



Royal Life Saving NSW Annual Report 2022

A water loving nation
free from drowning



ROYAL LIFE SAVING
NEW SOUTH WALES

ABOUT ROYAL LIFE SAVING

Today more than ever, Royal Life Saving is focussed on the future, with the shape of services poised to develop and evolve in line with our changing communities, shifting environmental needs and our diversifying population.

We are tremendously proud of our 128-year legacy of providing programs and services to meet the needs of our expanding community to enable safe and enjoyable aquatic pursuits. Our scope of commitments have broadly changed to enable thriving, sustainable and innovative solutions for the people of New South Wales.

To better serve our communities we are working alongside our vast network partners to explore best practice principles and strategies that enable increased safe participation across our aquatic environments.

In our role as a peak body and custodians of water safety agenda we are building on our structure and reputation to improve healthy and engaging aquatic options for today and tomorrow. New initiatives and investments with our collaborative partners are critical to enable us to meet our organisational objectives. Through our shared vision we are making progress against key drowning prevention benchmarks and implementing more expansive engagements across all our waterways.

We still have a significant journey ahead of us, but we are pleased with our progress and remain committed to improving the health, safety and wellbeing of our people, partners and community.

> PATRON

Her Excellency the Honourable
Margaret Beazley AO QC
Governor of New South Wales.

> BOARD OF DIRECTORS

Royal Life Saving is governed by a Board of Directors who operate in accordance with company law and our constitution. Composition of the Board reflects the need and priorities identified within our Strategic Plan. The Board provides leadership and strategic direction to ensure organisational performance, growth and sustainability.

Mr James Whiteside (President)
Mr Christopher Baldwin MPE JP
Mr James Borbone
Mr Selwyn Brown BA Edu
Ms Anita Collins BApp Sc (OT) AccOT
Ms Lynette Harrison BEc. LLB
Mr Mark McLennan Adv Dip DP (Syd) Dip DT (Syd)
Dr Holly Smith MDCM, FRACP
Ms Melissa Tooke BA, MIntS, GradCert RiskMgt,
GradDipOHS, FGIA, AMIIA
Ms Rebecca Shaw BA (Marketing)

> OUR VISION

A water-loving nation free from drowning.



DrowningPrevention.com.au

CONTENTS

01/ ACHIEVING TOGETHER

- 06 Message from the Governor
- 07 Message from the Sport Minister
- 08 Message from the President
- 09 Message from the Chief Executive Officer
- 10 Royal Life Saving NSW
- 11 Highlights 2021-22

02/ OUR STRATEGY

- 13 Continuing with our Vision
- 14 NSW Fatal Drowning Report
- 18 Summer in Profile
- 20 Strategic Challenges
- 21 Strategic Commitments

03/ MEASURING OUR SUCCESS

- 24 Resourceful and Vibrant Organisation
- 34 Growth Through Leadership and Partnerships
- 44 Innovative Solutions
- 60 People – Stability and Sustainable
- 72 Value Creation
- 73 Operating Scorecard

04/ OUR THANKS

- 76 Honours
- 78 Point Score
- 80 Supporters

ACKNOWLEDGEMENT TO COUNTRY

Royal Life Saving New South Wales acknowledges the Traditional Owners of the lands where its offices are located, the Eora, Dharug, Wallumedegal, Awabakal, Worimi, Dharawal, Waaganwaagan, Gumbaynggirr, Kamilaroi and Wiradjuri people, and pays its respect to all Elders past and present and emerging. We recognise and respect First Nations connection to land, waterways and community and make a commitment to reconciliation.

01/
ACHIEVING TOGETHER





MESSAGE FROM THE GOVERNOR

As Patron of the Royal Life Saving Society Australia (New South Wales Branch), I would like to congratulate the Society on its significant accomplishments over the last year.

Despite challenging operating conditions, the Society has wholeheartedly pursued its mission to help the people of New South Wales to enjoy the water safely through drowning prevention leadership, education and action. Vital swimming, water safety and lifesaving education initiatives were delivered to over 200,000 people even as face-to-face engagement was limited and complex.

Much of the Society's work occurred across regional and remote communities. More than 1,500 children in remote communities received direct support enabling them to participate in a learn to swim program. For many, this was their only opportunity to participate in such a program.

These activities are more important than ever. The recently released National Drowning Report 2022 noted that in New South Wales there was a 34% increase in drowning deaths on the 10-year average with 11% of drowning deaths flood related. 47% of fatalities last year occurred in rivers, creeks, lakes and dams. These tragedies remind us that these locations have inherent risks which are often unknown or unfamiliar to many aquatic users.

The months ahead will see many of us travelling and visiting family and friends in locations that will include beautiful beaches, rivers and lagoons. As Patron of the Society, I encourage you be mindful of your own safety and capabilities and those of your families and friends.

As members and supporters of RLSNSW you know only too well the repercussions of ill-informed decisions, many of which are made during moments of inattention.

There is another message which is also important. The aquatic environment can change quickly, and this is especially so following the serious flooding events of recent months as water quality, erosion and debris have impacted local waterways. Take care of yourselves just as you take care of others.

I sincerely wish Royal Life Saving ongoing success for the year ahead as it seeks to support our communities to utilise our waterways safely and confidently.

**Her Excellency the Honourable
Margaret Beazley AO QC**

Governor of New South Wales

MESSAGE FROM THE MINISTER FOR SPORT

New South Wales is privileged to have some of the most picturesque aquatic environments in the world. From our rivers, lakes and dams to our beaches and pools, we are spoilt with a plethora of opportunities to enjoy water-based activities. Activities which also provide significant health and wellbeing benefits.

The last 12 months have been difficult for many of our communities. The restrictions and impacts of the COVID-19 pandemic and recent devastating floods have affected our capacity to participate in activities in, on, and around water.

Despite these challenges, I would like to congratulate Royal Life Saving NSW on continuing its training and education initiatives, particularly its prioritisation of programs for communities that are most at risk of missing out on valuable swimming and water safety education.

As the Minister for Sport, I am cognisant of the importance of re-engaging the community with swimming, water safety and lifesaving programs as we approach the warmer months. To assist children and families, the NSW Government has continued to support the highly-valued and utilised Active Kids and First Lap voucher programs, and I thank Royal Life Saving NSW for continuing their support of these programs, particularly its delivery of training for swim teachers to support the First Lap program over the last 12 months.

The NSW Government is proud to support the activities of Royal Life Saving NSW and recognises its critical role in increasing safe aquatic participation and the significant benefits it brings to the community.

I congratulate and acknowledge the commitment and dedication of Royal Life Saving NSW and its people. Its network of facilitators, educators and members ensures all communities across NSW have access to quality aquatic services and programs that prepare us for a lifetime of safe and enjoyable experiences in and around water.

The Hon. Alister Henskens, SC MP

Minister for Enterprise, Investment and Trade,
Minister for Sport, Minister for Skills and Training, and
Minister for Science, Innovation and Technology

MESSAGE FROM THE PRESIDENT

The past year brought its own unique challenges for us to navigate. As I reflect on events and their impacts it is clear that we are emerging stronger than ever.

We have arrived at a new level of agility, resilience and capability that I believe puts us in good stead for the opportunities that lie ahead. We will continue to manage the ongoing impacts of supply chain dislocation and heightened geo-political tensions, inflationary pressures and a tight labour market. We are confident our organisational strategy remains appropriate and relevant to our communities.

Royal Life Saving has always put people first and we continue to do so. During FY22 we prioritised the health, safety and wellbeing of our people, our members and our customers. We recognise that hybrid working arrangements can enhance service delivery and benefit our people. As a Board, we are mindful of intense competition for talent and resources and we remain focused on retention and upskilling of our workforce as we prepare for the future.

Our performance

The underlying performance of Royal Life Saving remained strong throughout the year. Core traditional service and program revenue streams were interrupted for a considerable part of the year. Royal Life Saving re-engaged strongly across NSW as opportunities presented themselves and is confident of rebounding over the next 12 months.

Strong progress has been made to diversify our revenue, secure premium partnerships and deliver against our strategic priorities. This, combined with our prudent management approach, underpins our ongoing commitment to provide value for our communities.

Through the complexities of our changing operating environment, we were able to recommence operations of our Aquatic Academies at Denistone East and Seven Hills. These facilities not only provide water safety solutions direct to thousands of children and adults each week but are the cornerstone of training and accrediting the workforce needs of the sector, particularly in Western Sydney.

Our rapid deployment of services post lockdowns ensured the safe and appropriate reopening of facilities and activation of aquatic participation. Royal Life Saving trained thousands of new pool lifeguards, swim teachers and technical operators to ensure communities could partake in much needed recreation, sport and solace.

Responding to our changing landscape

Our future success and sustainability rests on exceeding the current and future expectations of our valued networks and customers. There remains much to be done at all tiers of government to address the critical need for community resilience and skill acquisition, and Royal Life Saving is leading much of the agenda to ensure meaningful development and change.

Over the last number of years, we have witnessed an upward trend in our fatal and non-fatal drowning incidents. Many of our vulnerable and at-risk communities have had reduced access to water safety programs and opportunities to acquire or maintain their aquatic proficiencies. Royal Life Saving is continuing to monitor this situation and ensure appropriate support is prioritised.

We will continue to advocate for a more resilient and skilled Australia through access to quality programs and services, support for active aquatic participation and future sector workforce needs and elevated actions that address our risk-taking behaviours and attitudes in, on and around water.

Our team and supporters

On behalf of the Board, I would like to acknowledge the management team and all employees for continuing to focus on our purpose and striving to deliver value for our communities. I also thank the NSW Government for their ongoing support and look forward to jointly introducing new initiatives.

I also acknowledge and thank our Patron, Her Excellency the Honourable Margaret Beazley AO QC, Governor of New South Wales. Annually, we undertake a Commendation Ceremony at Government House hosted by the Governor. COVID-19 forced a postponement to this year's event. We look forward to resuming this important activity next year.

Our thanks to the National Office and its Chief Executive Officer, Justin Scarr. Our collaborative efforts continue to enhance our reputation and integrity across the country.

Finally, I would like to thank the contribution and commitment of the Board of Directors who have been required to consider and contemplate the maze of extraordinary events and situations across the year and provide collaborative and considered strategic solutions.

Royal Life Saving looks forward to a promising year and remains focused on ensuring it is a sustainable organisation that continues to deliver long-term value.

Jim Whiteside
President

MESSAGE FROM THE CEO

The 2021 – 22 financial year presented many challenges to our customers and to Royal Life Saving with environmental disasters and the ongoing COVID-19 pandemic. We responded the only way we know how – with resilience and commitment to deliver our purpose, to lead efforts to reduce drowning and increase swimming, water safety and lifesaving skills.

Our people have played a central role in ensuring these challenges have not impacted our ability to service our communities across New South Wales. They have worked tirelessly behind the scenes to deliver quality programs and services and ensuring adaptable, skilled and knowledgeable communities.

Leadership from the top has been instrumental in driving a strong connection with our people, improving alignment to our strategy and driving a high-performance culture. We have continued to work with our people to find new ways of working in the COVID-19 environment, enhance safety and wellbeing at work, and develop a fair, equal and inclusive environment for everyone.

We've also become more agile and innovative in response to the dynamic environment stemming from the pandemic, including greater use of technology. Enhancements in our digital capabilities and continued deployment of technology-based solutions have assisted greatly with productivity challenges, helping us to keep our communities supported. Our online training and education programs have been greatly utilised and ensures access to even the most remote communities.

We have stepped up our community and stakeholder engagement activities and we have expanded our interface with key demographics including culturally and linguistically diverse communities. Our diverse communities continue to dominate our annual fatal drowning toll requiring the need to develop and implement water safety agenda that addresses local need and understanding. The next 12 months will see an increased range of support services to further support priority communities particularly in Western Sydney.

Despite the complexities of the last couple of years our teams have been innovative and creative in exploring new ways in which to deliver key services. We appreciate that the future requires an increased commitment and greater engagement with our customers and stakeholders to ensure heightened and purposeful outcomes. A comprehensive range of social media campaigns has been scheduled leading into summer to ensure all our communities are informed and educated on key water safety and lifesaving agenda.

Our regional and remote communities continue to be a priority. The 2021-22 NSW Drowning Report has delivered troubling figures. 125 fatal drownings occurred in NSW in the last 12 months, an increase of 26% on 2020-21 and a 34% increase on the 10-year average. Almost 50% of drownings occurred in our rivers, dams and lakes whilst 20% occurred at our beaches. Many regional and remote communities have suffered significant impacts to their swimming and water safety education. Environmental disasters and the pandemic have witnessed the lose of millions of lessons which are not recoverable. Our vulnerable communities will require additional support to ensure their aquatic proficiencies are appropriate to enable future activities in, on and around water.

The aquatic sector has also endured through complexities associated with the pandemic and various environmental disasters. Staff shortages, closures and reduced community confidence have led to financial stress and reduced levels of service. This further elevates our concerns re our children and other vulnerable groups accessing vital swimming and water safety programs. Throughout 2021-22, Royal Life Saving continued to receive support from the New South Wales Government for many of our drowning prevention priorities. Our commitments focussed on increasing active participation with a particular focus on children and disadvantaged communities.

We greatly appreciate the support we receive from the NSW Office of Sport and look forward to continuing our collective actions to fatal and non-fatal drowning prevention across NSW.

To all our members, facilitators, partners, thank you for your ongoing commitment and support. To our staff, our greatest asset, your continued dedication is inspirational. Our reach is truly amazing and the water safety platform we establish across the state brings about safe and enjoyable aquatic experiences for all.

Finally, to the Board of Directors and particularly the President, Jim Whiteside, thank you for your continued support and guidance.

Michael Ilinsky
Chief Executive Officer

> OUR VALUES

Advance with integrity – be honest, reliable and genuine.

Advance with innovation – be resourceful, relevant and inspirational.

Advance with humanitarian endeavour – be inclusive, compassionate and resilient.

> OUR PEOPLE

Throughout the COVID-19 pandemic, Royal Life Saving has continued to support all staff and ensure their health and safety is paramount. Flexible schedules and work conditions enable our staff to address and balance work and lifestyle issues and concerns.

Our leaders are in regular contact with staff to ensure ongoing and quickly changing conditions are monitored and responded to appropriately. By understanding our staff and their needs we are confident that we'll return to post COVID-19 restrictions with confidence, enhanced work performance and productivity, improvements to individual wellbeing and attracting and keeping great talent.

> OUR FOCUS

COVID-19 has continued to disrupt the lives and livelihoods of our customers and members. It has challenged us in our work as key water safety advocates and leaders, as well as opened opportunities to adapt and develop.

Performing to high industry standards, ensuring consistency in operations and ensuring the safety of all involved have been front of mind in every decision we've taken. Based on the recent past and an understanding that the pandemic is a long-term strategic consideration, Royal Life Saving has continued to invest in enhancing how we work, as well as improving our resilience. These investments in adapting and evolving have allowed us to pivot our workforce operations quickly and meet our key objectives.

> OUR CULTURE

Royal Life Saving is a traditional organisation with a modern set of values and intent. Our culture is underpinned by a set of principles that are established and inherent in our daily commitments. Royal Life Saving is a result orientated organisation.

Our vision, "to lead efforts to reduce drowning and increase swimming, water safety and lifesaving skills", implies the critical necessity to perform and achieve our strategic goals - anything but would not be acceptable.

We seek to inspire our people and to be united by a drive for capability and success. This in turn requires our leaders to establish clear and achievable goals. While we prioritise a particular culture style, that of results, we adhere and emphasise flexibility, adaptability and receptiveness to change. We prioritise innovation, openness, diversity and long-term orientation.

> HIGHLIGHTS 2021-22

Royal Life Saving has continued to demonstrate leadership across key water safety developments, implementing innovative solutions including new technologies and services to meet emerging issues.

- > **250** Keep Watch @ Public Pool partners
- > **54** Aquatic Risk Audits completed
- > **56,589** vocational accreditations, **40,000** in regional NSW
- > **430** registered pre-school partners
- > **Public Rescue Equipment deployed** at inland water locations
- > **\$750,000** in lifesaving product sold
- > Launch of **All Abilities Swim Teacher** program
- > Launch of the **Duty Manager Program** for aquatic sector
- > Launch of the **Leadership program** for emerging industry talent
- > **28** enrolments in Certificate III in Aquatics
- > **Aboriginal Reconciliation Action Plan** under development for 2023
- > **200+** Public Pool training locations
- > **5,000+** Pool Lifeguards accredited across NSW
- > **200,000+** participants in a Royal Life Saving program or service
- > **1,500+** children in Swim and Survive Vacation program-regional remote NSW
- > **NSW wins** Australian Pool Lifesaving Championship
- > **\$700,000** in core funding support
- > **\$18 million** in First Lap voucher support for children
- > **\$1 million** in training subsidies to support aquatic industry
- > **\$200,000** in community support for Metropolitan Strategy
- > **40 years old** Swim and Survive
- > **98%** customer satisfaction from vocational training students
- > **1,400** new Swim Teachers trained
- > **28,808** teachers completing CPR, First Aid & Anaphylaxis training
- > **1,400+** industry employees completed cultural competence online program
- > **52,000+** online enrolments in swimming, water safety and lifesaving programs.
- > **\$20,000** in support for children in remote locations
- > **39** public pool partners supporting SwimVac
- > **\$30,000** in community support from Bendigo Bank
- > **3,500** children learning to swim at our Academies each week
- > **New partnerships** with Inner West, Blacktown and Canterbury Bankstown Council
- > **44** public pools achieving 5 star status



CONTINUING WITH OUR VISION

We are now into the second year of our 2020–2023 Royal Life Saving Strategy.

Our vision and strategy are based on network insights, extensive analytics, and macro and micro trends across historical periods. Our strategic statement involves a reduction in fatal and non-fatal drownings via the provision of quality, evidence based and modern solutions. As a peak body, we play a vital role in leading and achieving these outcomes.

To help us achieve these outcomes a continued commitment to our core priorities is paramount.

> OUR VISION

A water loving nation free from drowning.

> OUR PURPOSE

To lead efforts to reduce drowning and increase swimming, water safety and lifesaving skills.

> CORE PRIORITIES

A. Resourceful & Vibrant Organisation

A strong, well-resourced and vibrant organisation with a focus on community safety and wellbeing.

B. Growth Through Leadership & Partnerships

Collaborative leadership and undisputable reputation across the community and with key stakeholders.

C. Innovative Solutions

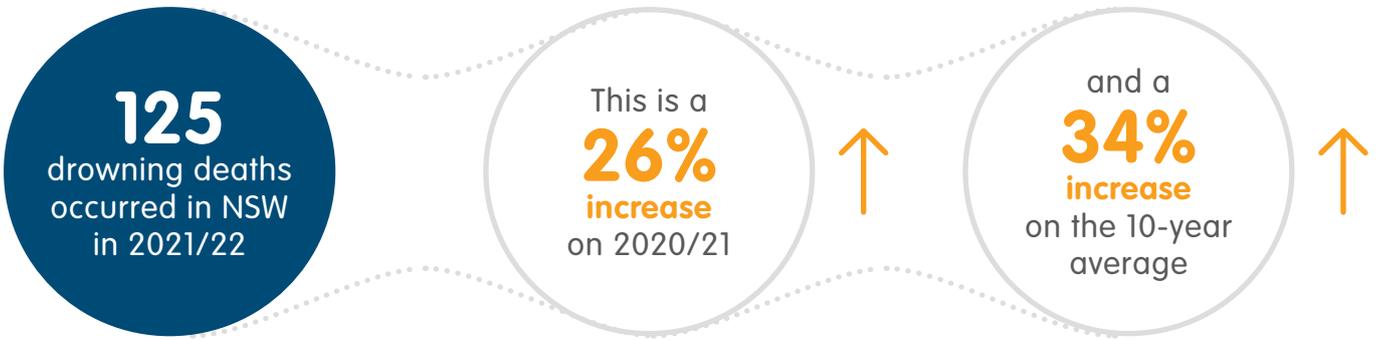
Improving our standards and providing innovative solutions that in turn provide for enjoyable aquatic experiences.

D. People: Stability & Sustainable

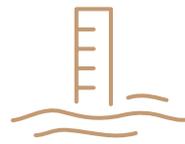
Continued stability and growth of our people.

NSW FATAL DROWNING REPORT

The 2021-22 NSW Drowning Report has returned a tragic 125 fatal drownings. This is a significant increase from last year and against the 10-year average.

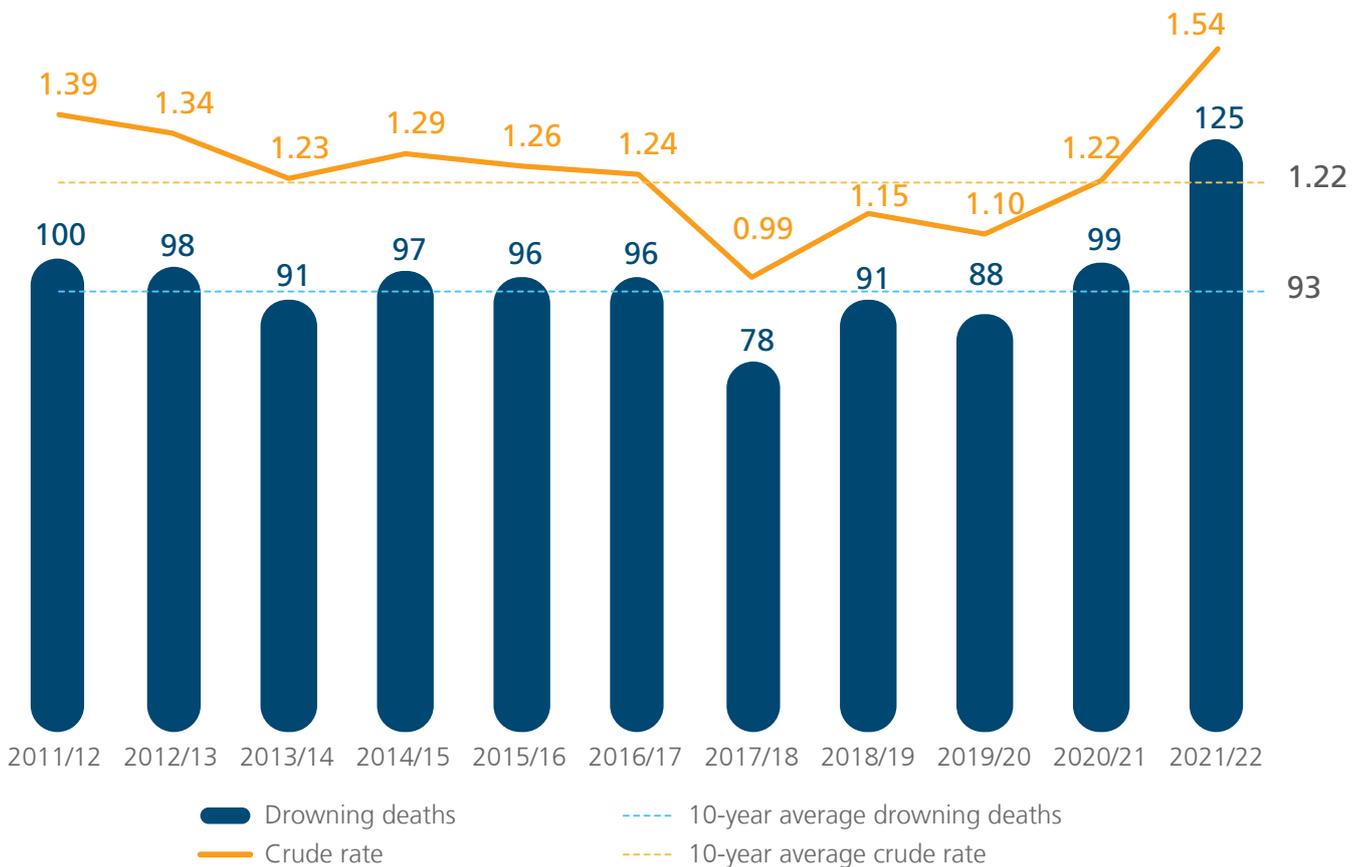


83% of those who drowned in New South Wales were male

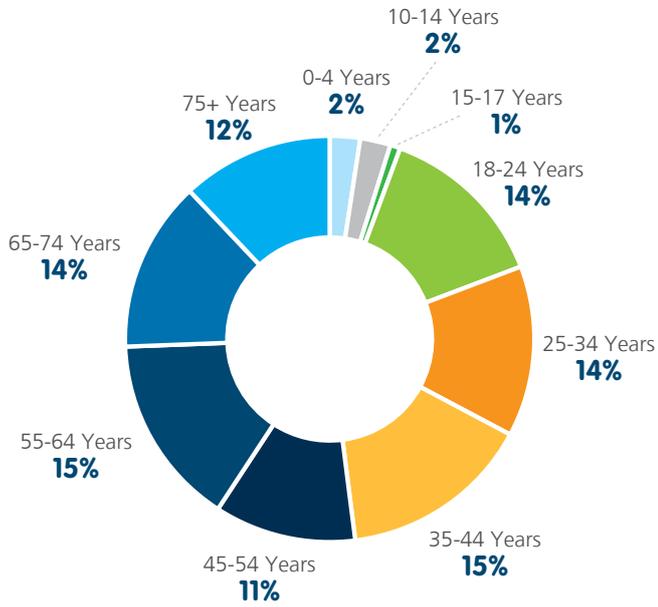


11% of drowning deaths were flood-related

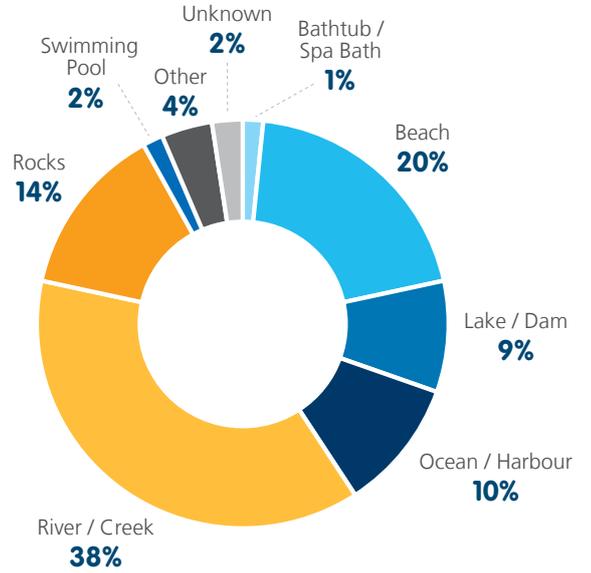
Drowning deaths and death rates in New South Wales from 2011/12 to 2021/22 and the 10-year average



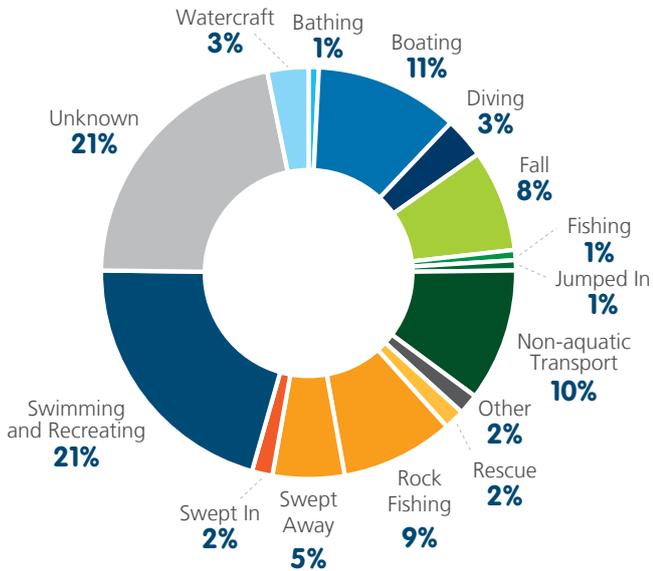
Age



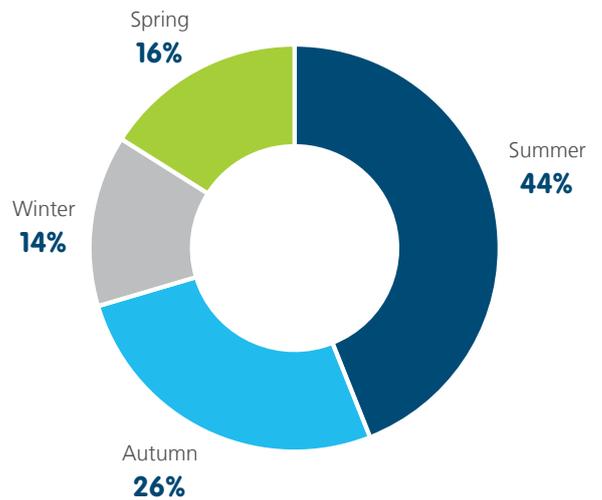
Location



Activity



Season



READ THE REPORT AND WATCH VIDEO
royallifesaving.com.au/NDR2022

NSW reported a significant increase in drowning across 2021/22 against previous year, and the ten-year average.

- > This is the first time drowning in NSW is reported to be over 100 deaths since 2011
- > This is the highest number of reported drownings in NSW on record (since 2002/03)
- > NSW did not record the highest % increase, but exceeds all other states by numbers
- > 1 in 10 drowning deaths in NSW were flood-related
- > The highest impact of flooding deaths is on those over 65 years
- > Flooding accounts for 11% of the drowning in NSW
- > Without the NSW floods in February / March 2022, drowning would still be up
- > 1 in 4 drowning deaths in NSW is a person over the age of 65 years
- > Child drowning (0-4 years) is down in NSW, along with a decrease in drowning among primary school age children (5-14 years)
- > **This may be** an indication that programs and campaigns targeted to children and their parents may be making an impact and it is important to continue focusing drowning prevention efforts on children
- > Rivers and lakes account for almost 50% but note that flooding impacts on this proportion

Everyone can learn to swim

Royal Life Saving NSW, with support from the NSW Government's Office of Sport, launched a new Learn to Swim campaign for multicultural communities, to increase swimming lesson participation across NSW.

The new Everyone can learn how to swim campaign focuses on six people from diverse backgrounds and personal stories of how they overcame barriers to enjoy the many health and social benefits swimming can deliver.

The campaign provides resources for local communities to understand and navigate the barriers to swimming. This support will assist the aquatic industry to provide consistent and easy-to-understand information to their diverse local community. Translated guides are available in key language groups including Arabic, Chinese, Hindi and Nepali.



WATCH THE VIDEOS
[drowningprevention.org.au/
multiculturalcommunities](https://drowningprevention.org.au/multiculturalcommunities)



SUMMER IN PROFILE

Royal Life Saving Summer Drowning Report 2021-22

Royal Life Saving's annual Summer Drowning Toll showed a 30 per cent increase in drowning deaths across Australia in 2021-22, 20% of summer drowning deaths were flooding-related.

18 per cent of all drowning deaths over summer occurred on a public holiday. The two single days with the highest drowning deaths were both public holidays during the Christmas – New Year period.

The combination of extreme weather including flooding on the east coast and prolonged heat waves on the west coast, the easing of COVID-19 restrictions enabling people to travel all played a role in drowning risk over the summer months.

Comparing to the Summer Drowning Toll numbers from the previous five summers (2016-17 to 2020-21):

- › Drowning deaths among people aged 35–64-years are on the rise.
- › In comparison, drowning deaths among people aged 18-34 years are decreasing.
- › Children aged 0-17 years consistently account for the lowest numbers of drowning deaths over summer.
- › Drowning at inland locations decreased, while coastal drowning deaths increased.
- › The numbers of visitors to natural aquatic waterways have also risen, meaning more people are swimming, boating, fishing, and socialising, on and around the water.

This finding was supported by a nationwide community survey conducted for the consecutive second year by Roy Morgan on behalf of Royal Life Saving. The research tracked people's participation and activity around water, finding 52 per cent of people visited an aquatic location in the past three months (January-March), and social gathering at all aquatic locations were up by 10 per cent compared to last year.

The Summer Drowning Toll could not capture any alcohol involvement in the drowning deaths recorded. However, the Roy Morgan survey data reported around half of all Australians drink alcohol around the water, and about a quarter sometimes go in the water after drinking.

The Summer Drowning Toll 21-22 demonstrated that drowning risk is always present, regardless of weather and water conditions. Heavy rain and flooding meant there was unexpected exposure to water where we least expect it, and people may not be aware of some of these risks and how to respond to the changing conditions.

Conversely, the warm weather encouraged people into the water to cool off. However even when the getting into the water is a planned activity, we still need to be aware of safety precautions such as supervising young children, avoiding alcohol and wearing lifejackets when out on the water or fishing.

Several factors are likely to have contributed to increased drowning over the 2021-22 summer. Firstly, we acknowledge the devastating impact of flooding on our communities and the lives lost from flooding in December and again in February and March.

The nature of La Niña weather patterns this summer provided heavy rain for much of this period, however there were still periods of heatwaves across the country that coincided with the Christmas-New Year break when the highest number of people drowned.

Easing of Covid-19 restrictions and re-opening of state borders in December saw the increased mobility of people, travelling inter and intra-state, as well as many people taking extra time off this summer, potentially exposing more people to water, adults and children alike. Visitor numbers to aquatic locations appear higher than last summer, indicating that visitor numbers are returning to pre-Covid levels (summer 2019-20), before Covid-19 restrictions were introduced in March 2020.

A combination of people being off work and school, being able to travel interstate, both hot and wet weather and increased visitation to aquatic locations combined are likely to have contributed to the high number of drowning deaths over summer 2021-22.

While some of these factors are beyond our control, we can continue to raise awareness and promotion of key water safety messages. Although the numbers of children drowning remain low, it is essential that supervision messages for all age groups are constantly promoted over the summer period, especially during the Christmas-New Year period where the highest numbers of children drowned.

The increasing trend of adults aged 35-64 years warrants a tailored approach to water safety awareness for this demographic. More research is required to better understand the role of weather and climate change on drowning.

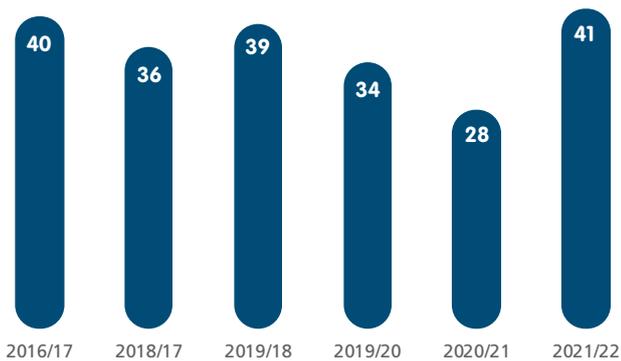


READ THE REPORT
[royallifesaving.com.au/
summerdrowningtollreport2021-22](https://royallifesaving.com.au/summerdrowningtollreport2021-22)

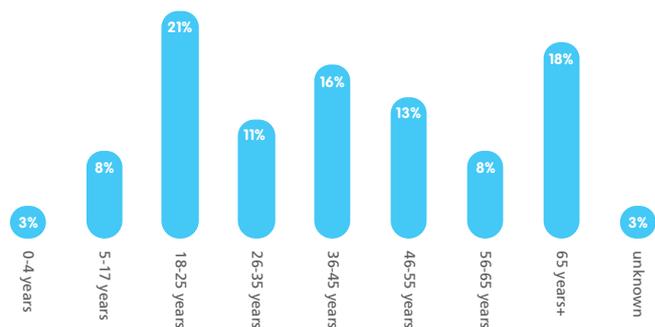


88% of drowning deaths in New South Wales were male 

Summer drowning deaths in New South Wales 2016/17 to 2021/22



Age breakdown



When



Location



Activity



STRATEGIC CHALLENGES

These are unprecedented times for Australia and the consequences of recent events on aquatics are, and will continue to be profound. All involved in swimming, water safety and lifesaving have been significantly challenged. Despite many setbacks, Royal Life Saving remains confident and well positioned to lead future endeavours and continue to support the communities of New South Wales.

> NATURAL DISASTERS CONTINUE

Many of our communities are still recovering from devastating fires, prolonged drought, and recent floods. Coupled with the COVID-19 pandemic many are still seeking to return to a degree of normality. The impact of these concurrent events may never be fully understood or realised.

Royal Life Saving will continue to work with its key partners and networks particularly in locations where hardship and disadvantage is evident, and support is needed.

> IMPACTED CHILDREN

The last 12 months have witnessed a significant reduction of learn to swim programs across NSW. Closures and health orders limited opportunities for the aquatic sectors ability to provide vital services. The repercussions of limited aquatic exposure on children are yet to be determined. For many the capacity to "catch-up" may never be possible.

Royal Life Saving will prioritise its resources to support children and the need to ensure a balanced swimming and water safety education is accessible for all. Developing resilience is paramount to reduce aquatic risk amongst our vulnerable.

> INDUSTRY INTERRUPTIONS

Our industry has been burdened by forced closures which in turn has left many with ongoing financial worries leading to future business concerns. Continuing interruption may lead to some closing their doors reducing the community's access to swimming and water safety programs.

Royal Life Saving will continue to seek opportunities to support the aquatic sector through its government liaisons and advocacy solutions.

> WORKFORCE SHORTFALL

With forced closures and reduced access to aquatic programs the sector witnessed much of its workforce leave in pursuit of other forms of stable employment. The loss of quality swim teachers in particular is of concern and has direct consequences on program outcomes and participant benchmark achievements.

Royal Life Saving will work on strategies that seek to re-activate the workforce to enable aquatic facilities to continue to provide key services. In addition, greater focus will be applied to providing professional development pathways to ensure future sector employees are supported.

> COMMUNITY CONFIDENCE

For many in our community the COVID-19 pandemic has led to isolation and the need to refrain from coming together with others. The concept of re-engaging with others is still a daunting issue and will take time for many. It is important, at the right time, that parents re-visit their local swim school to continue with their child's swimming and water safety development.

Royal Life Saving will undertake public awareness campaigns to remind parents of the health, social and physical benefits of aquatic programs.

> STRATEGIC COMMITMENTS: GOING FORWARD

In response to world health and environmental impacts, Royal Life Saving is committed to developing a proactive response that builds capacity and ensures our communities are provided with the resources and support they need in an ever-changing world.

> ONGOING RELEVANCE

We need to adapt quickly to changing political, stakeholder and community circumstances and opportunities.

We need to engage communities more strategically and consistently.

We need to analyse community patterns – population trends, aquatic usage, public policy.

We need to be innovative and invest in our future and develop our people.

> INDUSTRY COLLABORATION

More regular consultation and engagement with industry partners is essential as we enter new phases of operational priorities and post pandemic considerations. Collaboration and finding common voice ensure greater outcomes for the communities of New South Wales.

> PARTNERSHIPS

We will build on our partnership commitments to enable greater humanitarian outcomes and ensure those burdened by socio-economic disadvantage, isolation or prejudice received heightened support and assistance.

> STAKEHOLDER ADVOCACY

Royal Life Saving's stakeholder investment strategy aims to build awareness via strong advocacy but provide solutions in which to address water safety priorities. Understanding fatal drowning triggers and causal patterns enables us to develop interventions or solutions that change behaviour or build resilience and skill.

In FY23, we will begin to implement our framework for measuring social impact across our strategic priorities.

> TECHNOLOGY & DIGITAL

Technology is a key enabler of Royal Life Saving strategy. We are leveraging digital, data and automation to improve our products, processes and systems to better meet the needs of our communities. We continue to build on our strong technology foundations and have the following key priorities:

- > **Keep the business safe and running**
COVID-19 has highlighted the importance of being a resilient business that can adapt to changes in our operating environment and respond to ever increasing cybersecurity threats.
- > **Architect for the future**
Simplifying our technology architecture to make it more efficient and our systems more flexible.
- > **Unleash data, digital and automation**
Create more personalised and seamless customer experiences
- > **Transform our ways of working**
Building and improving our internal capabilities and better leveraging our technology and business process partners.

03/
MEASURING OUR SUCCESS







Resourceful & Vibrant Organisation

> GOAL

A strong, well-resourced and vibrant organisation with a focus on community safety and wellbeing.

Lead strategies to facilitate healthy, active and skilled communities through innovative, reliable and quality solutions together with Government, the Community, the Aquatic Industry and Corporate Sector support.

WHAT WE PLAN TO DO

- > A1: Maintain and expand strategic relationships
- > A2: Implement initiatives aligned to core agenda and community supported priorities
- > A3: Increase visibility of brand, core message and protection of integrity





A1: Maintain and Expand Strategic Relationships

Collaboration to address priority water safety agenda

We collaborate and work alongside government and strategic entities to bring about effective and influential change, policy development, guideline creation and service provision. We assist and lead in the identification of priority water safety agendas and establish strategies based on evidence and expert opinion.

2021-22 was impacted by environmental disasters and the pandemic which continued to provide unprecedented challenges impacting our capacity to deliver and service priority objectives with key partners. With extended closures and restricted opportunities many planned initiatives and opportunities were paused or rescheduled which in turn has long term implications for the communities of NSW.

A future focus on increasing healthy and active aquatic participation will be a priority for Royal Life Saving and its community and government partners.

To achieve many of our organisational goals we are reliant on a strong aquatic sector capable of directly engaging with communities across NSW. The sector has been heavily burdened with a lack of community confidence, service reductions (due to COVID-19 and recent environmental disasters), and broad workplace employment issues.

Furthermore, many children and disadvantaged communities have not returned to swimming and water safety programs which may have significant consequences in future years in relation to their aquatic proficiencies and abilities. Our future collaborations with the community and government will need to consider the changing expectations of our communities and tailored solutions to meet their needs. Despite the complexities over this period, Royal Life Saving was able to maintain a key leadership role resulting in newly implemented policy to assist with community engagement and workforce development.





\$700,000

Royal Life Saving invested \$700,000 into NSW communities supported by the NSW Government.

Our strategic partnerships with the NSW Government enabled Royal Life Saving to focus and engage on key priority drowning prevention agenda.

FY22 witnessed an increased commitment to active aquatic participation solutions, increased support of multicultural networks and elevated engagement of regional and remote communities.

**\$18
MILLION**

\$18m to support water safety for young children via the First Lap Voucher initiative.

Royal Life Saving strongly advocated and supported the implementation of the First Lap voucher initiative in December 2021, which provides financial support for young children to participate in swimming and water safety education.

This significant investment in our young children provides an important foundation into developing aquatic skills and knowledge which supports and enables a lifetime of positive aquatic experiences.

1,000

1,000 fully subsidised new industry employees trained and accredited by Royal Life Saving.

With the support of the NSW Government, Royal Life Saving led the workforce recovery agenda to enable aquatic facilities across NSW to reopen post pandemic closures.

The training and certification of pool lifeguards, swim teachers and technical operators was fundamental to enabling communities to re-engage with their local pool.

> Advocacy for increased support to strengthen communities is a priority.

A2: Implement Initiatives Aligned to Core Agenda and Community Supported Priorities

Targeted and tailored solutions

We address key water priorities through targeted awareness, education, training or tailored solution. We engage communities to ensure relevance and suitability to ensure long-term benefit and outcome.

Over the last 12 months our children and vulnerable communities have had traditional swimming and water safety education significantly disrupted. Closures and workforce losses have impacted the timing and availability of traditional services. As we overcome COVID-19 challenges, there will be increased emphasis and support into the future to ensure our children have access to a balanced swimming and water safety program. The support of the aquatic, education network and community will undoubtedly be vital in addressing any gaps or disadvantage.

Royal Life Saving has continued with its focus on increasing participation opportunities in water safety, swimming, survival and water safety programs. This prepares all those without aquatic proficiencies with the skills and resilience to understand risks and dangers around our aquatic environments but also to enjoy aquatic activities and experiences into the future. Additionally, we have resourced our community and aquatic industry network and key partners to enable them to provide programs and services which consider health, social and wellbeing factors.





\$250,000

Royal Life Saving received \$250,000 support from Community Clubs.

In partnership with 21 community clubs, Royal Life Saving was able to provide arrange of swimming, water safety and lifesaving programs for children and communities in need to build greater resilience.

More than 10,000 individuals participated in fully subsidised water safety, CPR, leadership and learn to swim programs.

Initiatives primarily targeted communities in Western & South-Western Sydney.

\$20,000

Royal Life Saving provided \$20,000 to support disadvantaged children in regional NSW.

Over the summer period, Royal Life Saving administers the SwimVAC program that provides the Swim and Survive program to children in regional and remote communities.

Many children in our targeted communities suffer socio-economic disadvantage and without Royal Life Saving support many of these children would go without a swimming and water safety education.

39

39 SwimVAC partner pools in regional and remote NSW.

Children in regional communities have few options when it comes to learning to swim. Strong partnerships with regional councils is important to ensure children have access to high quality solutions.

More than 1,500 children participated in the SwimVAC initiative at 39 venues across regional and emote NSW and employing 43 swim teachers to service the program. Bendigo Bank was an important supporter and provided \$30,000 in financial support to this year's campaign.

➤ **The generosity of our supporters ensures elevated engagement to meet the needs of disadvantaged communities.**

A3: Increase Visibility of Brand, Core Message and Protection Of Integrity

Highly valued and trusted brand

We plan and coordinate strategies that bring about sector awareness and organisational intent. Our reputation and status are highly valued and brings trust to messaging and advise. We partner with key stakeholders to maximise exposure and acceptance.

As a nation, we love water, form our local pool, lake or river or to our beaches and bays. Many consider themselves competent in and around the water, but each year hundreds drown, while many more have close escapes. Often we over-estimate our aquatic skill level and place ourselves or others at potential risk.

We've all missed out on so much because of COVID-19. Swim schools and local pools across the country, have been hit hard by mandated closures and restrictions. It is estimated that millions of lessons have been missed. This threatens to have tragic consequences for many Australians and may create a generation of non-swimmers now and in the future.

> ONLY 35% ARE SWIMMING

only 35% of the 3-6 year age group are currently attending learn to swim lessons.

> CHILDREN DROP OUT AT 8 YEARS OLD

Children are dropping out of lesson around 8 years old, well before they have developed a comprehensive set of swimming skills.

> 40% DON'T REACH NATIONAL BENCHMARK

40% of children are unable to meet the national swimming and water safety benchmark.

Research shows that almost half of 12 years-olds can't swim continuously for 50 metres or float for 2 minutes in deep water – a basic swimming and water safety benchmark. Disturbingly, COVID-19 led closures have amplified a long-term trend of children in this critical age group not taking or continuing lessons. Given our lifestyle, swimming is a vital life skill. Not being able to swim diminishes the enjoyment of life and puts lives at risk.

"Royal Life Saving NSW has a responsibility to leverage its brand and reputation to ensure all communities have access to vital swimming and water safety programs."





1,400+

1,400+ new Swim Teachers accredited across NSW.

As public pools re-opened in October 2021 after forced closures, Royal Life Saving broadened its commitment to ensuring highly trained and skilled Swim Teachers were deployed to service sector needs. In addition to the core Swim Teacher program, Royal Life Saving implemented specialisations to meet specific sector and community needs. This included the new Infant Program and the All Abilities program.

WE SWIM

Hundreds of WE SWIM partners across NSW promoting active aquatic participation.

WE SWIM is a campaign, a movement to inspire parents across Australia to take action to ensure their children enjoy all the benefits of swimming, from the fun stuff like splashes, dives and races to the many health and safety benefits of being in the water.

The key focus of the campaign is to encourage parents to enrol their children in lessons, whether they're new to swimming or have dropped out too early – with the aim to ensure all children stay in lessons long enough to achieve and exceed the minimum national swimming and water safety benchmark to swim continuously for 50 metres and float in deep water for 2 minutes by 12 years of age.

250

More than 250 Public Pools across New South Wales are Keep Watch @ Public Pool Partners.

Royal Life Saving continues targeting high-risk areas for toddler drowning deaths such as public pools. With lack of direct supervision by a parent or carer believed to be a contributing factor in 70% of all drowning deaths at public pools, the Keep Watch @ Public Pools program aims to eliminate all drowning deaths and reduce the number of near drowning incidents at these facilities.

The Program promotes the importance of appropriate levels of supervision within aquatic facilities to the community and provides partners with resources to educate parents and carers of vulnerable children.

> In 2021-2022, 38 children across Australia lost their lives in the water. The need for ongoing industry partnerships is paramount if we are to appropriately address this emerging dilemma.

> Resourceful & Vibrant Organisation Measure



Goal

A strong, well-resourced and vibrant organisation with a focus on community safety and wellbeing.

Target

- > Continued and increased strategic relationships and support to meet community needs and water safety priorities.
- > Expansive array of programs and services to support all communities across Australia.
- > Increased organisational influence and presence amongst priority audience.

Result

- > Royal Life Saving invested \$700,000 into NSW communities supported by the NSW Government.
 - > NSW Government supporting \$18 million in First Lap vouchers over 12 months to support water safety for children 3-6 years.
 - > Launch and implementation of the NSW Aquatic Strategy – Culturally and Linguistically Diverse Communities with the NSW Office of Sport.
 - > \$1 million in subsidy support for the aquatic industry in partnership with the NSW Government.
 - > Bendigo Bank and Councils across NSW partnering to support the Royal Life Saving SwimVAC program across 39 swimming pools in regional and remote NSW involving 1,200+ children.
 - > New partnership with Invictus Australia and the NSW Government to support training of veterans and their families in aquatic and recreation roles.
 - > 11 Registered Community Clubs supporting 10,000 children with free swimming, water safety, lifesaving and leadership programs.
 - > 1,400+ new Swim Teachers trained across NSW to support learn to swim and water safety programs.
 - > WE SWIM partners across NSW advocating for positive aquatic experiences.
 - > Implemented Partnership Program with Inner West City Council, Canterbury Bankstown City Council and Blacktown City Council supporting community aquatic participation agenda.
 - > 3,500+ children and adults receiving weekly swimming, water safety and lifesaving skills at the Aquatic Safety Training Academies involving more than 100,000 individual lessons.
 - > 250 Keep Watch @ Partner Pool partners across NSW supporting parental and carer supervision strategies for vulnerable children.
-

> Coming together is a beginning,
keeping together is progress,
working together is success.





Growth Through Leadership & Partnerships

> Goal

Collaborative leadership and undisputable reputation across the community and with key stakeholders.

Grow strong and effective partnerships, collaborations and alliances that support strategic objectives, expand our influence and increase aquatic participation skills and knowledge and reduce fatal and non-fatal drowning.

WHAT WE PLAN TO DO

- > B1: Maintain and expand sector leadership and peak authority status.
- > B2: Maintain and increase strategies to inform and engage stakeholders.
- > B3: Increase commitments to research and innovative developments.



B1: Maintain and Expand Sector Leadership and Peak Authority Status

Capacity building and cross-sector collaboration

We work closely with sector stakeholders and collaborate with other peak organisations to cultivate and leverage partnerships within the sector and lead initiatives to enhance alignment and cohesion. We provide insights and capacity building strategies and foster cross-section collaboration and partnerships to improve sector sustainability and performance.

Throughout 2021-22, Royal Life Saving remained focused on supporting and expanding key partnership initiatives. There was a genuine need to remain focused and purposeful especially throughout the 12-month period. There was an array of opportunities and developments that enhanced our leadership status and addressed sector performance.

Partnerships with Bendigo Bank ensure children across NSW had enhanced learn to swim experiences with \$30,000 of additional support. Our Swim and Survive partners were able to celebrate 40 years of program provision which has led to millions of children learning to swim.

Our collaborative efforts with Councils such as Wagga Wagga Council have ensured the utilisation of inland waterways to enable aquatic sport and participation developments. All of these activities and relationships enhance our community safety and well-being.

Our sector collaborations enabled the development of new guidelines to support inland waterways and multicultural communities that will ensure an elevated commitment to safety and risk assessment ensuring positive aquatic experiences for all.





Local kids and staff celebrate the 40th anniversary.

Our Denistone East Academy welcomed parents, kids and staff to take part in the celebration, honouring the vital swimming and water safety program that began back in 1982.

This amazing program has contributed to the reduction of drowning statistics, particularly for primary school children aged 5 to 14 years as well as providing the skills and knowledge required for a lifetime of active and safe aquatic recreation.

Over 15 million children across Australia have participated in the program since its inception.



44 Public Pools achieve 5 Star rating!

Over the last 12 months 44 public swimming pools across New South Wales have received a 5 Star Water Safety rating after completing a risk assessment of their operations.

5 Star Water Safety Partners commit to an annual Aquatic Facility Safety Assessment undertaken by Royal Life Saving.

These swimming pools have all passed a rigorous 40-point aquatic safety check and demonstrate a strong commitment to aquatic safety standards.



Collaboration the key to water safety success.

Royal Life Saving NSW, Wagga Wagga Council and Oasis Regional Aquatic Centre joined forces to deliver the Outback Lifesavers initiative, following the success of the pilot program in 2021.

Suitable river conditions allowed all sessions to take place at Wagga Wagga beach on the Murrumbidgee River. 30 eager kids with their parents joined the Sunday morning sessions with 66% of participants signing up for the first time.

The 2022-23 summer will witness an expansion of the Outback Lifesaver program across New South Wales.

➤ **Building collaborative networks expands our influence and mission.**

B2: Maintain And Increase Strategies to Inform and Engage Stakeholders

Encouraging aquatic participation in an appropriate manner

We undertake diverse and innovative strategies to bring relevance and understanding across our communities. We seek to provide solutions that engage our stakeholders and supply them with genuine, trusted strategies to encourage aquatic participation in an appropriate and acceptable manner.

Many of our communities are engaging with our inland waterways as locations for recreation and enjoyment. As these environments become more readily accessible their utilisation will increase. Our research indicates that there are many within our communities who are at higher risk of fatal or no-fatal drowning at inland waterways. Broad education, risk and awareness strategies are essential to ensure these groups know the risks and required behaviours and attitudes to utilise such venues safely.

Despite these numbers, real progress has been made, with a 48% decrease in Aboriginal and Torres Strait drowning deaths over the past decade, with school aged children aged 5 to 14 years recording the lowest number and rates than any other age group.

Royal Life Saving, along with our partners, have made commendable efforts in supporting Aboriginal and Torres Strait Islander communities to address drowning prevention and develop water safety skills.

Royal Life Saving is committed to strengthening our relationships with health agencies and community leaders to build community capacity, support delivery of effective water safety and health promotion programs and address the gaps in knowledge. Alignment to policies is essential to create meaningful change and impact for Aboriginal communities across multiple areas.

Royal Life Saving NSW has committed to implementation of a Reconciliation Action Plan that will identify our collaborative response and actions. These developments will involve broader consultations and opportunities into the future.





EASTER

Public holidays are associated with a higher risk of drowning.

Royal Life Saving strongly advocates for everyone to enjoy the water safely. This is especially important around our public holidays where many undertake trips to aquatic locations, many of these are unfamiliar locations.

Over the Easter holiday period, Royal Life Saving reminded families via targeted social media strategies to:

- > check local conditions;
- > avoid alcohol around the water;
- > wear a lifejacket when fishing or boating; and
- > avoid going alone into the water.



KEEP WATCH

Children aged 0 to 4 years are at high risk of drowning.

Across the 21-22 summer, Royal Life Saving continued to promote the need to actively supervise children around water.

Drowning happens quickly and silently and the impact on families can be devastating.

Young children are naturally curious and attracted to water but do not yet understand the concept of danger.

Strategies for the prevention of child drowning are well understood and include active adult supervision, restricting a child's access to water, often using correctly installed and regularly maintained pool fencing, teaching children water awareness and learning resuscitation techniques.



RAP

Our Reconciliation journey toward meaningful change.

Royal Life Saving NSW submitted its first draft of our Reconciliation Action Plan (RAP) to Reconciliation Australia.

Initial consultation in late 2021 with the Murawin Group highlighted the dedication and the time to ensure the best possible RAP to achieve our business goals. This consultation highlights key responsibilities and targets for swimming and water safety education and program participation for Indigenous communities in our most rural and remote areas.



B3: Increase Commitments to Research and Innovative Development

Research to bring about community benefits

We invest in research that provides guidance and direction to prioritise agendas, appropriate solutions and community benefit.

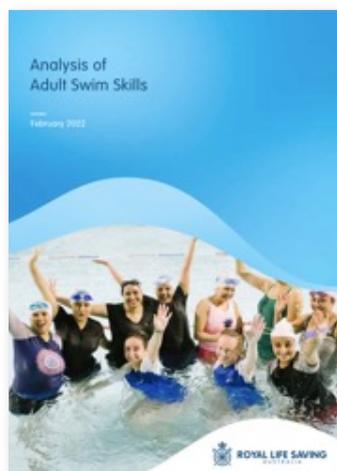
Royal Life Saving's advocacy and policy work in drowning prevention and water safety is based on in-depth research and associated analysis. Royal Life Saving has a strong and skilled research team that works alongside key academic institutions and partners to provide reports, journals and position statements that abide by the highest standard and rigours.

Our research capacities include the collation of fatal and non-fatal drowning incidents and patterns, analysis of aquatic user behaviours and attitudes, benchmarking reports on aquatic performance and evaluation reports on social, health and economic considerations relating to the aquatic sector and broader community.

Our organisational research commitment and intelligence gathering nationally has positioned us well and ensured our lead role in the development and publication of key strategic documents including Australian Water Safety Strategy 2030 and the National Swimming and Water Safety Framework. Both documents guide our national priorities into the future.

95% of fatal drownings in NSW are adults. It is vitally important that we seek to understand the causal patterns and issues that lead to these fatalities and provide solutions.



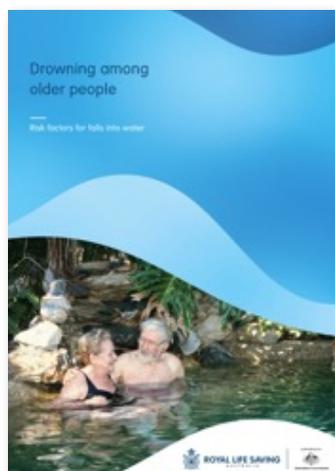


Analysis Of Adult Swim Skills Skills research

Recent Royal Life Saving research has surveyed adults on their swimming ability, where 35% of adults considered themselves to be a 'good or excellent' swimmer, and 25% considered themselves to be a 'weak or poor' swimmer.

Interestingly, those aged 55 years and over were more likely than the general population to rate themselves as good or excellent swimmers, and adults from migrant backgrounds were more likely than the general population to rate themselves as weak or poor swimmers or could not swim at all. On average, most people thought they could swim 6 lengths of an Olympic swimming pool (50m), or approximately 300m. Most believed that could not swim the same distance in open water.

Anecdotally, swim teachers have commented that teaching adults is very different from teaching children, with prior experience, attitudes, communication, and cultural issues factors influencing progress and skill retention at a greater level.



Drowning Amongst Older People Community research

Physical activity is important for the maintenance and improvement of physical, mental and emotional health, particularly in the later years of life when increased quantity of life does not guarantee increased quality.

Aquatic activity is low impact, meaning it is suitable for older people who may have physical limitations and injuries to consider, however, the drowning risk in this demographic is increased by pre-existing medical conditions, medication usage and reduced physical capacity.

Between 1 July 2009 and 30 June 2019, 596 people aged 65 years and over died from drowning in Australia. Of these, 20% fell into water. The largest number of fall-related drowning deaths occurred in NSW (47%)

This study:

- Investigated drowning deaths among older people with a focus on those who fell into water.
- Identified the risk factors for falls into water among older people.
- Provided recommendations to reduce fall-related drowning among older people.



World Health Organisation Preventing drowning.

The World Health Organization has released a new report providing practical guidance on three ways to reduce drowning that can be used in low-, middle- and high-income countries across the world.

The Preventing Drowning Report is designed for the provision of day-care, basic swimming and water safety skills, and safe rescue and resuscitation training.

Today, drowning claims the lives of over 230,000 people every year – the vast majority in low- and middle-income countries.

The World Health Organization recommends programme managers fully implement all practical guidance provided for each intervention, and that those tasked with approving or monitoring such programmes also ensure full adherence to the practical guidance in this resource.



READ THE REPORTS
[royallifesaving.com.au/
research-and-policy](http://royallifesaving.com.au/research-and-policy)

> Growth Through Leadership & Partnerships Measure



Goal

Collaborative leadership and undisputable reputation across the community and with key stakeholders.

Target

- > Continued recognisable status as peak authority.
- > Increased co-branding and recognition with key stakeholders.
- > Increased evidence portfolio to support priorities.

Result

- > Continued implementation of the Make the Right Call public relations campaign targeting fatal drowning amongst males 25-45 years at inland waterways.
 - > Publication of the Royal Life Saving Analysis of Adult Swim Skills – study analysing the swimming skills of adults from both publicly accessible (public pools) and funded programs across Australia, against the National Swimming & Water Safety Framework.
 - > Contribution to the World Health Organisation Report – Preventing Drowning. RLSSA CEO, Justin Scar was one of 17 advisers from around the world who contributed to the report.
 - > Developed and launched the Swim Teacher program to support the NSW aquatic sector. The new program utilises online learning and a one-day face to face model to fast-track certification outcomes.
 - > Publication and promotion of the Royal Life Saving National Drowning Report 2021 - This report highlights our research and analysis of fatal and non-fatal drowning across Australia between 1st July 2020 and 30th June 2021.
 - > Publication and promotion of The Social, Health and Economic Value of the Australian National Aquatic Industry Report, which provides an assessment of the economic, health and social benefits as a result of activities undertaken across the Australian aquatic industry.
 - > Launched the Trip Hazards Report: A new study has shed light on drowning risks for older people in Australia, with one-fifth of deaths attributable to an unexpected fall into water
 - > Released the Equal Access to Public Aquatic Facilities Report: The report, Equal Access to Public Aquatic Facilities: Guidance for Local Councils, Facility Managers and the Aquatic Sector, was authored by Dr Beth Goldblatt from the Faculty of Law at the University of Technology Sydney. It reviews the legal and human rights frameworks governing aquatic facilities in Australia, including discrimination law.
 - > Collation and publication of the Western Sydney Drowning Report 2011/12 – 2020/21.
-

> Strong leadership has been vital to ensure priority aquatic outcomes.





Innovative Solutions

> Goal

Improving our standards and providing innovative solutions that in turn enable enjoyable aquatic experiences.

Ensuring quality, targeted, evidence based and impactful strategies, programs, products and services that resource our communities with skills, knowledge and capacity.

WHAT WE PLAN TO DO

- > C1: Maintain and expand education and training solutions.
- > C2: Implement sport and active recreation programs.
- > C3: Maintain and expand our health and community education developments.
- > C4: Maintain and grow our product solutions.
- > C5: Maintain and expand aquatic industry services.




NSW
GOVERNMENT


NSW
GOVERNMENT

C1: Maintain and Expand Education and Training Solutions

Modern solutions that are relevant and suitable

We are a leading institution in the provision of education and training solutions across many sectors. Our focus remains on providing and developing solutions to address water safety priorities, sector resilience and community preparedness. We provide innovative solutions to meet the diverse needs of our communities. We utilise flexible, modern solutions to ensure relevance and suitability. We ensure access and equity and ensure high levels of stakeholder satisfaction..

Over the last 12 months, Royal Life Saving has been committed to ensuring our communities have access to high quality education and training solutions. The setbacks for the sector over the last number of years have required Royal Life Saving to deliver high quality programs and services to ensure our broader communities are serviced by accredited and skilled sector employees. Across FY22, Royal Life Saving delivered more than 50,000 vocational outcomes with a customer satisfaction and quality outcome rate averaging 98%.

Due to the transient nature of the aquatic sector workforce, Royal Life Saving has expanded its offerings into full qualifications. This strategy provides participants with the opportunity to be “multi-skilled” and therefore more appealing to a potential employer. It is also provides successful candidates with a pathway into management roles across the aquatic, sport and recreation industries.

During 21-22, Royal Life Saving continued to emphasis and support initiatives that encouraged all Australians, of all backgrounds, ages and abilities to participate in active aquatic pursuits. Our core education solutions including Swim and Survive remained popular and well utilised by schools and pools across NSW. With the implementation of the National Swimming and Water Safety Framework a full review and redevelopment of Swim and Survive has been completed enabling implementation in the later phases of 2021.

Our Metropolitan Water Safety Strategy, involving key community partners sets about to bring key swimming and water safety education solutions into classrooms. Our focus throughout 2021-22 targeted children primarily in Western Sydney and resulted in over 10,000 children receiving classroom-based tuition.





56,589

Training levels have been impacted by the pandemic.

- > 56,589 Vocational training outcomes (↓20% on 20-21).
- > 62% in regional and remote NSW (↑4% on 20-21).
- > 1,864 Aboriginal and Torres Strait Islander participants with 1,550 in regional and remote NSW (↑3% on 20-21).
- > 73% Female (↑4% on 20-21)

Royal Life Saving continues to invest in its digital strategy which includes the provision of traditional programs and services being transitioned to our online learning management system and furthermore the development and deployment of a comprehensive range of professional development options.

98%

Our training and education services achieve high customer satisfaction.

Over 3,047 surveys consisting of 50 evaluation questions were analysed and indicated the following:

- > 98.0% agreed or strongly agreed they would recommend Royal Life Saving to others (↑0.6%).
- > 97.4% agreed or strongly agreed that the training provided prepared them well for work (↓0.2%).
- > 98.2% agreed or strongly agreed that training facilities and materials were in good condition (↑0.2%).
- > 98.0% agreed or strongly agreed that Trainers had excellent knowledge of the subject being presented.
- > 98.0% agreed or strongly agreed that Training organisation staff respected my background and needs.

28

Career pathways assist with sector retention!

After significant consultation with the aquatic sector and concerns related to industry skills shortages, Royal Life Saving has implemented the Certificate III in Aquatics to provide future employees with a career pathway into senior roles.

Over the last 12 months the sector has suffered a significant shortfall in skilled employees. This skills shortage has left many operators without the staff they require to provide highly important services and programs, including learn to swim opportunities.

The Certificate III in Aquatics not only about obtaining a job but establishing a career.

During 21-22, Royal Life Saving enrolled 28 individuals into the qualification.

> **Meeting our customer needs ensures our services are relevant and appropriate.**

CHILDREN - METROPOLITAN WATER SAFETY STRATEGY

Building community resilience

Preschool Program

The preschool program provides a classroom-based session that is fun, interactive and educational. The program focuses on important rules to help them stay safe in familiar water environments including pools and beaches. Through a combination of storytelling, song, visual learning and practical activities, pre-schoolers are taught foundation water safety information to help instil positive attitudes towards water safety.

Junior Water Smart (K-2)

This interactive program incorporates a story whereby students are required to help the main character "Penelope Pirate Face" beat "Walter the Water Monster" who will try to trick students into a dangerous situation. The message throughout the story is that seemingly normal situations around the home can provide the potential for a drowning situation. This is balanced with the theme that children can take charge of these situations and make smart decisions to reduce the risk. The story also incorporates practical components allowing students to learn basic life-saving skills such as reaching to rescue and life jacket use. The program ultimately aims to encourage students to be water safety advocates within their home and the broader community.

Primary Water Smart (Years 3-4)

This interactive program teaches students about the dangers associated with a range of aquatic environments, raising awareness about the consequences of unsafe decision making, and equipping students with basic personal survival and rescue skills. The Primary Water Smart Program incorporates a "choose your own adventure" story whereby students will be required to help the two main characters, Phoebe and Freddie, make their way home from school whilst encountering a range of challenging aquatic situations. The message throughout this story is that different aquatic environments present different dangers, but all can present a risk of drowning. The story also incorporates practical components allowing students to learn basic life-saving skills such as reach rescues, throw rescues, signalling for help, staying afloat in an emergency, and how to use a lifejacket. The program is mapped against key PDHPE curriculum.

CPR Leadership (Years 5-6)

A valuable leadership and life skills program for young leaders. As part of this initiative, student leaders are provided with the opportunity to participate in Royal Life Saving 'CPR in a Box' program. Students learn foundation skills to respond in an emergency and provide Cardiopulmonary Resuscitation (CPR), as well as hands-on leadership experience through teaching their peers.

Early Life CPR

Royal Life Saving partners with day care centres and parent groups to deliver free CPR training to parents. One hour training sessions are run at various locations and each participant is provided with a take-home 'CPR in a box' to further engage their family members. This program aims to be a life skills initiative, ensuring that parents have the skills and knowledge to keep their children safe in the event of an emergency.

Toddler and Parent Water Safety

This 30-minute interactive water safety presentations is conducted at playgroups and preschools to instil positive attitudes towards water safety from a young age. This project aims to engage with carers and children in an age-specific water safety education program focusing on backyard swimming pools and beaches. This fun, interactive and educational program teaches pre-schoolers important rules to help them stay safe in familiar water environments. Parents also gain an understanding of how to keep their children safe by restricting access to water, actively supervising, learning CPR and familiarising their children with water. At the completion of the program, children receive a certificate and rubber duck, as well as water safety brochures and a CPR, face shield keyring for parents.

CALD Swim & Survive

Migrants and newly arrived people in Australia continue to face barriers and concerns around water safety. This program is an 8-week swimming program where participants learn the foundations of swimming and water safety skills. The aim of this program is to encourage familiarization with the experience of visiting a public swimming pool, swimming fundamentals and an understand of a variety of aquatic environments, along with the skills to safely participate in aquatic recreation. Participants also benefit from improved physical health, enhanced social cohesion, increased confidence/reduced fear and improved swimming and safety skills.



> More than 10,000 children participated in the Metropolitan Water Safety Strategy.

C2: Implement Sport and Active Recreation Programs

Rejuvenate our sporting endeavours

We provide a boutique sporting option that leverages off our swimming and water safety experiences. Our relationships with the aquatic, education and sporting sectors provide a unique opportunity to expand and rejuvenate our sporting and active recreation endeavours. Our strategies will lead to increased opportunities for participation and promote inclusion.

Sport and active recreation play an important role in rural, regional, and remote Australia. It can bring communities together; contribute positively to community identity, connectedness, and sense of place, promote social interaction and inclusion; and, play an important role in providing opportunities for physical activity and improved health and wellbeing outcomes.

Further expansion opportunities are planned for 2022-23 and further implementation and support of online coaching and officiating programs. This will ensure that future infrastructure and qualified individuals to support program implementation.

> AVAILABLE NOW!

JUNIOR LIFESAVER

A new generation of community lifesavers

We have turned up the heat for Summer and are proud to bring you our new swimming and lifesaving participation program.

An exciting new program for children aged 6 to 14 years old, with a swim & survival test prior to starting the program. Combining skills of swimming, rescue, accident prevention and emergency care, Junior Lifesavers will equip your child with the ability & knowledge to safely have a lifetime of fun in and around the water.

Junior Lifesavers is a key part of Royal Life Saving's swimming and water safety pathways and goes hand in hand with the recently revitalised swim and survive program. The program is aligned to the NSW and Australian Curriculum and the National Swimming and Water Safety Framework.

ACTIVITIES INCLUDE:

Rescues, Survival Swimming, Underwater Skills, Survival Skills, Lifesaving Skills and Resuscitation Awareness.

FOR MORE INFORMATION

drowningprevention.org.au/juniorlifesavers





1ST

NSW take out National Championship in Sydney.

A huge congratulations to the New South Wales State Team who won the overall interstate championship trophy over the 3-day event.

Congratulations also to Engadine Life Saving Club, The Hills Swimming and Lifesaving Club, Enfield Lifesaving Club and Mingara LSC Club for their amazing team and individual results.

The NSW Team also won:

- › Open Overall CPR Competition.
- › Interstate Women's Overall Champion.
- › Interstate Under 16 Champion.
- › Interstate Under 19 Champion.
- › Interstate Open Champion.

NEW

New Junior Lifesaver program ready to go!

More than just participation – Junior Lifesavers combines the skills of swimming, rescue, accident prevention and emergency care into a series of events that are designed to test the overall ability of a young lifesaver, both in and out of the water.

For schools and aquatic facilities, it is one of the best tools you can have to keep children in the water for longer. Some of the key benefits of the program include:

- › Dedicated planning and program resources to suit your facility.
- › Training and Coaching Program for Swim Teachers.
- › Promotional material and support for the program.
- › Direct linkages to recreational and competitive pathways including the Australian Lifesaving Team and Australian Youth Lifesaving Team.

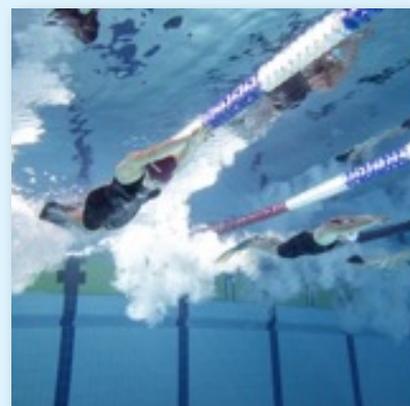
HILLS

Pool Lifesaving State Champs runs swimmingly for NSW participants.

"After a tough 2 years, it was great to see our competitors come together again and challenge one another in the sport we all love.

Thank you to all those who showed their support, and we look forward to working with everyone again as we develop and grow the competition in the coming years," said Craig Roberts General Manager, Drowning Prevention.

Congratulations to our championship overall point score winner - Hills Lifesaving Club!



C3: Maintain and Expand Our Health and Community Education Developments

Supporting community priorities

We partner with strategic organisations and partners to develop and implement new strategies that address our community water safety priorities. Our focus remains on those who “miss out” and seek to ensure a balanced water safety education is available to all. Our research partners enable high quality evidence platforms in which to guide our influence and priority.

Swimming skills and water safety knowledge among overseas visitors is known to be less robust than those who have grown up in Australia. An increase in new residents from a range of countries and cultures in recent years has important implications for drowning prevention strategies to ensure everyone recreating in and around Australia’s waterways remains safe.

On average, 274 people drown in Australia each year, with around one in four people who drown being born overseas. Of these overseas-born deaths, most were men, and most drowned in rivers while swimming, with alcohol being a significant risk factor; these findings mirror those relating to drowning deaths of Australian-born people.

However, our research shows some unique risk factors for drowning among people born overseas, and there are different subgroups that may require specific approaches to drowning prevention, such as residents, overseas visitors and international students.

While the number of drowning deaths was highest among people from the United Kingdom and New Zealand, the rates of drowning for migrant populations were highest among those born in Korea, Taiwan, India (based on 100,000 population residing in Australia by country of birth).

There is, therefore, a need for tailored water safety strategies to target multicultural communities appropriately using clear messaging that is both culturally sensitive and educational. This requires specific information aimed at overseas transient populations (such as holiday makers, seasonal workers or those visiting on short-term business), new permanent residents and international students. One element of this targeted approach is to encourage greater cultural diversity among those working in the aquatic industry in Australia, which can help to engage multicultural populations.





Launch of new All Abilities Swim Teacher program.

Produced in collaboration with Rainbow Club, Royal Life Saving launched its latest specialisation course in our Swim Teacher series during National Autism Week.

The “All Abilities” course focuses on allowing Swim Teachers to teach swimming and water safety skills effectively and safely to students living with special needs and disabilities, and how to best support them in an aquatic environment.

This course allows more opportunities for Aquatic facilities and pools to plan and engage lessons to families and organisations and create an inclusive learning experience.

“The All Abilities course is an important step in the Swim Teachers development that permits them to further their qualifications and position themselves to teach students who may require more specific needs. This additional qualification allows Royal Life Saving to support the development of swimming and water safety skills for students of all abilities, increasing the accessibility to swimming for all members of our community,” said Penny Hodgers, RLSNSW Operations General Manager.

Multicultural program supports 60 local women.

Thanks to the support of Liverpool Council and the Belgravia Foundation, Royal Life Saving provided the funding to deliver the program to women aged 25 to 55 that were predominantly from Arabic and Urdu backgrounds. The recent graduates now possess the fundamental swimming skills and knowledge for future water activities and help support the community in growing this vital lifelong skill.

“It was great to see all the women come back every week and enjoy coming back for each lesson, watching them grow this skill, some of whom never have been in the water before,” said Ying Fan, RLSNSW Cultural Coordinator.

Everyone can learn how to swim campaign.

Royal Life Saving NSW, with support from the NSW Government’s Office of Sport, has launched a new Learn to Swim campaign for multicultural communities, to increase swimming lesson participation across NSW. The new Everyone can learn how to swim campaign focuses on six people from diverse backgrounds and personal stories of how they overcame barriers to enjoy the many health and social benefits swimming can deliver.

Their personal stories can be viewed at drowningprevention.com.au

According to Royal Life Saving Australia, in the 10 years between 2009 and 2019, there were 572 drowning deaths among people born overseas, accounting for 29% of total drowning deaths in Australia. 98% of the drowning deaths were adults over the age of 18, who drowned because of a lack of swimming and survival skills.

Royal Life Saving Community Educator, Noora Jasim, shared her inspiring story.

“Being on the campaign was meaningful for me. I had the opportunity to increase people’s awareness around water safety. I was able to encourage people from a multicultural background to approach swimming lessons and spend their time in the activities that support their well-being,” Ms Jasim said.

Wilcannia school teachers now qualified Swim Teachers!

RLSNSW Project Coordinator, Renee Amidy, travels frequently to remote areas to increase local communities to facilitate learn to swim programs.

“The teachers who have completed the Swim Teacher training can now conduct Learn to Swim lessons in their own town as kids currently have to travel to Broken Hill for lessons which are 2.5hrs away.”

The course provided training to several key indigenous members of the Wilcannia Community. “It is our goal to assist in breaking down barriers to create more inclusive lessons that encourage young indigenous students to participate in swimming and water safety lessons in their local pool,” said Renee Amidy.

C4: Maintain and Grow Our Product Solutions

Product solutions to support water safety agenda

We partner with product suppliers that provide solutions and tools to assist with the provision of education and training solutions. Our involvement also includes the coordination and service delivery of lifesaving devices across communities.

The ability to service our organisational customers is reliant on a supplier network that provides quality service and product. Additionally, a mutual understanding of our client needs ensures Royal Life Saving receives prompt service and customised solutions. Often our products are aligned to rescue and response scenarios meaning the consequence of underperforming product can be critical.

Royal Life Saving has established a number of important supplier networks and partnerships that support our training and education agenda and the aquatic industry.

The next 12 months sees a range of new opportunities and plans to open up and utilise our rivers, dams and lakes to undertake swimming and recreating. This in turn requires Royal Life Saving to broaden its product solutions to cater for the various site and operational needs the venues require.

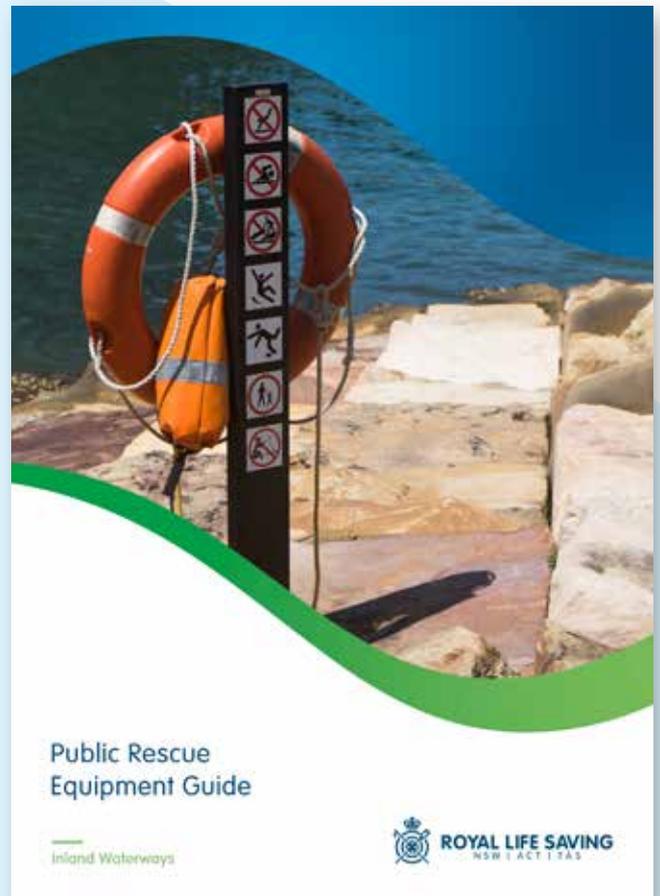
The implementation of Public Rescue Equipment (PRE) along our waterways is becoming increasingly noticeable. It is important that the general public are informed and educated about their location and their use to ensure any rescue attempt is undertaken appropriately. Royal Life Saving will implement a range of initiatives that will elevate community understanding of these devices to ensure inland water activities are undertaken safely and in line with best practice.

> AVAILABLE NOW!

PUBLIC RESCUE EQUIPMENT GUIDE

This Guide provides an insight into the considerations and planning for the deployment of Public Rescue Equipment.

As every aquatic location is different, it is important that aquatic safety risk assessments are undertaken prior to the implementation of any PRE. Consideration should be given to the appropriate type of PRE, its location, ongoing maintenance, community education and potential vandalism or theft.





RESCUE

New water safety devices on the Hawkesbury River.

New water safety devices have been installed on the shores of the Hawkesbury River at Macquarie Park just in time for the swimming season.

Macquarie Park's Windsor Beach is a popular destination for locals and visitors looking to enjoy the water during warmer months.

Council has partnered with Royal Life Saving NSW to install two water safety devices for the public to use in the event of a member of the public finding themselves in distress in the water.



FLOODS

Supporting Pools in Northern NSW.

We all witnessed the tragedy unfold early this year as towns across Northern NSW were inundated with unprecedented rain fall causing a one in 1000-year flood. The community continues to endure the aftermath of this disaster however the shining light through this devastation has been the comradery, community and sense of giving from all Australians.

Royal Life Saving and our aquatic apparel partner Badge of Honour donated outdoor jackets to staff at Richmond Valley Aquatics and Lismore City Council to assist in their ongoing flood recovery works within these severely impacted communities.



PARTNER

Pool Hoist supports Brewarrina Shire residents.

Generous donations from Royal Life Saving supporters have aided in the installation of a specialised pool hoist at Brewarrina Shire Council Swimming facility in far North-West New South Wales.

The pool hoist, installed in late 2021, is designed to assist many of the indigenous elderly and less mobile members of the community enjoy the water once again.

"Brewarrina Health Service Community team conducted a risk assessment on the hoist to enable them to take the seniors from the hospital up each week and they think it's brilliant. Happy Days!" said David Kirby, Utilities Manager for Brewarrina Shire Council.



C5: Maintain and Expand Aquatic Industry Services

High-level advice and services to support aquatic practitioners

We lead the planning and coordination of risk minimisation strategies in partnership with the aquatic and government sector. We seek to provide high-level advice to aquatic practitioners to maximise the aquatic experience for the community and assist in meeting legislative and best practice demands.

Australia's public aquatic facilities generate significant economic benefits for their patrons and for the Australian health care system. Increased physical activity, in the form of swimming and other aquatic exercise, leads to a valuable improvement in health outcomes. In addition, public aquatic facilities provide Australians with a safe place at which to familiarise themselves with the water, supported by lifeguards, good visibility and marked depths.

This enables visitors to aquatic facilities to develop their aquatic survival skills in a low-risk environment and to develop confidence in the water before being exposed to more hazardous open water aquatic recreation. We work to encourage the provision of suitable public aquatic facilities for all Australians, and to encourage their use due to the benefits they provide for exercise and improved aquatic safety.

On average, each Australian visits a public aquatic facility 4.4 times a year, leading to 106 million individual pool visits annually. The physical activity engaged in during these visits, including lap swimming, aquatic sports, learning to swim and unstructured aquatic play, helps to increase visitors' levels of physical activity.

Our Aquatic Risk Management Services also extend to the provision of services to support risk minimisation across our inland waterways. Inland waterways account for more than a quarter of all drowning deaths. The flat, still surface of an inland waterway can give a false sense of security to patrons who visit these locations. With inland waterways experiencing dramatically increased visitation rates, it is critical that a range of strategies are implemented to reduce the risk of drowning in these locations.

The Royal Life Saving Inland Waterway Safety Assessment (IWSA) evaluates existing operational policies and procedures, emergency management plans, aquatic signage compliance, hazard identification and access and egress points. In review, it can provide landowners with a comprehensive improvement plan with which to implement. By commissioning Royal Life Saving to undertake an IWSA, land managers take a proactive approach in determining appropriate risk mitigation actions to help prevent foreseeable loss of life and injury to local residents and visitors recreating in the aquatic environment





QUALIFICATION

Launch of new Duty Manager program to support industry.

The Aquatic Duty Manager course has been released to support and upskill a strong, sustainable, and responsive aquatic industry.

The new online course provides new training and development for current and prospective Duty Managers.

Research published by Royal Life Saving in the National Aquatic Industry Workforce Report found 2 in every 3 workers believe that the greatest change has been in safety, compliance, and legal requirements.



SUPERVISION

New Supervision Plans for Public Swimming Pools.

Lifeguards play a vital role in preventing incidents through patron education, pool space management and rule enforcement. They are also relied upon to be the first responder in the event of any emergency.

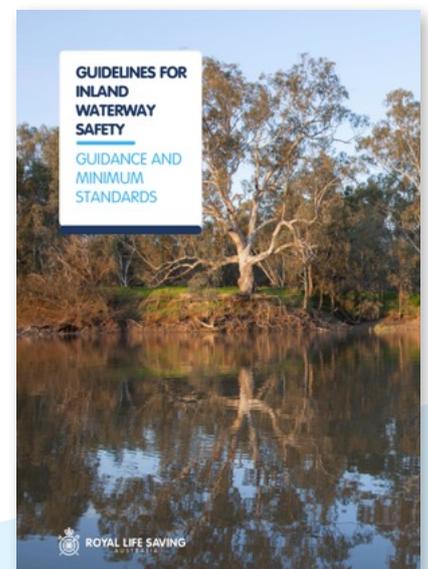
During 21-22, Royal Life Saving commenced offering customised Supervision Plans to enable facilities to manage their related risks. Royal Life Saving works in collaboration with operators via a systematic approach to measure plan effectiveness and to ensure ongoing relevance to key operations and services offered by the facility.



GUIDELINES

New Inland Water Guidelines provide much needed guidance for landowners and managers.

These new Guidelines provide guidance to assist inland waterway owners and operators as well as statutory authorities determine how best to manage the risk of drowning and serious injury resulting from the use of or access to inland waterways and their waterfronts. It provides a framework that complements and links to more detailed advice from State Government and related risk organisations.



> Innovative Solutions Measure



Goal

Improving our standards and providing innovative solutions that in turn enable enjoyable aquatic experiences.

Target

- > Over 1 million individuals partaking in a Royal Life Saving training, community or education program across 2020—2023.
 - > Increased participation in our sporting and lifesaving agenda.
 - > Increased community development programs servicing the community.
 - > Increased use of products to support programs and services.
 - > Increased utilisation and expansion of our risk management services.
-

Result

- > 56,589 vocational outcomes consisting of Swim Teacher, Pool Lifeguard, Technical Operators and First Aid qualifications.
 - > 98% customer satisfaction rate when participating in a Royal Life Saving vocational program.
 - > Implementation of the Certificate III in Aquatics qualification, supporting 28 enrolments across NSW.
 - > \$200,000 in community support to enable the implementation of the Metropolitan Water Safety Strategy.
 - > Implementation of the new Junior Lifesaver program to support participation expansion of the sport of lifesaving across NSW.
 - > \$750,000 of lifesaving product distributed to schools, pools, Government and commercial organisations and community groups across NSW.
 - > Development and implementation of the new All Abilities Swim Teacher program in partnership with the NSW Department of Education.
 - > Public rescue devices deployed at inland water locations to support local inland water activities.
 - > 200,000+ individuals engaged in Royal Life Saving education and training programs and services.
 - > 430 registered Preschool and Childcare organisational members utilising the Preschool Water Safety Program.
 - > Over 30,000 individuals completing their accreditation or education program via our online learning management system.
 - > Implementation of new Inland Waterway Safety Guidelines to support councils and land managers.
-

> Our investment in innovative solutions has led to greater access for our regional and remote communities.





People - Stability & Sustainable

> Goal

Continued stability and growth of our people.

Building and supporting a cohesive, sustainable and secure organisation that ensures long-term scope and cohesion.

WHAT WE PLAN TO DO

- > D1: Advocate water safety priorities across all communities
- > D2: Deliver and maintain asset management and growth.
- > D3: Manage organisational risk and sustainability.
- > D4: Manage workforce acquisition, skills and retention.
- > D5: Meet legislative and organisational compliance requirements.



D1: Advocate Water Safety Priorities Across All Communities

Strategically located offices and networks

We lead the planning and coordination of water safety agenda across all communities. Our strategically located offices ensure relevance and suitability of local strategies to address priorities. Our networks enhance our provision and together we work to provide high quality solutions and experiences. Our ground level strategies remain at the forefront of our future.

HUNTER

The impact of Covid 19 has meant that a generation of children have not learnt to swim or had the opportunity to extend on their swimming ability.

The Royal Life Saving Hunter Regional Office responded to this crisis by providing funded learn to swim programs for children aged 5 to 18 years from cultural and linguistically diverse backgrounds and from lower socio-economic families. Over 90 children participated in intensive learn to swim and water safety programs at Balance Health Club Mayfield, Kurri Kurri and Maitland Aquatic Centres.

30 refugee children were included in these programs and for some it was their very first formal swimming lesson.

These programs were funded by Cessnock Leagues Club, Maitland City Council and Royal Life Saving NSW. Thank you for your support of these very important programs as we strive to work towards rebuilding water safety and confidence in our local children.

In response to the shortage of trained aquatic staff in local Hunter Regional Aquatic Facilities, the Hunter Regional Office partnered with Training Services NSW and local facilities to train school aged senior students in Pool Lifeguard, First Aid and Swim Teaching.

Regional Industry Education Partnerships (RIEP) connects schools to local businesses. This year the Hunter Regional Office, partnered with RIEP and the YMCA Manning to successfully train new Lifeguards ready for casual employment. Three days of learning, practical assessments, careers talks from the staff at Manning Aquatic Centre and they are now job ready.

The Hunter Office also replicated this training model with RIEP and Maitland City Council to train school aged students to become Swim Teachers. Following the training, the students were ready to complete their practical hours in the water under the watchful eye of Maitland Aquatic Centre staff and then finalise their casual employment position with the council.

Future RIEP program planning is already underway for Port Stephens and other local government areas.

[Tanya Brunckhorst](#)
Hunter Regional Manager

RIVERINA

The Clontarf Academies exist to improve the education, discipline, life skills, self-esteem and employment opportunities for young Aboriginal men within communities all over Australia and are located in over 140 schools.

Aquatic activities are part of the development and recreation opportunities that these young boys engage in, especially during the summer season. Due to this the staff employed in the academies require training in aquatic environments as to supervise and provide learning for the classes they are responsible for.

For the past two years local academies (Wagga, Tumut, Griffith and Dubbo) have come together to upskill their qualifications through the Riverina Office at the CSU Swimming Pool. The Clontarf staff include many local identities, former and current footballers and professional educators. Their passion, involvement and competitive nature to any task, creates an environment that is positive and full of reward of which the students work well within.

It is hoped that the relationship between RLS NSW and Clontarf that has developed through the Covid years continues and that the foundation keeps growing as it has in the past.

[Michael Dasey](#)
Riverina Regional Manager



NORTHERN

The Northern Regional Office is uniquely placed to be able to offer a range of aquatic training solutions to a wide variety of stakeholders.

Royal Life Saving has a broad and extensive reach to all sectors of our community including training education staff in the Perform Basic Water Rescue course at their local river or harbour to industry professionals in the Aquatic Technical Operations qualification.

Royal Life Saving, in consultation with the management at the Stony Aqua Park, designed a site-specific water safety and rescue training course, for all Lifeguards who supervise the park and its patrons.

The aqua park is located at Telegraph Point on a man-made lake sourced from a fresh rainwater catchment, where park visitors can experience slides, blast bags, trampolines, swings, challenge tracks, balance beams, and wobble pads.

Lifeguards who patrol this park require a special set of skills from supervision and communication to rescue and emergency care. This program demonstrated Royal Life Saving's capacity to collaborate and consult with industry and stakeholders to design and deliver a specific program that has tangible outcomes for the park and its staff.

NORTH WEST

Royal Life Saving is committed to ensuring the people of regional NSW have the best access to our services and programs.

To help deliver on this commitment, Royal Life Saving was pleased to appoint its first Development Officer, based in Tamworth, to service the North West, New England, Hunter and Northern communities of regional NSW.

This development will improve local services according to the regions specific needs as the priorities are based on existing state-wide programs that address local challenges and benefit communities.

Regional local government areas Tamworth and Armidale are home to almost half of the region's population and are supported by four regional centres – Gunnedah, Inverell, Moree and Narrabri.

This new role is essential to support improved connectivity between regional and state activity and will assist communities, the education and aquatic sector in managing challenges, while continuing to deliver quality services for years to come.

Over the past 12 months there was an increase in aquatic safety and vocational training throughout the region with new and enhanced initiatives being delivered such as the Aquatic Duty Manager and Aquatic Technical Operations workshops, to assist the aquatic industry and its workforce.

Royal Life Saving is making it easier for communities to access our programs and services and the role will ensure growth in the numbers in community lifesaving, vocational training, Department of Education compliance training and industry engagement.

Jason Phillips
Northern Regional Manager



WESTERN

Like most aspects of life over the last few years, our industry has experienced the impacts of Covid19 in wide and varied ways. The Western Office was not spared, and the end of the 21-22 year saw our office relocate from the Office of Sport buildings in Orange where the office had been based for 22 years, to a new home at the Orange Aquatic Centre. Although sad and the end of an era, we hope that working from the pool allows us to develop the centre into a regional training hub for the Central West region. With the huge loss of experienced staff from the industry over the last few years, providing high-quality regular training courses and support is now more important than ever.

Although delivering our regular courses, training and programs to the region was difficult amidst restrictions and lockdowns, once we were able to get out and about, we were able to take our training to the far reaches of our region thanks to JobTrainer funding from the NSW Government funded training designed to assist industries that had experienced a decline and loss of staff due to Covid19 and related lockdowns.

With the great support of our dedicated trainers and volunteers, Pool Lifeguard, Lifesaving and Swim Teacher courses were delivered in regional and remote locations such as Coonamble, Lightning Ridge, Bourke, Wilcannia, Cobar, Warren as well as the larger regional hubs of Dubbo, Orange, Bathurst and Blue Mountains.

Strengthening of the aquatic industry is vital for the safety and education of our regional communities that have been unable to access their local facilities over the last few years. We hope to build on this capacity in the coming years to strengthen the aquatic industry in the western region.

Alison Middleton
Western Regional Manager

ILLAWARRA

The last 12 months have been with big movement and development in the Illawarra with two prominent Aquatic Centres completing major redevelopment.

Goulburn Aquatic Centre completed a redevelopment that sees the following upgrades, a new 8 lane 25m indoor pool, indoor program pool, hydrotherapy pool, water play areas, gym, café, upgraded change rooms and facilities and new car parking facilities. This fantastic new space was opened to the community at the end of April, no doubt providing locals as well as those visiting the area with a fantastic new complex that caters to all needs and abilities.

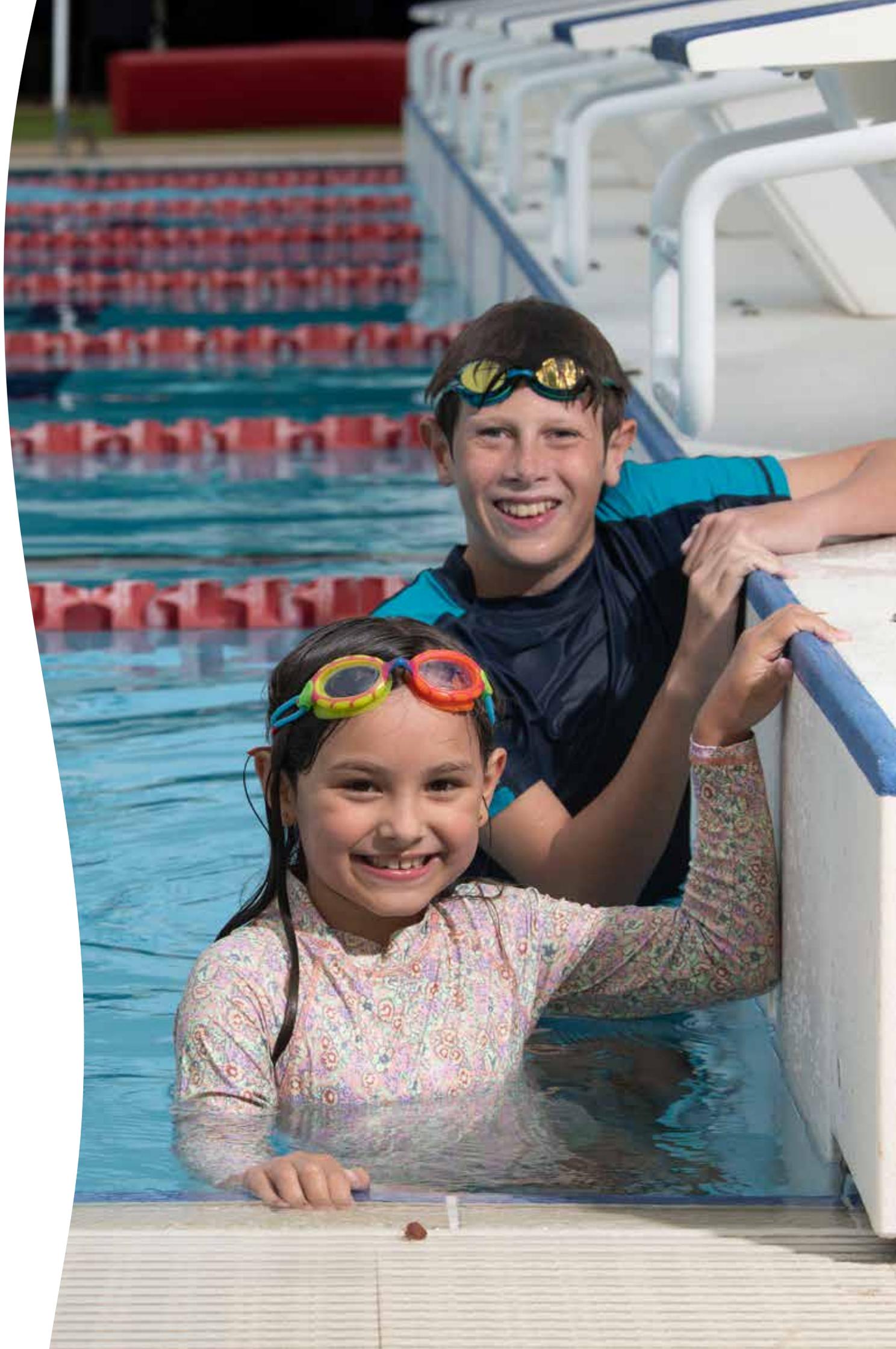
Likewise in the Eurobodalla region, Batemans Bay pool completed its complete knockdown and re-build to transform into state-of-the-art indoor aquatic and arts facility. The multimillion-dollar project was completed and opened at the start of June featuring a 25m, 8 lane indoor pool with ramp access, a program pool, dedicated leisure pool for learn to swim and play area for toddlers and infants including a splash pad, as well as waterslides that finish both inside and outside.

Aligned Leisure consulted Royal Life Saving throughout their development process regarding items like facility design and risk, with the Illawarra Office more recently working in conjunction with the staff to coordinate training of current Learn to Swim employees and Lifeguards.

Additionally, the Illawarra office worked with Training Services and the local council to deliver both funded and community courses to upskill locals in their First Aid and Pool Lifeguard skillset.

Carly Ryan
Illawarra Regional Manager

➤ More than 50% of our programs and services are delivered through our regional network.



D2: Deliver and Maintain Asset Management and Growth

Operate and maintain key assets

We operate and maintain assets that provide communities with genuine access to programs and services. Our Aquatic Safety Training Academy precincts serve all sectors and provide for community and industry development and innovation. Our future growth will rely on appropriate planning to maximise the value and useful economic life of our future assets and precinct growth to the benefit of communities.

Aquatic Academies

Seven Hills And Denistone East

Industry support and employment pathways

Aquatic Industry professionals accessed more than 80 vocational education course opportunities through the Aquatic Academy venues located at Seven Hills and Denistone East in the 2021-22 season.

Course types ranged from CPR, First Aid, Pool Lifeguard Update and Pool Lifeguard course packages. These venues remain the ideal purpose-built facilities to engage with the broader industry and maintain accessible qualifications in the Greater Sydney community.

The Aquatic Academy team has grown substantial since Denistone East opened for operation and currently employs 91 staff members, an increase of 16 from the previous operational year. (9 permanent, 3 permanent part-time and 80 casuals). These employees fulfil varied roles to support key operational services.

Build Community Cohesion

The relationships with local community groups has been bolstered through active engagement opportunities. The following groups utilise our water and training space to provide integral services to various communities:

- Rainbow Club Australia
- SES
- Horn of Africa Relief and Development Agency
- Westmead Community Hub
- Sydwest Multicultural Services

Special Thanks Seven Hills RSL

The local RSL Club continues to provide significant support to Royal Life Saving and particularly the Aquatic Safety Training Academy in Seven Hills. Many of our community initiatives are directly funded by the RSL Club who understand and appreciate the importance of local community resilience and development.

Royal Life Saving greatly appreciates the support and would like to thank the Management, Board and Members of the Club.

School Partners

- St Michael's Primary School Blacktown
- Lynwood Park Public School
- Toongabbie Public School
- Ebenezer Christian College
- Christ the King North Rocks
- St Patrick's Primary School Blacktown
- Seven Hills North Public School
- Metella Road Public School
- Our Lady of Lourdes Primary School
- Our Lady of Mercy Parramatta
- Denistone East Public School
- Smalls Road Public School

Aquatic Academy Denistone East reopens after COVID-19 closures

After a long, interrupted construction process, Aquatic Academy Denistone East opened to the Ryde Eastwood local community from November 2021. The Academy now provides Swimming and water safety lessons for over 1,000 local families and all 775 Denistone East school students each year. The Academy is also a workplace for 30 local residents, a figure which is sure to increase as service demands increase.

Bernadette Neal
Aquatics Manager



Denistone East staff



NSW Premier, The Hon. Dominic Perrottet MP and local Member Mr Mark Taylor visit the Aquatic Academy at Seven Hills.



The Aquatic Academy at Denistone East

D3: Manage Organisational Risk and Sustainability

Adapting to consumer demands in competitive environments

We operate in a diverse and complex sector which is influenced by sector, community and government agenda. The not-for-profit sector faces unique challenges with adapting to consumer demand and sustainability in competitive environments. We need to ensure our future pathways are well considered and justified in line with governance expectation.

THE SOCIAL, HEALTH AND ECONOMIC VALUE OF THE AUSTRALIAN AQUATIC INDUSTRY

Industry Research

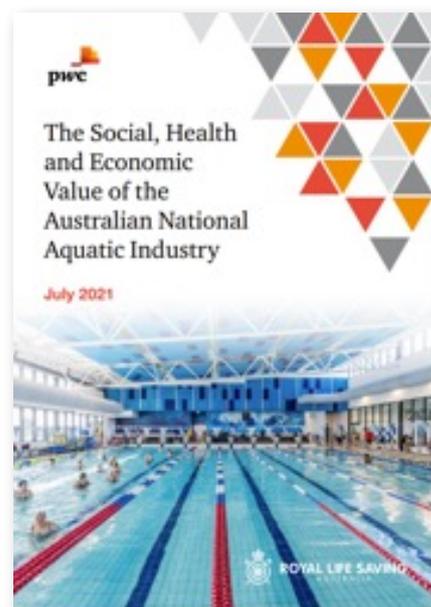
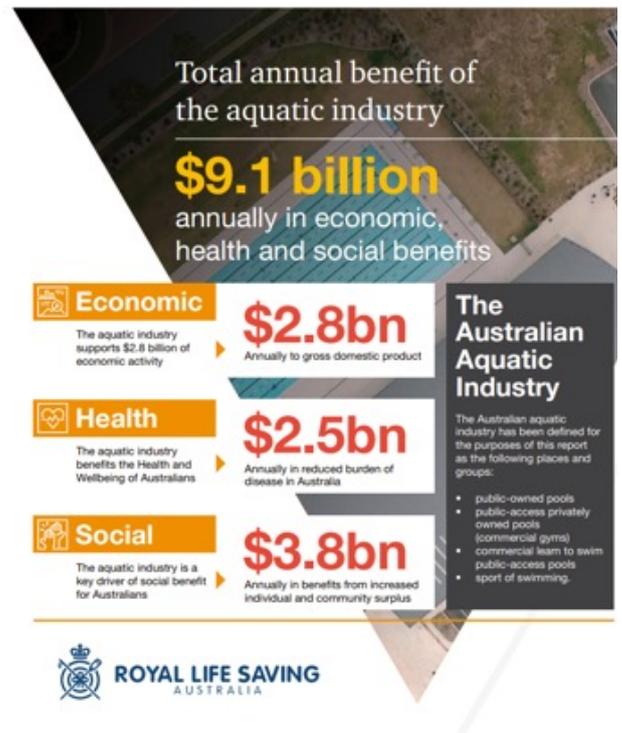
The report was launched on Tuesday 10 August 2021. The full report can be found at royallifesaving.com.au

The social, health and economic benefits of the aquatic industry to Australia are worth more than \$9 billion, research from Royal Life Saving Society - Australia and PricewaterhouseCoopers has shown.

The report, looked at the 2,113 publicly accessible aquatic facilities across the country, finding almost 90 percent of Australians live within a 20-minutes' drive of their nearest pool.

The report reinforces the myriad of ways that the aquatic industry benefits the Australian community and found that the industry:

- › Is a driver of economic activity throughout Australia, employing the equivalent of 33,600 full time employees and adding \$2.8 billion to gross domestic product (GDP)
- › Is a generator of \$2.5 billion in health benefits, ranging across a reduction in the burden of disease, improved mental health outcomes, reduced absenteeism, and reduced childhood drowning.
- › Is a provider of \$3.8 billion's worth of social benefits such as: enhancing an individual's leisure time or creating increased life satisfaction; by bringing people together; supporting more vulnerable groups; and supporting early learning.



READ THE REPORTS
royallifesaving.com.au/Aquatic-Risk-and-Guidelines

D4: Manage Workforce Acquisition, Skills and Retention

Operational excellence and quality outcomes

We strive for operational excellence and seek means to improve systems and processes to ensure quality outcomes. We commit to developing the workforce that services the aquatic sector, ensuring they possess the skills and drive to bring about desired objectives and meet the needs of the broader community.

LEADERSHIP STRATEGY

Our Leadership Programs

Whether you're stepping into a team leadership role or are an experienced aquatic leader looking to build your skills we have a program to support you. Our suite of leadership programs strengthen and develop the abilities of participants and in turn, help them to build capability in the aquatic industry

Masterclasses

Our Masterclasses dive into core skill areas to help refine professional practice and build networks.

Webinars

Offered to aquatic industry employees looking for flexible learning option. Facilitated Q&A webinars by industry experts strengthen leadership competencies.

Networking Events

Our Event schedule engages and connects with Aquatic Industry colleagues in a structured and informative way.

Online Leadership Learning

Access over 11,000 professionally developed courses, available in 7 different languages with up to 50 courses added every month. Taught by leading experts in their field. Courses are modern, engaging and cross a broad selection of topics.

D5: Meet Legislative and Organisational Compliance Requirements

Operate in accordance with standards and best practice

We exist in an environment influenced by legislative and compliance requirements. We monitor and operate in accordance with standards and best practice that ensures operational integrity and respect.

NATIONAL AQUATIC INDUSTRY COMMITTEE

Establishing proactive agenda for the aquatic industry.

The National Aquatic Industry Committee (NAIC) has the goal of strengthening the health, safety and viability of aquatic facility ownership and operations across Australia.

The role of the committee is to:

- › Develop, review and authorise the Guidelines for Safe Pool Operations
- › Facilitate discussion and advocacy for the future direction and support to the aquatic industry across Australia
- › Develop and maintain the National Aquatic Industry Strategy.
- › Review and make recommendations to Industry Skills bodies on behalf of the Aquatic Industry
- › Communicate and advocate the Guidelines for Safe Pool Operations as industry standards developed by industry for industry.

The NAIC achieves its objectives by:

- › Enhancing the standing and reputation of the aquatic industry through the establishment and enforcement of universal and minimum standards for safe and sustainable aquatic facility operations
- › Improving the understanding of the aquatic industry through coordination, communication and consultation between the aquatic industry and peak bodies
- › Maintaining a robust evidence base for managing risk in aquatic facilities through research and evaluation
- › Developing frameworks and resources that improve the capabilities of the aquatic industry
- › Coordinating and regularly communicating to the aquatic industry

> People – Stability & Sustainability Measure

Goal

Continued stability and growth of our people.

Target

- > Increased community activations.
 - > Continued organisational stability through risk analysis and management.
 - > Maintain sustainable assets to service communities.
 - > Maintain a skilled workforce.
 - > Ongoing compliance with legislative requirements and organisational excellence.
-

Result

- > More than 50% of programs and services delivered to regional and remotes communities via our regional office network.
 - > 3,500+ children learning to swim at a Royal Life Saving Academy each week.
 - > Launch of the Social, Health and Economic Value Report to support industry positioning and validation.
 - > Direct employment of more than 90 Swim Teachers to deliver swimming and water safety programs at our Academies.
 - > Establishment of key partnerships to support disadvantaged groups and communities including the Rainbow Club.
 - > Expansion of the Outback Lifesaver program across NSW to provide increased participation options planned for 2023.
 - > Continued support of the National Aquatic Industry Committee and its role in providing guidance and advocacy to the aquatic industry across Australia.
 - > Further development of resources to support our commitment to protecting children and other vulnerable communities including those from culturally and linguistically diverse communities.
 - > Commitment to the development of a Reconciliation Action Plan aligned to our strategic and operational commitments.
 - > Development of the Leadership Strategy for managers and supervisors looking to increase their understanding of their management behaviour.
 - > Implementation of the Online Leadership Learning Strategy providing access to more than 11,000 professional development programs.
 - > Development of an Events Plan and Masterclass Series to support industry engagement and networking.
-

> Royal Life Saving is about people...
they inspire, lead and achieve.



> Our Value

Royal Life Saving creates value through its inputs and core programs and services and resulting outputs (performance).

INPUTS

We utilise a range of resources and relationships to create value and deliver on our strategy and organisational purpose.

RELATIONSHIPS & PARTNERSHIPS

Community support, integrity, and trust.

ENVIRONMENT

Implementation and integration of best-practice environmental policies and practices.

SYSTEMS & PROCESS

Data capabilities and insights to manage risk, deliver strong customer outcomes.

CUSTOMERS

Quality customer experience and service.

PEOPLE

Retaining and developing our people.

INFRASTRUCTURE

Effective and efficient use of assets.

FINANCE

Prudent financial management.

CORE PROGRAMS & SERVICES

Education

Participation & Resilience

Training

Jobs & Compliance

Risk

Mitigation & Safety

Community Health

Behaviours & Attitudes

Community Culture

Diversity & Disadvantage

Lifesaving

Skilled People & Communities

OUTPUTS

We enhance the resilience of our communities by delivering high quality education and active participation solutions to more than 200,000 individuals across NSW. We support a workforce and ensure workplace compliance through the delivery of vocational training solutions based on sector need.

We mitigate risk and provide safety solutions to support safe aquatic participation.

We create and modify behaviours to enable smart decisions in and around aquatic environments.

We engage and support our most disadvantaged and provide positive opportunities to bring about equality and we skill our communities to strengthen community cohesion and liveability.

VALUE OUTCOMES

Royal Life Saving maximises value for our communities by operating our organisation and assets efficiently and effectively, with sound financial management, development of our people, management of risks through systems and processes and the enhancement and development of our partnerships.

We operate with integrity, innovation, and humanitarian endeavour.

Our Scorecard

The Royal Life Saving Operating Scorecard provides management with various measures and indicators to help guide our focus and performance. It is aligned to key values that ensure we meet current and future desired outcomes aligned to our strategic plan.

CUSTOMERS

> Deliver a quality customer experience and service that meets their needs and expectations.

KPI

> Achieve high levels of customer satisfaction.

21-22

> Over 3,047 surveys consisting of 50 evaluation questions were analysed and indicated the following:

- 98.0% agreed or strongly agreed they would recommend Royal Life Saving to others (↑0.6%).
- 97.4% agreed or strongly agreed that the training provided prepared them well for work (↓0.2%).
- 98.2% agreed or strongly agreed that training facilities and materials were in good condition (↑0.2%).
- 98.0% agreed or strongly agreed that Trainers had excellent knowledge of the subject being presented.
- 98.0% agreed or strongly agreed that Training organisation staff respected my background and needs.

KPI

> Increase range of training and education solutions to meet organisational objectives.

21-22

> Expanded Swim Teacher specialisations including Infant and All Abilities.

> Certificate III in Aquatics and Recreation.

> Duty Manager program for the aquatic sector.

> Basic Rescue Program to support those responsible for aquatic supervision.

> New Aquatic Industry and Member professional Development options.

Going Forward

> Royal Life Saving will further expand or introduce a new range of training and education solutions to support the education, aquatic and community sectors including:

- Swim Teacher Adult and Active Exercise specialisations.
- Pool Lifeguard online (flexible) training and assessment solution.



| | | |
|---|--|---|
| RELATIONSHIPS & PARTNERSHIPS | KPI | 21-22 |
| | <ul style="list-style-type: none"> ➤ Maintain high levels of sector partnerships to support key drowning prevention advocacy. | <ul style="list-style-type: none"> ➤ More than 50% of aquatic facilities participating in a key drowning prevention advocacy campaign. ➤ 430 registered preschool partners supporting 0–5-year-old drowning prevention program. |
| <ul style="list-style-type: none"> ➤ Maintain community support, integrity, and trust in the delivery of our services ensuring expansion across NSW. | KPI | 21-22 |
| | <ul style="list-style-type: none"> ➤ Government and Community support to address priority drowning prevention agenda. | <ul style="list-style-type: none"> ➤ Over \$2 million in core and project funds secured over the 12 months to support community resilience, training and participation initiatives. |

Going Forward

- Increase our partnership programs by 15% by 2025.
- Maintain financial levels of government and community support of our key drowning prevention initiatives.

| | | |
|---------------|--|--|
| PEOPLE | KPI | 21-22 |
| | <ul style="list-style-type: none"> ➤ Our people are our greatest asset. Their behaviour and wellbeing are paramount. Retaining and developing our people leads to enhanced outcomes for our customers and stakeholders. | <ul style="list-style-type: none"> ➤ 73% of Royal Life Saving Fulltime / Part-time employees are female. ➤ More than 50% of our Managers are female. |
| | KPI | 21-22 |
| | <ul style="list-style-type: none"> ➤ Maintain a skilled and supported workforce. | <ul style="list-style-type: none"> ➤ Staff supported and offered professional development via LinkedIn learning online options. |

Going Forward

- Ongoing support of flexible employment practices that consider balanced workplace and lifestyle needs.
- Increased staff engagement and input into operational developments through planned consultations.

| | | |
|--------------------|--|---|
| ENVIRONMENT | KPI | 21-22 |
| | <ul style="list-style-type: none"> ➤ Implementation and integration of best-practice policies and practices that consider our environment and climate change. | <ul style="list-style-type: none"> ➤ 75% of Royal Life Saving vehicles are hybrid or electrical. |
| | KPI | 21-22 |
| | <ul style="list-style-type: none"> ➤ Increased commitment to green, clean and renewable energy options. | <ul style="list-style-type: none"> ➤ Aquatic Safety Training Academy – Denistone East utilising capturing power through photovoltaic panels. |

Going Forward

- Continue to invest and support best practice environmental practices to reduce greenhouse gases, pollutants and toxins.

| | | |
|---|---|---|
| INFRASTRUCTURE > Effective and efficient use of assets throughout the value chain that Royal Life Saving uses, owns or occupies to enable delivery of programs and services across NSW. | KPI > Establish and maintain infrastructure that supports the provision of services and programs. | 21-22 > Royal Life Saving maintained its assets to ensure ongoing use. Asset Management Plans were developed to ensure appropriate budgetary planning and maintenance obligations are supported well into the future. |
|---|---|---|

Going Forward

- > Expansion of Regional footprint and services to support communities.

| | | |
|--|--|---|
| SYSTEMS AND PROCESS > Expanding our data capabilities and insights to manage risk, deliver strong customer products and services, manage costs and build our business. | KPI > Develop innovative digital solutions to support flexible learning solutions. | 21-22 > More than 30,000 individuals completed their CPR or First Aid qualification online. |
|--|--|---|

Going Forward

- > Undertake data mining to assist identify risks, increase revenue opportunities and improve customer experiences.
- > Continue to develop innovative flexible training and education solutions to meet the needs of our customers current and future.

| | | |
|--|--|--------------------------------|
| FINANCE > Prudent financial management is an essential component of preserving and growing our organisation. | KPI - Assets > Maintain assets to support stability and sustainability. | 21-22 > \$18,144,659 |
| | KPI - Equity > Maintain fiscal responsibility in accordance with Board and organisational expectation. | 21-22 > \$16,113,819 |

Going Forward

- > Continued expansion and growth to enable support of key humanitarian endeavours and organisational priorities.

HONOURS

Royal Life Saving presents Honours each year at New South Wales, Australian and Commonwealth levels. Annually, Honours are presented to individuals, groups, schools and/or organisations to recognise the continued commitment, dedication and voluntary work of Royal Life Saving members, examiners, competitors, officials and supporters in promoting lifesaving, water safety, survival, rescue, resuscitation and first aid.

NSW HONOURS

Associate – Minimum 5 Years' Service

A. Hearn
B. Preston
K. Leyland
K. Paterson
M. Staples
M. Birmingham
M. Tooke

Distinguished Service – Minimum 10 Years' Service

C. Baldwin

Long Service Star – Minimum 15 Years' Service

J. Whiteside

Life Membership – Minimum 20 Years' Service

P. Stanley
N. Stanley

SIR WALTER LEONARD MEMORIAL TROPHY

For achievement in life saving by a person with a disability or working with people with a disability.
Award Recipient: N. Yee

JOHN STACPOOLE MEMORIAL TROPHY

For outstanding service by an individual in the sport of Pool Lifesaving.
Award Recipient: T. Simpson

LESLEY-DEL KINSCHER MEMORIAL TROPHY

For excellence in Indigenous Studies by an outstanding student or teacher in lifesaving from an indigenous program conducted by Royal Life Saving throughout New South Wales.
Award Recipient: C. Grose

NSW PRESIDENT'S AWARD

To recognise the exceptional service or contributions of organisations, clubs, schools in NSW.
Award Recipient: Inner West Council

AUSTRALIAN HONOURS

Staff

S. Adams – Australian Long Service Order
J. Downie -Australian Meritorious Service Order
L. Micallef - Australian Meritorious Service Order
A. Muir - Australian Meritorious Service Order

Certificate of Thanks

G. Ryan
Invictus Australia
Lander Toyota
Brande
Dr Marjorie O'Neill MP
Roy Butler MP
Bendigo Bank
Denistone East Public School
StudioOneAnother
Canopi Pty Ltd
Orange Swimming Pool

C. Adams
A. Bowden
A. Buckley
R. Dale
G. Grey
D. Hofman
K. Holmesby
M. Holmesby
E. McCrindle
S. McDonell

P. Stanley
N. Stanley
R. Wait
P. Hodgers
L. Smalley

Volunteer Service – Meritorious Service Medal

D. Macallister

Australian President's Award

Nowra High School

Honours Committee

James Whiteside
Roz Grey
Frances Simpson-Lee
Michael Ilinsky

COMMONWEALTH HONOURS

Certificate of Thanks

Seven Hills RSL
T. Brunckhorst
A. Middleton
M. Dasey
C. Ryan
K. McLean
R. Grey

Service Commendation

R. Shaw

Service Medal

J. Phillips
S. Brown
A. Collins
L. Harrison
C. Baldwin
H. Smith
J. Borbone
M. Tooke

Service Cross

J. Whiteside
M. McLennan

Bar to Service Cross

F. Simpson-Lee

PRESIDENTS

1907/08
Colonel Reuter E Roth

1929/30
Sir Kelso King

1937/38 to 1940/41
Mr. C W Heyde

1951/52
Mr. Stuart Thorpe

1955/56 to 1957/58
Mr. P E Joske

1958/59 to 1970/71
His Honour Judge J. Harvey Prior

1971/72 to 1979/80
Sir P.E. Joske

1980/81 to 1982/83
Sir Walter Leonard

1983/84 to 1993/94
Sir Eric McClintock

1993/94 to 2007/08
Mr. Clive Austin

2008/09 to 2011/12
Mr. Peter Cronin

2012/13 to present
Mr. James Whiteside

LIFE GOVERNORS

T. Cross
W. Twigg
R. McLennan
K. Abernethy
B. Deitz
S. Bidner
B. Clifton
K. Draper
A. Hilliard
K. Lofts
R. Vass
E. Fry
D. Parsons
J. Fowler
G. Duncan
P. Marquet
A. Stephens
C. Heckenberg
V. Frost
G. Bassingthwaighte
B. Colquhoun
P. Joske
F. Henry
E. Vass
R. Jiear
J. Eyles
G. Turnbull
W. Blakeney
H. Bamford
J. Cummine
P. Hunter
D. Knox
M. McCann
W. McKell
J. Parsons
H. Prior
R. Burgoyne
N. Rose
W. Scott
H. Stoyles
R. Crane

LIFE MEMBERS

R. Byrnes
F. Simpson-Lee
P. Dooley
D. Beaupeurt
E. McGrath
B. Dixon
P. Forbutt
H. Douglas
P. Midson
J. Misson
D. Kilpatrick
J. Pascoe
J. Brooks
D. Brown
N. Harrison
R. Smith
C. Stewart
T. Cross
G. Bryant
R. McLennan
T. Brenton
D. Bennetts
L. Burwell
R. Firkin
K. Laffey
J. McDonald
P. Neenan
I. Newley
M. Slade
J. Slade
W. Leonard
B. Vines
A. Denny
B. Trevenar
J. Manning
J. McCoy
N. McKnight
J. Spencer
W. Twigg
P. Barrie
D. Johannes
B. Prideaux
A. Tonkin
G. J. Vesperman
G. Vesperman
B. Frame
K. Hawthorne
A. Vockler
A. Hilliard
K. Lofts
B. Clifton
K. Draper
B. Deitz
M. Burn
M. Fitzsimmons

J. Grimsley
W. Parker
P. Marquet
K. Abernethy
K. Carley
H. Gillard
C. Heckenberg
G. Duncan
A. Stephens
F. Brett
G. Clarke
J. McLean
L. Buchanan
R. Vass
E. Vass
R. Faraday
H. Fountain
B. Colquhoun
J. Fowler
F. Dunncliffe
D. Thompson
J. Barden
J. Carney
J. Eyles
E. Arnold
D. Banks
C. Black
B. Bowen
J. Breakspear
F. Brett
A. Brown
A. Castleman
J. Chalmers
N. Chelman
C. Claggett
J. Coleman
H. Cremmer
M. Cullen
D. Dunstan
L. Fall
W. Fowler
A. Fraser
M. Goodman
A. Gorst
C. Griffiths
J. Hague
W. Harries
J. Hawe
N. Hayton
J. Henderson
B. Hocker
J. Holme
C. Hopkins
W. Humphries

M. Jarrett
W. Jarvesson
J. Jenkins
R. Judge
C. Lauder
F. Leaney
D. Lindsay
W. London
M. Matheson
A. McClure
C. McKenzie
R. McQueen
T. Monckton
H. Paull
J. Perry
C. Phillips
K. Prien
F. Ramsay
L. Randall
E. Redfern
L. Reid
D. Richardson
W. Riding
H. Rose
F. Sandon
F. Saunders
E. Smiles
R. Stacey
P. Stephens
J. Stewart
J. Waterer
B. Weir
J. Whitebrook
M. Wylie
H. Bamford
J. Cummine
J. Parsons
H. Prior
W. Scott
W. Blakeney
G. Turnbull
R. Jiear
R. Burgoyne
F. Henry
G. Bassingthwaighte
V. Frost
S. Bidner
D. Parsons
J. Collier
C. Baglin
R. Brettell
Jill Collier
W. Howitt
M. Booby

B. McLennan
G. Samanc
P. Cronin
D. Gallaway
D. Hofman
J. Teagle
L. Purcell
C. Austin
P. Wiebe
N. Adams
J. Dooley
D. Mitchell
N. Stuart
G. Campbell
G. Keifer
K. O'Connor
E. Fry
B. Farlow
H. Aitken
R. Arnold
P. Cousins
D. Jones
C. Ninness
S. Martin
H. Notley
F. Kelly
H. Woodley
P. Allan
M. Bergin
R. Grey
B. Edgecock
D. Gross
L-D. Kinscher
N. Dixon
G. Grey
R. Beresford
C. Baglin
J. Moss
S. McDonell
M. Williams

AWARDS POINT SCORE

Royal Life Saving's Award Point Score is utilised each year to recognise schools and institutions who participate in our certification programs.

THE PRESIDENT'S CUP

Tertiary Organisations
Southern Cross Catholic College
275 Points

THE R.J. COSHOTT TROPHY

Girls Premier School of the State
Our Lady of The Sacred Heart
College-Kensington
2250 Points

THE AQUATIC CLUB TROPHY

Girls High Schools
Randwick Girls High School
1095 Points

THE MRS. BIDNER TROPHY

Girls High Schools - 2nd Place
Burwood Girls High School
945 Points

THE EKLUND CUP

Girls Independent Schools & Colleges
Our Lady of The Sacred Heart
College-Kensington
2250 Points

THE HERBERT WAGSTAFFE TROPHY

Girls Independent Schools
& Colleges - 2nd Place
Our Lady of Mercy
College - Parramatta
1412 Points

THE ARTHUR PARKER CUP

Boys Premier School of the State
Trinity Grammar School
5417 Points

THE CITY TATTERSALLS CLUB CUP

Boys High School
Liverpool Boys High School
650 Points

THE HENDRY CHALLENGE CUP

Boys Independent Schools & Colleges
Trinity Grammar School
5417 Points

THE CITY TATTERSALLS CLUB TROPHY

For Metropolitan Schools
Trinity Grammar School
5417 Points

THE VICTOR FROST CUP

Metropolitan Schools - 2nd Place
Oakhill College
3705 Points

THE E.A. FRY TROPHY

Co-Educational Secondary Schools
Model Farms High School
1660 Points

THE BOB KALNIN MEMORIAL AWARD

Co-Educational Secondary
Schools - 2nd Place
John Edmondson High School
1025 Points

THE ALAN McCLURE CUP

Co-Educational Independent
Schools & Colleges
Oakhill College
3705 Points

THE W. MARX TROPHY

Country Schools - 1st Place
St Johns College-Dubbo East
1092 Points

THE K.W. DRAPER CUP

Country Schools - 2nd Place
Dubbo College Senior Campus
750 Points

THE F.D. LEANEY TROPHY

Schools for Specific Purposes
NSW School of Languages
475 Points

THE KELSO KING EXCELLENCE SHIELD

Affiliated Life Saving Clubs
Parramatta Memorial Swim Club
232 Points

THE ALWYNE WAGSTAFFE TROPHY

Primary Schools - 1st Class
Bonnyrigg Heights Public School
465 Points

THE M. CULLEN TROPHY

Primary Schools - 2nd Class
Epping West Public School
545 Points

THE BOWER CUP

Primary Schools - 2nd Class - 2nd Place
Gunnedah South Public School
530 Points

THE H.F. PAULL TROPHY

Primary Schools - 3rd Class
Maitland Public School
845 Points

THE PERCY MARKS CUP

Primary Schools 4th Class
Denman Public School
360 Points

THE DOMINELLI FORD TROPHY

Primary Schools - 5th Class
Cronulla Public School
240 Points

THE BRIGHTON-LE-SANDS

R.S.L. CLUB TROPHY
Primary Schools - 6th Class
Carcoar Public School
440 Points

THE JACK STILWELLFLYNN MEMORIAL CUP

Central Schools - 1st Class
Dubbo School of Distance Education
80 Points

THE HELEN DRAPER TROPHY

Central Schools - 2nd Class
Walcha Central School
325 Points

THE H.C. BAMFORD TROPHY

Central Schools - 3rd Class
Peak Hill Central School
360 Points

THE ROWLEY VASS MEMORIAL TROPHY

Central Schools - 4th Class
Trundle Central School
180 Points

THE CLIVE AUSTIN CUP

Central Schools - 8th & 9th Grade
Yawarra Community School
135 Points



OUR SUPPORTERS

Royal Life Saving Society Australia-New South Wales would like to thank the following organisations for their continued support.

New South Wales Government



Design Partner



Technology Partner



Community Partner



Community Supporters

Registered Clubs

The following Clubs have been generous supporters of Royal Life Saving community education programs throughout 2021-22:

- > Burwood RSL
- > Canterbury Leagues
- > Club Five Dock RSL
- > Wenty Leagues
- > St Johns Park Bowling Club
- > Castle Hill RSL
- > Magpies Waitara
- > Ryde Eastwood Leagues
- > North Ryde RSL Community Club
- > Seven Hills RSL Club

Council Partners

- > Blacktown City Council
- > City of Canterbury Bankstown
- > Inner West Council

> Community partnerships are about cross-sector alliance. Working together to fulfil an obligation and sharing the burden to bring about a benefit.

CONNECT WITH US



RoyalNSW



RoyalLifeSaving



LifeSavingNSW



RoyalLifeSavingAust



DrowningPrevention.org.au



ROYAL LIFE SAVING
NEW SOUTH WALES

FOR MORE INFORMATION

Sydney T: 02 9634 3700
E: nsw@royalnsw.com.au

Hunter T: 02 4929 5600
E: hunter@royalnsw.com.au

Illawarra T: 02 4225 0108
E: illawarra@royalnsw.com.au

Northern T: 02 6651 6266
E: northern@royalnsw.com.au

Riverina T: 02 6921 7422
E: riverina@royalnsw.com.au

Western T: 02 6369 0679
E: western@royalnsw.com.au

CONNECT WITH US



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LifeSavingNSW



RoyalLifeSavingAust



DrowningPrevention.org.au