



Shaping Tomorrow, Today

Annual Report 2024/25



ACKNOWLEDGEMENT OF COUNTRY

Consent Labs acknowledges the traditional owners of country throughout Australia and recognise their continuing connection to land, waters and culture and communities. We pay our respects Aboriginal and Torres Strait Islander culture and to their Elders past, present and future. We recognise that Sovereignty has never been ceded and that the lands we serve were and always will be Aboriginal land.

LGBTQ+ SUPPORT ACKNOWLEDGEMENT

Consent Labs is an inclusive and diverse not-for-profit organisation, and a proud ally of the LGBTQ+ community. We are committed to fostering a safe and welcoming environment for everyone, and we stand as active allies of the LGBTQ+ community.

CONTENT WARNING

Please note that this report contains accounts of sexual harassment and assault which some readers may find distressing.

If you feel you would like to speak to someone for support or information in relation to these issues, you can contact these free support services:

- 1800RESPECT (1800 737 732)
- Lifeline (13 11 14)
- QLife (1800 184 527)
- 13YARN (13 92 76)

Contents

ACKNOWLEDGEMENTS	2
CONTENTS	3
OUR VISION & MISSION	4
OUR VALUES	6
A NOTE FROM OUR CO-FOUNDERS	7
A NOTE FROM OUR BOARD CHAIR	8
WHY WE EXIST	9
OUR LIFETIME IMPACT TO DATE	10
OUR APPROACH	12
THEORY OF CHANGE	14
OUR PROGRAMS IN PRACTICE	16
FY25 IMPACT	18
WHERE WE WENT IN FY25	20
1 YEAR IN VICTORIA	22
CASE STUDIES	24
SUBSIDISED PROGRAM DELIVERY	26
PARTNERSHIPS	28
BEHIND THE SCENES AT CONSENT LABS	32
A VOICE FOR CHANGE	36
A CAMPAIGN FOR CHANGE	38
FINANCIALS	40
LOOKING AHEAD	41
SPECIAL THANKS	42



OUR VISION

A society where young people can safely engage in respectful relationships and live in a world without sexual violence.



OUR MISSION

We are a national not-for-profit organisation focused on prevention through education. Through delivering evidence-based, youth-led consent and respectful relationships education, we empower young people and their communities to actively change the culture around sexual violence.

Our Values

Inclusive

We promote a culture of inclusivity, reflected within our teams and our programs.

Youth-centred

We are for young people, by young people.

Transparency

We value transparency and honesty at all levels and activities.

Evidence-based

We value evidence as the bedrock of our approach.

Growth

We adopt a strengths-based approach to encourage young people to grow, both within our teams, and in our programs.

A Note from our Co-Founders, Angelique Wan & Dr. Joyce Yu

It's incredible to reflect on how far Consent Labs has come since we first started in 2016 – nearly nine years ago. In that time, we've reached over 135,000 people across Australia, from young people in classrooms to the adults who support them. This impact speaks not only to the dedication of our team, but to the growing momentum across the country to prioritise consent and respectful relationships education as a critical tool to prevent sexual violence. To everyone who has contributed to our journey, whether you're an expert, a passionate young person, a parent, teacher, policymaker, or facilitator, thank you. Your belief in this work has made it possible.

This year has been one of reflection and consolidation. While we've always been clear on our vision, this was the year we truly paused to reflect, and strengthened our foundations. We launched our Theory of Change, developed a comprehensive 3-Year Strategic Plan, and implemented a new Monitoring & Evaluation framework to guide and measure our impact moving forward.

We also celebrated 1-year in our Victoria office and welcomed four new non-executive directors to our Board, bringing a wealth of cross-disciplinary expertise to guide our governance. A particular highlight was the completion of a 2-year project funded by the NSW Department of Communities and Justice, where we developed a new program, *Understanding Diversity in Gender and Sexuality*, to foster safer, more empathetic environments for LGBTQ+ young people – a group disproportionately impacted by sexual violence.

Despite these wins, we know this work is far from over. Over the past year, we've seen record-high rates of domestic, family, and sexual violence in Australia. This reality underscores the urgency of our mission, and our responsibility to keep showing up and pushing for change.

Ultimately, it's the conversations we have with young people that continue to energise us: the questions they ask, the reflections they share, and the lightbulb moments we witness.

When someone tells us they used something practical from our session in their everyday lives, it reinforces why this work matters.

We're as committed as ever to building a society where young people can safely engage in respectful relationships and live in a world without sexual violence – and we're excited to keep doing that work, together.



A Note from our Board Chair, Jacqui Watt



As we present our inaugural annual report, ***Shaping Tomorrow, Today*** I am honoured and proud to reflect on the remarkable growth Consent Labs has achieved. This past year has been defined by a deep commitment to our foundational principles and an ambitious expansion of our work. Our work in consent education has never been more critical.

This past year, we've expanded our reach to empower over 135,000 young people and community members across Australia in essential conversations about consent and healthy relationships. Our national effort has particularly seen significant growth in Victoria, driven by the opening of our second headquarters to meet the strong demand for our proven model of preventative education.

In a time where digital spaces and online misinformation fuel social harm, our face-to-face, engaging programs serve as a powerful preventative measure. Our team strives to create safe and structured environments

for young people to build trust, develop confidence, and acquire a shared language to navigate the complexities of consent. The integrity of our approach is underscored by our commitment to youth-led design and evaluation, which remains central to our values and the effectiveness of our programs. This considerable impact is a direct result of the unwavering support from our donors, partners, and stakeholders. We extend our sincere gratitude for your trust and investment in our mission.

Looking forward, we are confident in our ability to continue scaling and supporting our proven model. Our vision is to equip every young person with the knowledge and skills to safely engage in respectful relationships and live in a world without sexual violence. We invite you to continue to partner with us on this vital journey, as we collectively work to shape a more respectful and equitable tomorrow, today.

Why We Exist

1 in 5

women in Australia have experienced sexual violence at some point in their life¹.

50%

of Australian university students have experienced sexual harassment².

44%

of sexual assault victims were under 15 years of age when the incident occurred³.

1 in 16

men in Australia have experienced sexual violence at some point in their life⁴.

These statistics need to be addressed.

¹ Australian Bureau of Statistics, 2023.

² Heywood et. al., 2022.

³ Australian Bureau of Statistics, 2021.

⁴ Australian Bureau of Statistics, 2023.

Addressing a national crisis. Our vision for a future free of sexual violence.

Australia is currently facing a national crisis of sexual and gender-based violence. The statistics are frightening: **1 in 5 women and 1 in 16 men over the age of 15 have experienced sexual violence** (ABS, 2023). This issue isn't isolated; it's prevalent in our workplaces, universities, and communities.

Young people are at the highest risk, particularly those aged 15 to 19 (AIHW, 2021). This vulnerability is further amplified for individuals from regional and remote communities, First Nations and culturally and linguistically diverse (CALD) backgrounds, and those living with a disability or mental health challenges.

A significant cause of these statistics is the current gap in comprehensive sexuality education. For too long, the Australian curriculum has lacked crucial content on consensual and healthy relationships, leaving many young people without the tools to understand their own rights and boundaries. In 2021, the powerful call from young people themselves, including the 44,000 signatures on Chanel Contos' *Teach Us Consent* petition to mandate consent education, demonstrated a clear demand and need for change.

Our solution: Education as prevention.

At Consent Labs, we believe that changing the culture begins with education. Our mission is to empower young people and their communities with the knowledge they need to build a future free from sexual violence. Research consistently shows that consent education is effective in reducing the incidence of negative sexual experiences and violence (Marson, 2018). We also understand that true change comes from primary prevention, which addresses the root causes of violence, such as rigid gender roles and sexist attitudes (Centre for Rural and Regional Law and Justice, 2015).

Our programs are designed to be comprehensive, evidence-based, trauma-informed, and inclusive. By providing young people with the skills to navigate relationships respectfully and confidently, we are not just responding to a crisis, we are preventing it.

Our Lifetime Impact to Date

In 2016, the experiences of our co-founders and of so many other young people sparked Consent Labs' mission: sexual violence was a normalised epidemic in Australia, and the absence of consent education in schools was failing young people. From this, Consent Labs was born.

Beginning as a small, volunteer-led initiative, we delivered our first session in 2019. Our goal was and still remains: to prevent sexual violence through education. We are driven by the core belief that every young person deserves to feel safe, respected, and empowered.

Over the past six years, this momentum has grown into a national organisation. Today, Consent Labs is a leading not-for-profit with more than 40 dedicated team members working with purpose and passion to change the culture of normalised sexual violence. Together, we have facilitated honest, essential conversations with over a hundred thousand young people, parents, carers, educators, and community members across Australia.

Our growth is a reflection of a deeper shift in our community, signalling a growing appetite and understanding for the need to engage in conversations about consent and respectful relationships. Each session, each question asked, and each practical takeaway understood, brings us one step closer to shaping a safer, more respectful world.

135,000+

People Reached to Date

124,100+

**High School &
Tertiary Students**

3500+

**Educators, Parents
& Carers**

All statistics are as
at June 30, 2025.

Our Approach

We believe that all young people deserve best-practice consent and respectful relationships education that empowers them to confidently navigate their relationships and boundaries.

That's why our approach to education is built on a set of core principles:

YOUTH-LED

Young people are on the receiving end of school curriculum, so why shouldn't they inform it? Our organisation, including our facilitation team, is made up of passionate and expert young people who are uniquely positioned to connect, relate and build rapport with the community.

BESPOKE PROGRAMS

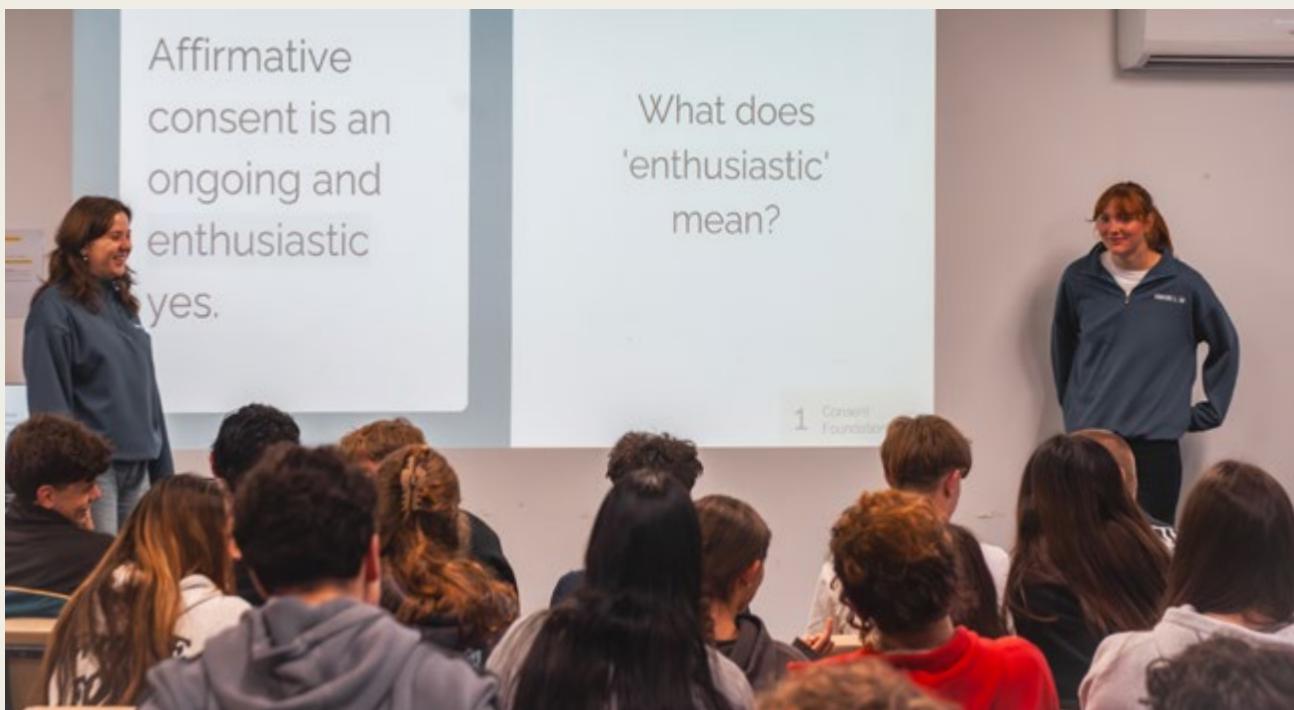
We know consent and respectful relationships education isn't one size fits all. Consent Labs works closely with each partner school or organisation to tailor our programs to each specific context.

EVIDENCE BASED & EXPERT REVIEWED

Our programs and curriculum is built on best-practice global research, such as the UNESCO International Guidance on Sexuality Education (2018). Our Expert Advisory Group is comprised of a multidisciplinary group of industry experts. Members of our Expert Advisory Group are responsible for reviewing one or more of Consent Labs' programs based on their area of professional expertise.

WHOLE-OFF-COMMUNITY APPROACH

Our programs are designed to help educate and empower at every level – we work with students, educators, parents and carers.





"We decided to try something different this year and bring Consent Labs in to present to our entire Year 12 cohort on the topic of consent in the context of alcohol and drug use. Their highly engaging 50 minute presentation built upon our previous consent education and drove home some really key points about how consent is difficult to negotiate when drugs or alcohol are involved and how to look out for friends when they have been drinking. Georgie and Gigi were highly relatable and were able to hold the space really well despite the large audience. They struck the right mix of fun and seriousness with their short activities, discussion and scenarios. The students were very positive about the presentation and we will be sure to invite Consent Labs back for more sessions."

Head of Respectful Relationships, Peninsula Grammar VIC

Theory of Change

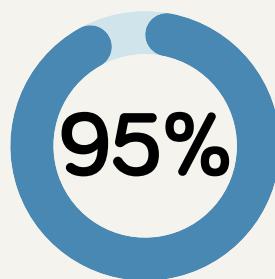
This year, we reached an important milestone in our journey – developing Consent Labs' first formal Theory of Change.

A Theory of Change is a strategic tool that maps out how an organisation's activities lead to its long-term goals and impact. For Consent Labs, it articulates how our programs contribute to our vision: a society where young people can safely engage in respectful relationships, and live in a world without sexual violence.

The process helped us clearly articulate the outcomes we're working towards, the steps we're taking to achieve them, and how we'll measure progress along the way.

We're grateful to the many stakeholders who contributed their insights and expertise to shape this work. It now serves as a guiding framework for everything we do, strengthening our ability to achieve and advocate for meaningful cultural change.

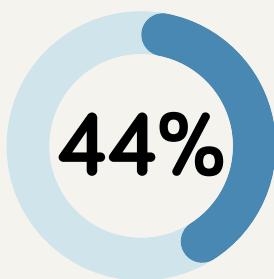
We are a youth-led non-profit dedicated to consent and respectful relationships, committed to end sexual violence in a generation.



95% of students believe relationships and sexuality education is a crucial part of the school curriculum



But just 25% believe the relationships and sexuality education they receive is relevant to their experiences



And that's a problem, because 44% of sexual assault victim-survivors were aged under 15 when the incident occurred*

So how do we create change?

Through interactive, evidence-backed workshops, we empower young people, educators, parents, carers, and communities with the knowledge and skills to navigate consent and build respectful relationships.

During a workshop, participants experience an immediate impact:

- 1 Participants gain practical and relevant skills relating to respectful relationships and consent which they can apply in everyday life.
- 2 Participants develop a deeper understanding of the underlying drivers of sexual violence.
- 3 Participants learn what constitutes sexual violence and how to respond if an incident occurs.

Through this experience, participants cultivate a more positive regard for consent and respectful relationships

And make a shared commitment to promote and uphold respectful relationships and consent in their interpersonal relationships.

*Source: Power et. al. (2022); ABS (2019)

After a workshop, participants put their knowledge into action:

- 1** Participants apply knowledge of consent and respectful relationships to make informed choices and practice boundary-setting.
- 2** Participants become active bystanders, challenging harmful attitudes, behaviours and cultures that perpetuate sexual violence.
- 3** Participants support victim-survivors and respond appropriately when sexual violence occurs.

Our spiral-learning model ensures knowledge doesn't just stick for a moment, but is reinforced and deepened over time.



Participants shape an environment of accountability and safety amongst their peers, role modelling consent and respectful relationships.

This ongoing reinforcement drives lasting, widespread behavioural change, ultimately reducing the risk of harm to young people from sexual violence.

Our work at the community-level feeds into our work on policy change. We advocate for multidisciplinary, systemic change across the full continuum of sexual violence prevention and response in Australia, including:

- 1** Universal access to high quality, specialist consent and respectful relationships education for all young people.

We align our work with international guidelines and national policy on sexual and gender-based violence, ensuring that consent education is integrated as a critical component of effective prevention strategies.

- 2** Continuous improvement of consent education through evidence-backed approaches.



We use our voice to advocate for change and drive collaboration across sectors to create cohesive efforts in preventing and responding to sexual violence.

Through our work, we create the conditions for a society where young people can safely engage in respectful relationships, and live in a world without violence.

As a for-purpose organisation, Consent Labs operates within a unique blueprint that ensures our education is evidence-based, community-driven and designed for lasting impact.



Research-Backed and Evidence-Led



Led by Young People



Tailored, Inclusive and Context Specific



Whole of Community Approach



Addresses Root Causes and Responses



Spiral Learning for Lasting Impact

Our Programs in Practice

Creating change through conversation.

At Consent Labs, we're committed to empowering young people with the essential skills and language they need to navigate relationships with clarity, respect and confidence. This crucial work is driven by our dedicated Programs and Facilitation team.

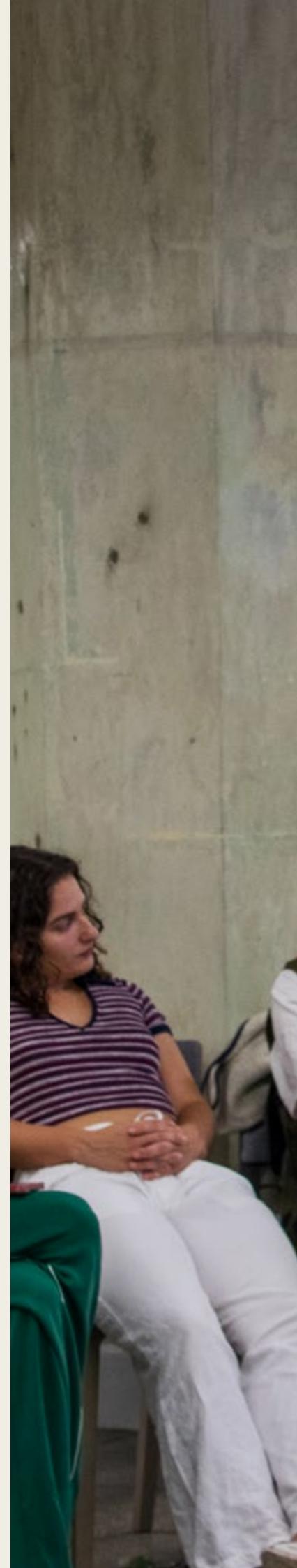
Over the past financial year, our team has travelled across the country to provide essential consent education. Our team doesn't just deliver content: we create spaces for real and honest conversations, understanding that the most powerful learning happens face-to-face.

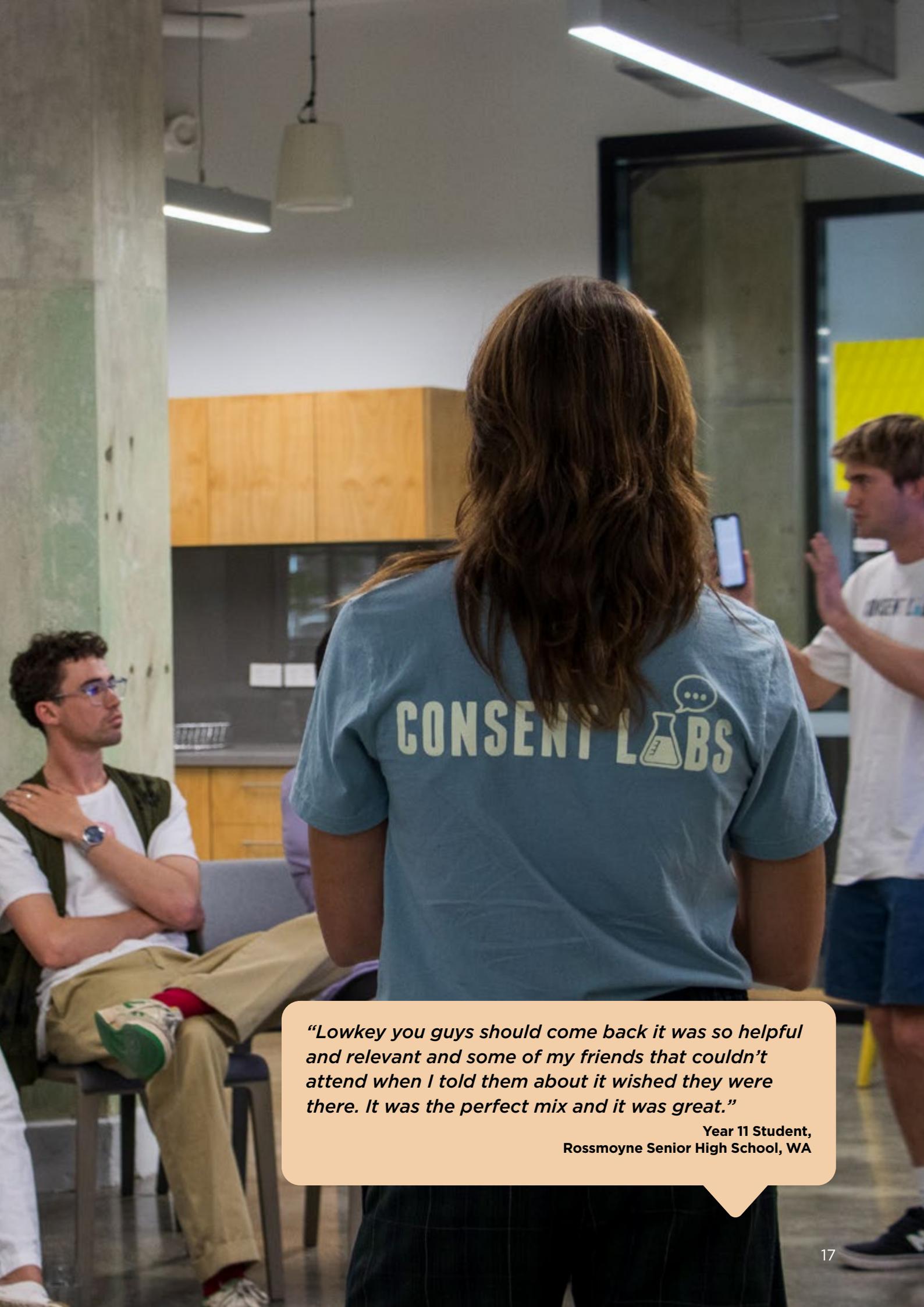
Through our work, we're not just teaching young people about the law, we're helping them unpack uncertainty, build communication skills, and challenge harmful norms before they take hold.

There's an energy in the room during a Consent Labs session that's hard to describe. It's a sense of safety and inclusion, a refusal to shame misunderstanding and a commitment to meet people where they're at. Our team of facilitators invite everyone into the conversation with honesty, care and a healthy dose of humour. After all, first conversations about relationships can be awkward, but learning how to navigate them with confidence and respect matters even more.

The tangible impact of our work is evident. Our team reviews participants' feedback after every session, knowing there's nothing more honest than an anonymous survey from a teenager. This feedback consistently shows that our work is making a significant and lasting difference.

This year, our programs reached more people than ever before. This growth is a testament to the fact that change is not only possible, but actively happening.





"Lowkey you guys should come back it was so helpful and relevant and some of my friends that couldn't attend when I told them about it wished they were there. It was the perfect mix and it was great."

Year 11 Student,
Rossmoyne Senior High School, WA



55,603

People Reached in

**Our Impact
in FY25**

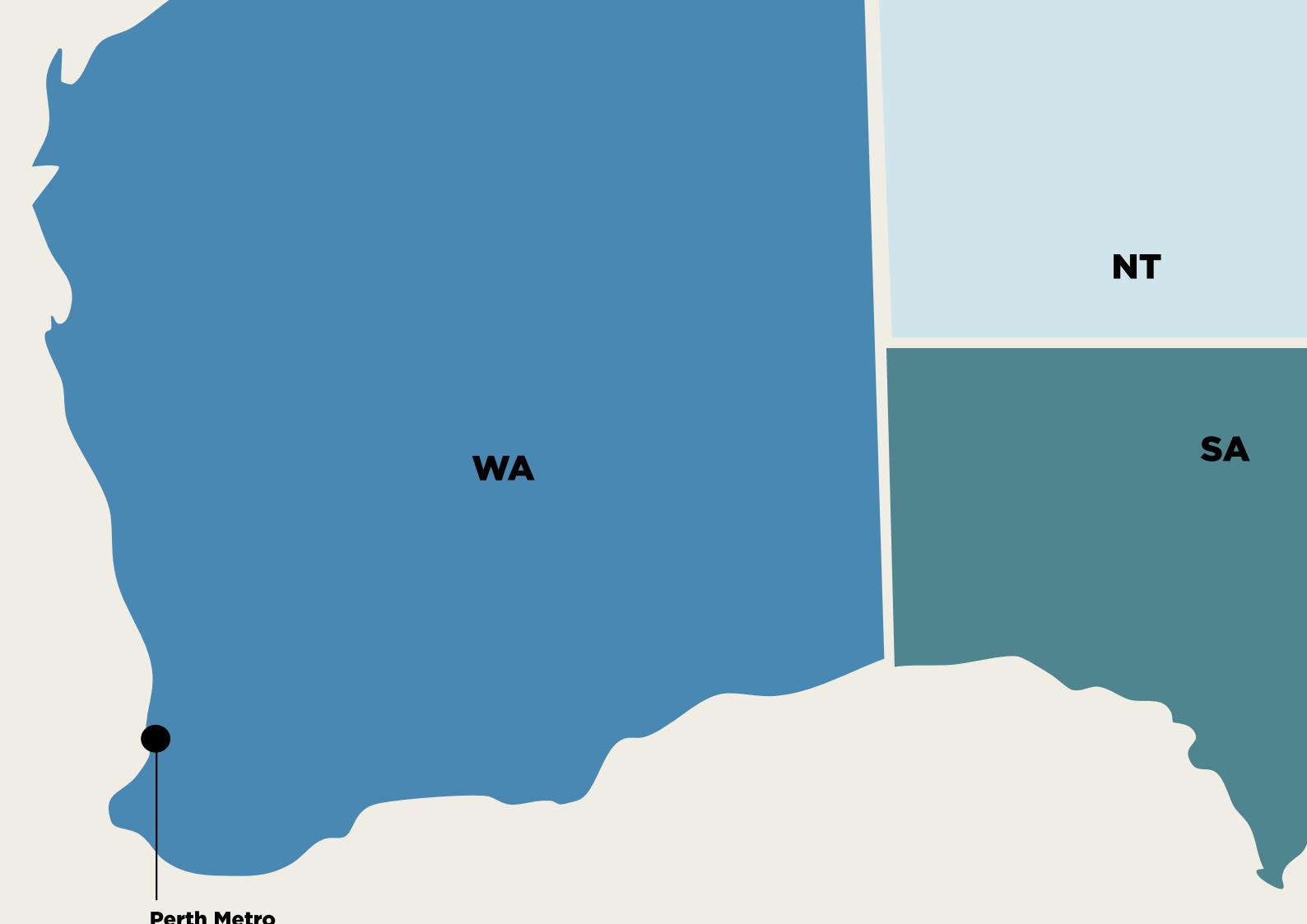
8
FY25

53,968
High School & Tertiary Students

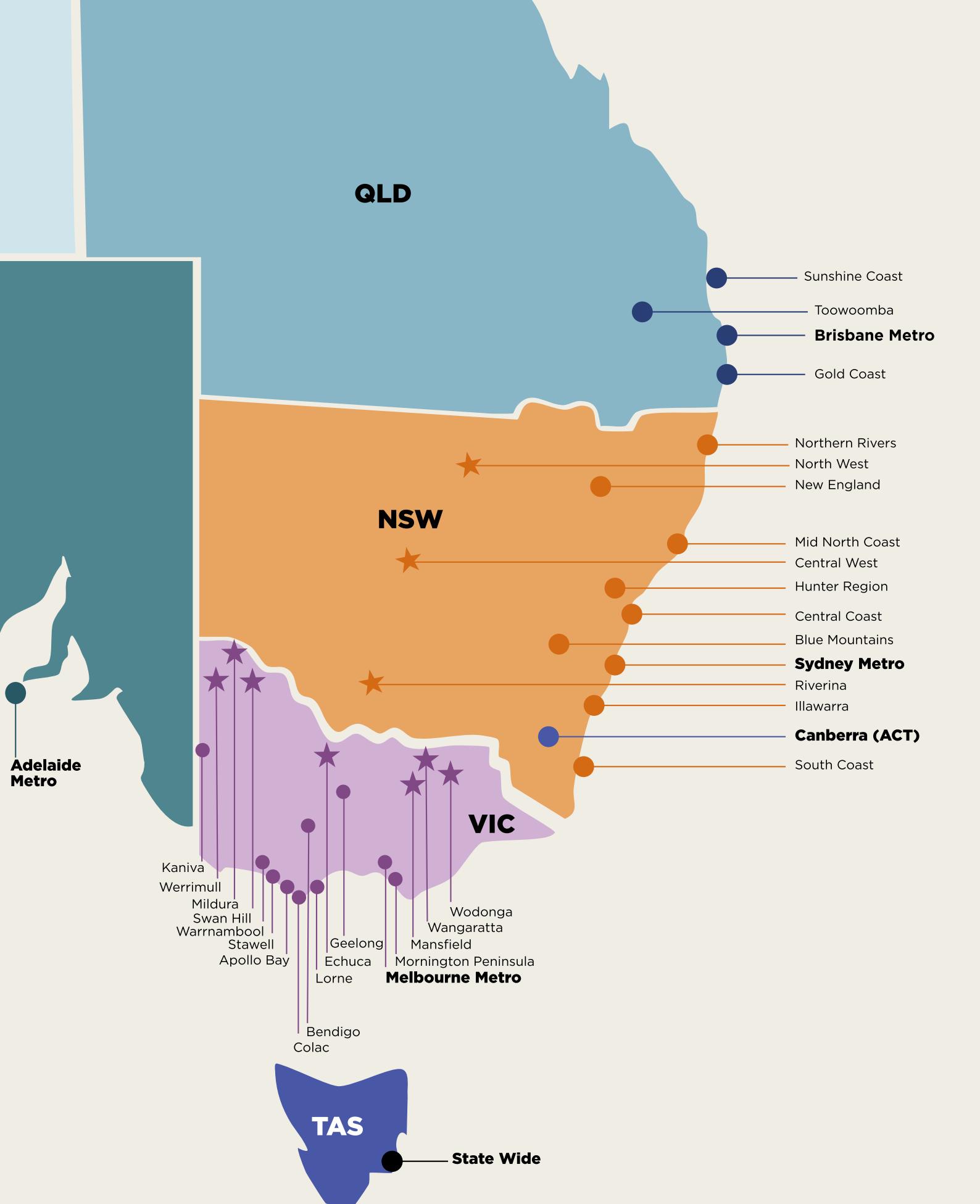
853
Parents & Carers

787
Educators & Staff

881
Programs Delivered Across
7 States & Territories



Where We Went in FY25



1-Year in Victoria

In mid-2024, Consent Labs established a base in Melbourne to meet the growing demand for our programs across Victoria. Over the past year, we have reached communities across the state, with a large portion of our reach being in regional and remote areas. We are grateful to all the partners who have supported us since our launch.

Here's the impact we've made so far...

20,217

High School Students

1,196

Tertiary Students

493

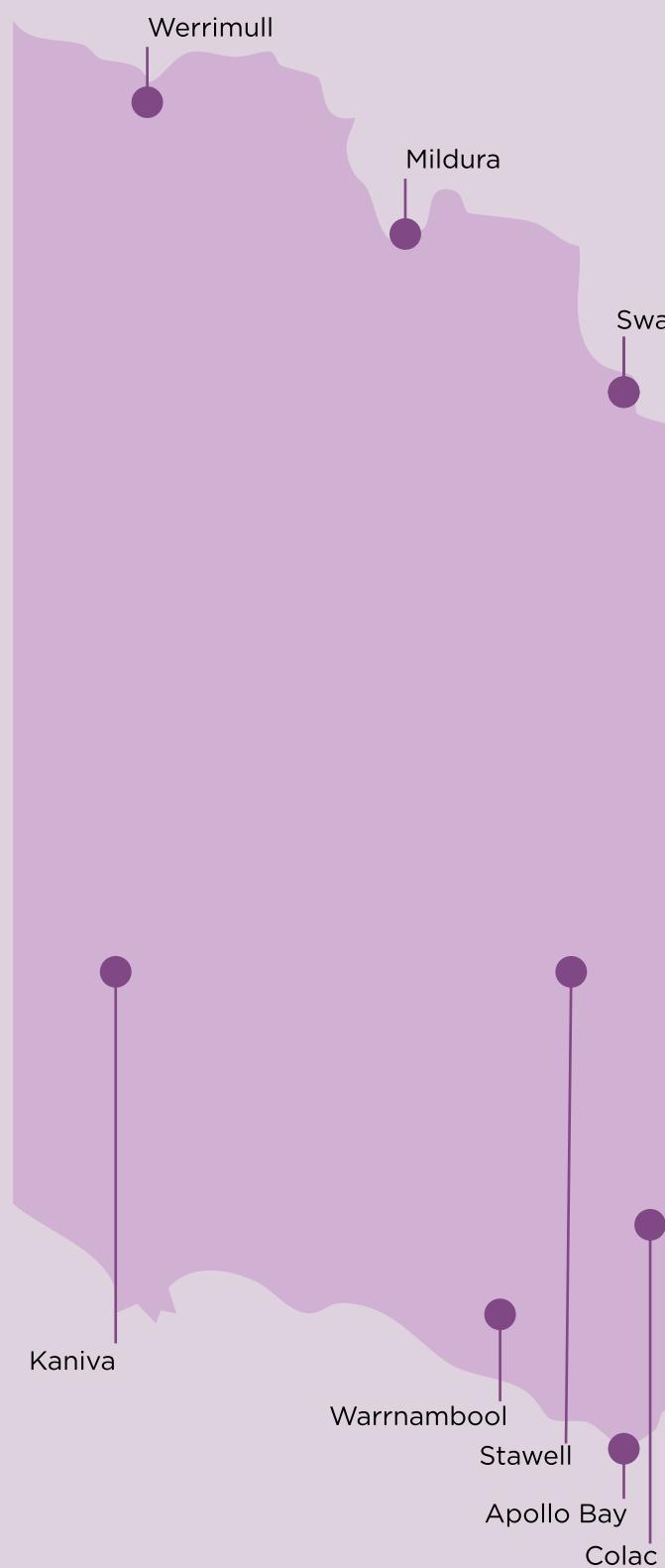
Parents & Carers

492

Educators & Staff

324

Programs Delivered



22,397

Our Reach in Victoria

an Hill



Case Studies

Surf Coast Secondary College

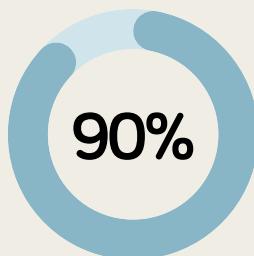
Our partnership with Surf Coast Secondary College in 2024 and 2025 demonstrates a strong commitment to embedding best-practice consent education across their whole-school community.

During our initial consultation, the educators voiced they weren't as comfortable or confident in delivering this education as they would like to be. We were privileged to address this concern by delivering staff professional development, in addition to student sessions to support their whole-of-school approach to consent education.

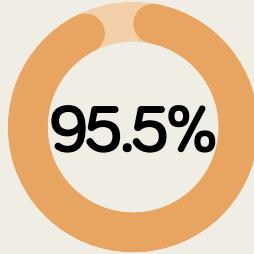
"The way Consent Labs deliver their consent education is second to none. The facilitators are clearly highly trained in this space. Students also respond well to a different face presenting on these topics, and then it is very valuable for our teaching team to follow on from these ideas so they become familiar concepts to the students, ones they hear again and again in different forms from different people."

School Nurse, Surf Coast Secondary School, VIC

OUR FEEDBACK:



of students said they want to see Consent Labs back.



of students said they learned something practical they can incorporate into their day-to-day life.

Staff professional development is just as important as student sessions. Teachers need space to build their confidence, unpack the complexity of these topics, and learn how to respond when students open up. Supporting both staff and students with this education is the most effective approach.



Werrimull P-12 School

In one of Victoria's most remote areas, Werrimull P-12 is a small rural school with a senior cohort of just 13 students.

The school needed an approach to consent and respectful relationships education that could meet students where they were at, socially, emotionally, and developmentally.

We were proud to be that solution. Our goal was to support the entire community, not just the students. After two flights and a one-hour drive to reach the school, alongside student sessions, we delivered programs for parents, carers, and educators to ensure a consistent and informed approach to respectful relationships across the board.



"Consent Labs provided our students with a strong foundation in consent education, tailored to their understanding and needs. Despite being a small school, the sessions were engaging and impactful. Their approach made the content relatable and ensured every student felt heard and valued. The facilitators created a safe and supportive environment, encouraging students to explore complex topics and build confidence. We are excited to have them back next year."

Principal, Werrimull P-12 School, VIC



When we arrived in Werrimull, our team learned that our original program plan needed to shift significantly. We recalibrated on the ground, adapting our delivery style, pace, and content to ensure it was accessible, respectful, and impactful. This ability to be flexible enabled our facilitators to build genuine trust and engagement.

Head of Curriculum and Lead Facilitator, Noah, reflected on the unique nature of the visit: *"Honestly, this is my favourite school I've ever facilitated at. The kids are so sweet, positive, and humble – and they're really keen to learn, ask questions, and dive into these topics."*

Subsidised Program Delivery

As a not-for-profit we are deeply committed to ensuring our programs are accessible to communities with limited resources. We use donations to subsidise our programs, and this funding is crucial to ensuring that young people in regional and rural areas are able to access best-practice education.

Emmaville Central School

In the small, rural town of Emmaville NSW, with a population of just 500 people, the 87 K-12 students at Emmaville Central School face complex challenges. Due to their remote location, they had never been able to access expert-led consent education.

Thanks to philanthropic funding, we were able to bridge that gap. The funding not only significantly subsidised the program but also fully covered our travel costs, allowing us to bring our mission to their doorstep. We first visited in 2024 to deliver a full-day program for students in years 7-12, and we are proudly returning in late 2025 to continue supporting the whole secondary cohort.

“These students experience some pretty challenging circumstances, lots of them come from backgrounds of extreme poverty, food insecurity, housing insecurity, and family instability so getting these specialised programs into our school is really important...”.

PDHPE Teacher at Emmaville Central School, NSW

Lead program facilitator, Natalia, captured the impact of the visit saying it was *“hard to put into words how special this facilitation was... [the] kids were so special and so sweet, and it’s beautiful to know we’re making our mark. Literally never gonna forget this one.”*

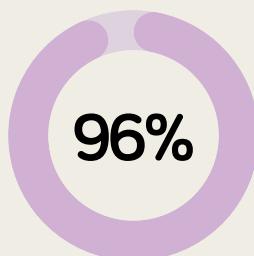


Barellan & Tullibigeal Central Schools (at Ungarie Central School)

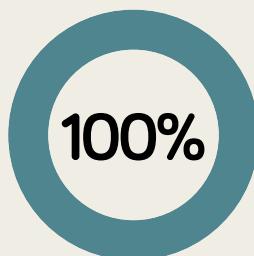
Barellan and Tullibigeal Central Schools are two small rural schools located over six hours west of Sydney. With just 16 high school students at Barellan and 5 from Tullibigeal, we took a community-first approach, uniting these students with the 40 students at Ungarie Central School.

Rather than running separate programs for smaller cohorts, this collaboration helped create a sense of community across the three schools. It allowed young people from neighbouring towns to learn alongside each other and engage in open, meaningful conversations. Thanks to philanthropic funding, both Barellan and Tullibigeal were able to attend without cost.

OUR FEEDBACK:



of students said they learned something practical they can incorporate into their day-to-day life.



of students rated their knowledge of consent as better after the session than before.



Partnerships

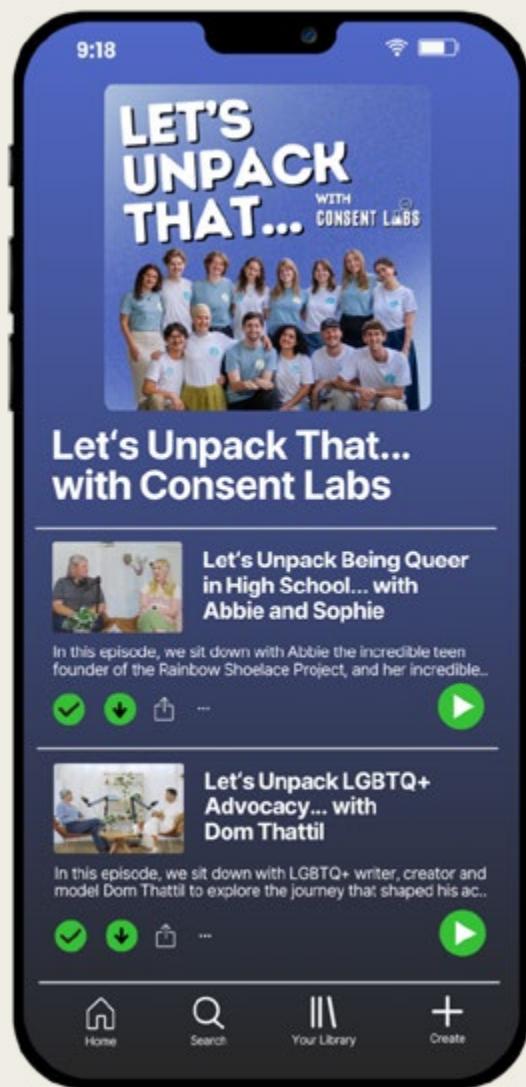
Understanding Diversity in Gender & Sexuality

We recently completed a two-year initiative supported by the NSW Department of Communities and Justice. This project involved the co-design, pilot and evaluation of a new program offering: *Understanding Diversity in Gender and Sexuality*. This important addition to Consent Labs' curriculum centres on inclusivity, identity, and respect.

As a collaborative effort to bring academic rigour and lived experience together, the program was co-designed with researchers from the University of Sydney's Social Sciences and Humanities Advanced Research Centre (SSSHARC). The program was **successfully piloted with 1,634 students across 8 schools** empowering them to:

- Build empathy and understanding of diverse gender and sexual identities;
- Recognise the role of power, privilege, and systems in shaping lived experiences;
- Use inclusive and respectful language;
- Develop the knowledge and confidence to act as allies and upstanders in their communities.

Our education extended beyond the classroom. We recognise that to truly help shape a generation, we must also reach young people where they are: in digital spaces. Our project also included a strategic digital campaign for our new *Understanding Diversity in Gender and Sexuality* program.



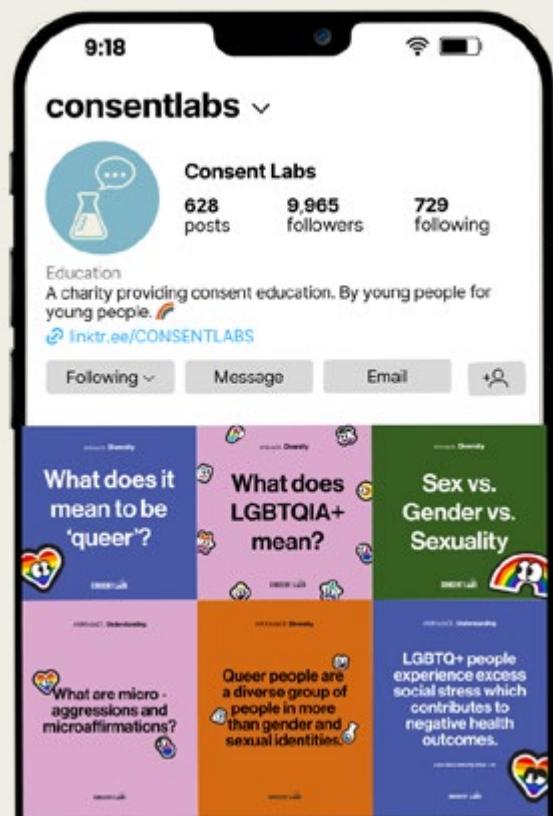


Team members from Consent Labs, The University of Sydney (SSSHARC), with Zali Steggall OAM MP.

We partnered with visual communication students from the University of Technology Sydney to co-design a suite of branded visual assets. We also teamed up with queer youth advocates Dom Thattil and Abbie from the Rainbow Shoelace Project to launch our very own podcast, *Let's Unpack That*, creating a platform to amplify inspiring queer stories and lived experiences.

Our message of championing inclusion resonated far beyond our existing community, with our campaign **reaching over 443,000 unique viewers and generating more than 581,000 total views**. These results are a powerful testament to the fact that when we bring education and lived experience together, we can ignite productive and powerful conversations.

This project marks a significant milestone in our mission to deliver evidence-based and inclusive consent and respectful relationships education. We are proud to now bring this program and its related resources into more classrooms and communities, helping shape a generation that actively values and celebrates diversity.



More Partnerships

Our mission is often amplified by the passionate organisations we partner with. We carefully select values-aligned partners to amplify our mission and expand our reach.

Youth Hostels Australia

Youth Hostels Australia (YHA) is one of the largest providers of affordable accommodation in the country, with a national network of over 40 properties that are regularly used for school camps. Consent Labs is proud to be partnering with YHA to support their *Travel to Learn* initiative, which aims to increase access for regional and remote students to vital learning experiences.

Through this partnership, we are able to ensure that young people, regardless of where they live, can access high-quality consent and relationships education. School camps provide a unique and impactful moment to engage students, with YHA's national network bringing regional students to us, significantly reducing the travel and accommodation costs.

Our pilot session with Byron Bay High School was just the beginning and we're excited for what's to come. A heartfelt thank you to Paul McGrath (CEO of YHA) and Sarah Metcalf (Philanthropy Consultant) for their passionate support in bringing this initiative to life.

The Funding Network

Respect and safety should be a given. But for many young Australians, access to essential education on consent and respectful relationships isn't straightforward. Thanks to the generous support of The Funding Network (TFN), we were able to bring this education to regional communities that might otherwise not have access.

A key highlight of this partnership was a comprehensive program we delivered to the entire high school cohort at Emmaville Central School in remote NSW. This experience was incredibly impactful for both our team and the students.

Our facilitators were deeply moved by the students' engagement, calling it one of the most rewarding experiences of their career. This is just one example of how TFN's funding is creating real, tangible change in communities that need it most.

Together4Youth

When it comes to bringing external providers into schools, the process can often be complex and burdensome for busy teachers. Our partners at Together4Youth (T4Y) have made it their mission to simplify this journey, creating a smoother and more effective way for schools to access vital support.

We have had the pleasure of working closely with the T4Y team to bring our programs to schools across NSW, VIC, and the ACT, including Warilla High School, Blaxland High School, Karabar High School, and Epping Secondary College.

Their impact, however, goes far beyond logistics. T4Y is actively building a community network dedicated to improving student wellbeing by creating stronger, more accessible support services. This is a powerful mission we are proud to be a part of.

The Snow Foundation

Over the past three years, our friends at The Snow Foundation have been far more than a funder: they have been a partner in action, embodying the values of humility, social justice, and collaboration. They have not only fully funded our programs for local Canberra schools but have consistently amplified the voices of not-for-profits in every room they're in.

Their commitment extends to our team, as well. They supported our CEO, Angelique, and Head of Programs, Annika, to undertake *Lead the Way*: a five-month immersive program designed to develop the skills of senior purpose-driven leaders and foster connections between different organisations. This investment in our people is an investment in our mission, strengthening our ability to deliver lasting impact.



Behind-the-Scenes at Consent Labs

Our People & Culture

Our people are the foundation of our success. At Consent Labs, we take a proudly youth-led approach – one that extends beyond our programs to the way we build and support our team. We are a diverse, passionate group, united by shared values that guide us in everything we do, from our internal processes to the design of our evidence-based curriculum.



"Working at Consent Labs has been one of the highlights of my career. I'm proud to be part of an organisation so deeply committed to its values and people, with that commitment reflected in everything we do. Each day leaves me energised and inspired, knowing our work is creating authentic, meaningful change for young people. As a parent of two young children, this gives me real hope that they can grow up in a safer world - one where they feel empowered and respected in their relationships."

Gillian Wu, Project Manager at Consent Labs



"Working as a workshop facilitator at Consent Labs has been one of the most rewarding experiences I've ever had. Every week I meet students across Victoria and see firsthand just how much empathy and kindness they already have. I love seeing how the tools and language we help nurture in these students allow them to turn that care into action - to speak up for themselves and for others, and to show their respect and kindness in meaningful ways. It's really special to be part of this change and to deliver the kind of crucial education that so many of us never had growing up."

**Isabel Nabb,
Lead Facilitator at Consent Labs**

"There are so many amazing and gorgeous parts of my roles as a facilitator and curriculum writer, but the thing that really sticks out is when I can change someone's mind, or make them feel seen. Showing up as a trans person in the consent space means I get to have conversations with young people about respect from a number of perspectives and experiences. To see it click with young people that everyone is deserving of respect is awesome and to have juicy, non-judgemental conversations with students who are curious but maybe misinformed is so cool. Seeing that change in perspective and feeling that trust to deconstruct previously conceived ideas about consent, gender, sexuality, respect, and so forth is so so rewarding."

Charlie Stokes, Lead Facilitator & Curriculum Team Member at Consent Labs

"I'm very proud to be a part of the Consent Labs facilitation team, doing the work on school and university grounds across Australia. Helping to create spaces where young people feel safe to ask questions and learn without judgment is something I take pride in daily. Consent conversations, especially in the context of alcohol and other drugs, are essential for fighting the confusion and fear felt by many. Being able to give young people all the information they need to make the best decisions for themselves is exactly why this work matters. I love sharing what I wish I'd been told, as leveling with students in this way feels like true respect to me."

**Georgia Rooney,
Lead Facilitator at Consent Labs**





Curriculum Design & Development

FY25 was a significant period of growth, innovation, and strategic development for the curriculum portfolio at Consent Labs. This year, we established a diverse and talented Curriculum Team, bringing together educators and creatives committed to transforming consent education. Under the guidance of our Co-Heads of Curriculum, Noah Bloch and Dr. Katie Bird, the team collaborated across 5 major projects, balancing foundational reviews with new program development.

We are excited to share that Noah Bloch will continue to lead this important portfolio in FY26 as Head of Curriculum, ensuring continuity and further deepening our impact.

Launching New Programs in FY26

We are excited to announce the launch of two new programs to our suite of offerings.

- ***Breaking Stereotypes:*** Tackling gender norms, power, and identity through an intersectional lens.
- ***Challenge It, Change It:*** Empowers students to become active bystanders and community advocates for respectful cultures.

Our Expert Advisory Group

To ensure our educational content remains at the forefront of best practice, Consent Labs formalised its Expert Advisory Group (EAG) in FY25. This group of leading experts supports our curriculum team, strengthening the academic rigour of the Consent Labs curriculum.

The EAG's purpose extends beyond content review. It serves as a strategic body dedicated to developing our curriculum and fostering interdisciplinary collaboration. By actively participating in Communities of Practice, EAG members contribute directly to shaping the broader conversation around consent education.

The EAG brings together diverse voices from public health, law, education, sociology, and youth health. Their collective expertise ensure our curriculum remains evidence-based, inclusive, and relevant to the evolving needs of young people across Australia.

Looking ahead, the EAG will continue to advise on future curriculum projects and expand our contribution to national conversations through research, policy alignment, and sector leadership.



Dr. Naomi Pfitzner

Deputy Director of the Monash Gender and Family Violence Prevention Centre, Senior Lecturer in Criminology at Monash University



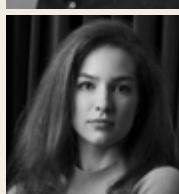
Associate Professor Megan Lim

Deputy Program Director (Behaviours and Health Risks) at Burnet Institute, Lead of the Young People's Health Research Group



Dr. Michael Flood

Professor at the Queensland University of Technology, Leading International Researcher on Men, Masculinities, and Violence Prevention



Katrina Marson

Author, Speaker & Sex-Ed Advocate, Former ACT Director of Public Prosecutions & Former Senior Prosecutor (Sexual Offences Unit)



Dr. Melissa Kang

Associate Professor, General Practice Clinical School, The University of Sydney



Dr. Eleanor Freedman

Medical Director, Northern Sydney Sexual Assault Service

Australia's gender-based violence policies "only scratch the surface" – it's time for the government to actually deliver

Angelique Wien

Why role-modelling healthy masculinity is essential to create safer schools

How Schools can Ensure Consent Education is Delivered Effectively

Consent education is part of the curriculum, now what?

Helping boys find their own masculinity: Opinion

Consent Labs expands in Victoria amid growing demand for education

Expert says consent education must go further to keep young people safe

Consent education critical amid rise of 'mansphere': experts

Consent education funding needs to go beyond five years if we want to eradicate sexual violence

Teaching boys about misogyny with Netflix's 'Adolescence' a bad idea, say experts

Why role-modelling healthy masculinity is essential to create safer schools

National code to prevent sexual violence in universities becomes law

Consent education crucial to sexual violence prevention



001 NEWS BREAKFAST

CONSENT EDUCATION

RESPECT AT SCHOOL

A Voice for Change

Beyond our direct impact in schools and tertiary institutions, Consent Labs is a powerful voice for change. We leverage media and public advocacy to spark critical conversations and raise broader awareness of the urgent need for improved consent and respectful relationships education standards.

In FY25, we have translated our on-the-ground insights into actionable knowledge through a refined thought leadership strategy. Our advocacy amplifies the voices of young people, challenges the status quo, and pushes for systemic change. This ensures our impact extends far beyond the classroom and into the community, helping to build a safer future for all. Consent Labs was featured in 45 media pieces across digital, print, TV, radio and podcasts in FY25.

36

Thought Leadership

IT'S TIME FOR CONSISTENCY AND ACCOUNTABILITY

Our school curriculum has quality and performance guidelines for core subjects like maths and English, so why not consent education? Despite content being mandated from K-10, educators and school leadership teams lack the time, resources, and funding to deliver comprehensive, best-practice programs.

To make our vision a reality, we need to hold our national leaders, schools, and society accountable. We advocate for minimum standards, guidelines, and better support in schools to ensure every young person can access high-quality consent education. The mandatory National Higher Education Code to Prevent and Respond to Gender-based Violence was a strong step forward, but we must see it replicated across our primary and secondary school sectors to effectively prevent sexual violence.

EQUIPPING THE NEXT GENERATION FOR A FAST-PACED AND COMPLEX WORLD

Young people today are navigating a world of algorithmic information and polarisation. It is more critical than ever that we equip them with the tools to critically analyse the content they consume online and offline. By encouraging young people to understand not just the messages they receive, but their root causes and drivers, we empower them to act with more confidence and empathy for themselves and their peers.

Simultaneously, we must actively showcase positive and healthy role modeling for all genders at every level of the community. This combination of critical thinking and constructive examples will enable the next generation to build and normalise a safer, more respectful world.

CHALLENGING HARMFUL NORMS

The conversation around masculinity is at a critical turning point. The rise of misogyny and the 'manosphere' is not confined to social media, it is a reflection of a pervasive social issue. We are committed to fostering a whole-of-community approach that empowers young men and boys to embrace healthy, positive versions of masculinity. We believe everyone has a role to play in calling others into these conversations and cultivating a culture where active bystanders can confidently call out and stand up against harmful norms.

"Just because (consent education) is in the curriculum does not mean the work is done, [...] We need to ensure it is delivered in a way that is relevant to young people and in order to do that you need to lean on experts and upskill teachers and parents to have those conversations."

Angelique Wan, CEO & Co-Founder of Consent Labs
in Australian Associated Press (2025)



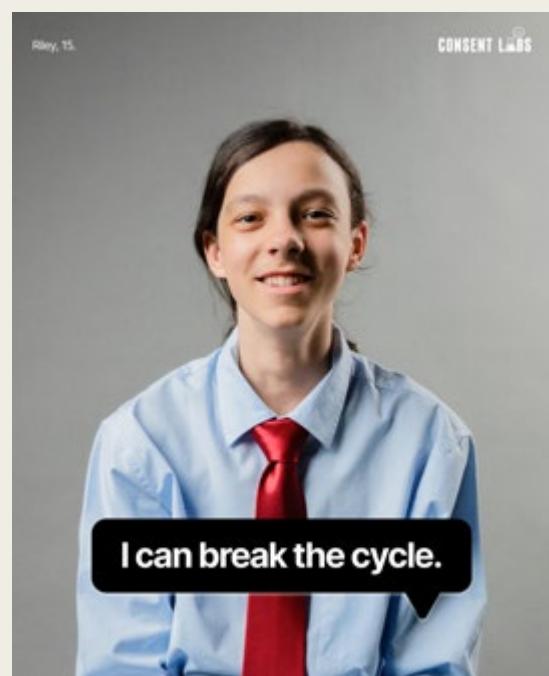
A Campaign for Change

Today I Learnt... *Positive Masculinity*

What do young men really learn at school?

Beyond the core subjects, they often internalise harmful ideas about masculinity. From calling a friend a “simp” to laughing off a misogynistic joke. These are the kinds of lessons that can shape their relationships and identity for years to come.

Recognising that a boy’s perception of masculinity is learned, not innate, we launched a powerful campaign that highlighted this reality through a hero film and a content series. This campaign was designed to increase awareness of our *Positive Masculinity* program, which gives young men the tools and confidence to challenge harmful stereotypes and call out harmful behaviour. By empowering young men to become positive role models, this campaign amplifies the profound power of respect and empathy, proving that a culture of respect can begin with them.

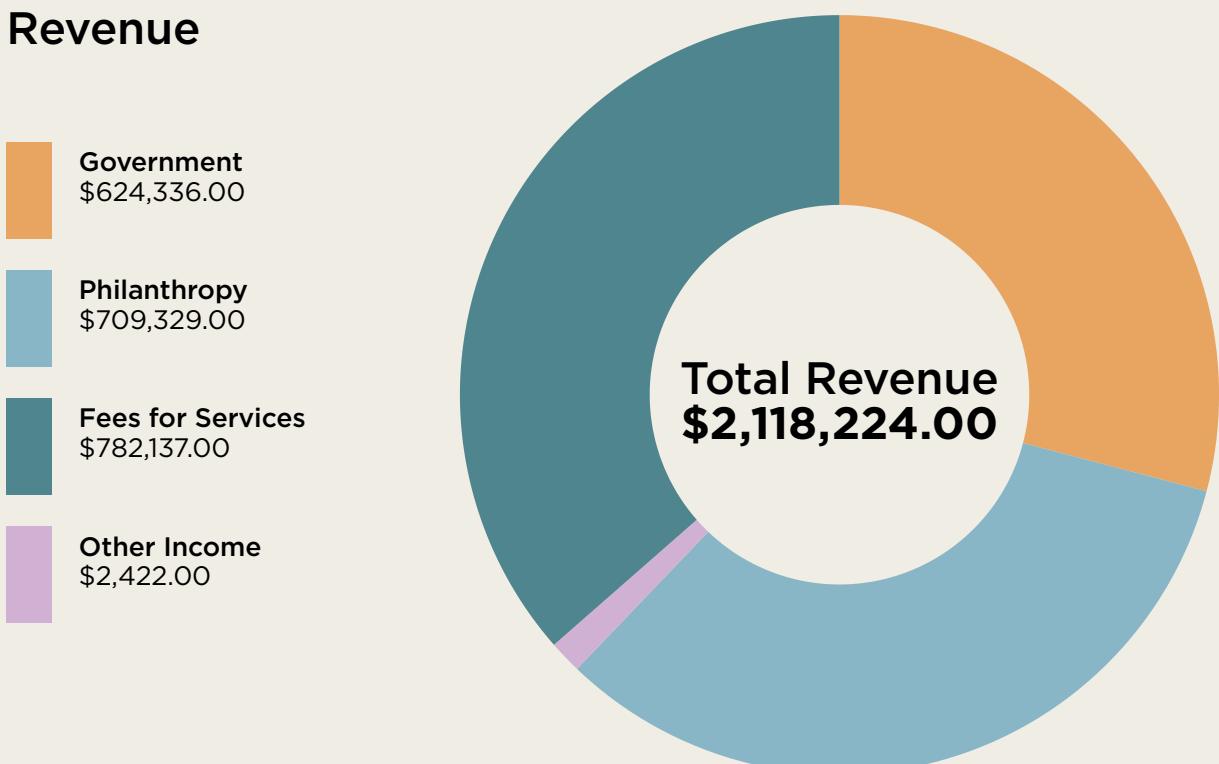


“We cannot risk further alienating or shaming young men and boys. If young men and boys are to truly embrace their own uniqueness, society needs to constructively recognise, support, and display various healthier versions of masculinity.”

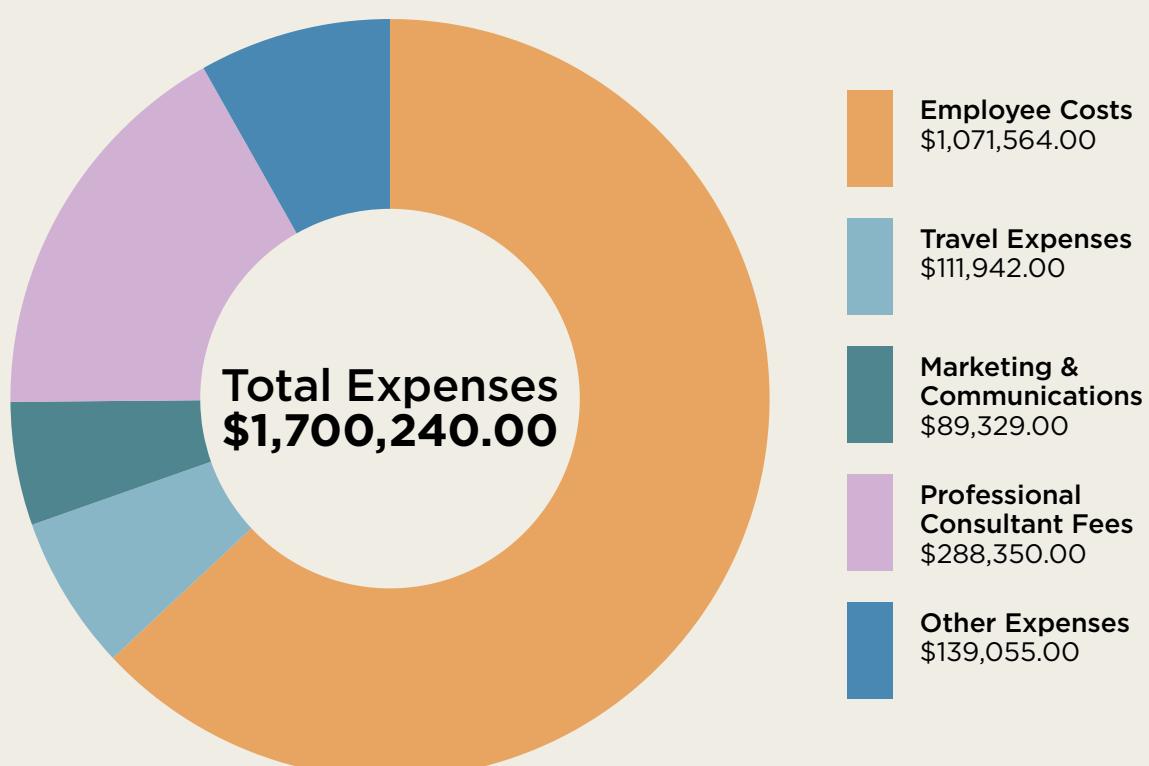
**Noah Bloch, Co-Head of Curriculum & Lead Facilitator
of Consent Labs in Education Today (2025)**

Financials

Revenue



Expenses



Looking Ahead

With the support of our Board and in consultation with our team, we are excited to unveil Consent Labs' 3-Year Strategic Plan for 2025-2028. This is a critical step forward in building a more sustainable, scalable, and impactful organisation, aligned with our vision of a world free from sexual violence.

Our strategy is driven by FOUR key pillars:

Scaling access to our programs so that we can improve equitable access to our programs, particularly in underserved and diverse communities.

Collaborative partnerships, enabling us to deepen our impact through a growing network of champions and allies.

Collaborative sector-wide advocacy to advance national conversations and action on consent education and the prevention of gendered violence.

Organisational sustainability, ensuring our people and foundational structure are purposefully designed for long-term growth and impact.

With this strategy, we are building momentum for meaningful, long-lasting change and continuing to reimagine what's possible in consent education across Australia.

Special Thanks

This year's milestones were made possible by a shared belief in our mission. To our dedicated team, our bold partners, generous funders, and to every individual who has bravely engaged in these conversations: thank you! Your unwavering support, commitment to a safer world, and trust in our work are what drive us every day. Every session delivered, every conversation sparked, and every student empowered is a direct result of our collective effort.

We also want to give a special thank you to Julia Cooper, our former Executive Director and Head of Legal, who recently stepped down from her role. Julia's contribution to Consent Labs cannot be overstated. Over many years, she dedicated countless hours to building this organisation from the ground up. Her leadership, vision, and presence will be deeply missed, and her legacy lives on in every part of Consent Labs.

For us, this is more than a report of our accomplishments; it is a powerful demonstration of our shared belief in primary prevention education. We are deeply grateful for your partnership and look forward to continuing this journey, as we continue to do the work of ***Shaping Tomorrow, Today*** to create a world free from sexual violence.

A BIG THANK YOU TO ALL OUR PARTNERS & DONORS.

PRINCIPAL & MAJOR DONORS

Barwon Foundation

Barwon Foundation

Bell Family Foundation

Bell Family Foundation

Community Capital

Community Capital Credit Fund

NSW Government Communities and Justice

NSW Government
Department of
Communities & Justice

SYDNEY WOMEN'S FUND

Sydney Women's Fund

Snow Foundation

Snow Foundation

The Dyson Bequest

The Dyson Bequest

THE FUNDING NETWORK AUSTRALIA

The Funding Network Australia

The Polese Foundation

The Polese Foundation

IN-KIND DONORS

10x10

10x10 Philanthropy

Allens >>

Allens Legal

brandkind.

brandkind

Gilchrist Connell



Gilchrist Connell

Grant Thornton



Grant Thornton

Harris Family Foundation

Harris Family Foundation

Nicole Yade

Nicole Yade

UTS Startups

UTS Startups

Westpac

Westpac

EXTERNAL PARTNERS

Evoluta.

Evoluta

hazen

Hazen

rightlane



RooftopSocial

Rooftop Social

sefa

SEFA EmpowerHER

strike social

Strike Social

THE UNIVERSITY OF SYDNEY

The University of Sydney
(SSSHARC)

Together 4 Youth

Together4Youth

Ayha

Youth Hostels
Australia

vc

Vu Consulting

Get in Touch!



general@consentlabs.org.au



@consentlabs



Consent Labs



@consentlabs



www.consentlabs.org.au

CONSENT LABS