model of support, ensuring young people receive holistic care that includes career, employment and education assistance.

Over the year, 6,118 young people¹ accessed these services, receiving a total of 75,264 sessions with either a dedicated Work & Study specialist or a career mentor. Many of these young people improved their education or employment situation, with more than half successfully transitioning into new study or job opportunities.

For each of the headspace Work & Study programs, over 90% of young people reported being satisfied with the assistance provided – a testament to the value and effectiveness of this integrated approach.

¹ The total young person count represents the sum of unique counts across the Work & Study programs. If young people use multiple headspace Work & Study programs they are counted multiple times.

work & study promotion and awareness

Each March, headspace celebrates Work & Study Month, a time to highlight the vital role that employment and education play in supporting the mental health and wellbeing of young people.

The latest headspace National Youth Survey shows that three of the top five concerns for young people today are directly linked to work and study:

- 1. cost of living
- 2. study pressure
- 3. future job opportunities.

These challenges are more than just practical hurdles – they deeply affect how young people feel, cope and plan for their futures. That’s why it’s essential to include employment and education in both the recovery from mental ill-health and the prevention of future impacts.

During Work & Study Month, the headspace network comes together to promote the headspace Work & Study programs that support young people, including:

- Work & Study Online
- headspace Work & Study Centres
- Career Mentoring Service.

Services in all three areas work collaboratively across the headspace network and within local communities to ensure young people are supported wherever they are – online, in person and through meaningful mentoring relationships.

supporting priority populations

Work & Study services offer a vital soft entry point for young people experiencing mental health challenges, providing a non-stigmatising pathway to support that can be seamlessly complemented by access to clinical care. This model has proven particularly effective in engaging young men, LGBTIQA+ individuals, and those from culturally and linguistically diverse backgrounds, who are often underrepresented in traditional mental health services.



work & study online case study

Ryan, a 19-year-old First Nations young person from regional Queensland, engaged with the Work & Study Online service while facing multiple challenges including anxiety, caring responsibilities, legal matters, and limited access to transport. Over four months, he worked with a First Nations Work & Study Specialist to explore meaningful career pathways in music, develop job readiness tools, and connect with culturally safe mentors.

With support, Ryan built confidence, began producing an album, and applied for the headspace Youth Council. A pivotal mentoring session with a senior First Nations leader helped him embrace his identity and leadership potential. Ryan’s journey highlights the transformative impact of culturally respectful, strengths-based support in fostering purpose, wellbeing and career development.

career mentoring case study

Harneet, an international student nearing graduation, was facing uncertainty, and was unemployed and adjusting to life in a new country. Initially supported by the headspace Work & Study online service, Harneet was later referred to the career mentoring program and matched with Francis, a Client Delivery Manager at US tech company DXC. The mentorship proved to be a turning point. Harneet described the match as “really incredible,” praising Francis’s deep industry knowledge and practical advice.

With Francis’s guidance, Harneet gained clarity and confidence, ultimately securing a full-time role as a Business Analyst. Reflecting on the process, Harneet said, “The whole journey has been fantastic.” This case highlights the power of mentorship in supporting international students through complex transitions, and the value of pairing lived experience with professional insight to unlock career opportunities.



With specialised support through Vocational Peer Workers and practical strategies offered through the Thinking Skills for Work curriculum, young people have reported that they are feeling better equipped to reduce and manage the impact of mental health and wellbeing issues on Work & Study goals.

innovation and best practice – what we learnt this year

In Work & Study Centres, two pilot initiatives continued to build momentum.

An evidence-based cognitive self-management curriculum, Thinking Skills for Work is being trialled in eight Centres. It is designed to equip young people with practical strategies to strengthen executive functioning, supporting them to stay focused, organised and confident in achieving their goals.

Vocational Peer Work is being trialled in six Centres. The pilots provide enhancements to the Individual Placement and Support (IPS) model that underpins vocational service delivery in Work & Study Centres with the intention of improving outcomes for young people. Vocational Peer Workers bring the voice of lived experience into our Work & Study services; the workers walk alongside young people in their education and employment journey in a way that promotes individual strengths, empowerment, independence and hope.

With specialised support through Vocational Peer Workers and practical strategies offered through the Thinking Skills for Work curriculum, young people have reported that they are feeling better equipped to reduce and manage the impact of mental health and wellbeing issues on Work & Study goals. They have reported more confidence in managing their work and study situation, more optimism about their work and study future and improvement in their work and study situation.

Early results are encouraging and provide valuable insights that will shape the future of our services, ensuring that we continue to evolve, adapt and create opportunities for young people to thrive in their Work & Study journeys.



headspace digital mental health programs

capitalising on digital transformation and system reform in healthcare

Digital health in Australia and globally is undergoing a major transformation. This transformation is demonstrating the significant benefits of a mental health system that provides an integrated, multi-modal offering for service users. headspace is uniquely positioned to leverage the benefits of technology advancements to maximise equitable access to high quality services for all young people, regardless of where they live or how they prefer to receive support. The website and headspace account provide integrated digital access to mental health support, Work & Study support, appointment bookings, group chats and interactive resources based on user preferences. The range of supports provided by headspace Digital Mental Health Programs (DMHP) complement and enhance the system of in-person services delivered under the headspace model, expanding choice and access for young people and family.



17,690

Throughout the last financial year, eheadspace supported 17,690 young people and family members, providing 48,495 occasions of service.

equity in access to high quality care – regardless of postcode

headspace Digital Mental Health Programs are designed to ensure that across Australia, young people and their family have equitable access to services regardless of their postcode.

eheadspace

eheadspace can be accessed by young people and family from anywhere that has phone or internet access – be that at home, school, work, or in the community. Staffed by expert youth mental health clinicians, the service concentrates its service capacity in the evenings, when other one-to-one services are typically not available. eheadspace provides confidential, free online and telephone support and counselling to young people and their families across Australia every day of the year. In 2024–25, eheadspace supported 17,690 young people and family members, providing 48,495 occasions of service. Approximately 64% of service requests were made outside business hours², and approximately one third (31%) of the young people and families who accessed eheadspace were based outside of metropolitan areas in regional and remote locations, showing how critical eheadspace is in making sure high-quality services are available where and when they’re needed most.



2 Based on the time zone of the service user requesting support.

headspace telepsychiatry

Australia’s extensive geographical spread presents challenges with workforce distribution, particularly for specialist roles in rural, regional and remote areas. Celebrating its 10-year anniversary this year, headspace Telepsychiatry is designed to enhance headspace in-person services by providing young people with access to highly skilled psychiatrists via video consultations. This year, headspace Telepsychiatry provided support to 1,030 young people. Nearly all headspace Centre staff (98%) who completed a survey about headspace Telepsychiatry agreed headspace Telepsychiatry enabled young people to access otherwise unavailable psychiatry support³. Showcasing the headspace commitment to addressing inequity in access to care, 92% of young people engaged in headspace Telepsychiatry in 2023 and 2024³ were connected to centres in rural, regional and remote locations. This year, the program also provided 344 secondary consultation sessions to headspace Centres in rural, regional and remote locations. These Centres commonly feel isolated from the rest of the healthcare system, and have difficulty in accessing specialist consultation to support and guide service delivery teams. The secondary consultations allow headspace teams to embed specialist psychiatrists as a part of their clinical review and care planning, building workforce capacity, and working to ensure young people and families in their community are getting the best care possible.

headspace connect and headspace regional phone counselling service

The headspace Connect program and headspace Regional Telephone Counselling Service (RPCS – Victoria) were central in addressing the major workforce shortages for mental health clinicians in rural, regional and remote Australia.

headspace Connect is an integrated teleweb service dedicated to providing person-centred support and treatment to young people presenting to participating headspace Centres. Eligible Centres are those that face significant challenges in responding to young people in a



timely way. The program results in significant reductions in wait times for access to service for those accessing the program. Throughout the past year, headspace Connect expanded the number of Centres it partners with to 23. This enabled 257 young people to receive support online, significantly reducing their wait time to care.

headspace Regional Telephone Counselling Service (RPCS - Victoria) partners with schools in regional areas located more than 80 kilometres from a headspace Centre. This ensures that students can access specialist mental health support, while remaining engaged in their local communities, and connected to their school. The program also provides tailored support to school staff in these communities. Program evaluations frequently highlight how this program increases school staff confidence in supporting student wellbeing, enables early identification of students in need of support, and helps young people at risk of disengagement, to stay connected to school. These findings showcase how digital mental health programs can support communities beyond the individual receiving care.

3 headspace (2024). Survey of headspace Centre Telepsychiatry stakeholders. Unpublished.

leveraging technology to enhance access through choice and flexibility

headspace Online Communities

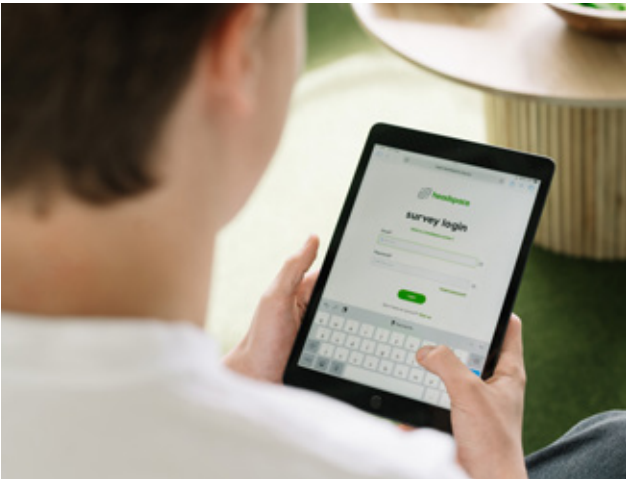
Every program within DMHP is committed to providing a service that is safe, inclusive and identity affirming. headspace’s Online Communities program is a supportive and moderated online community led by Online Peer Workers, offering opportunities for young people and family to connect with others, and share resources that are helpful to them. With the option of remaining anonymous, and joining or leaving at any time, the accessibility and flexibility of headspace Online Communities is a great strength – evident in recent satisfaction data showing that 82% of survey respondents feel safe to share their experiences, thoughts and feelings⁴. headspace Online Communities is a popular choice for gender diverse young people – with 13% of those who accessed Online Communities in FY 2025 identifying as gender diverse.

service responsiveness during times of greatest need

One of the strengths of a digitally-based service is the ability to quickly mobilise and respond to communities during times of peak need. Australia has experienced increasing natural disasters over the years, including cyclones, floods, droughts and fires – and these events are associated with increased levels of distress in the months and years afterwards. Communities experiencing these natural disasters often have major impacts to their local health systems and workforce, impacting the ability to maintain access when it is most needed. headspace Digital Mental Health Programs partner with local communities impacted by natural disasters to understand their needs, and quickly and effectively provide tailored support.



With the option of remaining anonymous, and joining or leaving at any time, the accessibility and flexibility of headspace Online Communities is a great strength – evident in recent satisfaction data showing that 82% of survey respondents feel safe to share their experiences, thoughts and feelings.



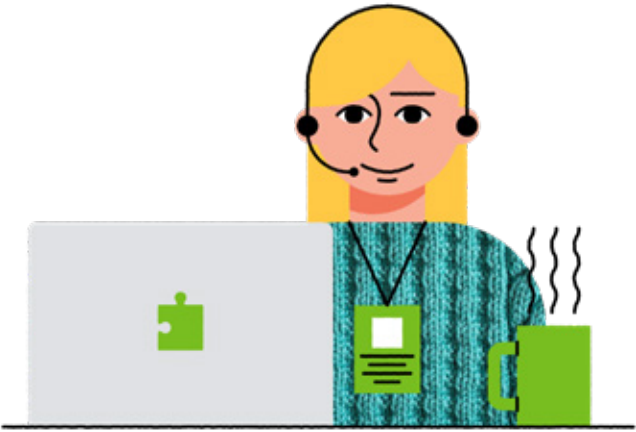
4 headspace (2025). Online Communities peer chat participant survey. Unpublished.

eheadspace

During and after Cyclone Alfred in March 2025, eheadspace partnered with locally impacted services where it was unsafe to open in-person, to enable access for young people and families in those locations to support online. This empowered those impacted Centres and impacted clinicians to focus on local recovery and staff safety, while ensuring continuity of care for young people in need. The role eheadspace played throughout the first weeks of Cyclone Alfred changed depending on local community and staff needs, showcasing how responsive digital mental health services can be.

headspace tele-counselling Service for Schools (NSW)

While access to service in the immediate period after exposure to a natural disaster is important and often highlighted, research indicates that the mental health impacts of natural disaster exposure are most commonly felt in the months and years afterwards. The headspace Tele-Counselling Service for Schools (NSW) has continued its vital support for flood-impacted communities in NSW in the recovery phase, years after exposure. This has ensured that access remains available long after the initial impact, when young people are most likely to be experiencing the mental ill-health effects. The service has continued to adapt to local community and school needs. This constant tailoring is important in ensuring that it remains relevant for not only the students it seeks to serve, but also relevant and supportive of local school staff who were likely to have been exposed to the natural disaster and may be moving through into resilience and growth. The program shows the importance of listening to local voices, and how these partnerships can leverage the strengths of local relationships and digital mental health programs to support recovery from natural disasters.



The program shows the importance of listening to local voices, and how these partnerships can leverage the strengths of local relationships and digital mental health programs to support recovery from natural disasters.

headspace schools and communities

In 2025, headspace Schools and Communities continued to lead the way in building mentally healthy communities by working with the people, organisations and systems that surround children and young people.

Our collaborative, strengths-based approach allows us to tailor support to each school and community’s unique context.



2025 highlights and achievements

strategic impact

- delivered on the four key divisional priorities: building mental health literacy and resilience; fostering help-seeking behaviours; working in genuine partnerships at a systems level; supporting impacted schools’ communities in response and recovery
- partnered with local, state and national governments to influence policy and drive systemic change
- continued to provide value through collaboration and connection to the broader headspace network.

operational and service delivery

Since it began, the team has:

- onboarded new staff and inducted them into our culture of care and capability
- supported eight different work locations across states and territories and the successful move of three office locations
- secured and onboarded new contracts, expanding our reach and impact including extended and new government and PHN contracts across Victoria, Queensland and NSW
- supported over 1000 schools and communities affected by suicides, natural disasters, accidents, homicides and other large-scale incidents
- connected with tens of thousands of students, parents and educators through workshops, resources and direct engagement
- pitched and secured funding for innovative ideas including the development of a national set of self-harm guidelines and various mental health literacy training packages
- reviewed and finalised key program, governance and operational documents
- strengthened internal collaboration across teams, and with headspace National and the Centre network.

program achievements

mental health education program (MHEP)

- The MHEP has delivered 7,985 sessions and the program has been delivered to 349,524 students.
- The program has been delivered to 1,709 schools and 17,017 family members.
- It has increased delivery in rural and remote areas and developed three new topics as per contract requirements.
- MHEP also delivered workshops across 47 regional, rural and remote Australian communities to improve access and literacy where support is often limited.
- In evaluation, 95% of educators and other school staff, and 87% of parents, carers and other family, reported being satisfied or very satisfied with the MHEP workshops.

be you

Be You is the national mental health and wellbeing initiative for learning communities.

- Since it began, Be You has engaged with over 7,700 schools, which is approximately 73% of the 9,719 (ACARA) schools in Australia.
- There has been positive movement in schools progressing through engagement stages and innovation in implementation strategies.
- headspace implemented a new guide for CRM data entry to improve accuracy in data collection and use, and completed shared activity plans with Beyond Blue and Early Childhood Australia.



7,985

The MHEP delivered 7,985 sessions and the program has been delivered to 349,524 students

response and recovery

- The Community Collaborative Model aims to reduce suicides in regions through the coordination and support of existing Suicide Prevention Community Collaboratives in addition to establishing Community Collaboratives. It continued through specific Primary health care networks.
- Response and Recovery natural disaster support was directed to multiple flood-impacted communities across the northern rivers and mid north coast in 2025.
- There was a large-scale role out of reflective practice within organisations and community groups.



training and support

- This year headspace built new and enhanced connections with school staff from regions across Victoria by applying new approaches to engaging schools. In evaluation, 100% of the workshop attendees recommended headspace training to their peers.

student support services wellbeing program

- developed new content to support the Student Support Services Wellbeing teams in Victoria.

key business and strategic priorities

- delivery on multiple divisional and programmatic strategic plans including: Be You, MHEP, Uni Postvention
- clinical governance documentation was updated and continues to be embedded
- workforce supervision and professional development strategies.

partnerships and collaboration

- strengthened national external partnerships including: NSPLS Alliance, National Postvention Leadership Group, McKillop Reference Group, and more.

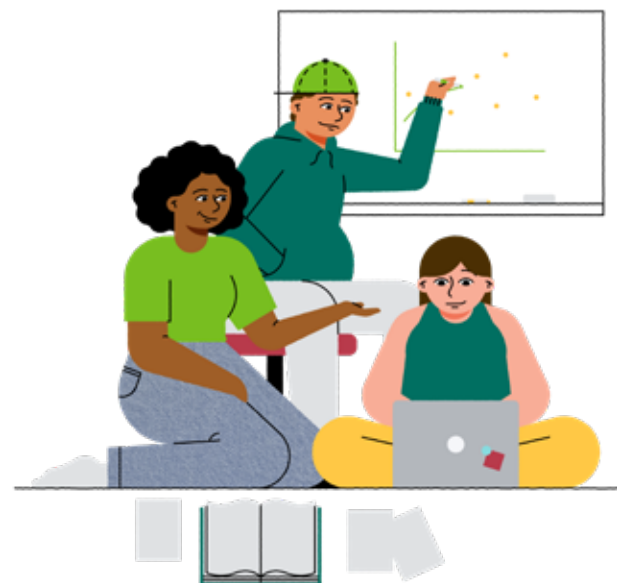


participation and lived experience

Young people and family are experts in their own lives and have the right to have a say in matters that affect them. That's why participation is core to everything we do at headspace. By safely and meaningfully incorporating the lived experience and expertise of young people and family into our governance, and service design and delivery, we ensure headspace builds trust, understanding and mutual respect, and our services remain relevant, accessible, safe and responsive to the community.



In February 2025 we farewelled one group and welcomed another, following a massive recruitment drive with over 500 applications from young people around the country.



headspace youth national reference group

The headspace Youth National Reference Group, or hY NRG (pronounced 'high energy'), is made up of people from varying ages, genders and backgrounds across Australia who are passionate about making a difference to the lives of other young people. In 2024–25, hY NRG has continued to play a critical role at headspace National, ensuring we incorporate the views and experiences of young people at all levels of the organisation. In February 2025 we farewelled one group and welcomed another following a massive recruitment drive with over 500 applications from young people around the country. Together, the two groups were involved in 143 separate pieces of work across all of headspace from advising the Board, to reviewing website resources, developing the new headspace Strategy with Executive, participating on clinical, quality and cultural governance committees, interviewing new staff, designing school workshops, speaking to the media on important issues, and more.

first nations youth advisory council

The First Nations Youth Advisory Council (FNYAC) was established in 2023 in recognition of the importance of the self-determination of Aboriginal and Torres Strait Islander communities. Members work across different projects and divisions at headspace National to inform, advise and collaborate on culturally responsive and appropriate ways of working with First Nations young people and family. This year, FNYAC spent time connecting with headspace's First Nations Strategy through participation on a leadership working group and engaging in different projects that help deliver our strategic priorities.

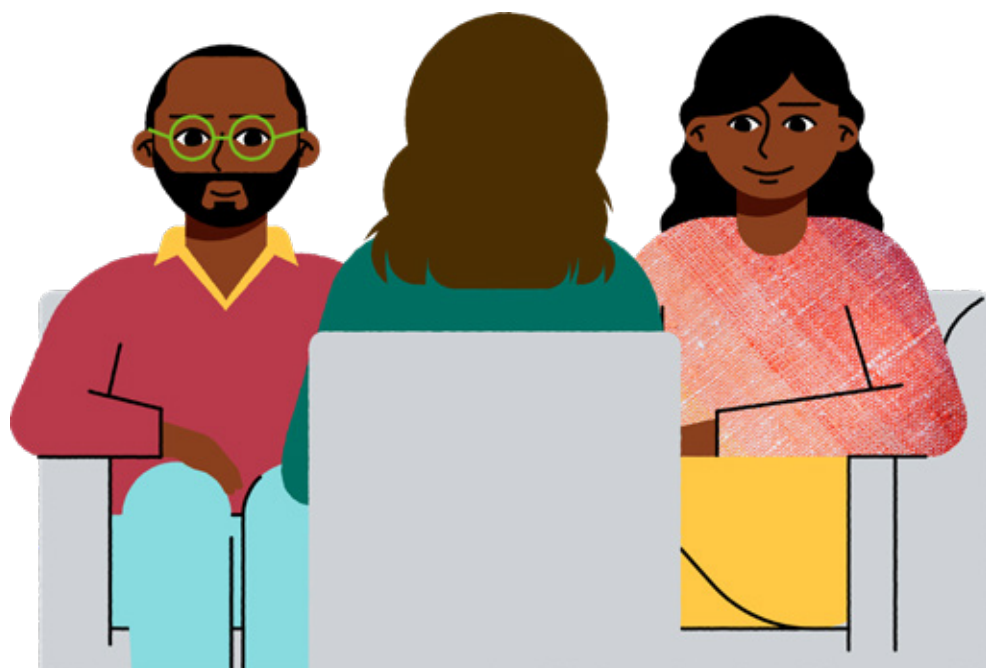
The group met in person in Garramilla/Darwin on Larrakia Country in September 2024. During this visit, they met with the Northern Territory's Children's Commissioner and Race Discrimination Commissioner to discuss the lowered age of criminal responsibilities and other developments in youth justice that are occurring in the Northern Territory. FNYAC insights and experiences highlighted to government and community stakeholders the value of partnering with young people in everything we do.



national family reference group

Family and other caregivers play an important role in a young person's journey to better wellbeing. Sitting alongside their Lived Experience colleagues in FNYAC and hY NRG, the headspace National Family Reference Group continued advocating for family inclusion across 60 different service and governance activities. The group is made up of family members – defined uniquely by each young person – who have lived experience supporting young people through their mental health journey. The 13 active members have thrived working in tandem with hY NRG and FNYAC and met in-person with FNYAC in May to network, collaborate, reflect and plan with each other.

This year, we have expanded the participation stream model where lived experience staff from across our youth and family reference groups and FNYAC have the opportunity to work more closely with areas of headspace they're most passionate about, like government relations, Work & Study, centre services, First Nations wellbeing and engagement, governance or multicultural practice. This has built closer connections and understanding between Lived Experience staff and teams at headspace National.



visible: a co-designed process

The Australian Youth Advocates for Mental Health (AYAMH) co-designed and delivered Visible – a creative process and national online platform, bringing together artists and young people from diverse backgrounds to share powerful lived experience stories through art. The final phase of Visible was completed in October 2024 with a collaborative project with headspace Katherine. Visible in Katherine worked with local First Nations young people to create artwork that reflects their identities and relationship to Country and community. The designs were printed on t-shirts and shared throughout the community. All of the beautiful artwork created by Visible is on the headspace website and was developed into a coffee table book for headspace Centres.

participation with school-aged young people

Young people aged 12–17 years make up a significant proportion of headspace service users so it's important we hear directly from them to inform our work. Following an extensive consultation process to learn how this cohort wants to engage with us, headspace delivered a number of projects so they can share their experiences with us. One notable example is the Youth Voice Summits where 45 year 7–9 students from around the country helped design our school workshops, that are delivered to thousands of young people every year, making sure they remain relevant to young people today. The young people also shared their big picture ideas for what headspace could be directly to our CEO and other senior leaders. We look forward to more exciting times with this cohort and learning from their unique perspectives.



One notable example is the Youth Voice Summits where 45 year 7–9 students from around the country helped design our school workshops, that are delivered to thousands of young people every year, making sure they remain relevant to young people today.

reaching young people who need us most

supporting the needs of multicultural young people, family and community

Australia is a richly multicultural nation; yet, multicultural young people remain underrepresented in mental health services, even though many face additional challenges such as pre-migration trauma, racism, discrimination, stigma and visa-related stress. These barriers can affect wellbeing and make it harder to seek help.

To address these challenges, headspace launched the Multicultural Practice Strategy in June 2024. The strategy provides a clear framework to strengthen staff capability, embed a multicultural perspective across all work, and increase access to inclusive resources. Since its launch, 51 activities have been delivered across four priority areas, with around 260 headspace National staff completing cultural capability training to build confidence in supporting young people and family from multicultural communities.

A partnership with independent accounting and advisory firm Grant Thornton, and the Grant Thornton Foundation, supported the translation of key resources, which were accessed 490 times between February and June 2025, showing strong demand for multilingual information. Working alongside the Centre for Multicultural Youth, the team also co-designed and co-delivered the REVERB program with multicultural young people at 20 centres. REVERB 2.0 focuses on breaking down the stigma around mental health and improving access to culturally safe care for young people aged 12–25⁵.



5 headspace (2025) Multicultural Communities Snapshot Report. https://headspace.org.au/assets/Reports/Multicultural-snapshot-report/Final_Multicultural-Snapshot-Report_Aug25.pdf



This growth reflects the impact of targeted efforts to reduce barriers and create culturally safe, inclusive environments where multicultural young people and family feel empowered to seek support.

Other key achievements included launching a Multicultural Community of Practice to connect Centre staff nationwide, and partnering with the First Nations team to co-develop anti-racism training. Compared to previous years, this coordinated approach marks a shift from one-off initiatives to long-term change, helping multicultural young people and families feel safe, welcome and supported.

Importantly, this work is making a measurable difference. Multicultural young people accessed 106,062 occasions of service in FY2024. Compared to 2019/2020, the service access rate for multicultural young people increased by 20% (24% relative increase for occasions of service; 21% relative increase for serviced young people).

This growth reflects the impact of targeted efforts to reduce barriers and create culturally safe, inclusive environments where multicultural young people and family feel empowered to seek support.

106,062

Occasions of service accessed by multicultural young people, a 24% relative increase compared to FY2020.

building the workforce and supporting best practice

Supporting the youth mental health workforce to deliver best practice care is a core deliverable of headspace National. This includes supporting development and learning, as well as providing advice and guidance on the latest developments in youth mental health care.

Our Early Career Program received extended funding in the FY25 federal budget, enabling the Program to expand from 55 to 85 participating headspace services, employ a further 41 graduate clinicians (taking the total to 73), and support 353 students to commence their clinical placements.



clinical lead capability framework

The Clinical Lead role within headspace Centres is pivotal in ensuring the clinical safety of the care delivered and in holding responsibility for the development and oversight of staff within the team. As key stakeholders, the Clinical Practice team saw an opportunity to develop a Clinical Lead Capability Framework to articulate the complex and interconnected responsibilities of the role. The Framework can be utilised to guide recruitment, personal and professional development planning, role clarity and advocacy.

The Framework was developed to align with, and extend on, the Capability Framework for Early Career Clinicians already in place.

The Framework identifies the core responsibilities and competencies required for the role and is accompanied by a self-assessment tool that allows Clinical Leads to reflect on their own competencies, skills and areas for development.

The Framework has been shared across the headspace network and used to frame up ongoing professional development opportunities for the headspace workforce.

Over the past 12 months the Clinical Practice team, in collaboration with partners, have delivered professional learning sessions and masterclasses on a wide range of topics to Clinical Leaders across the headspace network to ensure they are across the very best and latest contemporary evidence-based practices.

Topics covered include risk identification and mitigation approaches, responding to disordered eating and eating disorders, and working relationally with young people and families.

These sessions along with regular secondary consultation and communities of practice ensure that every headspace Centre is supported to deliver care in line with the best possible and most recent research.



our GP workforce has had a full 12 months with key activities including:

- GP training day which had a focus on deprescribing and disordered eating. 34 GPs attended the training in Sydney. The training was received well with 95% of attendees finding the training either extremely or very valuable
- wrap up of the GP Registrar program, including final reporting and a submission to expand the program
- medical workforce census which allowed us to establish a clearer picture of GPs, nurses and psychiatrists at headspace Centres. We have 107 GPs, 23 psychiatrists and 38 nurses (performing primarily physical and sexual health activities) in the network.



peer work

Our Peer Work team has been expanding activities to include:

- peer Work Supervision Training which brought 10 senior peer workers from different states to Melbourne
- launch of Growth in Peer Work online training modules, a follow on to the Essentials in Peer Work course and intended to support the ongoing development of Peer Workers
- a Peer Work census which provided a clearer picture of Peer Work at headspace. Results show that there are 98 Peer Workers across 61 centres with the majority being Youth Peer Workers (approx. 70%)
- continuation of our core activities including our Peer Work Advisory Group and Community of Practice, and providing subject matter expertise within headspace National and to the wider headspace network.



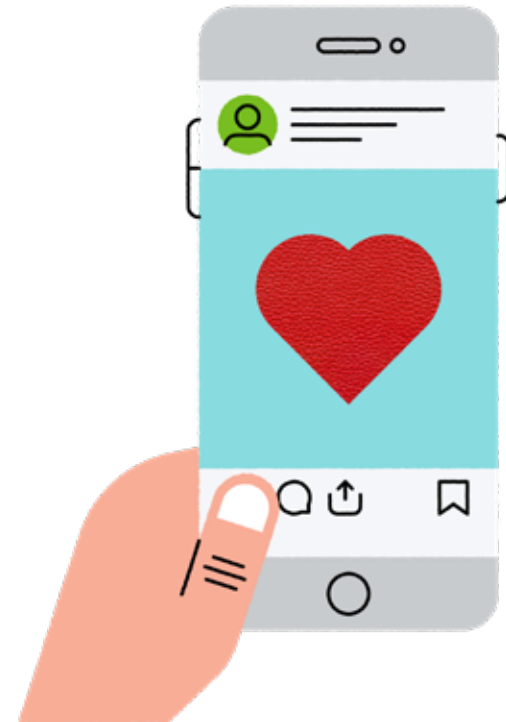
There are 98 Peer Workers across 61 centres with the majority being Youth Peer Workers



leadership in the youth mental health sector

With our national reach and deep understanding of young people and families, headspace plays an important role in influencing and guiding youth mental health policy positions. Over 2024–25, headspace National made 16 submissions to parliamentary or government inquiries and reviews, advocating for the needs of young people across Australia on topics that affect their lives. Topics included social media, alcohol and other drug use, pornography, bullying, access to ADHD assessment and treatment, housing, youth justice and suicide prevention. Submissions included inputs and perspectives from young people and family through our reference groups.

headspace National appeared at five parliamentary inquiry hearings (both Commonwealth and State) on topics including social media, bullying, ADHD, pornography and housing for essential workers in regional and rural NSW.



partnerships

headspace National partnered with a number of sector organisations on policy submissions and reports to ensure that our policy work represented broad expertise and perspectives. In 2024–25 we developed policy submissions in partnership with Orygen, yourtown and Black Dog Institute. headspace National was also a consortium member of the Sector Led Advice on New and/or Refined Models of Youth Mental Health Care, a report commissioned by the government to understand the landscape of youth mental health services in Australia and to provide advice on what can be improved, particularly to address any current service gaps.

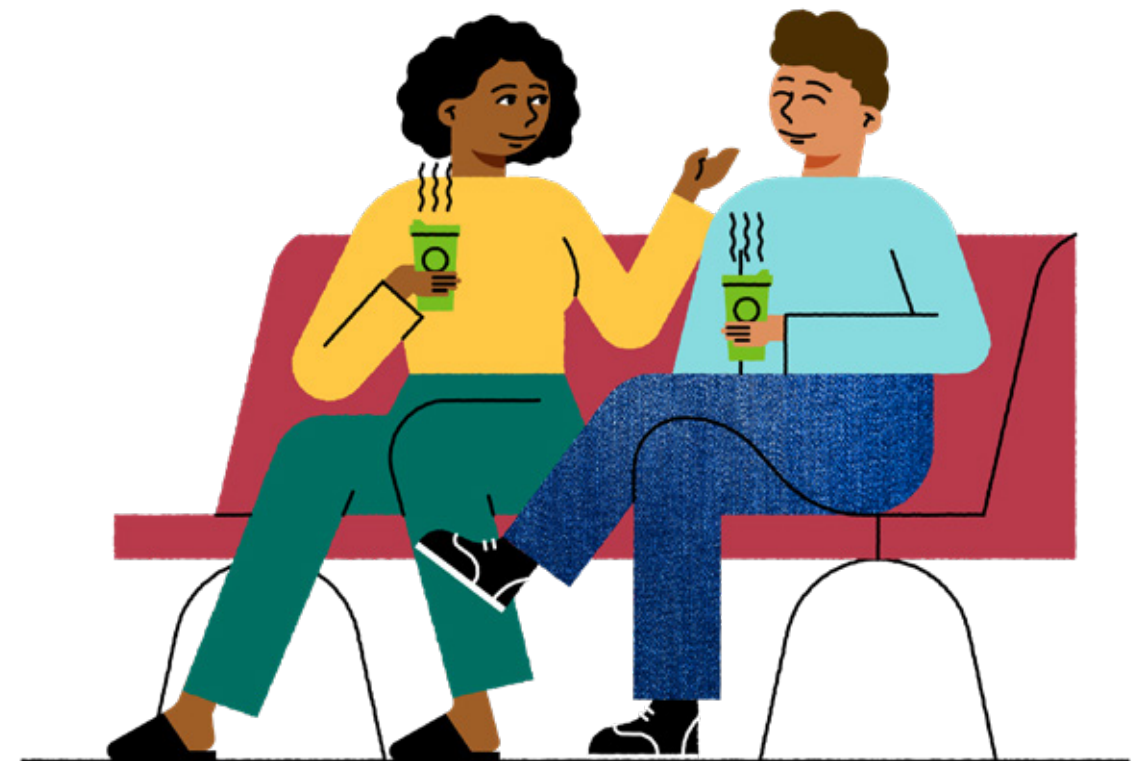


headspace as an international leader

Outside of Australia, headspace continues to inspire the international youth mental health sector, with interest from countries as far and wide as Hong Kong, Malaysia, the USA and New Zealand.

This year saw headspace present our innovations on the international stage at the 7th International Youth Mental Health conference in Vancouver, Canada, with much interest in our implementation at scale, our growth in cultural capability, and pioneering evidence-based programs such as the Early Career Program, which look to provide local solutions to global challenges in the sector, and our data in youth services, which are unrivalled internationally.

Our valuable partnership with Foundry (BC, Canada) and Jigsaw (Ireland) went from strength to strength, continuing to provide opportunities for enhanced collaboration around shared challenges, with international collaboration benefitting our respective programs and the young people that we support. This partnership was further expanded in a two-day face-to-face workshop in Vancouver, with other similar Integrated Youth Services YWHO (Ontario, Canada) and Allcove (CA, USA), further cementing our shared position as the pioneers of youth mental health and wellbeing services globally.



our impact

headspace contributes to improving the mental health and wellbeing of young people and their families by understanding their needs and examining the reach, quality and impact of our services through research, evaluation, monitoring and knowledge transfer.

headspace prioritises evaluation and rigorous program monitoring across all our programs and services as a critical part of evidence building, continuous quality improvement and knowledge translation, as key evaluation projects undertaken in 2024–25 demonstrate.

outcomes for headspace work & study

For many young people, mental health challenges and disengagement from work or study are often interconnected. That's why our headspace Work & Study service available at many headspace Centres uses the Individual Placement and Support (IPS) model, which integrates vocational support with mental health services.

Recently, we explored the effectiveness of the headspace Work & Study program and found that in addition to achieving positive vocational outcomes (65% of participants attained a job or commenced study), 4 out of 5 participants (81%) in the Work & Study program also achieved positive mental health and wellbeing outcomes.

This was a significantly higher proportion than the outcomes achieved for a matched group of young people who had only received standard clinical care (75%).

Our findings demonstrate the real impact of integrating an IPS program within a clinical setting.



4 out of 5 participants in the Work & Study program achieved positive mental health and wellbeing outcomes.



young people's experience of eheadspace

As part of a broader evaluation of the headspace Digital Mental Health Programs (DMHP), a survey was conducted with 210 young people who had accessed eheadspace services. The aim was to understand their experiences and how the support they received contributed to their outcomes.

Nearly 8 in 10 participants reported an increased awareness of the mental health and wellbeing support available to them. Many also felt that eheadspace provided access to support they otherwise would not have been able to obtain.

Almost 3 in 4 participants reported feeling confident in seeking future support, and the vast majority expressed satisfaction with the quality of support received. Young people shared powerful stories of improved mental health and functioning, greater self-confidence, increased optimism and a stronger sense of belonging and community connection.



★ 8 in 10

Nearly 8 in 10 Digital Mental Health Program participants reported an increased awareness of the mental health and wellbeing support available to them.

young people's participation in their own mental health care

The My headspace Experience scale was developed by headspace in collaboration with young people and provides them the opportunity to give feedback on their session experience. The scale focusses on how willing young people were to attend, whether they felt listened to and understood, whether they were working on issues important to them, and whether they felt hopeful and that things were improving in their lives.

Analyses reported in a peer-reviewed journal article show that young people experience headspace sessions very positively, and more positive experiences are associated with better service engagement and quality of life. While there were few demographic differences, older age groups (18+) did experience service sessions more positively than younger age groups (<18) and were also more willing to attend their headspace service in the first place.

Routinely collecting session feedback gives young people a valuable way to participate in and inform their own care and ensures headspace is providing the best care to meet young people's needs.

other evaluation and monitoring activities

Alongside these key projects, we're continuing to evaluate all our programs and services. Some recent highlights include evaluating:

- the headspace Early Career program: Tranche 1 and 2 (2022 to 2025)
- mental health literacy and suicide postvention programs, including the University Support Program, Community Action Response Initiative, Community Collaboratives and Mental Health Education Program
- headspace Digital Mental Health Programs with a specific focus on Telepsychiatry, Online Communities and Peer Chats
- new or pilot programs, including Thinking Skills for Work, the Vocational Peer Worker Pilot and Eating Disorders Project.



raising awareness and encouraging help-seeking

peer-reviewed publications

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

- Gao, C., Telford, N., Filia, K., et al. (2024). Capturing the clinical complexity in young people presenting to primary mental health services: a data-driven approach. *Epidemiology and Psychiatric Sciences*, 33, e39.
- Telford, N., Albrecht, S., Wilkin, A., Watts, C., & Rickwood, D. (2024). Mental health outcomes for young people accessing Individual Placement Support services: A cohort study. *Journal of Primary Care & Community Health*, 15.
- Rickwood, D., Albrecht, S., & Telford, N. (2024). Young people's participation in their own mental health care: Session-by-session feedback in youth mental health services (headspace). *Early Intervention in Psychiatry*, 1–11.
- Albrecht, S., Rickwood, D., Telford, N., Privitera, G., & Palfrey, N. (2025). Suicidality in primary care, youth mental health services: Prevalence, risk factors and implications for practice. *Early Intervention in Psychiatry*, 19, e70020.
- Crisp, D., Albrecht, S., & Rickwood, D. (2025). Comparing the mental health of Australian university students with that of young people who are not in higher education. *Higher Education*.
- Tagliaferri, S., Han, L., Khetan, M., et al. (2025). Systematic review and meta-analysis: Predictors of relapsing, recurrent, and chronic depression in young people. *Journal of the American Academy of Child & Adolescent Psychiatry*.
- Watson, A., Menssink, J., Filia, K., et al. (2025). A protocol for population-level data linkage to investigate patterns of service use and health care needs of young people from Victoria Australia experiencing mental ill-health. [Preprint]
- Oosterwijk, V., Gao, C. X., Menssink, J., et al. (2024). Establishing the longitudinal association between pain characteristics and clinical outcomes in young people with mental ill-health. [Preprint]
- Filia, K., Teo, S. M., Brennan, N., et al. (2024). Inequitable access to mental healthcare for socially excluded adolescents. *International Journal of Social Psychiatry*, 70(7), 1267-1278.
- Thornton, L., Corliss, C., Deen, H., et al. (2024). The Triple E project: A factorial randomised controlled trial to enhance engagement with eHealth approaches to improve health risk behaviours among adolescents. *BMC public health*, 24(1), 2697.
- McGorry, P., Mei, C., Dalal, N., et al. (2024). The Lancet Psychiatry Commission on youth mental health. *The Lancet Psychiatry*, 11(9), 731-774.
- Doyle, E., Carey, E., Rossouw, J., et al. (2024). Examining the psychometric properties of the headspace Youth (mental health) Service Satisfaction Scale in a mental health service in Ireland. *Child: Care, Health and Development*, 50(1), e13220.
- Hui, C., Chen, E., Wong, S., et al. (2025). Reducing mental health distress and preventing depression in young people in the community: A multimethod observational study with a real-world and prospective 12-month controlled approach: mental health distress in community youths. *Psychiatry Research*, 344, 116279.
- Oosterwijk, V., Gao, C., Menssink, J., et al. (2025). Estimating the longitudinal association between pain characteristics and clinical outcomes in young people with mental ill-health. *Psychological Medicine*, 55, e207.
- Gaudreau, H., Radziszewski, S., Houle, J., et al. (2025). Self-management strategies in youth with difficulties related to anxiety or depression: What helps them feel better. *Journal of Adolescent Research*, 40(1), 66-98.
- Crisp, D., Rickwood, D., Burns, R., & Bariola, E. (2025). The complete mental health of Australia's adolescents and emerging adults: distress and wellbeing across 3 nationally representative community samples. *Epidemiology and Psychiatric Sciences*, 34, e16.

headspace's community awareness campaigns allow us to reach young people and families beyond what's possible through one-on-one or group support. By sharing the voices and stories of young people, we aim to raise awareness of the experiences and the challenges they face and help others in the community feel seen and understood. Our content and campaigns also promote the tools, resources and support pathways headspace offers to strengthen mental health and wellbeing.

social media changes

The Federal Government's new legislation restricting social media use for under-16s has created a need for guidance and support for young people and their families. By offering accessible messaging around legislation updates and mental health and wellbeing, we aim to provide practical support and reassurance as young people adapt to the upcoming changes.

In late 2024, headspace developed social media ban resource hubs on our website for young people and families, which was supported by promotion on social media platforms. The initiative was further expanded in 2025 with a digital advertising campaign running from January to May. This work will continue throughout the remainder of 2025 as preparations intensify ahead of the ban's implementation.

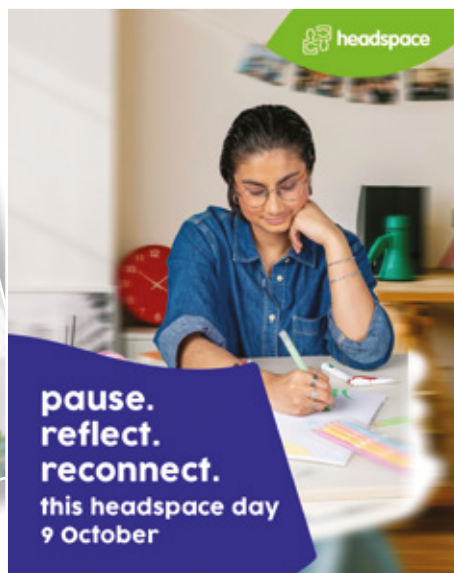


headspace day

headspace day was held on 9 October 2024. The campaign message was 'Pause. Reflect. Reconnect'. The campaign engaged stakeholders to focus on youth mental health, via conversations regarding increased understanding of youth mental health and wellbeing and by practising self-care behaviour.



The campaign included a parliamentary event with 80 attendees and activations by centres relevant to their local community utilising campaign resources such as printed collateral and merchandise. Strong media exposure was also generated with more than 60 publications across the Australian Community Media network, 150+ audio news release quotes airing on radio, and interviews with headspace spokespeople broadcast on ABC Breakfast and Sky News.

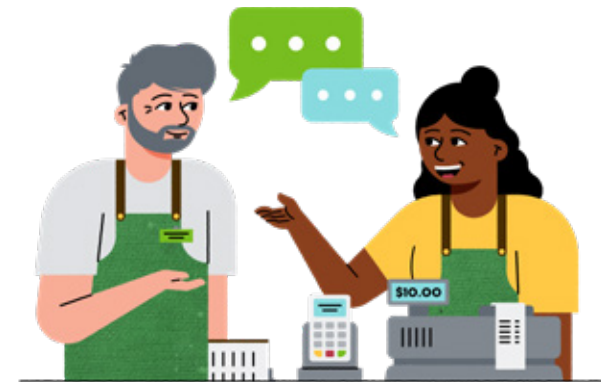


work & study month

In March 2025, the third iteration of Work & Study Month went live, highlighting the headspace Work & Study service and its important contribution to young people's mental health and wellbeing. The campaign was designed to enhance awareness of headspace Work & Study programs, and the crucial role that engagement in work and study plays in supporting young people's mental health and overall wellbeing.



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our people

a people plan for headspace National employees

This year we delivered the first ever People Plan 2025–2028, an important program of work that reflects our commitment to investing in our people, supporting their growth, and creating meaningful and rewarding work experiences across headspace National.

Developed through consultation with staff across every division, the People Plan is grounded in the insights and priorities shared with us. Built around five key pillars, this plan outlines the practical steps headspace will take to strengthen our workforce, back the unique strength of our teams and create new opportunities for development, growth and success.

We'll be taking steps to measure and track our progress, with outcomes reported annually.



leading with impact – the headspace way

To drive our ongoing focus and commitment to building the capability of our workforce we delivered an online module for managers: Leading with Impact – the headspace way. This module provides people leaders with a foundational understanding of core people management principles and practices, including how to manage, develop and support their teams at headspace National to best deliver on their promise to young people in the important work they do.

evolving our culture of inclusion

Our Social and Wellbeing Committee is made up of staff from different divisions and locations, with the shared purpose of developing social connection and engagement initiatives for our workforce. The Committee prioritises initiatives that align to the headspace way, that highlight cultural learnings and provide opportunities for social engagement that enhance wellbeing and collaboration between teams.

Supported by the Committee, headspace hosted events and campaigns to engage our employees, celebrate and recognise the diversity of our workforce, and drive our culture of inclusion. These events included:

- **Lunar New Year** – an engaging and educational event with activities aimed at learning more about Lunar New Year and the Year of the Snake.
- **International Women’s Day** – we partnered with UN Women Australia, a charity that raises funds for and awareness of UN Women’s work across the Pacific and around the world.
- **Cultural Walks** – 26 Melbourne-based employees attended two Cultural Walks with the Koori Heritage Trust and learnt more about the First Nations people who inhabited and cared for the land that we work on today.
- **Acknowledge This** – as part of Reconciliation Week, we hosted a workshop where participants gained a deeper understanding of Acknowledgement of Country and explored how to develop personal and authentic Acknowledgements.
- **Blood Donation Campaign** – each June we promote the importance and the lifesaving work of blood donations and support our people to donate using the blood, platelet and plasma donation leave in the enterprise agreement.



our commitment to safety and wellbeing

At headspace, health and safety is an integral part of our culture. We have a dedicated team committed to ensuring the safety and wellbeing of everyone in our workplace. Our vision for health, safety and wellbeing is active engagement of all members of the headspace community, speaking up and sharing ideas for continuous improvement, supporting each other and striving for excellence together.

expanding our health and safety committees

We have expanded our health and safety committees and now have health and safety representatives (HSR) in all state offices. Our HSR group is involved in twice-yearly site inspection audits and attends regular committee meetings.

growing our health and safety hub

The work health and safety (WHS) team developed a health and safety hub, where all policy, resources, digital noticeboards, Employee Assistance Program (EAP) and wellbeing initiatives are available and promoted for our workforce to access easily.

We produced a video series of short wellbeing and meditation videos that are designed to encourage breaks, movement, focus and ending the day well.



We produced a video series of short wellbeing and meditation videos that are designed to encourage breaks, movement, focus and ending the day well.



our supporters make our work possible

together, we're changing what's possible

This year, headspace supporters' generosity made an extraordinary impact on young people and their families. At headspace, support from community (including donations, partnerships and community fundraising) powers innovation, and creates programs, opportunities and connections which support our vision that all young Australians are mentally healthy and engaged in their communities.



\$3.7m

In FY 2025, headspace received \$3.7 million in donor and supporter contributions across individual giving, philanthropy, community fundraising and partnerships.



together, headspace and its donors and supporters:



delivered 234 online peer chats, reaching 3,354 young people and families⁶



hosted 31 mock work interviews and trained 16 corporate mentors, helping young people take their first steps into employment



ran 17 workplace workshops to strengthen mental health literacy in businesses across Australia



grew our Peer Work team to 98 workers across 61 centres, harnessing lived experience to support the mental health and wellbeing of young people



pushed for better mental health alongside over 40,000 people in The Push-Up Challenge, raising more than \$2.84 million for headspace and headspace Centres

⁶ This count is made up of a unique count of individuals who accessed the peer chat via a headspace Account, combined with a non-unique count of individuals who accessed the peer chat without logging into a headspace Account ("Guests"). It is not possible to create a unique count of Guests, as if Guests access Online Communities multiple times, at each visit they are counted as a new Guest.



Behind these numbers is a young person who has been supported by headspace at a crucial time in their lives, and these stories are only possible because of our donors and supporters.



donors and supporters helped open doors to work

For many young people, a first job is more than a paycheck. It's about purpose, independence and believing in the future.

This year, donors and supporters helped 62 young people gain the skills, confidence and networks they need to move closer to employment through the headspace Career Mentoring Program, where young people work one-on-one with a mentor in their chosen industry.



62 young people gained the skills, confidence and networks they need to move closer to employment through the headspace Career Mentoring Program.

volunteers stepping up

From AFL to Canva, Telstra to Disney, corporate volunteers shared their skills and time to help young people prepare for work through our Mock Interviews and Career Mentoring volunteer programs.

- 96% of mentors said their mentee's confidence grew
- 97% of volunteers said they better understood the challenges young people face
- 100% agreed volunteering improved their workplace culture.

**100%**

100% agreed volunteering improved their workplace culture.

creating mentally healthy workplaces

This year the headspace Clinical Training and Practice team co-designed campaigns for World Mental Health Day, delivered tailored workshops, and reviewed partner messaging to ensure mental health is always communicated safely and that workplaces across Australia are better equipped to support young employees.



harnessing lived experience

Sometimes the most powerful support comes from someone who's been there. Peer Workers use their own lived experience to build trust, reduce stigma, and show recovery is possible.

This year we launched new training and supervision pilots, and a national community of practice for Peer Workers. Today, 98 Peer Workers are active across 61 centres, helping young people feel seen, safe and hopeful.

family inclusive practice

Family Inclusive Practice is a powerful way we can improve mental health outcomes for young people, and a central pillar of good care. It is made possible entirely through support from the community.

Research shows that when a young person's family are involved in their care, recovery is stronger, services are more effective and family also feel more supported. While it is best practice to include family in care, many headspace clinicians report that they lack the confidence, skills and resources to do so. Thanks to our supporters, headspace has been able to provide specialist training and resources to headspace clinicians and other key headspace staff, and developed practical resources for family supporting a young person.



supporting First Nations communities



Local yarning circles built trust and cultural safety, and facilitated the sharing of community-led solutions.

The First Nations Community Connections Pilot, led by Elders and cultural experts, created safer spaces for Aboriginal and Torres Strait Islander young people to seek support and improve their social and emotional wellbeing. Local yarning circles built trust and cultural safety, and facilitated the sharing of community-led solutions.

partnerships making change possible

headspace is deeply grateful to the corporate and philanthropic partners who powered change this year

philanthropic partners

Domino's Minds & Meals and **Funlab** supported online communities and peer chats.

TPG Telecom Foundation backed digital goal-setting tools for 100,000+ young people.

Grant Thornton Foundation funded multicultural youth resources and international student support.

Dexus joined as a new partner, amplifying awareness of headspace nationally.

AFL activated mental health awareness at the Grand Final Eve Lunch, and headspace launched as their new charity partner.

Sportsgirl collaborated with four First Nations artists on a tote bag collection celebrating healing and empowerment.

The LAROI Foundation launched a youth-designed t-shirt campaign during The Kid LAROI's 2024 tour, connecting creativity and mental health.

We also acknowledge our philanthropic supporters — from foundations and family trusts to individual donors, including those who wish to remain anonymous. Your generosity fuels the innovation young people need.

our major donors

GW Foundation

Annie Murray Fortune Estate

The Leg-Up Foundation

Harry Cohnery Charitable Foundation

Peter and Celia Sitch Family Charitable Foundation

Auler and Hoch, a giving fund of the APS Foundation

McKnight Family Charity, a giving fund of the APS Foundation

Waterwheel Foundation

Some of our major donors choose to remain anonymous and we recognise and appreciate their contribution as well.

community champions

this year, everyday Australians also stepped up in extraordinary ways:

- Ben Welch ran 444km in six days, raising \$500,000 for rural headspace Centres in Victoria
- over 2,000 people in Sydney, Brisbane and Perth walked together at sunrise for Darkness into Light, raising funds for and awareness of headspace and youth mental health
- 12-year-old Eli Dempster shaved his head at school assembly in front of 500 school mates, raising almost \$4,300 for headspace. Eli said “When I decided to shave my head, I wanted to make a difference. Thank you headspace for the work you do to support youth mental health.”

These moments prove that when communities rally behind young people the impact is significant.

looking ahead

in the 2026 financial year, we'll continue to:

- expand support where it is needed most – reaching more young people in regional and rural communities
- deepen inclusion and cultural safety – ensuring families, multicultural communities, and First Nations young people feel supported and seen
- innovate with our partners – developing new ways for young people to connect with support online, in their schools, workplaces and communities.

Every donation, partnership and fundraising effort ensures headspace can meet young people where they are, with the right support at the right time. Together, we can change what's possible for the next generation.



When I decided to shave my head, I wanted to make a difference. Thank you headspace for the work you do to support youth mental health.

-Eli Dempster



Ben Welch





financial report for the year ended 30 June 2025

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



directors' report

for the year ended 30 June 2025

The directors of headspace National Youth Mental Health Foundation Ltd (“the Company”) present their report on the Company for the year ended 30 June 2025.

Directors

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

- Donna Burns
- Annette Carruthers AM
- Andrew Chanen
- John Harvey
- Anne Murphy Cruise (resigned 3 March 2025)
- Robbie Sefton AM
- Ben Shields
- Jason Trethowan.

Company Secretary

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

- Kerry Costanzo
- Candida Bruce (acting 16/09/24 to 15/11/24).

Principal Activities, Objectives and Measures of Performance

During the financial year ended 30 June 2025, the principal activities of the company consisted of delivering mental health and vocational services including online and telephone counselling, support to schools and universities, training, health promotion, mental health awareness and suicide prevention activities to support young people, parents, carers and the community. We continued our national role which included licencing, accreditation, and support for the headspace Centres, enhancing workforce development, translating the evidence base through the network of 172 headspace network, providing advice to government, undertaking stigma reduction awareness campaigns, and improving health and mental health outcomes for young people in Australia.

Operating Results

The operations of the Company for the financial year resulted in a surplus of \$2,063,902 (2024: deficit of \$153,121). The surplus was mainly due to the timing of recognition of income against incurred expenditure for the non-government funded activities of the Company including fundraising.

Contributions on Winding Up

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

Review of Operations

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

The primary operating activities for the company included national support to the headspace network of 172 headspace Centres, including support to local operators establishing new headspace services; licencing, accreditation, and general day to day support to headspace Centres; enhancing workforce development; translating the evidence base through the headspace network; providing advice to government; undertaking stigma reduction awareness campaigns. The organisation continued delivery of the Youth Online and Telephone Counselling Program (ehespace) and other digital mental health services, headspace Work & Study Online service delivery, and headspace Schools and Communities support programs. headspace continued its role as a service delivery partner for Beyond Blue’s Be You initiative providing services to primary and secondary schools nationally. In the financial year the company administered and dispersed funding on behalf of governments to support activities including continuation of natural disaster flood recovery related activities and support for placement of student and graduate allied health professionals in headspace Centres.

Significant Changes in the State of Affairs

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

- ehespace – digital mental health program
- Work & Study Online and IPS Program Management (DSS)
- headspace University Support
- headspace Early Psychosis
- Early Career Program
- Contract amendments were also provided for a small number of Commonwealth agreements providing a small increase for indexation on some agreements including the National Leadership in Mental Health, headspace Digital Work & Study, headspace Mental Health in Education and Community-Based Eating Disorder Support.

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

Matters Subsequent to the end of the Financial Year

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

Likely Developments and Expected Results of Operations

The National Leadership in Mental Health contract is due for renewal in mid-2026 and will occur following a Commonwealth government review of headspace funding to headspace National and the headspace Centre network. The expected result is a renewal of the contract with possible changes in deliverables and performance measures.

Recent announcements relating to headspace+, additional outreach services and two remote services for the headspace network will result in additional resourcing requirements for headspace National to support these initiatives.

Environmental Regulation

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

Information on directors

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

Name and special responsibilities	Qualifications and Experience
Ben Shields Board Chair Member of the First Nations Cultural Governance Advisory Committee	<p>headspace Board Member and Chair since 23 November 2021</p> <p>Ben is a senior-level professional with 25 years of corporate strategy, strategy execution and transformation experience.</p> <p>In his corporate career and as a consultant, Ben has worked throughout Asia (China, Singapore, Hong Kong, Indonesia, Korea, Japan), the US and UK, primarily in areas of growth strategy, mergers and acquisitions strategy, commercial and operational due diligence and strategy execution and organisational transformation. He is currently Managing Director of the Global Advisory group of SLR Consulting, a leading sustainability consulting firm.</p> <p>In his community, Ben is a passionate believer in the importance of empowering young people to reach their potential and is a Board member of the PCYC NSW.</p> <p>He is a highly analytical decision-maker with extensive experience in building, turning around and operating companies, along with proven history of commercialising new ideas and leading in dynamic and diverse circumstances.</p> <p>Ben has a Master of Business Administration from the University of Western Australia and is a Graduate of the Australian Institute of Company Directors.</p>
Annette Carruthers AM Chair of the Quality and Clinical Governance Committee Member of the Finance and Audit Committee	<p>headspace Board member since 30 August 2016</p> <p>MBBS (Honours), FRACGP, FAICD, GradDipAppFin.</p> <p>Annette is an experienced non-executive director in health, financial services, infrastructure and aged care. Current appointments include Director of Little Company of Mary Healthcare Ltd, and Director of Catercare Pty Ltd. She is a panel member with the Australian Financial Complaints Authority.</p> <p>Annette has qualifications in finance, superannuation and corporate governance and has a special interest in risk management.</p> <p>Medically trained, Annette continues to work part-time as a General Practitioner. In her career she has focused on clinical risk management and quality improvement in a wide range of health services.</p> <p>Previous directorships include ASX listed nib Holdings, AMP Capital’s Aged Care Investment Trust, Hunter Infrastructure and Investment Advisory Board, Multiple Sclerosis Australia, National Heart Foundation (NSW Division), Hunter Medicare Local, Hunter Area Health Service and the NSW Board of the Medical Board of Australia.</p> <p>In 2021, Annette was awarded an AM in the Queen’s Birthday honours in recognition of her efforts to improve the quality of healthcare, including the establishment of the GP Access After Hours service in the Hunter.</p>

Name and special responsibilities	Qualifications and Experience
Anne Murphy Cruise Member of the Finance and Audit Committee Resigned 3 March 2025	<p>headspace Board member from 30 August 2016 to 3 March 2025</p> <p>LLB (Honours), MA (Honours), Dip. Ed (Honours), BA (Honours), admitted as a Barrister and Solicitor of the Supreme Court of Victoria.</p> <p>Anne is a senior lawyer at Macquarie Capital, specialising in equity capital markets’ transactions. Prior to this, Anne was in private practice and has extensive experience in corporate governance, legal compliance and general corporate matters.</p> <p>Anne is Deputy Chair of the Business Law Section of the Law Council of Australia and is Co-Chair of the ECM Legal Committee of the Australian Financial Markets Association.</p> <p>Anne is a Director on the Board of the Australian Brandenburg Orchestra.</p> <p>Anne was appointed to the Orygen Board in March 2025 following her resignation from the headspace Board.</p> <p>Anne is also on the Melbourne Advisory Committee of Enterprise Ireland, the Irish government’s innovation and trade agency, which fosters promotion of Irish enterprises in Australia.</p> <p>Anne is the Chair of the Macquarie Group PRIDE Executive and is also a member of the National Executive of LGBTQ Allies Forum. She actively promotes LGBTIQ+ rights and diversity in the workforce and is involved in sector mentoring at Macquarie.</p> <p>Before commencing her career in the law, Anne was a senior foreign language teacher in Victorian schools, teaching French and German.</p>
John Harvey Chair of the Finance and Audit Committee Member of the Quality and Clinical Governance Committee Member of the First Nations Cultural Governance Advisory Committee	<p>headspace Board member since 7 May 2018</p> <p>MBA, PhD, BSc (Hons) Genetics, BSc, FAICD.</p> <p>John has had an extensive career as a Board director and brings a broad range of generalist skills and experiences to the headspace boardroom.</p> <p>A scientist by trade, John worked as a researcher in the health and agriculture sectors prior to managing the Australian wine industry’s national Research and Development Corporation as Executive Director.</p> <p>John is currently Chair of the Studio Nine Group of Architects, Stellan Capital, Foodbank SA/NT, and the Australian Wine Research Institute's board nominations committee. He is a non-executive director of Helping Hand Aged Care, Foodbank Australia and Revenir Winemaking, as well as a Trustee for the South Australian Grains Industry Trust.</p>

Name and special responsibilities	Qualifications and Experience
Robbie Sefton AM Member of the Finance and Audit Committee	<p>headspace Board member since 26 November 2019</p> <p>Robbie is a nationally respected leader, strategist and advocate who has lived, worked and travelled extensively across regional, rural and remote Australia. She brings to headspace deep insights into the challenges and opportunities facing communities outside major urban centres, and is widely recognised for her contributions to regional development and social impact.</p> <p>Robbie is a recipient of numerous honours, including being named a Westpac AFR Woman of Influence and the AgriFutures NSW Rural Woman of the Year. She is a graduate of the Australian Rural Leadership Program and served on the Board of the Australian Rural Leadership Foundation for six years. Her past appointments include membership on the Reserve Bank of Australia's Small Business Finance Advisory Panel.</p> <p>In 2019, Robbie was appointed Chair of the Independent Panel commissioned by the Australian Government to assess the social and economic conditions of the more than two million people living in the Murray-Darling Basin. The panel's work focused on understanding the impacts of the Basin Plan on local communities, including Aboriginal and Torres Strait Islander communities, and provided strategies to support adaptation and resilience. The report continues to inform government policy and long-term monitoring of the region.</p> <p>Robbie currently holds several high-profile leadership positions, including:</p> <ul style="list-style-type: none">• Board Member, Great Barrier Reef Marine Park Authority• Independent Non-Executive Director, CRC for High Performance Soils <p>Recent leadership roles include:</p> <ul style="list-style-type: none">• Deputy Chair, National Australia Day Council• Chair, Independent Panel on the Murray-Darling Basin social and economic assessment <p>In recognition of her extensive service to agribusiness and to the community, Robbie was appointed a Member (AM) in the General Division of the Order of Australia in the 2023 Australia Day Honours.</p>
Donna Burns Chair of the First Nations Cultural Governance Advisory Committee Member of the Quality and Clinical Governance Committee	<p>headspace Board member since 6 October 2022</p> <p>Donna has a Bachelor of Nursing from the University of Western Sydney and a Graduate Diploma in Public Administration from University of Sydney. She is a Graduate of the Australian Institute of Company Directors, and an Affiliate Member of the Congress of Aboriginal and Torres Strait Islander Nurses and Midwives.</p> <p>Donna has more than 25 years' experience in the healthcare sector, with a strong focus on organisational change leadership for the past decade. Her professional experience includes time as Deputy CEO with The Healing Foundation, and as CEO of Australian Indigenous Doctors Association.</p> <p>Donna currently holds an advisory role with June Health and formally held Board roles with Q-bital Healthcare Solutions, Gayaa Dhuwi (Proud Spirit) and Huntington's Queensland. Donna is currently a member on the Lowitja Institute's National Aboriginal and Torres Strait Islander Ethics Leadership Group.</p> <p>She is passionate about executive leadership, sound governance, climate health and as a proud Wiradjuri descendant is committed to strengths based Indigenous leadership, equity of access, Cultural Governance and Cultural Competency.</p>

Name and special responsibilities	Qualifications and Experience
Andrew Chanen Member of the Quality and Clinical Governance Committee	<p>headspace Board member since 16 October 2023</p> <p>Professor Andrew Chanen MBBS (Hons); B.Med.Sci. (Hons); MPM; PhD; FRANZCP</p> <p>Andrew is a psychiatrist, researcher, and leader in youth mental health. He is Chief of Clinical Practice and Head of Personality Disorder Research at Orygen in Melbourne, Australia, and a Professorial Fellow at the Centre for Youth Mental Health, The University of Melbourne. He is also Chief of Innovation, Research, and Clinical Excellence at Parkville Youth Mental Health and Wellbeing Service in Melbourne.</p> <p>Andrew leads an internationally recognised program of youth mental health research, treatment innovation, and service development. Throughout his career, Andrew has championed early intervention and evidence-based policy in youth mental health. He has produced over 250 scientific publications in high-impact international journals and has received competitive grant funding from the National Health and Medical Research Council, Medical Research Future Fund, and Australian Research Council.</p> <p>Andrew serves on the Editorial Boards of several journals, and on expert national and international groups. He is a Past President of the International Society for the Study of Personality Disorders (ISSPD). His work has been recognised with several awards, including the 2023 ISSPD Perry Hoffman Award for Research, the 2023 Royal Australian and New Zealand College of Psychiatrists Ian Simpson Award, and the 2017 Award for Distinguished Achievement in the Field of Severe Personality Disorders from the Borderline Personality Disorder Resource Centre and Personality Disorder Institute, New York.</p>
Jason Trethowan Executive Director	<p>headspace Board member since 27 March 2024</p> <p>Jason Trethowan commenced as CEO of headspace National Youth Mental Health Foundation in January 2017.</p> <p>Prior to working at headspace, Jason held previous CEO positions from 2007 which included being CEO of Western Victoria Primary Health Network.</p> <p>Jason was a Board Director of Barwon Health from 1 July 2017 to 30 June 2023.</p> <p>He is a Board Director of Gforce Employment Solutions and the Laroi Foundation. He has achieved qualifications in Health Information Management, Health Informatics, and master's in business administration.</p>

There were no loans made to directors by the Company.

Meetings of Directors

The number of meetings of the Company’s Board of Directors and of each Board committee held during the year ended 30 June 2025, and the number of meetings attended by each Director were:

Director	Board meetings		Finance and Audit Committee meetings		Quality and Clinical Governance Committee meetings		First Nations Cultural Governance Advisory Committee meetings	
	A	B	A	B	A	B	A	B
Donna Burns	7	8			5	5	2	2
Annette Carruthers AM	7	8	4	5	5	5		
Andrew Chanen	8	8			5	5		
John Harvey	8	8	5	5	5	5	2	2
Anne Murphy Cruise	5	6	1	3				
Robbie Sefton AM	7	8	3	5				
Ben Shields	8	8	5	5	4	5	1	2
Jason Trethowan	8	8	5	5	4	5	2	2

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

A – Number of meetings attended

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

Non-Audit Services

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

Non-audit services costs of \$19,000 were incurred in the 2025 Financial year relating to advice on wage code and participation guide review. Details of the amounts paid or payable to the auditor (RSM Australia Partners) for audit services provided during the year are also set out in Note 17 to the financial report.

Auditor's Independence Declaration


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

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


Ben Shields
Chair, on behalf of the directors


John Harvey
Chair, Finance and Audit Committee

Dated this 8th day of October 2025



RSM

RSM Australia Partners

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AUDITOR'S INDEPENDENCE DECLARATION


As lead auditor for the audit of the financial report of **headspace** National Youth Mental Health Foundation Ltd for the year ended 30 June 2025, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

(i)

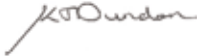
the auditor independence requirements of the Australian Professional Accounting Bodies in relation to the audit; and

(ii)

any applicable code of professional conduct in relation to the audit.



RSM AUSTRALIA PARTNERS




K J DUNDON
Partner

Melbourne, VIC
Dated: 8 October 2025

THE POWER OF BEING UNDERSTOOD
AUDIT | TAX | CONSULTING

RSM Australia Partners is a member of the RSM network and trades as RSM. RSM is the trading name used by the members of the RSM network. Each member of the RSM network is an independent accounting and consulting firm which practices in its own right. The RSM network is not itself a separate legal entity in any jurisdiction.
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Registered office

Level 38, 360 Elizabeth St
MELBOURNE VIC 3000

Principal place of business

Level 38, 360 Elizabeth St
MELBOURNE VIC 3000

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

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

The financial statements were authorised for issue by the directors on 08 October 2025. The directors have the power to amend and reissue the financial statements.

statement of profit or loss and other comprehensive income

for the year ended 30 June 2025

	Note	2025	2024
		\$	\$
Operating Revenue			
Revenue from services and Government grants		74,610,312	78,538,658
Interest		2,559,749	2,896,532
Fundraising		3,784,156	2,532,739
Other revenues from operating activities		451,498	428,673
Net gain on disposal of right of use and other assets	7 (d)	575,703	-
Revenue from operating activities	3	81,981,418	84,396,602
Operating expenses			
Employment		55,629,211	56,702,496
Occupancy		1,055,339	1,084,892
Grant payments		6,423,463	8,889,248
Consultancy		2,023,409	2,478,491
Sub-contracts with member organisations		150,000	271,310
Governance		451,724	378,815
Travel		1,973,352	2,355,414
Information and technology		5,158,918	4,564,300
Communications and marketing		2,948,840	3,028,106
Depreciation and amortisation	4 & 7 (d)	2,014,123	2,281,723
Finance costs	7 (d)	175,020	224,571
Other operating and administration expenses		1,914,117	2,290,357
Expenses from operating activities	3	79,917,516	84,549,723
(Deficit) / surplus before income tax		2,063,902	(153,121)
Income tax expense	1e	-	-
(Deficit) / surplus after income tax expense from continuing operations		2,063,902	(153,121)
Other comprehensive income			
Other comprehensive income, net of tax		-	-
Total comprehensive income for the year		2,063,902	(153,121)

The accompanying notes form part of these financial statements.

financial position

for the year ended 30 June 2025

	Note	2025	2024
		\$	\$
ASSETS			
Current assets			
Cash assets	2	37,051,315	45,230,604
Trade and other receivables	5	3,273,724	2,649,169
Total current assets		40,325,039	47,879,773
Non-current assets			
Leasehold improvements, IT and office equipment	6	668,326	413,932
Right of use assets	7	2,521,916	4,584,971
Total non-current assets		3,190,242	4,998,903
Total assets		43,515,281	52,878,676
LIABILITIES			
Current liabilities			
Trade and other payables	8	2,666,779	2,985,463
Lease liabilities	9	722,491	1,801,570
Provisions	10	8,645,084	8,677,626
Contract liabilities	11	13,988,147	22,557,080
Total current liabilities		26,022,501	36,021,739
Non-current liabilities			
Lease liabilities	9	2,094,344	3,590,864
Provisions	10	1,619,629	1,551,168
Total non-current liabilities		3,713,973	5,142,032
Total liabilities		29,736,474	41,163,771
Net assets		13,778,807	11,714,905
Members' funds			
Accumulated surplus	12	13,778,807	11,714,905
Total members' funds		13,778,807	11,714,905

The accompanying notes form part of these financial statements.

statement of changes in equity
for the year ended 30 June 2025

	Note	Accumulated surplus	Total
		\$	\$
Balance at 30 June 2023		11,868,026	11,868,026
Total comprehensive income / (loss) for the year	12	(153,121)	(153,121)
Balance at 30 June 2024		11,714,905	11,714,905
Total comprehensive income / (loss) for the year	12	2,063,902	2,063,902
Balance at 30 June 2025	12	13,778,807	13,778,807

The accompanying notes form part of these financial statements.

statement of cash flows
for the year ended 30 June 2025

	Note	2025	2024
		\$	\$
Cash flows from operating activities			
Receipts from Government grants and other operations (incl GST)		77,920,510	82,145,075
Payments to employees and suppliers (incl GST)		(86,279,170)	(92,945,800)
Interest received		2,559,749	2,896,532
Interest expense on lease liabilities and other finance costs paid		(175,020)	(224,571)
Net cash inflow from operating activities		(5,973,931)	(8,128,764)
Cash flows from investing activities			
Payments for leasehold improvements and office equipment		(497,063)	(259,989)
Net cash outflow from investing activities		(497,063)	(259,989)
Cash flows from financing activities			
Repayments of lease liabilities		(1,708,294)	(1,649,096)
Net cash outflow from financing activities		(1,708,294)	(1,649,096)
Net (decrease) in cash and cash equivalents		(8,179,288)	(10,037,848)
Cash and cash equivalents at the beginning of the financial year		45,230,604	55,268,452
Cash and cash equivalents at the end of the financial year		37,051,315	45,230,604

The accompanying notes form part of these financial statements.

notes to the financial statements

for the year ended 30 June 2025

Note 1: Material accounting policy information

The accounting policies that are material to the company are set out below. The accounting policies adopted are consistent with those of the previous financial year, unless otherwise stated.

New or amended Accounting Standards and Interpretations adopted

The company has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

Any new or amended Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

Basis of preparation

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

Historical cost convention

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

Early adoption of standards

The Company has not elected to early adopt any accounting standards for this reporting period (2024: None).

Critical accounting estimates and judgements

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

to the financial report are disclosed in Note 19.

a. Functional and presentation currency

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

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

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

c. Revenue recognition

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

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

Revenue from services and Government grants

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

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

Note 1: Material accounting policy information (continued)

Interest

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

Fundraising

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

d. Expenses

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

e. Income tax

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

f. Cash and cash equivalents

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

g. Trade receivables

Trade receivables are initially recognised at fair value and subsequently measured at amortised cost using the effective interest method, less any allowance for expected credit losses. Trade receivables are generally due for settlement within 30 days (2024: 30 days). They are presented as current assets unless the collection is not expected for more than 12 months after the reporting date.

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

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

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

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

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

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

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

Class of fixed asset	Depreciation rate
Office equipment	25% - 100%
Leasehold improvements	33.3% - 100%
ROU assets	33.3% - 66.6%

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

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

Note 1: Material accounting policy information (continued)

i. Trade and other payables

Trade and other payables represent the liability outstanding at the end of the financial year for goods and services received by the Company which remain unpaid. Due to their short-term nature, they are measured at amortised cost and are not discounted. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability (2024: 30 days).

j. Employee entitlements

Short-term obligations

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

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

Other long-term employee benefit obligations

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

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

Defined contribution superannuation expense

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

k. Contract liabilities

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

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

l. Lease liabilities

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

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

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

m. Goods and Services Tax (GST)

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

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

Note 1: Material accounting policy information (continued)

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

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

n. Impairment of assets

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

o. Lease make good provision

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

p. Current and non-current classification

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

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

Note 2: Cash and Short-Term Deposits

	2025	2024
	\$	\$
Cash at bank	10,354,660	8,668,279
Short term deposits	26,696,655	36,562,325
Total cash and cash equivalents	37,051,315	45,230,604

Note 3: Revenue

	2025	2024
	\$	\$
<i>Revenue from contracts with customers</i>		
Grant income	74,610,312	78,538,658
Total revenue from contracts with customers	74,610,312	78,538,658
<i>Other revenue</i>		
Interest	2,559,749	2,896,532
Fundraising	3,784,156	2,532,739
Other revenues from operations	451,498	428,673
Total other revenue	6,795,403	5,857,944
Total revenue from continuing operations	81,405,715	84,396,602

	2025	2024
	\$	\$
Revenue from contracts with customers by timing of revenue		
Revenue recognised over time	74,610,312	78,538,658
Total operating revenue	74,610,312	78,538,658

Revenue for the financial year includes funding under agreements with the Commonwealth of Australia primarily as represented by the Department of Health, Disability and Ageing, Federal and State Government bodies and grant funding from subcontractor agreements. The Company has deferred Government grant revenue of \$ 13.99m as disclosed in Note 11.

Note 4: Expenses from operating activities

	2025	2024
	\$	\$
Expenses from operating activities have been determined after:		
<i>Depreciation and amortisation</i>		
Leasehold improvements	9,458	7,885
Office equipment	206,184	338,108
Right of use assets	7 (d) 1,798,481	1,935,730
Total depreciation and amortisation	2,014,123	2,281,723
Short-term lease payments	1,055,339	1,084,892
Superannuation expense	5,486,233	6,057,560

Note 5: Trade and other receivables

	2025	2024
	\$	\$
Current		
Trade and other receivables	1,493,707	1,311,234
GST Receivable	216,664	-
Prepayments	1,563,353	1,337,935
Total trade and other receivables	3,273,724	2,649,169

Note 6: Leasehold improvements and office equipment

Note 6 (a): Leasehold improvements

	2025	2024
	\$	\$
Leasehold improvements at cost	1,618,671	1,642,598
Less accumulated depreciation	(1,592,363)	(1,606,832)
Total leasehold improvements	26,308	35,766

Note 6 (b): Office equipment

	2025	2024
	\$	\$
Office equipment at cost	2,735,973	2,710,401
Less accumulated depreciation	(2,093,955)	(2,332,235)
Total office equipment	642,018	378,166

Net book value	668,326	413,932
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Note 6 (c): Movements in carrying amounts

	Leasehold improvements	Office equipment	Total
	(\$)	(\$)	(\$)
Carrying amount as at 30 June 2023	15,119	484,816	499,937
Additions	28,532	231,459	259,991
Disposals	-	-	-
Depreciation	(7,885)	(338,111)	(345,996)
Carrying amount as at 30 June 2024	35,766	378,164	413,932
Additions	-	497,064	497,064
Disposals	-	(27,028)	(27,028)
Depreciation	(9,458)	(206,184)	(215,642)
Carrying amount as at 30 June 2025	26,308	642,015	668,326

Note 7: Right-of-Use assets

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

	2025	2024
	\$	\$
Properties - right-of-use	3,962,114	9,721,511
Less accumulated depreciation	(1,440,198)	(5,136,540)
Total right-of-use assets	2,521,916	4,584,971

Note 7 (b): Properties - right-of-Use

	2025	2024
	\$	\$
Brisbane – Queen St	-	3,514,105
Brisbane – Ann St*	1,681,963	-
Melbourne**	-	3,580,912
Sydney	2,017,473	2,017,473
Perth	262,678	262,678
Others***	-	346,344
Total right-of-use assets	3,962,114	9,721,512

Note 7 (c): Net right-of-use assets

	2025	2024
	\$	\$
Brisbane – Queen St	-	2,300,504
Brisbane – Ann St*	1,565,160	-
Melbourne**	-	895,228
Sydney	825,330	1,192,143
Perth	131,426	197,096
Total net right-of-use assets	2,521,917	4,584,971

* Brisbane – Ann St lease commenced and was capitalised effective 01 February 2025 with a 6-year lease term.

** Melbourne Latrobe St lease ended on 30 June 2025 and was derecognised.

New Elizabeth St, Melbourne lease commenced effective 1 August 2025 with a 7-year lease term. *** Others include Adelaide, WA, Townsville, NT leases that ended prior to FY25

Note 7 (d): Impact on profit and loss

	2025	2024
Operating revenue	\$	\$
Gain on Brisbane lease derecognition, recognised through profit and loss	602,731	-
Operating expenses		
Amortisation of ROU asset	1,798,481	1,935,730
Finance cost	175,020	224,571

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

Note 8: Trade and other payables

	2025	2024
Current	\$	\$
Trade payables	1,041,716	1,379,511
Other payables	1,625,063	1,808,193
Total trade and other payables	2,666,779	3,187,704

Refer to Note 18 for further information on financial instruments.

Note 9: Lease liabilities

	2025	2024
Current	\$	\$
Lease liability	722,491	1,801,570
	722,491	1,801,570
Non-current		
Lease liability	2,094,344	3,590,864
Total lease liabilities	2,816,835	5,392,434

Future lease payments

Future lease payments are as follows

Within one year	861,150	1,968,623
One to five years	2,351,619	3,785,772
	3,212,769	5,754,395

Note 10: Provisions

	2025	2024
Current	\$	\$
Employee entitlements – annual leave	3,400,154	3,606,129
Employee entitlements – long service leave	1,876,066	1,587,678
Provision for Purchased Leave	3,560	-
Provision for underspent grants	3,365,304	3,483,819
	8,645,084	8,677,626
Non-current		
Employee entitlements – long service leave	1,619,629	1,551,168
Total provisions	10,264,713	10,228,794

Note 11: Contract liabilities

	2025	2024
Current	\$	\$
Contract liabilities	13,988,147	22,557,080
Total contract liabilities	13,988,147	22,557,080

Contract liabilities consists of deferred income carried forward for future periods of \$13.99m (2024: \$22.49m).

Note 12: Accumulated surplus

Movements in accumulated surplus were as follows:

	2025	2024
	\$	\$
Balance as at 1 july	11,714,905	11,868,026
Surplus / (deficit) after income tax expense for the year	2,063,902	(153,121)
Balance as at 30 June	13,778,807	11,714,905

Note 13: Members' guarantee

The Company is limited by guarantee. If the Company is wound up the liability of each member is limited to a maximum of \$100 towards meeting any outstanding obligations of the Company. At 30 June 2025 the number of members was 5 (2024: 5).

Note 14: Economic dependence

The continuing operation of the Company is dependent upon periodic renewal of funding agreements with several Federal, State or other funders but primarily the Commonwealth of Australia as represented by the Department of Health, Disability and Ageing. The Company currently has a two-year grant agreement with the Department expiring 30 June 2026 for the primary core funding providing national leadership in mental health and enabling headspace support and governance of the centre network.

Note 15: Contingencies

Contingent assets

The Company does not have any contingent assets of a material nature which have not already been dealt with in these financial statements (2024: Nil).

Contingent liabilities

The Company has given bank guarantees as at 30 June 2025 of \$1,508,218.03 (2024: \$956,900) to various landlords for commercial leases.

Note 16: Related party disclosures

Note 16 (a): Key management personnel compensation

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

	2025	2024
Key management personnel benefits:	\$	\$
Compensation to key management	3,413,591	3,363,474
	3,413,591	3,363,474

Note 16 (b): Directors' remuneration

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

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

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

Andrew Chanen (headspace Board member since 16 October 2023) is Chief of Clinical Practice and Head of Personality Disorder Research at Orygen. During the financial year, \$9,503 of fundraising donation funds have been raised in favour of Orygen and remitted to them by the Company.

During the financial year, \$271,370 (2024: \$279,168) has been paid by the Company to Orygen in the form of grants as lead agency managing certain Centres.

One of the headspace executive directors is also a non-executive director at Gippsland Primary Health Network (GPHN). GPHN is the commissioning agency for both Relationships Australia and Latrobe Community Health Service which operate a few headspace Centres. During the financial year, \$8,543

(2024: \$11,095) of fundraising donation funds have been raised in favour of Relationships Australia and Latrobe Community Health Service.

During the financial year, \$62,262 (2024: \$61,524) has been paid by the Company to Latrobe Community Health Service in the form of grants as lead agency managing a Centre.

Note 16 (d): Transactions with Centre of Excellence

The Company maintains a Centre of Excellence to provide research services. Orygen is the subcontractor for the Centre of Excellence. Andrew Chanen is Chief of Clinical Practice and Head of Personality Disorder Research at Orygen. During the financial year, payments were made by the Company to Orygen for the Centre of Excellence totalling \$150,000 (2024: \$271,310). \$37,500 (2024: \$Nil) remained outstanding at year end.

Note 17: Remuneration of auditors

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

	2025	2024
Audit and other services	\$	\$
Audit services		
Audit of the financial statements	75,805	74,150
	75,805	74,150
Other services		
Compliance assessment	19,000	9,000
	19,000	9,000
Total audit and other services	94,805	83,150

Note 18: Financial risk management

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

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

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

	2025	2024
Financial assets	\$	\$
Cash assets	37,051,315	45,230,604
Trade and other receivables (excl prepayments & GST receivable)	51,493,707	1,311,234
Total financial assets	38,545,022	46,541,838

Note 18: Financial risk management (continued)

Trade and other payables (excl GST payable)	8	2,666,779	3,187,704
Provision for underspent grants	10	3,365,304	3,483,819
Lease liabilities	9	2,816,835	5,392,434
Total financial liabilities		8,848,918	12,063,957

(a) Market risk

(i) Interest rate risk

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

(ii) Price risk / foreign currency

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

(ii) Sensitivity analysis

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

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

2025	Carrying Amount	Interest Rate Risk	
		+150bps	-150bps
Financial assets	(\$)	(\$)	(\$)
Cash assets	37,051,315	555,770	(555,770)
Trade and other receivables (excl. GST payable and GST receivable)	1,493,707		
Financial liabilities			
Trade and other payables (excl. GST payable)	2,666,779		
Provision for underspent grants	3,365,304		
Lease liabilities	2,816,835		
Total increase / decrease		555,770	(555,770)

Note 18: Financial risk management (continued)

2024	Carrying Amount	Interest Rate Risk	
		+150bps	-150bps
Financial assets	(\$)	(\$)	(\$)
Cash assets	45,230,604	678,459	(678,459)
Trade and other receivables (excl. prepayments)	1,311,234		
Financial liabilities			
Trade and other payables (excl. GST payable)	3,187,704	-	-
Provision for underspent grants	3,483,819	-	-
Lease liabilities	5,392,434	-	-
Total increase / decrease		678,459	(678,459)

Weighted average interest rate applicable to lease liabilities is 5.48% for 30 June 2025 (2024: 3.62%)

(b) Credit risk

Credit risk arises from credit exposures to outstanding receivables.

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

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

(c) Liquidity risk

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

The Company is predominantly funded by The Department of Health, Disability and Ageing and the current Core funding agreement has an expiry date of 30 June 2026. The Company is also funded by other sources of revenue, including third-party grants.

Maturities of financial liabilities

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

Note 18: Financial risk management (continued)

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

2025	Less than 6 months (\$)	6 – 12 months (\$)	Total contractual cash flows (\$)	Carrying amount of liabilities (\$)
Contractual maturities of financial				
Trade and other payables	2,666,779	-	-	2,666,779
Provision for underspent grants	3,365,304	-	-	3,365,304

The contractual maturities for lease liabilities at 30 June 2025 are detailed in Note 9 Lease Liabilities

2024	Less than 6 months (\$)	6 – 12 months (\$)	Total contractual cash flows (\$)	Carrying amount of liabilities (\$)
Contractual maturities of financial				
Trade and other payables	3,187,704	-	-	3,187,704
Provision for underspent grants	3,483,819	-	-	3,483,819

(d) Fair value estimation

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

Note 19: Critical accounting estimates and assumptions

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

(a) Critical accounting estimates and assumptions

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

(i) Provision for underspent grants

The provision for underspent grants requires a degree of estimation and judgement. The level of provision is assessed by taking into account actual unspent balances on hand at 30 June 2025, as well as latest discussions and agreements with the grant funders.

Note 19: Critical accounting estimates and assumptions (continued)

(ii) Leasehold improvements and office equipment useful lives

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

(iii) Incremental borrowing rate

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

(iv) Lease term

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

(v) Long service leave

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

(vi) Revenue recognition

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

Note 20: Events after the reporting period

No matter or circumstance has arisen since 30 June 2025 (June 2024: NIL) that has significantly affected, or may significantly affect the Company's operations, the result of the operations, or the Company's state of affairs in future financial years.

Note 21: Company details

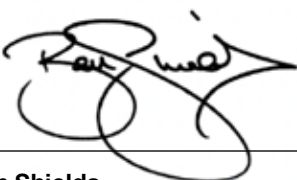
The Company is Company limited by guarantee, incorporated and domiciled in Australia.
The registered office and principal place of business of the Company is:
Level 38, 360 Elizabeth St, Melbourne, Victoria 3000


directors' declaration

- The directors of the Company declare that in the opinion of the directors:
- a. the attached financial statements and notes thereto are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, and:
 - i. give a true and fair view of the financial position as at 30 June 2025 and of the performance for the year then ended of the Company; and
 - ii. comply with Australian Accounting Standards – Simplified Disclosures, including the Interpretations; and
 - b. in the directors' opinion there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

On behalf of the Directors


Ben Shields
Chair on behalf of the directors


John Harvey
Chair, Finance and Audit Committee

Dated this 8th day of October 2025



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INDEPENDENT AUDITOR'S REPORT

To the Members of headspace National Youth Mental Health Foundation Ltd

Opinion

We have audited the financial report of headspace National Youth Mental Health Foundation Ltd, which comprises the statement of financial position as at 30 June 2025, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information and the declaration by those charged with governance.

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

- (a) giving a true and fair view of the registered entity's financial position as of 30 June 2025 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards – *Simplified Disclosures* under AASB 1060 *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2022*.

Basis for Opinion

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

We confirm that the independence declaration required by the ACNC Act, which has been given to the Trustees of the Trust, would be in the same terms if given to the Trustees as at the time of this auditor's report.

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

Other Information

Those charged with governance are responsible for the other information. The other information comprises the information included in headspace National Youth Mental Health Foundation Ltd's annual report for the year ended 30 June 2025, but does not include the financial report and the auditor's report thereon.

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Other Information (continued)

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

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

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

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

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

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

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

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

Independence

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

RSM AUSTRALIA PARTNERS

K J DUNDON
Partner

Melbourne, VIC
Dated: 8 October 2025

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headspace Centres and services operate across Australia, in metro, regional and rural areas, supporting young people in Australia and their families to be mentally healthy and engaged in their communities. headspace National Youth Mental Health Foundation is a child safe organisation.



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



headspace is committed to eliminating all forms of discrimination in its programs and services. headspace celebrates and values all identities, experiences, cultures, abilities, faiths, bodies, sexualities, and gender identities through continuous reflection and ongoing improvement. headspace celebrates and values the diverse and intersectional living experiences of lesbian, gay, bisexual, transgender and gender diverse, intersex, queer and asexual (LGBTIQA+) young people, family and communities

headspace National Youth Mental Health Foundation is funded by the Australian Government.