

# Doing good is in our DNA

2024 Foundations Impact Report



From back left: Soheyila, Joss, Danni, Joe, Hedayat, Mohammad, Meru, Luke, Monica, Catherine, scholars and community partners.

# About Us

## Investing in change that matters since 1879

Since creating its first philanthropic foundation 140 years ago, Westpac Group has gone on to establish a family of five foundations which are investing in change that matters – job creation, next generation leaders and supporting children and young people to thrive.

This year we've consolidated the achievements of Westpac, St.George, BankSA and Bank of Melbourne Foundations, along with Westpac Scholars Trust to better highlight the collective impact we're having throughout the local communities we serve.

### Vision

We are determined to make a difference by backing the people and organisations that are building better futures for all Australians.

Together, we are seeking to:

- create 10,000 jobs for people facing barriers to mainstream employment (target exceeded in FY24)
- award 100 scholarships a year forever, to individuals transforming the future of Australia
- improve educational and wellbeing outcomes for children and young people

### Strategic approach

We support people right throughout their life journey, from early childhood through to adulthood, with access to crucial education, leadership development and employment opportunities.

We focus on these areas because we believe they are powerful pathways out of disadvantage, provide a sense of purpose and an opportunity to contribute to our communities. Given many people across Australia face barriers to education and employment, we aim to partner with people and organisations that are stepping up to tackle this challenge.

While each model is different, the foundations are focused on long-term impact, providing more than just funding. Wraparound support is also key to what we do, whether it's mentoring, workshops, referrals, collaborations or building leadership capabilities. We seek to develop the capacity of the people and organisations we support by leveraging resources within Westpac Group so our partners can scale their impact.



Young students at Ngutu College, a BankSA Foundation partner.

We acknowledge the First Peoples of Australia and recognise their ongoing role as Traditional Custodians of the land and waters of this country. We acknowledge Aboriginal and Torres Strait Islander employees, partners and stakeholders, and pay our respects to their Elders, both past and present.

Throughout this report: use of the pronouns 'we' and 'our' refers to one or more of the following foundations, including Westpac Foundation, St.George, BankSA and Bank of Melbourne Foundations as well as Westpac Scholars Trust. Westpac Group provides support to the Westpac Community Trust and the Westpac Buckland Fund (known as the Westpac Foundation), Westpac Scholars and the St.George Foundation Trust (known as St.George Foundation, BankSA Foundation and the Bank of Melbourne Foundation). While the Westpac Group was involved in establishing these foundations, they are non-profit organisations that are separate to the Westpac Group. The trustee of St.George Foundation Trust is a related body corporate of the Westpac Group.

# The Year in Review

## Jane Calvert

*Head of Foundations and Community, Westpac Group*

2024 has been a standout year with much to celebrate. The foundations continued to deliver on their purpose by investing \$10.7 million toward a tremendous group of scholars, social enterprises and community organisations committed to creating a brighter future for Australia. In the last decade, they've now invested more than \$100 million toward job creation, next generation leaders and helping young people thrive – now that's something I'm really proud of!

A lot of work goes into delivering the foundations' grant programs, so I was delighted to see they were finalists for Best Grants Program in the 2024 Australian Workplace Giving Awards, with the outcome yet to be determined at the time of writing.

This year the foundations also launched an inaugural national awareness campaign, 'Doing good is in our DNA' to celebrate the collective impact of all five foundations under one umbrella, driving increased visibility amongst external and internal audiences. Each individual foundation also thrived, achieving strategic milestones, attaining record application volumes, surpassing fundraising targets and much more.

I want to take a moment to thank foundation partners, collaborators, board members and employees for all their contributions in 2024. I'm incredibly proud of everything foundation partners and scholars are achieving.

## Amy Lyden

*CEO, Westpac Foundation and Westpac Scholars Trust*

What a momentous year it's been for Westpac Foundation and Westpac Scholars Trust. In 2015 Westpac Foundation set an aspirational goal to help create 10,000 jobs for people facing barriers to employment by partnering with social enterprises. We hoped to achieve our goal by 2030, however in 2024 we surpassed this milestone – five years ahead of target. This is due to the hard work of our grant partners to make Australia more inclusive.

In 2024 we also announced the recipients of the pioneering Work Integration Social Enterprise (WISE) Grant, valued at \$4.7 million and funded by a coalition of philanthropic foundations, including Westpac Foundation.

Meanwhile Westpac Scholars Trust has invested \$4.9 million in 100 scholars in 2024, bringing the total number of scholars to 824! The W100 is a rich and diverse alumni network, and we are seeing many scholars embarking on collaborations – tech startups, programs in mental health and researchers working together to ensure Australia continues to foster ground-breaking research.

It takes leadership to create positive change, which is why this is a key pillar of the Westpac Scholars program. This year we delivered eight residentials, with over 90 sessions and 100 speakers. We are grateful for our university and program delivery partners who help make these programs transformational for our scholars.

## Sally-Anne O'Brien

*CEO, St.George Foundation, BankSA Foundation and Bank of Melbourne Foundation*

I'm so proud of what we've achieved this year and the changes we've made to enhance our impact and better support children and young people reach their potential. In April we launched our refreshed social impact strategy, which focuses on addressing educational disadvantage and increasing connection and participation – improving education outcomes and wellbeing.

Soon after, we awarded our first round of Inspire and Thrive Community grants under our new strategy. Each of our new partners are delivering innovative programs in local communities that expand access to education, enhance learning outcomes and build social connections for children and young people facing the greatest challenges.

In the theme of continuous improvement, we also conducted a new relationship survey to better understand our partners' experience with us and how we can further support them. This was such a beneficial process that is already improving processes and strengthening relationships.

We couldn't deliver our grant programs without the robust fundraising efforts that fuel them. This year, we hosted some hugely successful signature events including the St.George Foundation Ball which raised over \$800,000. We also launched a second raffle alongside our sell-out Adventure Awaits raffle which sold over 6,500 tickets and raised more than \$320,000.



Amy Lyden, Sally-Anne O'Brien, Jane Calvert.

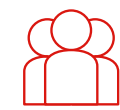
## 2024 Snapshot

In the last decade we've invested \$100 million toward job creation, next generation leaders and young people



**\$10.7m**

Total awarded in 2024\*



**15k+**

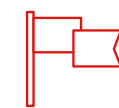
Total number of beneficiaries since 2015



**\$100m+**

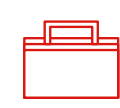
Total invested since 2015

### Investment by focus area in 2024



**\$4.96m**

Next generation leaders



**\$2.87m**

Job creation



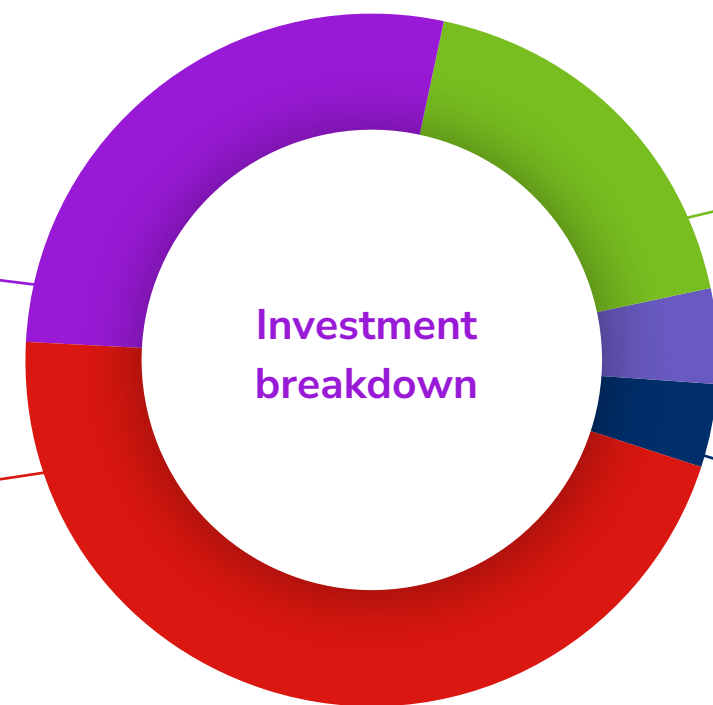
**\$2.87m**

Education and wellbeing to help children thrive

### Investment by foundation in 2024

**\$2.87m**

**\$4.96m**



Investment breakdown

**\$1.90m**

Bank of Melbourne Foundation

**\$502k**

bankSA Foundation

**\$476k**

## Helping Create 10,000 Jobs



Shayama, employee from Free to Feed, a Westpac Foundation partner.

In 2024, Westpac Foundation surpassed its aspirational goal to help create 10,000 jobs for people facing barriers to employment, five years ahead of its 2030 target. We achieved this major milestone by partnering with social enterprises like Free to Feed which empowers people from refugee and asylum seeker backgrounds to overcome barriers to social and economic inclusion through training and employment opportunities.

**“Westpac Foundation’s support of our business has been instrumental in our journey towards sustainable growth.”**

Loretta Bolotin, Free to Feed's CEO.

\*This report summarises the grants and scholarships we awarded as well as our fundraising activities during the financial year 1 October 2023 to 30 September 2024. Dollar values and grant numbers are for grants approved during the financial year.

# Impact Spanning Sectors and States

Our diverse programs are transforming lives across Australia and beyond

## Grant programs

Across the foundations, we offer four different grant programs to jobs focused social enterprises and smaller community organisations focused on delivering inclusive education and wellbeing initiatives to children and young people throughout Australia.

96

2024 grant partners\*

## Grant partners by region

 64% Metro

 36% Regional






State	Grant Partners	Scholars
ACT	1	4
NSW	37	31
NT	3	-
QLD	11	14
SA	13	4
TAS	1	4
VIC	24	27
WA	6	13

## Jobs focused programs

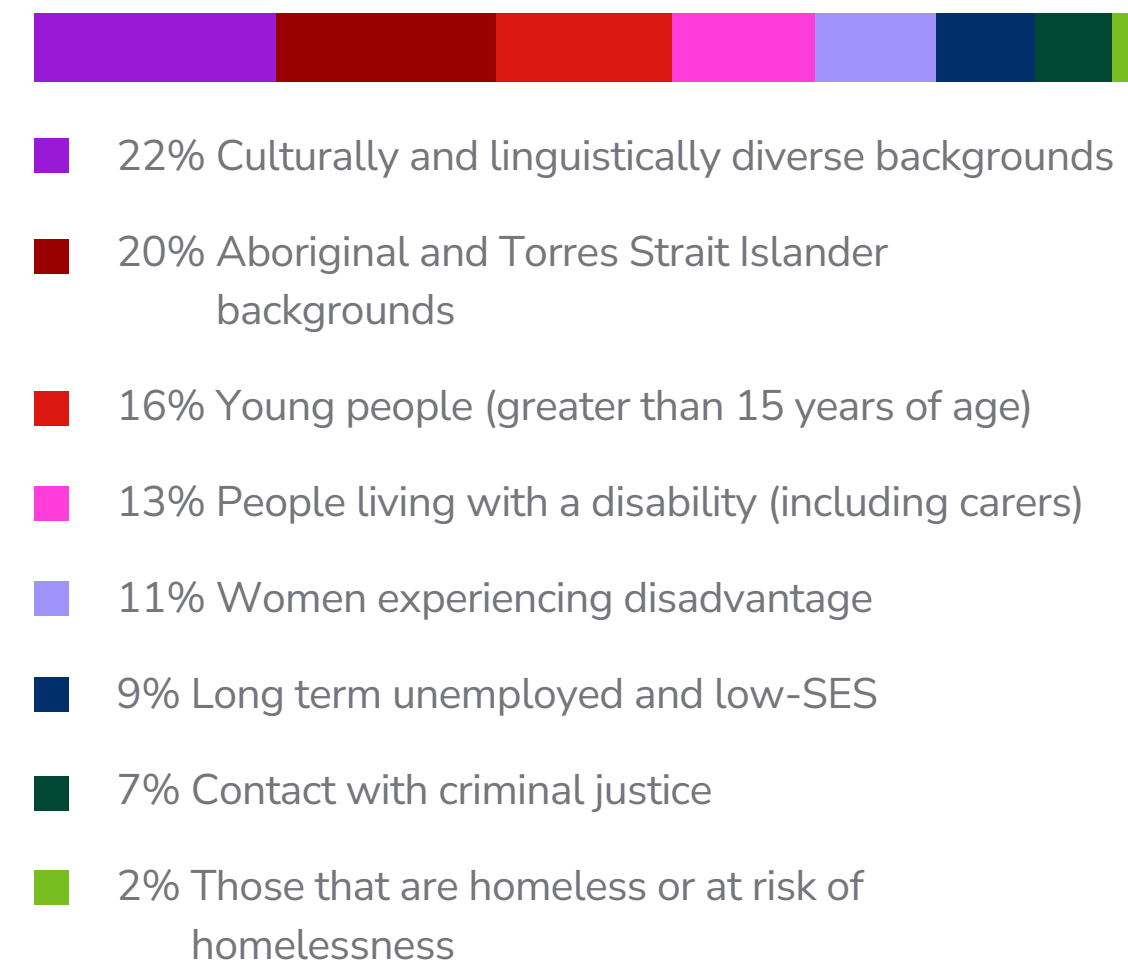
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Jobs focused partners

## Top 5 sectors

-  27% Hospitality or food services
-  24% Landscape, maintenance or building
-  7% Green, environmental or recycling
-  2% Caring
-  40% Other

## Jobs focused partners by priority area





## Education and wellbeing programs

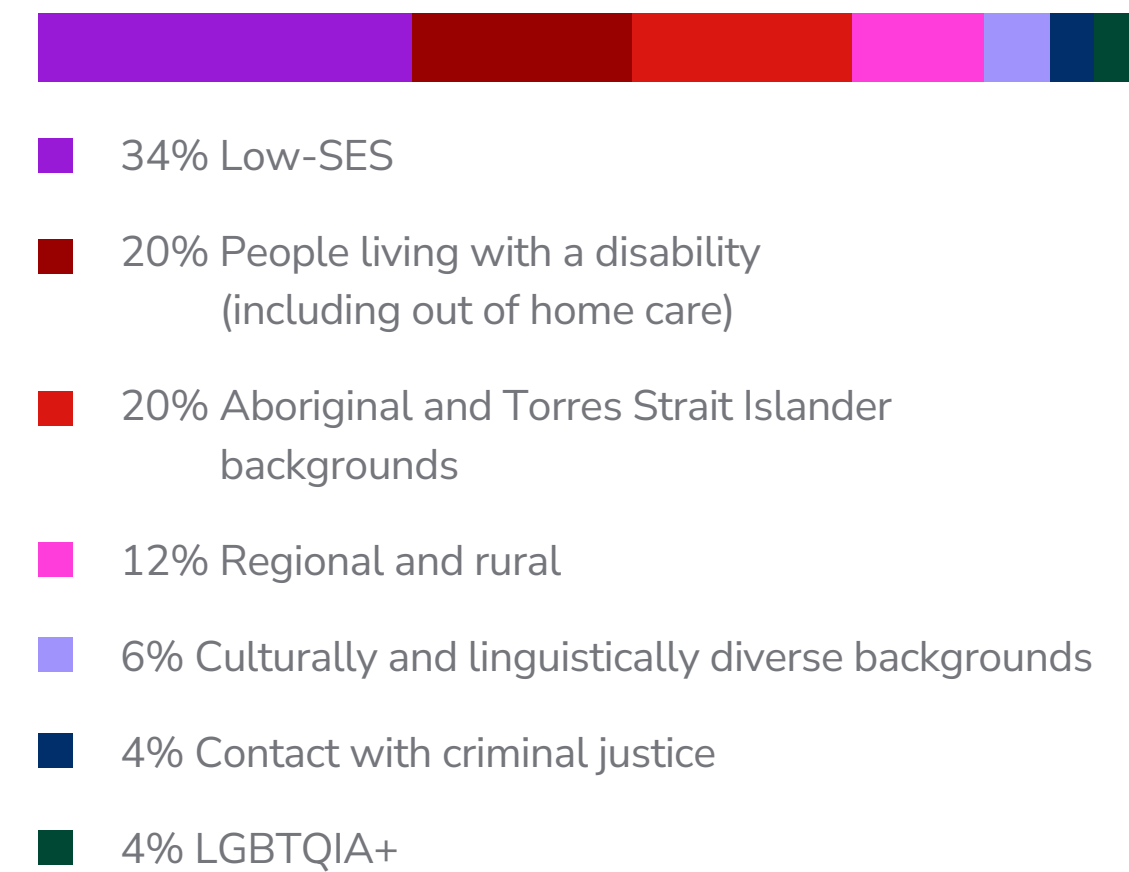
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Education and wellbeing focused partners

## Investment by sector\*\*

-  68% Social and emotional wellbeing
-  32% Education

## Education and wellbeing partners by priority area\*\*



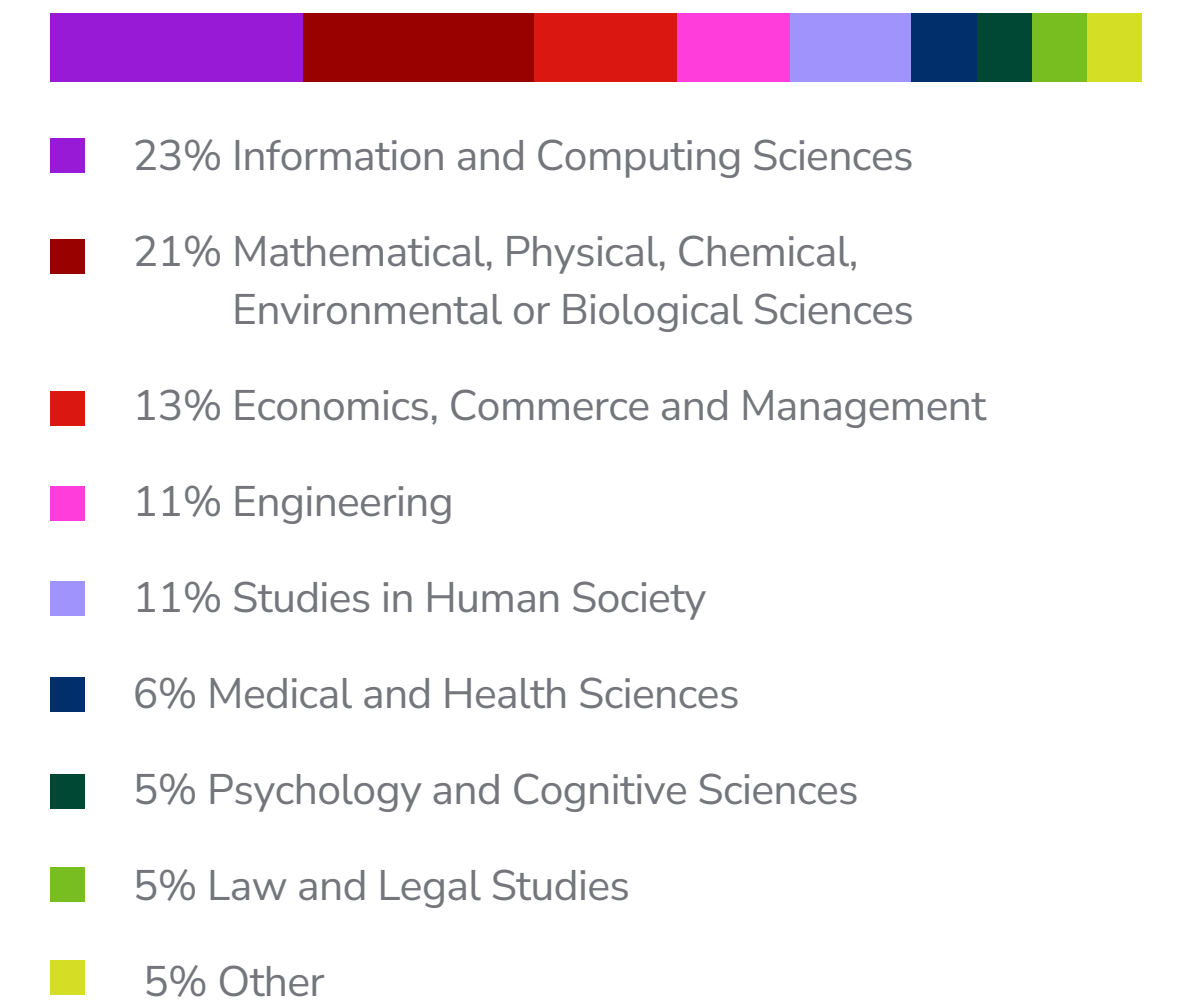
## Scholarship programs

100

2024 scholars\*\*\*

The five scholarship programs offered by Westpac Scholars Trust cater to undergraduate and postgraduate students, early career researchers and social entrepreneurs pursuing education and leadership development in the four areas we believe are critical to the prosperity of Australia. We partner with 14 world-renowned Australian universities to deliver these programs.

## Scholars by field of study\*\*\*\*



\*Three community partners received grants from multiple foundations and were only counted once. This includes Dismantle, Backtrack and For Change Co. \*\*Discretionary grant recipients were excluded from education and wellbeing grant partner sector and priority area count. \*\*\*Three scholars discontinued their studies in 2024. \*\*\*\*For scholars studying or completing research with our university partners, including Young Technologists, Asian Exchange Scholars, Future Leaders and Research Fellows.

## Westpac Group Employee Impact

Westpac Group employees are passionate about advocating for, participating in and leading social change

Westpac Group is uniquely positioned to support our social enterprise and community partners with the people power within its employee network. They offer a range of programs that enable Westpac Group employees to combine their skills and experience with their passion for social change to help organisations scale and grow.

### Westpac Group Programs

#### Community Ambassador Program

Through the Community Ambassador Program, Westpac Group employees are matched with our foundation's community partners over a 12 month period to help them tap into the skills, resources and networks at Westpac Group and beyond.\*

#### Board Observer Program

Our Board Observer Program enables senior and emerging leaders at Westpac Group to join one of our partner organisations' board meetings as an observer over 12 months and to attend a six-module governance program led by the Future Directors Institute. Co-designed with MinterEllison, the program has supported over 300 Observers and 126 Boards since launching in 2018.

**3,129 hours**

Total individual Westpac skilled volunteer hours excluding Jawun secondments\*\*

**40**

Board Observers in 2024

**86%**

Community organisations involved in our Board Observer Program agreed their observer was able to add value by bringing skills and perspective to the organisation\*\*\*

**89%**

Inclusive Employment Grant partners said our non-financial support was effective for their organisation\*\*\*\*

## Benefiting the broader community



The Freedom Hub CEO, Sally Irwin with Westpac employee, Belinda Ramirez.

In 2024, Belinda Ramirez, a Westpac Group employee from the Procurement team, joined the Community Ambassador Program and was paired with The Freedom Hub, a social enterprise on a mission to end modern slavery in Australia.

It was the perfect partnership because Belinda is part of a broader network within Westpac executing the bank's Human Rights Position Statement and Action Plan. She was thrilled to support a cause and organisation so aligned with her personal sense of passion and purpose. Belinda has since joined the Freedom Hub as a Board Director.

**“The experience broadened my worldview, deepened my understanding of modern slavery, and honed my skills in collaborative problem-solving.”**

*Belinda Ramirez, Westpac Group employee.*

\*In the financial year ending 30 September 2024 no new Community Ambassadors were appointed, though we had 65 active participants.\*\*Skilled volunteering hours completed during work time only. \*\*\*Results from Board Observer Program – Host Board 2023 Survey. \*\*\*\*Results from Inclusive Employment Grants 2024 End of Program Survey.



# Westpac Scholars Trust


Investing in 100 scholarships a year  
to empower next generation leaders.


# Westpac Scholars Impact Snapshot

100 scholarships a year, forever

We attract and invest in outstanding people to find new and better ways to contribute to Australia's progress across four focus areas including technology, social issues, environmental sustainability and Australia's engagement with Asia.

 **\$4.96m**  
Awarded to scholars in 2024\*

 **100**  
Scholarships awarded in 2024\*\*

 **824**  
Scholars since 2015

 **\$45m**  
Awarded since 2015\*\*\*

 **+89**  
Net Promoter Score

 **14**  
University partners

## Leadership development

We help Westpac Scholars develop into world-class leaders equipped with the skills and networks they need to reach their full potential. Initiatives include:

- Bespoke leadership programs for each scholarship stream
- Access to global thought leaders
- Access to global experiences and networks

**138**  
Scholars that took part in Leadership Development Programs in 2024

**92%**  
Scholars acquired new skills that will enhance their ability to achieve their goals\*\*\*\*

**89%**  
Scholars agreed the Leadership Development Programs opened their mind to new ways of thinking about leadership\*\*\*\*

**92%**  
Scholars agreed the program has given them access to thought leaders they probably would not have had otherwise\*\*\*\*

## Empowering a network of scholars

We create opportunities for collaboration and networking to foster bold innovation and inspire the future generation of leaders. Initiatives include:

- Westpac 100 Scholars Network, (W100)
- Partnering with 14 universities to create lifelong access to professional development
- Access to Westpac Group networks
- Annual Westpac Scholars Summit

**223**  
Scholars connected through our Mentors in Residence Program in 2024

**88%**  
Scholars found value in collaborating with other Westpac Scholars to share and evolve ideas or projects\*\*\*\*

**82%**  
Scholars gained valuable support from a Westpac Group employee\*\*\*\*

**95%**  
Scholars agree that the Scholars Summit is valuable\*\*\*\*



Madeleine Stewart, 2024 Future Leaders Scholar.

**“I’ve found the Leadership Development Program more valuable than I could have imagined. I learnt a lot about who I am and what leadership means to me through very well-facilitated workshops, practical exercises, and meeting and growing with an incredible group of inspiring people. It was a challenging experience, but so rewarding and enjoyable, and I came out of it with a much better understanding of myself and how I can contribute to my community and the world.”**

## Total Westpac Scholars

<b>19</b> 2015	<b>105</b> 2016	<b>225</b> 2017	<b>314</b> 2018	<b>404</b> 2019	<b>462</b> 2020	<b>545</b> 2021	<b>640</b> 2022	<b>730</b> 2023	<b>824</b> 2024
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\*\$4.9m awarded in 2024 includes a total of \$605,359 contribution from The University of Melbourne and The University of Queensland. \*\*Three scholars discontinued their studies in 2024. \*\*\*\$5.8m provided by university partners The University of Sydney, The University of Melbourne, The University of Queensland and The Australian National University for the Research Fellowship program and RMIT for the Young Tech program. \*\*\*\*Results from the 2024 Westpac Scholars evaluation survey conducted between 29 April – 15 May 2024, with 178 respondents.



# Westpac Scholars Programs



## Westpac Research Fellowship

Working with some of Australia's leading research universities, we invest in the brightest, most innovative early career researchers to enable them to help influence positive change. Recipients receive a minimum of \$400,000 in flexible funding over three to five years.

**\$1.3m**

*awarded to 2 Westpac Research Fellows in 2024*



## Westpac Future Leaders Scholarship

The Future Leaders Scholarship was designed in partnership with Australia's leading universities to empower postgraduate students focused on creating a better Australia, investing up to \$120,000 in recipients' postgraduate, overseas experiences and leadership development.

**\$2.04m**

*awarded to 17 Westpac Future Leaders in 2024*

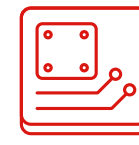


## Westpac Social Change Fellowship

A social innovation program focused on the growth and development of extraordinary individuals leading social change. Valued at up to \$50,000, the fellowship is tailored to the personal development needs of the individual to help them grow as a leader.

**\$500k**

*awarded to 10 Westpac Social Change Fellows in 2024*



## Westpac Young Technologists Scholarship

Scholarships designed for high school graduates passionate about technology and eager to explore its potential to be used for good. Valued at \$20,000, the program provides networking, leadership development and growth opportunities.

**\$700k**

*awarded to 35 Westpac Young Technologists Scholars in 2024*



## Westpac Asian Exchange Scholarship

Scholars have an immersive international experience to help develop their cross-cultural thinking and provide access to networking opportunities. Valued at \$12,700, the program aims to forge relationships between the next generation of Australian and Asian leaders.

**\$460k**

*awarded to 36 Westpac Asian Exchange Scholars in 2024*



Nicholas Prichard, 2023 Future Leaders Scholar.

**“The single most significant W100 collaboration, although there have been several others, is that I am working with two fellow Future Leaders Scholars to start a business. Our ambition is to make technical contributions to academia and industry that have a net positive benefit on the world. We are working towards these goals which is thoroughly rewarding.”**

# Westpac Scholars - 2024 Scholars

Each year, we strive to invest in people from different backgrounds, with different mindsets, values and views, in line with our belief that greater inclusion leads to greater diversity of ideas, perspectives and better outcomes.









**86%**

Westpac Scholars agree the program is inclusive of people from all walks of life\*

**88%**

Westpac Scholars agree the program promotes diversity in thinking and ideas\*

## 2024 Scholar Demographics

-  2% First Nations Australians
-  4% Disability
-  44% Male
-  56% Female
-  <1% Non-binary
-  18% Born overseas
-  16% First in family to attend university
-  41% Attended public high school

## Research Fellows

Dr Wing Yan Chan  
Dr Mickael Mounaix

## Social Change Fellows

Andrea Comastri  
Ifrin Fittock  
Luke Hallam  
Claire Lane  
Ninna Larsen  
Zac Lewis  
Jane Marx  
Carla Raynes  
Angelique Wan  
Maryam Zahid

## Future Leaders

Lenah Kauthar Ankliss  
Emma Bond  
Jack Boyse  
Ella Burgun  
Dr Adrian Cheng  
Harriet Cooling  
Taylor Cowell  
Alexa Dietrich  
Isabel Dunn  
Brynlea Gibson  
Dr Seamus Horan  
Michael Kassara  
Urvi Modak  
Natasha Naidu  
Peter Panizza  
Madeleine Stewart  
Bethany Yates

## Young Tech Scholars

Sahaya Merin Victor Babu  
Matthew Battisson  
Lily Baxter  
Luke Brennan  
Lucy Bullock  
Astra (Charlotte) Byfield  
Max Caruana  
Aryaman Chaudhary  
Vaneel Chetty  
Oisin Chretien  
Euan Christopher  
Zachary Chu  
Elisha Cordero  
Emily de Zwart  
Finlay Foster  
Andrew Heins  
Spencer Keeghan  
Claire Kitching  
Alicia Larme  
Zara Laver  
Badrinath Madhusudhan  
Thomas Moore  
Rebecca Mullock  
Matthew Nuske  
Beyza Ozdamar  
Brooke Powell  
Annabel Richmond  
Amelie Sedmak  
Vaughan Todd  
Alicia Wen  
Lani West  
Emma Wilson  
Loren Yusuf

## Asian Exchange Scholars

Georgia Arnold  
Avjay Bhar  
Ella Bindley  
Mia Casey  
Bill Chen  
Adam Choong  
Carmen Chung  
Georgi Coddington  
Arukakwa Ezeugo  
Madeleine Grisard  
Monty Hannaford  
Emer Hooi  
Hyunbae Jeon  
Maggie Khan  
Matthew Larsson  
Aimee Lawson  
Oliver Leeder  
Jade Li  
Jie Rui Lin  
Lauren Luchs  
Sarah Millward  
Aaron Moffatt  
Vaishnavi Muddam  
Alexza Faith Nival  
Holly Otto  
Nasrin Sadiqi  
Ansu Merin Soney  
Jemma Tan  
Parwin Taqawi  
Molly Topham  
Jing Yuan Wang  
Jordan Watt  
Taylor Yeung  
James Yong  
Shirley Zhang



Young Technologists Scholars in Singapore.

**“I’ve really valued learning alongside diverse minds. Not just disciplines. I think the scholarship is unique in the way it brings in people who are looking at complex problems from different perspectives.”**

*Evelyn Lambeth, 2023 Future Leaders Scholar.*

\*Results from the 2024 Westpac Scholars short-term survey conducted between 29 April – 15 May 2024, with 178 respondents.

# Westpac Scholars Trust – Impact in Action

## Shifting the needle on the disability sector

In 2011 Laura O'Reilly OAM and her brother Jordan founded Fighting Chance, a not-for-profit organisation that builds social enterprises to create change in the disability sector. Their inspiration came from their brother Shane, who lived with cerebral palsy until he passed away at 21.

Within Fighting Chance are four social enterprises, including Jigsaw, dedicated to training and transitioning people with moderate disability into mainstream employment, and Avenue, a day program that supports people of all abilities to complete work tasks, socialise, and develop individual skills. They also founded Hireup in 2015 to enable people with disability to book their own support workers.

Laura was awarded a Westpac Social Change Fellowship in 2018 and later the inaugural Helen Lynch AM Leadership Award in 2023, both of which supported her travelling abroad. First, she pursued innovation at Harvard and impact measurement at the School for Social Entrepreneurs in London. More recently she attended the Skoll World Forum, a global gathering of social entrepreneurs in Oxford, UK. To date, the organisations have turned over lifetime revenue of \$1.3 billion and provided approximately 22 million hours of support.

“Critically, we know from our impact measurement processes that the work we do makes the lives of the people we support measurably better, something I am extremely proud of,” says Laura. “And our work brings with it a degree of innovation and creativity that, even a decade after the launch of the NDIS, is still relatively unusual in our sector.”

“I am grateful to my brother Shane, whose journey as a young man with disability shaped my adult life and allowed me to find a calling and work that I deeply love.”

[Read the full story.](#)

## A transformative investment

Westpac Scholars Trust is investing in leading researchers shaping the future. Its early investment in Professor Ivan Kassal's research has led to ground-breaking progress in solar energy conversion and quantum computing.

In 2016, Prof Ivan Kassal, an early career researcher now based at the University of Sydney, received a Westpac Research Fellowship valued at \$550,000. Ivan has worked at the forefront of research in quantum science, including in solar energy and in quantum computing. The Fellowship covered his salary, research costs and professional development for three years and meant he could focus on his goal of translating fundamental scientific breakthroughs into advances in clean energy technology.

Ivan's team has also recently been awarded funding by the Wellcome Leap Quantum for Bio program (Q4Bio), a multimillion dollar US program focused on identifying applications in human health that will benefit from the quantum computers expected to emerge in the next three to five years.

Quantum computing could accelerate the design of new drugs or energy materials. “At the moment, a lot of work in drug and materials discovery is trial and error, with people hoping they'll stumble on something new,” he says. “Whereas if you had a computer that could accurately screen millions and millions of candidates, you could do a much better job at predicting new drugs, new batteries, new solar cells, all new kinds of materials that will underpin, for example, the clean energy transition.”

While Ivan can't say when we're likely to see practical applications of quantum computers, the time frame is becoming a lot closer, he says, thanks to funding. “Westpac Scholars Trust is investing in people who can have this longer term vision and these Fellowships in particular are a vote of confidence,” says Ivan.

[Read the full story.](#)

## A space scientist on a mission

Georgi Coddington, a University of Wollongong engineering student and 2024 Westpac Scholar, is on a mission to inspire more young people to consider studying and working in disciplines related to space.

Georgi is director of the Astra Program, which organises a summer program for tertiary students and young professionals to help them learn about the Australian space industry. “There's nothing like Astra that I've seen so far, and programs like this are really important,” she says. “Young people need a community of vibrant, motivated, passionate people that are like them.”

Participants benefit from seeing people of a similar age succeeding in the industry, and she points to Katherine Bennell-Pegg – Australia's first female astronaut – as a great role model for educating and inspiring young Aussies.

“Growing up in a rural area on a farm in Barwang, I never really knew that I could get into the space industry so changing that narrative is really important,” she says.

Georgi wants to raise awareness of the potential of Australia's space industry to add value to the economy, as well as creating stimulating, highly skilled jobs. “A lot of young people think that if they want to work in the space industry they have to go and work at NASA, so it's important for them to be able to see the potential that we have here,” Coddington says. “It's a great industry to be in and we want more people, especially young people, to be a part of that.”

[Read the full story.](#)



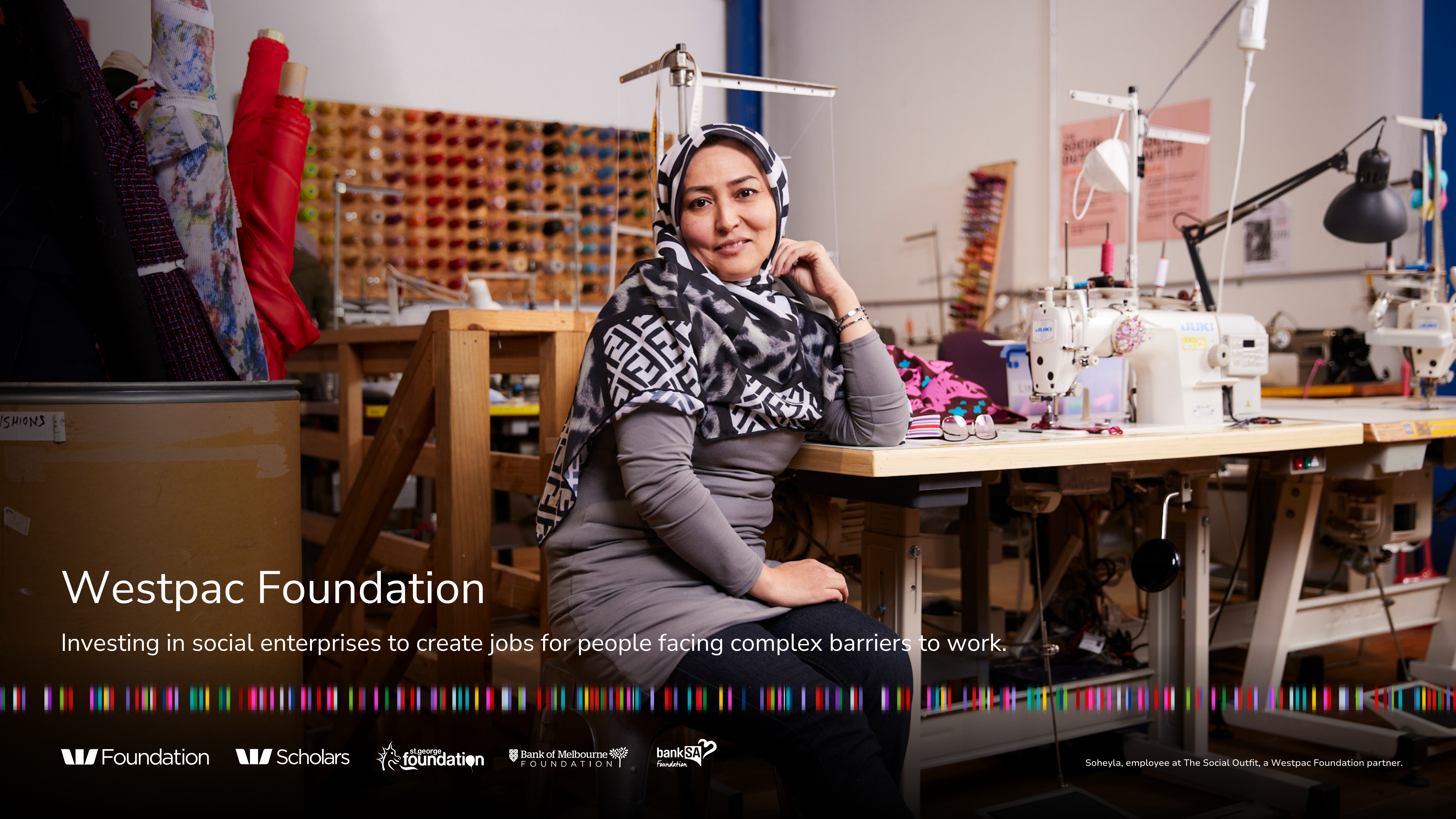
Laura O'Reilly, OAM, 2018 Social Change Fellow.



Professor Ivan Kassal, 2016 Research Fellow.



Georgi Coddington, 2023 Asian Exchange Scholar.



# Westpac Foundation

Investing in social enterprises to create jobs for people facing complex barriers to work.



Soheyla, employee at The Social Outfit, a Westpac Foundation partner.

# Westpac Foundation Impact Snapshot

## Helping to create jobs for people facing barriers to employment

We provide funding and capacity building support to social enterprises and community organisations that create jobs for people that face complex barriers to employment across Australia.

### Our collaborative model

Westpac Foundation builds long-term collaborations to create value for our community partners and support the social enterprise ecosystem more broadly. Initiatives include:

- Philanthropic collaborations, including the Work Integration Social Enterprise (WISE) Grant
- Pro bono partnerships including legal support via MinterEllison
- Procurement opportunities and referrals
- The RISE program, led by Social Impact Hub, which provides capacity building support to our social enterprise partners
- The WISE Hub – a working group of Social Enterprise Australia focussed on research and advocacy to attract public and private investment to the WISE sector

**\$2.87m**

Awarded to our grant partners in 2024

**45**

Grants awarded in 2024

**2,900**

Jobs created in 2024\*

**10,141**

Jobs created since 2015\*

**25**

Social enterprise projects received pro bono and advisory support through the RISE program

**\$1.36m**

Pro bono legal support provided to our community partners by MinterEllison in 2024

**\$250k**

Goods and services procured by Westpac Group from community partners in 2024

### Jobs created

<b>389</b>	<b>839</b>	<b>1,578</b>	<b>2,097</b>	<b>2,877</b>	<b>3,594</b>	<b>4,694</b>	<b>6,002</b>	<b>7,240</b>	<b>10,141</b>
2015	2016	2017	2018	2019	2020	2021	2022	2023	2024

\*Throughout this report: Jobs refer to the number of people from the social enterprise or community partner's disadvantaged target group that are employed on a full-time, part-time or casual/contract basis, as well as those that transition to another job as a result of our support of the social enterprise.



Hedayat Osyan, CEO and Founder of Community Construction (Westpac Foundation partner) with employee Mohammad.

# Westpac Foundation Grant Programs

## Inclusive Employment Grants

Our Inclusive Employment Grant (IEG) valued at \$50,000 over two years supports community organisations and social enterprises creating jobs and training opportunities for those facing complex barriers to employment. During 2024, we awarded 37 new grants valued at \$1.85 million.

Our 37 existing IEG partners also collectively created 2,181 jobs including self-employment opportunities in 2024 for people experiencing disadvantage.

**\$1.85m**

Awarded to Inclusive Employment Grant partners in 2024

**37**

Inclusive Employment Grants awarded in 2024

**2,181**

Jobs created by existing Inclusive Employment Grant partners in 2024

## Social Enterprise Grants

By invitation, we provide multi-year grants of approximately \$100,000 per year to help social enterprises with a proven model for job creation transition to their next stage of growth. Our grant partners collectively created 719 jobs in 2024 for people experiencing disadvantage.

**\$1.02m**

Awarded to Social Enterprise Grant partners in 2024

**8**

Social Enterprise Grants awarded in 2024

**719**

Jobs created by Social Enterprise Grant partners in 2024



Artists, Emma, Betty and Umatji from Mimili Maku Arts, a Westpac Foundation partner.

“Our professional capacity has significantly increased with the support of Westpac Foundation. The professional development offered through the Westpac Foundation Leadership Coaching program has been particularly beneficial.”

*Anna Wattler, Mimili Maku Arts.*

# Westpac Foundation Grant Partners

## Social Enterprise partners



### Australian Spatial Analytics (ASA)

Supported since 2020

Trains and employs neurodiverse young people in the field of data analytics.



### Dismantle

Supported since 2016

Supports at-risk young people through its commercial landscaping and property maintenance business.



### Good Cycles

Supported since 2014

Supports disadvantaged young people by offering careers in its retail bike stores and servicing, and car cleaning services.



### The Social Outfit

Supported since 2017

Supports refugee women to kick-start their Australian careers via their studio and retail clothing store.



### BackTrack Works

Supported since 2022

Provides training and employment opportunities for young people in the agricultural sector including asset maintenance, farming, metal fabrication and construction.

### Free to Feed

### Free to Feed

Supported since 2020

Empowers refugees, asylum seekers and newly arrived communities through careers in shared food experiences.



### Hotel Etico

Supported since 2022

Australia's first social enterprise hotel that trains and employs young people with disabilities.



### Warrama Li

New partner in 2024

Empowers young First Nations people living in Moree through job creation in construction, repair and maintenance of local housing.



### Beacon Laundry

New partner in 2024

Supports people facing barriers to work in a social enterprise commercial laundry based in Bangalow NSW.



### Fruit2Work

Supported since 2021

Creates job opportunities for those impacted by the justice system through its office pantry delivery service.



### Plate It Forward

Supported since 2022

Provides training and employment opportunities in the hospitality sector for members of Sydney's most vulnerable communities.

## 2024 Inclusive Employment Grant partners

### ACT: (1)

- Mower Shed  
– UnitingCare Kippax

### NSW: (13)

- Blak Cede – South Coast Women's Health and Welfare Aboriginal Corporation
- CareerSeekers New Australian Internship Program
- CommUnity Construction
- Confit Pathways Ltd
- Green Connect Illawarra
- LeaderLife Ltd
- Maliga Ngura Services Ltd
- Prisoners Aid Association of NSW
- The Freedom Hub
- The Shift Project Byron Inc
- Steps – ShoreTrack
- Studio A Ltd
- Wildflower Gardens for Good

### NT: (2)

- Enterprise Learning Projects
- Garuwa Creative PTY Ltd

### QLD: (3)

- Goodness Enterprises
- Lovewell Cafe – Hope Foundation Ltd
- Substation 33 – YFS Ltd

### SA: (4)

- Ananguku Mimiili Maku Arts Aboriginal Corporation
- Boost Program – MarionLIFE Community Services Inc
- GOGO Foundation Ltd / GOGO Events
- Miss MYSA Events

### TAS: (1)

- Bluegum Grounds  
– NOSS Tasmania Inc

### VIC: (11)

- All Things Equal Ltd
- Aroundagain – Christie Centre Inc
- Common Ground Project
- Enable Social Enterprises Ltd
- FiXit – Concern Australia Welfare Inc
- For Change Co.
- Youth Enterprises Australia - Civik
- Space2b Social Design Inc
- The Social Studio
- The Torch Project
- WomenCAN Australasia trading as The Placement Circle

### WA: (2)

- Foundation for Indigenous Sustainable Health
- The Underground Collective

## Westpac Foundation – Impact in Action



### Stepping up the fight to end modern slavery

Over the past decade, hundreds of people who have escaped enslavement in Australia have recovered with support from The Freedom Hub. With an aim to help many more, the social enterprise has evolved its model to tackle this insidious crime, with backing from Westpac Foundation.

At the heart of the enterprise is a ‘Survivor School’ which offers free, trauma-informed classes to assist survivors in their recovery and prepare them for the workforce. To underpin the program, CEO Sally Irwin launched a Sydney-based café, which offers catering and events, and an online retail store. More recently she’s added another arm to the enterprise, the Ethical Business Advisory Service.

To support this expansion, Sally has tapped into resources facilitated by Westpac Foundation to grow the business, such as brand development, leadership coaching, skilled volunteers and networking opportunities. “The team at Westpac Foundation intrinsically understands the importance of helping our business to thrive,” Sally says. “They give so much more than just money.”

[Read the full story.](#)



### Empowering new Australians with financial independence

With a vision for a world where all migrant, refugee, and asylum-seeker women are economically empowered, social enterprise SisterWorks has supported more than 3000 women on their pathway into work. With backing from Westpac Foundation, it’s set to support many more.

“Our approach is very different from mainstream employment service organisations,” says Ifrin Fittock, CEO of the Melbourne-based social enterprise. SisterWorks fosters a pipeline of job opportunities for its ‘Sisters’, both within its own businesses and by partnering with mainstream employers in well-suited industries – such as hospitality, warehousing and retail. To give the ‘Sisters’ the best opportunity to fill those roles, they take part in job-readiness training programs developed by SisterWorks with support from Westpac Foundation.

SisterWorks catapulted the expansion of its business earlier this year with the opening of a manufacturing hub. Made possible with WISE grant collaborative philanthropic funding including from Westpac Foundation, the new facility has doubled its production capacity enabling SisterWorks to strengthen its financial resilience by forging new business contracts.

“It’s vastly expanded our ability to bring in more business which means far more employment opportunities for the Sisters,” Ifrin says.

[Read the full story.](#)



### Pedal power tackles youth unemployment

From a humble idea to use bicycles as a force for positive change, Good Cycles has evolved into a diverse enterprise that has created employment pathways for more than 750 young people facing barriers to work, with support from a decade-long philanthropic partnership with Westpac Foundation.

While bikes remain central to the much-loved Melbourne-headquartered business, Good Cycles’ commercial services have branched out since 2013, with around 200 employees delivering offerings across four key divisions. Its ambition is to double the size of its workforce in the next few years – and this means taking on more young people into the program.

“The consistent grant funding to support the Youth Employment Program over the lifetime of the social enterprise has been so valuable in enabling the program to grow,” Kirra says. “The people we work with at Westpac Foundation understand what it is that we’re trying to do, they understand the social enterprise ecosystem, and they’re passionate about it. That’s played a key part in making it successful.”

[Read the full story.](#)



### Getting young people back on track

Regional NSW-based organisation BackTrack is known locally for living up to its powerful promise of keeping vulnerable young people alive, out of jail and chasing their hopes and dreams. With support from Westpac Foundation, it’s now scaling up its job-creation social enterprise to help more young locals transition into the world of independent work.

Since 2006, more than 1000 young people have been nurtured through BackTrack’s education and training program, which is underpinned by a simple philosophy: to offer whatever support each young person needs, for as long as they need it. Recent grant funding enabled them to expand their social enterprise ‘BackTrack Works’ – which has so far trained and employed around 100 young participants through contracts with local businesses, predominantly in the agricultural sector.

“We’re becoming a lot more sophisticated as an organisation, with more moving parts,” says Marcus Watson, CEO BackTrack. “The backing from Westpac has enabled us to invest in the capability of our team and improve our finance and governance systems – which ultimately enables us to create more jobs for the young people.”

[Read the full story.](#)





# St. George, BankSA & Bank of Melbourne Foundations

Investing in charities to help children and young people thrive.



Luke, student supported by the Morris Children's Fund, a St. George Foundation partner.

# St.George, BankSA and Bank of Melbourne Foundations Impact Snapshot

Ensuring every child has the opportunity to thrive

## Our impact

We're dedicated to supporting local charities that provide access to education, enhance learning outcomes and build social connections for children and young people. To do this we rely on the generosity of suppliers, customers, employees and the community to fund our vital grant programs.

**\$2.87m**

Invested in our grant partners in 2024

**54**

Charities supported in 2024

**14,142**

Children and young people supported in 2024\*

## Investment by foundation

**\$1.90 million**  
St.George Foundation

**\$502k**  
BankSA Foundation

**\$476k**  
Bank of Melbourne Foundation

## Investment by sector

**\$1.95 million**  
Social and emotional wellbeing

**\$900k**  
Inclusive education

**\$30k**  
Other\*\*\*\*

## Grant partners

**94%**

Grant partners were very / extremely likely to recommend the Foundation to their peers from another organisation\*\*

**89%**

Grant partners feel we do a very great job of creating genuine partnerships built on respect\*\*

**74%**

Grant partners feel we strengthen their internal capacity to deliver better outcomes\*\*

## Fundraising

With financial support for operational costs from Westpac Group, we focus on three areas for fundraising - events, raffles and payroll giving. Additionally, thanks to the incredible support of Westpac Group employees, we also benefit from employee led initiatives and activities. Westpac Group suppliers and customers continue to support our work through both financial contributions and by donating goods and services.

**\$1.87m**

2024 total fundraising revenue

**\$1.09m**

Events revenue

**\$446k**

Raffle revenue

**\$332k**

Payroll giving and employee activities revenue for St.George, BankSA and Bank of Melbourne Foundations\*\*\*

\*Figure reflects target beneficiaries as stated in grant partner applications and indicates intended reach. \*\*Data from 2024 Quality of Relationship Survey conducted from 19 June – 12 July. 36 recent charity partners responded. \*\*\*Westpac Group matches all eligible donations made by staff through payroll giving. \*\*\*\*Figure reflects total grants awarded at the discretion of the CEO to support children and young people.



Victoria Bowring, Head of ABCN Foundation, a St.George and Bank of Melbourne Foundation partner, with student Nima.

# St.George, BankSA and Bank of Melbourne Foundations Grant Programs

## Inspire Grants

The Inspire Grant aims to address educational disadvantage and uplift outcomes of children and young people facing barriers to reaching their potential. We support innovative approaches to education access, participation, learning and transition to further study or employment with grants of up to \$300,000 over three years.

**\$900k**

Invested in Inspire Grant partners in 2024

**8**

Inspire Grants in 2024\*

**2,563**

Inspire Grant target beneficiaries in 2024

### Investment by foundations



**\$710k**

St. George Foundation

**\$100k**

BankSA Foundation

**\$87k**

Bank of Melbourne Foundation

## Thrive Community Grants

Thrive Community Grants aim to improve the social and emotional wellbeing of children and young people by supporting their engagement in community life. We provide small, local charities with one-off grants of up to \$50,000 to assist children and young people connect with friends, family and the community, participate in activities that build resilience, develop new skills, and create a sense of belonging.

**\$1.95m**

Invested in Thrive Community Grant partners in 2024

**43**

Thrive Community Grants in 2024\*\*

**11,954**

Thrive Community Grant target beneficiaries in 2024

### Investment by foundations



**\$1.17m**

St. George Foundation

**\$410k**

Bank of Melbourne Foundation

**\$370k**

BankSA Foundation

\*Four Inspire Grants were awarded to new partners in 2024, while four are ongoing from previous multi-year agreements. Information and data in descriptions of Inspire Grant activities is provided by the relevant funded charity. \*\*Awarded to 42 Thrive grant partners. Information about Thrive Community Grant activity is derived from grant applications.



Participants of L2R Dance, a Bank of Melbourne Foundation Partner. Photography credit: NAMCHOPS.

**“BankSA Foundation’s support gives new meaning to our mission of discovering the unique abilities of young people on the Autism Spectrum.”**

*The Gold Foundation.*

# St.George, BankSA and Bank of Melbourne Foundations Grant Partners

## Inspire Grant partners



### Ganbina Inc\*

Supported since 2024

With a strong track record in regional Victoria, Ganbina is taking its Jobs4U2 education, training and employment programs to Queensland. Working with schools and community organisations, they are engaging locally to co-design approaches to improve education and employment outcomes for First Nations young people.



### KidsXpress\*

Supported since 2024

In a three-year partnership with Merrylands Public School, KidsXpress will provide tailored, whole-of-school, trauma-informed care for children living with the effects of trauma. The on-site support will include expressive therapy for students, professional development for teachers and tailored parenting programs.



### Ngutu College\*\*

Supported since 2024

Addressing barriers to Aboriginal educators attaining qualifications, this initiative supports young Aboriginal staff members to become qualified teachers. With wraparound support in a culturally safe school environment and a site-based Aboriginal teacher as mentor, participants maintain a salary while they study. Collaboration with UniSA and Adelaide University also helps to inform broader student teacher development.



### The Y NSW\*

Supported since 2024

The Alternate Suspension Program, long effective in Canada, uses student time away from school to address causes of misbehaviour and foster personal growth. After a 12-month pilot in Western Sydney and Central Coast, The Y NSW will expand the pilot and evaluate the program's impact and scalability in Australia.



### Down Syndrome Victoria\*\*\*

Supported since 2023

Families of children with Down syndrome frequently face challenges in mainstream educational settings, with teachers feeling ill-equipped to adequately assist these students. Down Syndrome Victoria is developing an online platform to provide learning modules and resources for teachers and parents and expanding its inclusive education program to more schools in Victoria.



### Aurora Education Foundation\*

Supported since 2022

Aurora's High School Program is a unique Indigenous-designed and led, intensive student-centred program. It positions cultural strength alongside academic progress to support Indigenous students and their families to access educational, wellbeing and cultural opportunities.



### Youth Opportunities\*\*

Supported since 2022

Youth Opportunities has supported young people experiencing disadvantage or disengagement through its Personal Leadership Program for more than 25 years. The face-to-face program supports Year 10 students develop the skills to make positive choices and, as a result, improve motivation and participation in school, self-confidence and resilience.

### Schools Plus †

#### Australian Schools Plus\*

Supported since 2021

The 'Australian Virtual STEM Academy' focuses on students in Years 5–9 in rural and remote areas experiencing socio-economic disadvantage, using an interactive online platform to deliver STEM learning opportunities to children who wouldn't otherwise have access. Funding has supported the expansion of the program in New South Wales and a roll out in the Northern Territory.

## 2024 Thrive Community Grant partners

### NSW (17)

- Australian Business and Community Network Scholarship Foundation\*
- BackTrack Youth Works Ltd\*
- Deadly Connections Community and Justice Services Ltd\*
- Heaps Decent Ltd\*
- Milk Crate Theatre\*
- Morris Children's Fund Inc\*
- Open Support\*
- Show Me The Way Inc\*
- Solve-TAD Ltd\*\*\*
- Stepping Stone House\*
- Story Factory\*
- Sydney Youth Orchestras Inc\*
- The Australian Children's Music Foundation\*\*
- The Settlement Neighbourhood Centre\*
- The Warrior Woman Foundation Ltd\*
- Think+DO Tank Foundation Ltd\*
- Woolloomooloo and Inner City Police Community Scholarship Foundation\*

### QLD (6)

- Happy Paws Happy Hearts Ltd\*
- JUTE Theatre Company\*
- Nundah Community Enterprises Cooperative (NCEC Ltd)\*
- Open Doors Youth Service Inc\*
- TRACTION For Young People\*
- Vulcana Womens Circus Inc\*

### SA (5)

- Lighthouse Youth Projects Inc\*\*
- Operation Flinders Foundation\*\*
- Restless Dance Theatre\*\*
- Tauondi Aboriginal Corporation\*\*
- The Gold Foundation Inc\*\*

### VIC (11)

- Australian Neighbourhood Houses & Centres Association\*\*\*
- For Change Co. Ltd\*\*\*
- Gnarly Neighbours Inc\*\*\*
- L2R Dance Inc\*\*\*
- Minus18 Foundation Ltd\*\*
- Murrup / Community Spirit Foundation\*\*
- Project Rokit Foundation\*
- Sustain: The Australian Food Network Ltd\*\*\*
- TeamSports4All\*\*\*
- Western Chances\*\*\*
- Zoe Support Australia\*\*\*

### WA (3)

- Dismantle\*
- Swan City Youth Service Inc\*
- White Zebra Foundation Ltd\*

# St.George, BankSA and Bank of Melbourne Foundations Impact in Action

## Improving STEM access for children in rural communities with Schools Plus

National not-for-profit, Australian Schools Plus (Schools Plus) is giving children and young people in rural Australia more opportunities to build real-world skills like problem solving and critical thinking, thanks to a three-year partnership between Schools Plus and St.George Foundation.

“A critical time for children to engage with STEM learning (Science, Technology, Engineering and Maths) is between the ages of 10 to 14, when children are in Years 5 to 9. These are known as the ‘future shaping’ years, when young people make key decisions about their future and what areas of study they wish to pursue,” says Sherrill Nixon, Chief Executive of Schools Plus.

Unfortunately, children and young people in rural Australia often don’t get the same kinds of STEM opportunities as their urban peers, so often fall behind in these key learning areas– which can have huge ramifications for their future careers and livelihoods.

With foundations in Queensland in 2017, the Australian Virtual STEM Academy (VSA) has expanded thanks to Schools Plus’ support over the past few years to reach more than 10,000 children across three different states, including New South Wales and the Northern Territory.

Nixon says it’s been amazing to see students’ eyes opened to the STEM career possibilities ahead of them. “The Virtual STEM Academy is helping shape our country’s future innovators,” she says.

[Read the full story.](#)

## A model education system

Andrew Plastow founded Ngutu College to promote equity, diversity and social justice for all children – with a particular focus on education for Aboriginal children. Three years in, and the College has grown from a cohort of 90, to more than 260 children and young people in 2024, including 47% Aboriginal or Torres Strait Islander children.

With the help of a 2024 BankSA Foundation Inspire Grant, Ngutu College will receive \$150,000 over three years to help address barriers to Aboriginal educators attaining qualifications, and supporting young Aboriginal staff members to become qualified teachers.

“Setting up the model will see Aboriginal educators do their teaching practice at Ngutu in a culturally safe space where they are surrounded by other Aboriginal adults and young people,” explains Plastow. “When they graduate, they will have the opportunity to accept teaching roles at Ngutu. Other Aboriginal people will be employed to replace them when they have their study days, so they will see the possibility for themselves to follow in a second round – and perpetually.”

Plastow says the first four teachers in the program at Ngutu are sharing their experiences with children and young people at the college. “This means our young people are seeing this as possible and some will therefore follow suit,” he says.

[Read the full story.](#)

## Big steps toward more inclusive schooling

Down Syndrome Victoria is set to deliver an innovative education portal to support children with Down syndrome to achieve the best possible learning outcomes at school, aided by a multi-year grant from Bank of Melbourne Foundation.

Since its establishment in 1978, a lot has changed for the better for the organisation’s beneficiaries. “Back then, the average life expectancy of people with Down syndrome was just 19 years – now it’s more than 60,” says the not-for-profit’s CEO Daniel Payne. “While medical advances have played a role, you can’t underestimate the positive impact of greater social inclusion in everyday life, and that’s what we remain committed to – for people with Down syndrome to have access to the same opportunities, supports and community activities as other Victorians, so they can reach their potential and live the life they choose.”

In the past few years, Down Syndrome Victoria has supported around 60 students annually as part of its classroom-based education support service, through which practical assistance and resources are provided to teachers and families throughout the year to improve learning outcomes. The program received a huge boost last year when they successfully applied for a Bank of Melbourne Foundation grant.

“Importantly, the funding is enabling us to build a first-of-its-kind online education portal, which will create a peer-to-peer community of teachers who have students with Down syndrome, so they can connect, share knowledge, swap ideas and give each other support,” Payne says.

[Read the full story.](#)



Students supported by Schools Plus, a St.George Foundation partner.



Staff members at Ngutu College, a BankSA Foundation partner.



Staff at Down Syndrome Victoria, a Bank of Melbourne partner.

# Our Partners

We would like to thank our 2024 board members and university partners across Australia whose support makes our programs possible

## Westpac Scholars Trust Board



**Dave Curran**  
Chair



**Jon Nicholson**  
Director



**Professor Deborah Terry AC**  
Director



**Carolyn McCann**  
Director



**Margaret (Margie) Seale**  
Director

Special thanks to Professor Barney Glover AO, who stepped down from the board this year after five years of service.

## Westpac Scholars Trust University partners



## Westpac Foundation Board



**Jim Tate**  
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**Carolyn Hoy**  
Director



**Jane Watts**  
Director



**Distinguished Professor Jo Barraket AM**  
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**Michael Rebelo**  
Director



**Penny Fowler**  
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**Ross Miller**  
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**Danny Robinson**  
Director

## Thank You

Thank you for all your support as we continue to invest in job creation, next generation leaders and young people to create a brighter future for all Australians.

Westpac Group employees can support us through volunteering, donation matching, payroll giving or joining our social leadership programs.

## Contact Us

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Dina, employee at the Beautiful Bunch, a Westpac Foundation partner.