



JUNCTION IMPACT REPORT

IN 2018, JUNCTION BECAME A SIGNATORY TO THE UNITED NATION (UN) GLOBAL COMPACT.¹

THIS IS A NON-BINDING UN PACT THAT ENCOURAGES ORGANISATIONS ACROSS THE WORLD TO ADOPT SUSTAINABLE AND SOCIALLY RESPONSIBLE POLICIES, AND TO REPORT ON THEIR IMPLEMENTATION, ALIGNED TO THE 17 UN SUSTAINABLE DEVELOPMENT GOALS (SDGS).

THIS REPORT SUMMARISES THE POSITIVE IMPACT OF JUNCTION FOR THE CALENDAR YEAR OF 2019.

	SDGS TARGETS	JUNCTION'S CONTRIBUTION
<p>GOAL 1: NO POVERTY</p> 	<p>Sub target 1.1: By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day²</p>	<p>Alignment with Junction's Outcome Framework: Life domain 4 Employment/education/training</p> <p>Achievements: Through the Community Housing portfolio, Junction provides employment assistance to all clients who are able to and wanting to work. In 2019, 54 clients in the Outer Southern Youth (OSY) Homelessness service were provided with assistance with employment and all were employed. Further, 194 clients were engaged in full time or part time study; 237 clients, not actively engaged in study registered with a Job active provider to support the aspiration of sustainable and meaningful employment.</p> <p>In addition, children and young people under the guardianship of the CE residing in Junction's residential care homes and in foster care are supported to access age dependent financial entitlements.</p>
<p>GOAL 2: ZERO HUNGER</p> 	<p>2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round</p>	<p>Alignment with Junction's Outcome Framework: Life domain 1 Health & Wellbeing</p> <p>Achievements: Oz Harvest provides donated food to Junction once a week for distribution to Junction clients. Donations include healthy foods such as breads, milk, fruits, and vegetables.</p>

¹<https://www.unglobalcompact.org>.

² Action reported against this target also contributes to sub target 8.5: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

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<p>GOAL 3: GOOD HEALTH AND WELL-BEING</p> 	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p> <p>3.5 Strengthen the prevention and treatment of substance abuse, including narcotic drug abuse and harmful use of alcohol</p>	<p>Alignment with Junction's Outcome Framework: Life domain 1 Health & Wellbeing</p> <p>Achievements: In 2019, Junction delivered an Alcohol and Pregnancy program in Onkaparinga, South Australia, which included three workshops attended by 83 people who work with parents of children under 5 regarding fatal alcohol syndrome. The program received positive feedback, with participation satisfaction of 70%. Further, 38 clients of the OSY homelessness service were supported to successfully meet their needs in areas of health and medical services, pregnancy assistance, mental health services, and psychological services.</p> <p>In addition, children and young people under the guardianship of the CE residing in Junction's residential care homes are supported to access health services including general medical, specialist medical, mental health support, dental supports. All residential care houses have a Clinical Psych attached to provide support for young people. Young people also have baseline medical checks upon entry to our service and up to date immunisations.</p> <p>Alignment with Junction's Outcome Framework: Life domain 1 Health & Wellbeing</p> <p>Achievements: In addition to the above listed Onkaparinga Alcohol and Pregnancy program, three OSY clients received drug and alcohol counselling and their needs were met.</p>
<p>GOAL 5: GENDER EQUALITY</p> 	<p>5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation</p> <p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<p>Alignment with Junction's Outcome Framework: Life domain 6 Interpersonal relationships, living skills, and personal safety</p> <p>Achievements: 31 clients in the OSY homelessness service were assisted with domestic/family violence support. Further, three clients were provided with support in relation to incest or sexual assault through Junction's support and case management services. In addition, Junction residential care houses works under a trauma informed, therapeutic framework, which includes tools to deescalate violence and aggression.</p> <p>Achievements: Junction has an inclusive workforce. This is reflected in gender balance in the board, which includes nine directors, five female and four male. A female CEO, two female and three male executives. Across the organisation Junction ensures equal opportunity and respects gender identity.</p>

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<p>GOAL 6: CLEAN WATER AND SANITATION</p> 	<p>6.2 By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations</p>	<p>Achievements: Junction partners with the charity, Share the Dignity³, to provide donated sanitary items and personal care products to disadvantaged women.</p>
	<p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p>	<p>Achievements: Junction has reduced the environmental footprint of the 11 Therapeutic Support Services properties that it manages, as well as its motor vehicle fleet. This has been achieved through an internal <i>Environmental Sustainability Policy</i>, which commits Junction to:</p> <ul style="list-style-type: none"> • Be compliant with all relevant environmental legislation and regulations • Be an environmentally responsible member of the communities in which we operate • Where possible minimise negative impacts, we may have on the environment and implement pollution prevention practices through the efficient use of resources, and the reduction of emissions and waste • Encourage employees and business partners, including our clients, suppliers and providers, to share knowledge of environmental sustainability initiatives • Build a culture of environmental awareness and sustainability within the business. <p>Key achievements include:</p> <ul style="list-style-type: none"> • Replacement of office light fittings with LEDs (over 2200 sqm) • Replacement of chemical cleaning products, with environmentally friendly products within corporate office facilities Therapeutic Support Services properties • Promotion of responsible recycling within corporate office facilities and the affordable housing property portfolio.

³ <https://sharethedignity.com.au/>


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<p>GOAL 7: AFFORDABLE AND CLEAN ENERGY</p> 	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p>	<p>Achievements: Junction has installed solar PV on 100 properties in Mitchell Park, South Australia. This includes 1,000 solar panels, which will deliver up to 50% reduction on tenants' electricity bills. Junction is also actively engaged in the national debate regarding affordable and reliable energy. For instance, in 2019 Junction Research Fellow, Dr Tracey Dodd, presented her research on the social implications of the transition from coal to renewable sources of energy to the <i>Future Electricity Markets Summit</i> organised by the COAG Energy Security Board.</p>
<p>GOAL 8: DECENT WORK AND ECONOMIC GROWTH</p> 	<p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment⁴</p>	<p>Achievements: Junction has a range of organisational policies to support this target.</p> <p>These include:</p> <ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander Employment and Support Policy • Child Safe Environment Policy • Code of Conduct • Conflict of Interest Policy • Diversity and Inclusion Policy • Domestic Violence Workplace Policy • Fair Treatment and Appropriate Behaviour at Work Policy • Grievance Policy • Leave Policy • Nominated Officers Schedule • Psychometric Assessments Policy • Recruitment Policy • Request for Flexible Work Arrangements Policy • Resignation & Exit Policy • Staff Gifts and Benefits Policy • Staff Privacy Policy • Study Leave & Study Assistance Policy • Supervision Policy • Volunteer Staff Policy • Work Life Balance Policy.

⁴ Action reported against this target also contributes to sub target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality.

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<p>GOAL 10: REQUIRED INEQUALITIES</p> 	<p>10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status</p>	<p>Achievements: Junction publicly supports LGBTQI people and promotes the National LGBTI Health Alliance within its services. Junction also has a <i>Diversity and Inclusion Policy</i>. Its principals and aims are that Junction:</p> <ul style="list-style-type: none"> • Aims to provide an inclusive environment for all people by identifying and eliminating, where possible, systemic barriers to equitable access and participation • Uses non-discriminatory, inclusive language in its communication and is pro-active in developing strategies, frameworks and training programs to successfully increase access and encourage successes for designated under-represented groups in order to overcome disadvantage.
<p>GOAL 11: SUSTAINABLE CITIES AND COMMUNITIES</p> 	<p>11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums</p>	<p>Alignment with Junction's Outcome Framework: Life domain 2 Housing & accommodation</p> <p>Achievements: 51% of OSY homelessness service clients exited into rental residential properties from July 2018 to June 2019. A further 37 vulnerable children and young people maintained stable housing through Junction's Therapeutic Support Services.</p> <p>Junction also manages and maintains 2,200 properties providing safe and stable housing for around 4,000 South Australians. Survey data shows overall tenant satisfaction rates of 80%, with 78% satisfaction with repairs and maintenance and 78% satisfaction with the condition of the home. Further, 93% of tenants report that they are satisfied with the safety of the location of their home.</p> <p>Junction is also working to expand the pool of safe and affordable housing across South Australia. This includes a ten-year plan to construct 401 new homes, of which 166 will be retained for social and affordable housing. This development will stimulate economic benefits across South Australia through the creation of up to 1,200 jobs.</p>

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<p>GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>12.2 By 2030, achieve the sustainable management and efficient use of natural resources</p>	<p>Achievements: Junction has had major transfer from hard copy documentation to digital. Documents are now stored in Junction's shared drive. Junction also monitors paper use through their IT department, which tracks all organisational printers to ensure that there is a continuous decrease of paper use.</p>
	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<p>Achievements: Junction provides information and services to support tenants to reduce their environmental impact, this includes:</p> <ul style="list-style-type: none"> • Promoting recycling and green waste initiatives through tenant newsletters • Partnering with Foodbank⁵ to promote the use of salvageable food; in 2019, Junction provided clients with a total of 61 Foodbank vouchers. Clients were then able to provide the vouchers to Foodbank facilities where they could purchase up to \$60 worth of food • Introduction of a "Tool Library" initiative to provide tenants with access to high quality shared tools for property maintenance.
	<p>12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle</p>	<p>Achievements: Junction has established a "the Green Team" to facilitate staff collaboration and participation in matters relating to work practices. The role of the Green Team is to:</p> <ul style="list-style-type: none"> • To review and consider the organisations environmental sustainability practices and the ways in which these are demonstrated across the organisation • Provide recommendations on such matters to Junction leadership • Support, educate, and enable staff in sustainability practices in the workplace • Increase the understanding and awareness of what environmental sustainability can contribute to Junction's operations • Promote information with regard to Junction's environmental performance and provide feedback to staff and senior management. <p>Junction has also implemented and promoted the use of the "waste mini bin" which promotes minimal waste output from employees. There are currently between 80 to 100 waste bins stationed on employee's desks. Further, Junction has a three bin system for corporate offices which includes a waste to landfill, mixed recycling and soft plastic bins.</p>

⁵ <https://www.foodbank.org.au>

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<p>GOAL 16: PEACE, JUSTICE AND STRONG INSTITUTIONS</p> 	<p>16.1 Significantly reduce all forms of violence and related death rates everywhere</p>	<p>Alignment with Junction's Outcome Framework: Life domain 6 Interpersonal relationships, living skills, and personal safety</p> <p>Achievements: Junction provides clients with domestic violence services in their Fleurieu and Kangaroo Island offices. This service ensures that there are Junction employees who specialise in managing clients who have dealt with domestic violence.</p> <p>Junction has also implemented procedures in place to detect clients who are in domestic violent environments through the new <i>Screening, Assessment & Prioritisation</i> tool. This tool also ensures that any questions that revolve around domestic violence are asked individually without the presence of a partner. It also supports Junction to understand vulnerable client's social justice needs and risks to inform service practice.</p> <p>In 2020, Junction will be partnering with an Aboriginal organisation to improve cultural responses systemically and individually. Junction also consults with young people in a range of ways, through house meetings, annual reviews, young people's questionnaires, case planning, and ad hoc consultations such as the therapeutic new build project consult.</p>
	<p>16.7 Ensure responsive, inclusive, participatory and representative decision-making at all levels</p>	<p>Alignment with Junction's Outcome Framework: Junction includes participatory decision making across the organisation. Staff have opportunity to inform and shape major organisational reforms and workplace practices. This is facilitated through face to face consultation, as well as online information sharing tools such as the Intranet.</p>

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