



ROYAL LIFE SAVING
NEW SOUTH WALES

Royal Life Saving NSW Annual Report 2021

A water loving nation
free from drowning







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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.

PART 1:
WHO WE ARE



ABOUT US - TODAY

Royal Life Saving is focused on reducing fatal and non-fatal drowning and promoting healthy, active and skilled communities through innovative, reliable, evidence-based advocacy; strong and effective partnerships; quality programs, products and services; underpinned by a cohesive and sustainable organisation.

Royal Life Saving is a public benevolent institution, a not-for-profit charitable organisation, a leading water safety educator and community service organisation who seeks to establish broad community resilience and aquatic prosperity. We achieve this through advocacy, education, training, health promotion, aquatic risk management, community development, research, sport, leadership and participation and impactful networks.

> 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.

> GOVERNANCE

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.

> INTEGRITY

Royal Life Saving undertakes its commitments and decision making in a transparent and honest way. We highly respect the communities and people we engage and support. We uphold the highest moral and ethical standards to achieve our vision.

> LEADERSHIP

Our team consists of individuals who possess the passion and drive to bring about effective outcomes. They deliver on what they promise and work collaboratively to meet expectations. Our leaders take responsibility for their actions and ensure the highest possible standards are adhered to.

> STRATEGIC CONSIDERATIONS

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.

> OUR FOCUS

Over the last 10 years the Australian drowning toll has decreased. It is vitally important that we seek to continue to address this toll as it remains unacceptable. The community perception may be one of complacency and reduced acknowledgment of the risks and potential dangers our aquatic environments possess due to these reductions.

Royal Life Saving must continue to advocate its principle prevention messages but also balance with a desire to have all Australians enjoying our aquatic environments.

> OUR PAST: SINCE 1894

The Royal Life Saving Society (RLSS) was founded in England in 1891 to combat a high drowning toll.

The techniques advocated by the Society were soon adopted by many countries and today the RLSS represents the largest single organisation dedicated to the teaching of lifesaving and the prevention of drowning.

The first Australian Branch was formed in New South Wales in 1894 and the movement soon spread to all States.

In December 1924, a dual system of lifesaving was established with Surf Life Saving Australia being responsible for ocean beaches and the Royal Life Saving Society - Australia responsible for all other waterways and still water environments.

MESSAGE FROM THE GOVERNOR

As we continue to endure the challenges and interruptions to our lives as a result of the pandemic, I am conscious of its impact on many of our most vulnerable and disadvantaged.

Over the last 12 months 99 individuals fatally drowned across New South Wales waterways. Despite the onset of COVID-19 this is an increase of 13% against the previous year's figures and a 5% increase on the 10-year average. These tragedies have an enduring long-term impact on families, friends, communities and our emergency services who are often traumatised by these unfortunate events.

As Patron of the Royal Life Saving Society Australia (New South Wales Branch), I call upon our vast communities to adhere and respect key water safety messages, rules and advise at times of reduced aquatic participation due to the pandemic. Many across our communities have been unable to participate in traditional swimming, water safety or lifesaving programs which places us at greater risk due to reduced proficiency. It is important that we work together to ensure our children are provided with the support and opportunities to re-engage with our waterways in a safe and appropriate manner. This will take some time but will ensure their future aquatic experiences are full of fun and enjoyment.

Despite these concerns I am extremely proud of the significant achievements and accomplishments achieved by Royal Life Saving across the last 12 months.

The implementation of the Swim and Survive Vacation program across our remote communities witnessed more than 1,500 children participate across 39 remote swimming pools. For the majority of these is the only swimming and water safety program that is available. Furthermore, Royal Life Saving trained 5,000 Pool Lifeguards to oversee our safe participation at public swimming pools across New South Wales. More than 50 % of our Pool Lifeguards are under the age of 24 and more than 60% are female.

At a time of reduced engagement, Royal Life Saving delivered an incredible 68,000 vocational qualifications and compliance outcomes for the aquatic industry and the education sector. A vast number of these were undertaken online and more than 40,000 were issued to individuals in regional and remote locations.

This vast network of community lifesavers provides us with a great degree of confidence not only around our beautiful coastal and inland waterways but at homes with backyard swimming pools.

As we approach the warmer months we collectively pine for a return to the water for solace and recreation. A time to engage with family and friends once again. I wish Royal Life Saving ongoing success for the upcoming year as it works to re-establish resilient and safe communities in, on and around our plethora of waterways.

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

Governor of New South Wales

GOVERNANCE

PATRON

Her Excellency the Honourable
Margaret Beazley AO QC

Governor of New South Wales

BOARD OF DIRECTORS

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)

MESSAGE FROM THE MINISTER FOR SPORT

Our aquatic environments play a crucial role in the community, promoting social interaction and general wellbeing. The last 12 months have significantly impacted the lives of many and continues to serve unprecedented challenges for the sport, recreation and aquatic sector into the future.

As Sport Minister I am aware of the important social, health and economic benefits that sport and active recreation provides. Ongoing, collaborative efforts will no doubt assist in rebuilding our participation and active recreation pursuits and seek to re-energise our communities.

On behalf of the New South Wales Government, I would like to acknowledge the accomplishments and performance of the Royal Life Saving Society Australia (New South Wales Branch) over the 2021-22 year.

Despite challenging conditions, Royal Life Saving engaged our vast communities with innovative education solutions, vital advocacy initiatives, sector training developments and important risk mitigation programs. There was a continued prioritisation of disadvantaged communities and those who are highly susceptible to fatal and non-fatal drowning within our ageing population, diverse communities, and those in regional and remote locations.

Amazingly, participation targets exceeded 150,000 in core swimming, water safety and lifesaving programs across New South Wales. Many of these services were facilitated via their regional hubs located at Wagga Wagga, Orange, Wollongong, Newcastle and Coffs Harbour. The skills achieved by our children, ensure a lifetime of positive, healthy aquatic opportunities.

Each year too many Australians lose their lives or suffer injuries as a result of a fatal drowning incident. The impact on families and communities is significant and highlights the importance of Royal Life Saving's efforts to address risk taking behaviours and attitudes and increase water safety skills and knowledge across New South Wales.

The NSW Government proudly continues to support the activities of Royal Life Saving and recognises their important role in increasing safe aquatic participation and implementing measures that build resilience and healthy communities. Royal Life Saving and the Office of Sport continue to prioritise key participation and risk agenda to ensure solutions are purposeful and appropriate for our changing lifestyles and aquatic engagements.

Finally, I congratulate and acknowledge the work and dedication of Royal Life Saving and its people including their volunteers, educators, facilitators who continue to overcome unparalleled adversity to service the water safety needs of New South Wales.

The Hon. Natalie Ward MLC

Minister for Sport, Multiculturalism,
Seniors and Veterans



MESSAGE FROM THE PRESIDENT

Welcome to the Annual Report for the Royal Life Saving Society Australia (New South Wales Branch) for 2020-2021.

The COVID-19 pandemic continues to have a profound impact on our communities across New South Wales. It continues to test the resilience of millions of lives and livelihoods, with significant impacts and implications on many industries and organisations. Despite the seriousness and unpredictable nature of the pandemic, Royal Life Saving has performed strongly and with great focus.

Our people have adapted quickly to the changing needs of our communities and ensured a continuation of high-quality service and support across New South Wales. The last 12 months has encouraged us to accelerate innovations and leverage our organisational strengths while seeking greater value from our assets and partnerships.

Maintain sustainable assets to service communities.

Royal Life Saving continued its focus on the disciplined allocation of capital which saw us invest \$7.5 million into our newest asset, the Aquatic Safety Training Academy at Denistone East. Established on the grounds of the local primary school this shared community asset will provide much needed swimming, water safety and lifesaving programs to the vast communities around Ryde.

The Academy will undertake longitudinal observations and research to better understand the benefits of community-shared assets. This lays a framework for government and others to consider future aquatic and recreation infrastructure needs and to ensure communities have access to modern and purposeful facilities.

I wish to thank the Hon Sarah Mitchell, MLC – Minister for Education and Early Childhood Learning and the Hon Victor Dominello MP – Member for Ryde for officially opening our new complex.

Expansive array of programs and services to support all communities across Australia.

While the pandemic has led to many market and community challenges it has also brought opportunity. Royal Life Saving remains at the forefront of industry and sector developments. A continuous commitment to high quality online, flexible learning content has seen the implementation of our new Swim Teacher program and Basic Rescue program. Both provide flexible learning options to meet key industry and education sector compliance needs.

More than 60,000 candidates accessed our online learning portal to complete their certifications. The next 12 months will be an exciting time for Royal Life Saving with an expanded range of online developments to enable us to meet our core objectives and goals.

Increased community activations.

We are particularly proud of our achievements in the vocational education & training and the community health domain. Some of our community achievements and highlights include:

- > 68,000+ achieved a vocational qualification (An increase from the previous 12 months).
- > 195 Public Swimming Pools adopted our Keep Watch @ Public Pool program.
- > 5,000 Pool Lifeguards licenced to work in our public swimming pools.
- > 8,5000 children participating in the fully subsidised Metropolitan Water Safety Strategy.
- > Launch of the first Outback Lifesaver's program at Wagga Wagga.

Increased organisational influence and presence amongst priority audience.

Much of our success is attributable to the relationships and partnerships we have established and developed. These opportunities ensure our influence and brand is well positioned and understood. On this note I would like to thank the New South Wales Government for their ongoing support. Over the last 12 months we have continued to liaise and collaborate on a diverse range of water safety and drowning prevention agenda to ensure broad benefits for the community. A special thank you to the Hon. Dr Geoff Lee MP, who presided over the Sport, Multiculturalism, Seniors and Veteran ministerial portfolio up until May 2021. We look forward to continuing our relationship with the new Minister, the Hon. Natalie Ward, MLC and expanding on our collective opportunities.

I would also like to 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 wish to thank our people who continue to be our greatest asset. The Board of Directors, Executive Management and staff have continued to remain positive and loyal to our organisational values during a difficult operational landscape. As we collectively go forward, we are mindful of the need to adapt quickly to changing environmental, political, stakeholder and community circumstances and opportunities. We will engage communities more strategically and consistently to ensure a prosperous and bright future.

Jim Whiteside
President

MESSAGE FROM THE CEO

Royal Life Saving continues to lead and prosper through what has been an extraordinary 12 months. We are truly thankful to our supporters and collaborators who together we have shown great resilience despite adversity. Our great people and strong relationships have contributed to a series of strong outcomes that seek to encourage our communities to engage, explore and enjoy their aquatic experiences and pursuits. Over the last 12 months we have been able to develop a range of new services and programs across New South Wales that enable us to maintain relevance and thrive well into the future.

The COVID-19 pandemic is continuing to have a devastating effect on lives, society and the economy. Royal Life Saving has continued to support communities across New South Wales with training, resources and services to assist them to navigate through the pandemic, and then rebuild.

We have funded and supported a range of social, education and health programs including our Western Sydney Water Safety Strategy, Regional and Remote Swim and Survive Vacation program and continued implementation of the Cultural Competence Aquatics Industry initiative.

Our focus across the period was to build adaptable, skilled and knowledgeable communities with modified behaviours, enhanced understanding of risk to enable safe aquatic participation. Via a broad range of traditional interactions and innovative services, Royal Life Saving has been able to train and educate well over 250,000 individuals across the financial year.

Our regional offices located at Coffs Harbour, Newcastle, Wollongong, Orange and Wagga Wagga are an ongoing inspiration and provide a direct conduit to communities most in need. They delivered an incredible 40,000+ vocational education and training outcomes to their communities which in many cases lead directly to employment within the aquatic and recreation industry.

Furthermore, their provision of CPR and first aid training to schools ensures we have a broad network of community lifesavers across all of New South Wales. Our regional footprint is soon to be expanded with the acquisition of a new office in Tamworth to enable elevated servicing of the north-west sector of the state.

The well-being of our staff remains at the forefront of our endeavours and future strategies. Growing their skills and capabilities in and around technology and innovative developments whilst understanding the post COVID lifestyle will prepare us well for future challenges. We have also structured new roles within the Executive Leadership Team. These changes will help ensure operational and technical excellence are front and centre of Royal Life Saving's future.

Sustainability and resilience are paramount in a challenging environment. Meeting key partner and community expectations is key to our performance and upholding the integrity and brand of Royal Life Saving. Continued expansion of our partnership and membership systems ensures our influence and reach is optimised and maintains and enhances ground-level engagement and support.

We expect that the NSW economy will take some time to stabilise and recover from the ongoing COVID-19 pandemic. The aquatic, sport and recreation sector will likely remain volatile and will require elevated levels of support and assistance. The trailing consequences of sector unemployment, debt and community confidence are likely to reinforce our concern about inequality and systemic disadvantage. Many of our children will have been without any water safety education for a number of years as they have dealt with fire, drought and the lingering COVID pandemic.

We remain committed to meeting our organisational objectives, creating social value, building educational intelligence and to establishing a highly skilled aquatic sector workforce. We have structured our business to thrive through changing times, and we are set up well to deal with uncertainty and to prosper as our communities return to normality. Royal Life Saving's performance in the past year illustrates this resilience and our potential to continue to grow value and returns for the vast communities of New South Wales.

During 2020-21, Royal Life Saving continued to receive strong support from the New South Wales Government for many of our drowning prevention objectives. This support came in the form of core funding via the Office of Sport. These contributions have directly supported a range of initiatives to address key fatal and non-fatal drowning agenda with specific focus on ageing Australians, regional and remote New South Wales, culturally and linguistically diverse communities and our most vulnerable, children.

It is vitally important that we continue to work collaboratively to ensure solutions meet future needs and priorities and embrace the concept of active aquatic participation for all NSW constituents.

To all our members, facilitators, partners, thank you for your ongoing commitment and support. To our staff, our greatest asset, your achievements and dedication have been remarkable and greatly appreciated.

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

Michael Ilinsky
Chief Executive Officer

> Our Highlights

195

Keep Watch @ Public
Pool partners

750

New Swim Teachers
trained



200+ Public Pool
training locations

68,000+

Vocational
Accreditations
40,000+ in regional NSW



250,000+ participants
in a Royal Life Saving
program or service

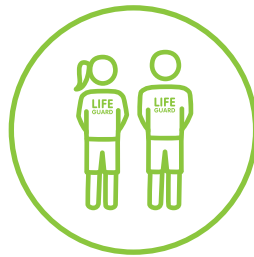
1000+

industry employees
completed cultural
competence online program





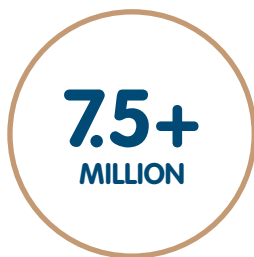
Aquatic Risk
Audits completed



5000+ Pool Lifeguards
accredited across NSW



Teachers completing
CPR & First Aid training



Aquatic Safety
Training Academy
at Denistone East



registered
pre-school partners



1500+ children in
Swim and Survive Vacation
program-regional remote

➤ Royal Life Saving seeks to build resilient and proficient communities. This enables a lifetime of safe and enjoyable aquatic experiences.

PART 2: OUR PERFORMANCE



STATE OF THE SECTOR

These are unprecedented times for Australia and the consequences of COVID-19 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.

> From one disaster to another....

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.

> An impacted industry... financial battles, business interruption.....

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.

> Affected children.....

The last 12 months witnessed a 41% reduction of learn to swim programs in metropolitan Sydney. 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.

> Lost workforce.....

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.

> Parental confidence.....

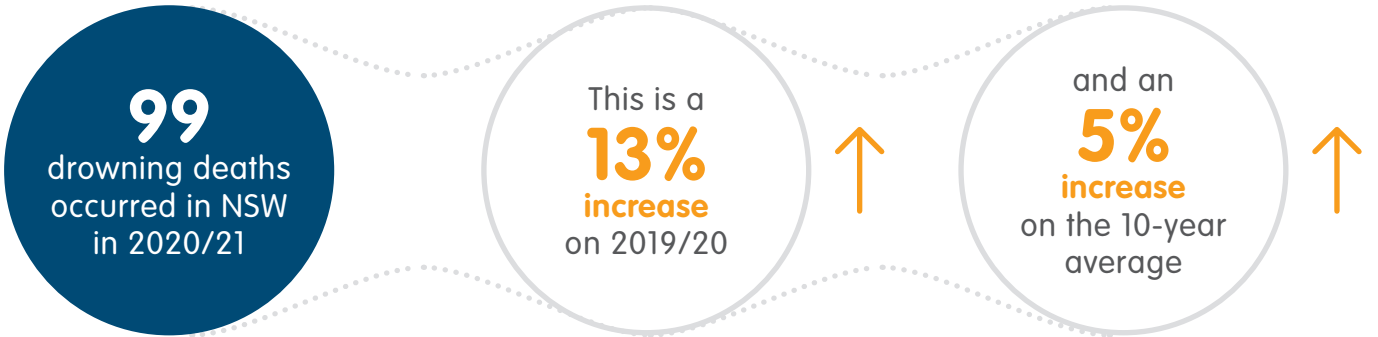
For many in our community the COVID-19 pandemic has led to isolation and the need to refrain from coming together with others. The concept of re-engaging with others is still a daunting issue and will take time for many.

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.

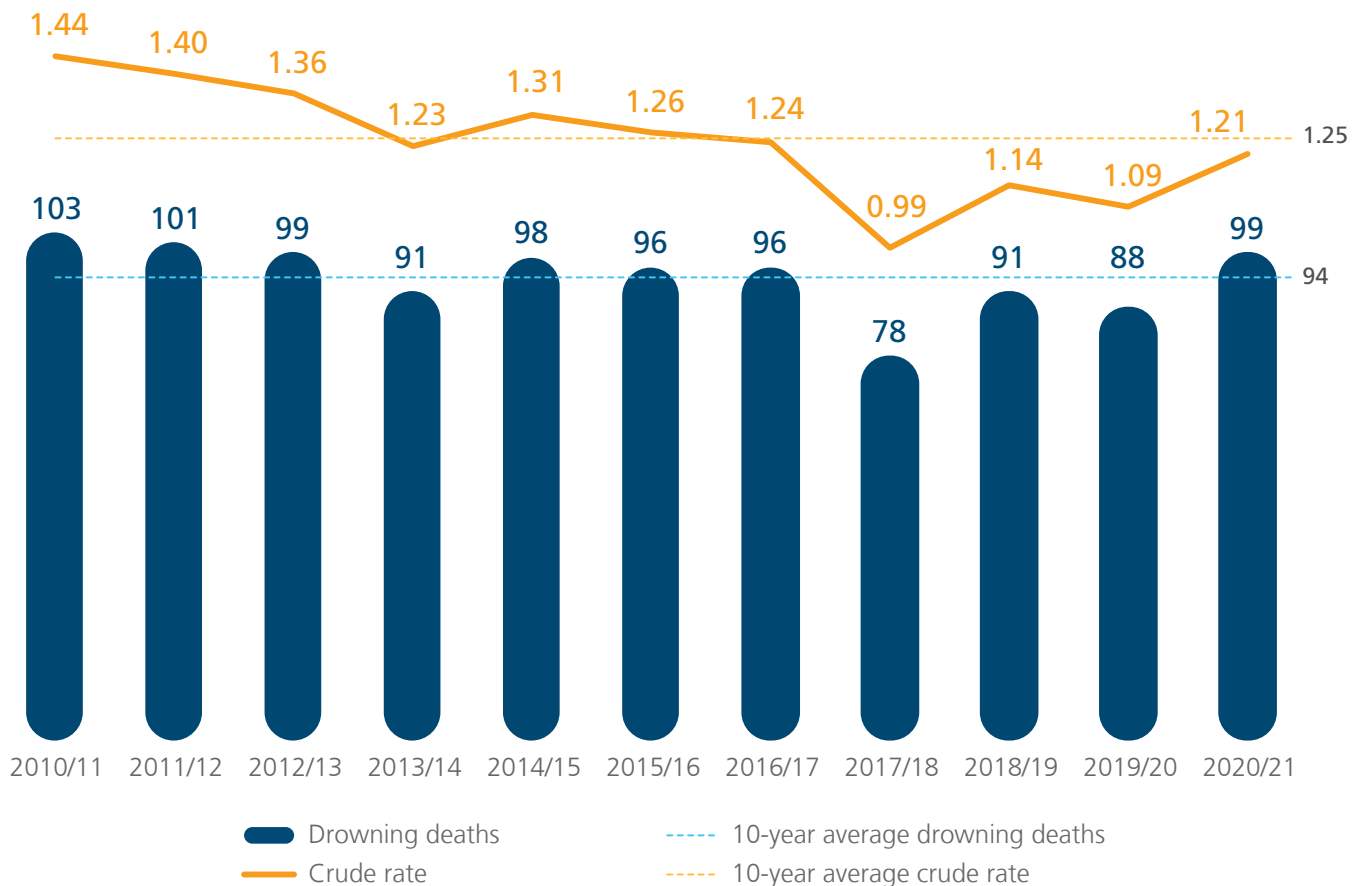
Royal Life Saving will undertake public awareness campaigns to remind parents of the health, social and physical benefits of aquatic programs.

NSW FATAL DROWNING REPORT

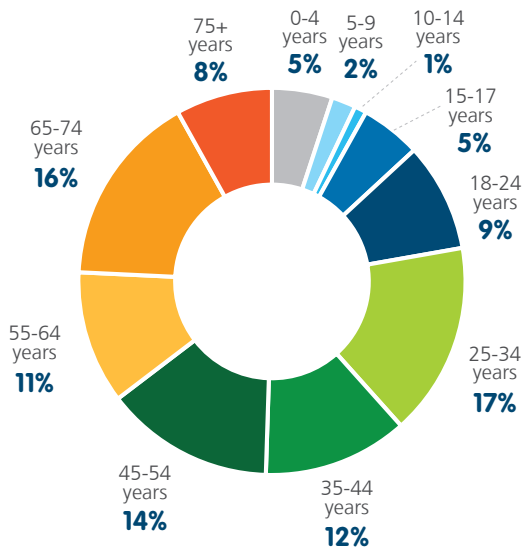
Fatal Drownings New South Wales 2020-21



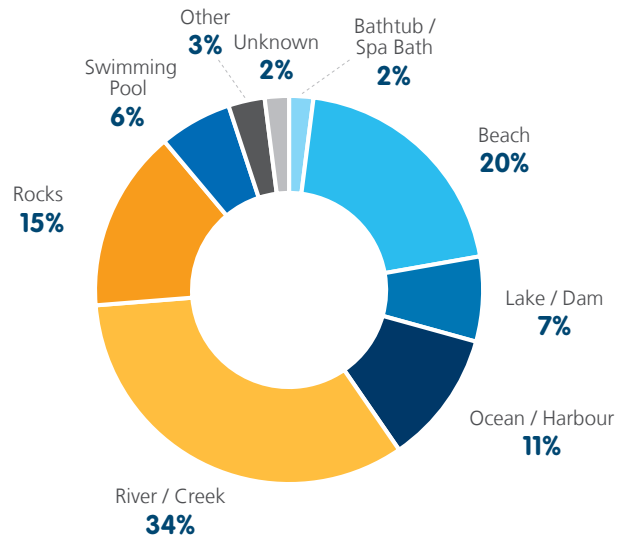
Drowning deaths and death rates in New South Wales from 2010/11 to 2020/21 and the 10-year average



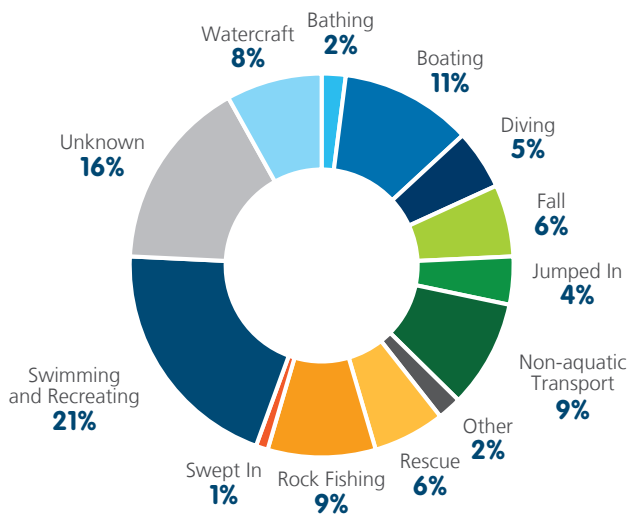
Age



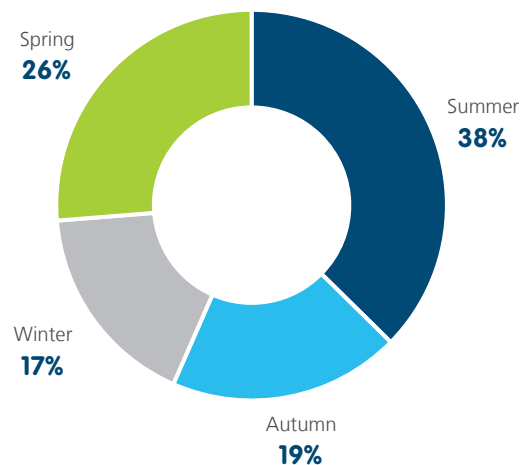
Location



Activity



Season



DROWNING ACROSS THE WORLD

- > Drowning is the 3rd leading cause of unintentional injury death worldwide, accounting for 7% of all injury-related deaths.
- > There are an estimated 236 000 annual drowning deaths worldwide.
- > Global estimates may significantly underestimate the actual public health problem related to drowning.
- > Children, males and individuals with increased access to water are most at risk of drowning.

More than 90% of drowning deaths occur in rivers, lakes, wells and domestic water storage vessels in low- and middle-income countries. Half of all drowning deaths are in the Western Pacific and South-East Asia regions. Rates of drowning deaths per 100 000 population are highest, however, in the Western Pacific region followed by the African region.

> **To deliver a robust and sustainable organisation to service the communities of New South Wales.**

> **Our Strategic Priorities**



Resourceful & Vibrant Organisation

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

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.



Growth Through Leadership & Partnerships

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

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.



Innovative Solutions

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

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.



People - Stability & Sustainable

Continued stability and growth of our people.

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.



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.





Royal Life Saving

Royal Life Saving

AQUA DUMBI

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.

The last 12 months continued to provide unprecedented challenges which has impacted our capacity to engage with our key partners, supporting organisations and provide a number of planned programs and services. Our various sector partners were also required to focus on key maintenance and recovery strategies even while there was ongoing uncertainty.

This required a range of initiatives to be re-scheduled and repurposed to ensure appropriateness and suitability to a changed community and their expectations. Despite the complexities over this period, Royal Life Saving was able to maintain key policy development and support alongside its key government partners. Ongoing collaborative developments will be necessary to assist in re-building community confidence and engagement with aquatic activities and pursuits.

Key Activities undertaken in 2020-21 included:

- › Participated and supported the NSW Aquatic Strategy – Culturally and Linguistically Diverse Communities with the NSW Office of Sport. The resulting Action Plan provides a strategic framework in which to engage and support future aquatic pursuits.
- › Implementation and activation of key water safety programs and services supported by the NSW Government focusing on four key priorities: Ageing Australians, Regional and Remote Communities, Culturally and Linguistically Diverse Communities and Active Child Aquatic Participation.
- › Active participation and contribution to the development of the Australian Water Safety Strategy 2030. The Strategy provides a future framework in which to guide policy, influence priorities and focus research agenda. Launched in Parliament House in March 2021.

› CASE STUDY

AUSTRALIAN WATER SAFETY STRATEGY 2030

Towards a nation free from drowning.

The new Australian Water Safety Strategy 2030 was launched by the Hon Mark Coulton, Minister for Regional Health, Regional Communications and Local Government on behalf of Senator the Hon Richard Colbeck, Minister for Senior Australians and Aged Care Services, Minister for Sport in conjunction with the Australian Water Safety Council (AWSC) at Parliament House, Canberra on Thursday 25 March 2021.

The Australian Water Safety Strategy (AWSS) plays an essential role in National, State and Territory, and community approaches to preventing drowning and promoting safe use of the nation's waterways and swimming pools. It outlines priority areas where Australia's peak water safety bodies Royal Life Saving and Surf Life Saving, and AWSC Members can work together to prevent drowning on beaches, at rivers and lakes, and in swimming pools across Australia.

This new Australian Water Safety Strategy seeks to raise awareness about non-fatal drowning incidents, encourage communities to create local water safety plans and promote access to swimming and water safety skills for all Australians, including refugees, migrants and those living in regional areas.

The AWSS 2030 presents a framework that:

- Identifies the key drowning prevention priorities, areas of focus and approaches
- Establishes a roadmap for action that may be monitored, supported and celebrated
- Inspires stakeholders; Governments, organisations and communities to act.

This framework is structured into five Priority Areas; People, Places, Activities, Populations and Risk Factors.



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.

Developing solutions to support the needs of our communities is paramount to Royal Life Saving and its strategic intent. Across various life stages and locations, the focus and strategies vary to suit. Royal Life Saving has continued with its focus on increasing participation opportunities in water safety, swimming, survival and water safety programs. This prepares, particularly our most vulnerable 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 aquatic industry partners to enable them to provide programs and services which consider health, social and wellbeing factors.

Over the last 18 months our children have had significant interruption to their swimming and water safety education. With many pools closing across key periods there is growing concern that our children have not had the opportunities to meet key aquatic safety benchmarks as prescribed in the National Swimming and Water Safety Framework. 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.

Key Activities undertaken in 2020-21 included:

- Maintained Council and community partnership support to facilitate the Swim and Survive Vacation program across 39 swimming pools in regional and remote NSW supporting more than 1,500 children.
- Implementation and activation of key water safety programs and services supported by the NSW Government and corporate supporters focusing on four key priorities: Ageing Australians, Regional and Remote Communities, Culturally and Linguistically Diverse Communities and Active Child Aquatic Participation.
- Promoted the Swim READY initiative in partnership with the aquatic industry to raise awareness on the potential risk of fatal and non-fatal drowning to older Australians who take prescription medication and partake in recreational aquatic pursuits.
- The Cultural Competence program was expanded across the aquatic industry for free to ensure sector employees understand the needs of our diverse communities and to apply these learnings into their workplace roles and responsibilities.
- With the support of 21 Registered Community Clubs across metropolitan Sydney more than 8,500 children received important swimming, water safety, lifesaving and leadership programs across preschools, primary and secondary schools.

➤ CASE STUDY

CULTURALLY & LINGUISTICALLY DIVERSE COMMUNITIES – CULTURAL COMPETENCE

More than 1,000 aquatic personnel have completed the program over the last 12 months.

Each year a significant number of people from our diverse communities fatally drown. This is unacceptable in a modern and developed nation. Tragically, 79% of drownings from our diverse communities were identified as poor or non-swimmers. To bring about effective change we need to engage our communities with viable and effective solutions. To prevent drownings, we require an aquatic resilient community, one in which possesses the relevant skills and knowledge to participate in aquatic recreation in a safe manner. Learning to swim and survive is a fundamental right for all who reside in our country.

Royal Life Saving together with the NSW Government continued to support the Aquatic Industry Cultural Competence campaign to address the unacceptable number of drowning fatalities amongst our diverse communities. An important component of the program is to ensure our aquatic sector employees have an understanding of the needs and issues of our diverse communities. Often many of our refugees and migrants have had limited or no contact with a public swimming pool or have been involved in any formal swimming or survival program. For many, the journey to a pool may be daunting or unknown! Preparedness of the sector is critically important to enable a positive experience at the pool.....one which results in fun and a friendly experience.

The Program was developed by SBS, Multicultural NSW, and International Education Services, leading organisations in addressing the needs of multicultural Australia.



> COMMUNITY SHOWCASE

REGIONAL AND REMOTE – VACATION PROGRAM

More than \$50,000 in direct subsidies and support.

Despite the ongoing impact of COVID-19 across the summer period more than 1,500 children participated across 39 venues in the Summer Vacation Program. This program services many remote communities where many children suffer from disadvantage and isolation. To assist Royal Life Saving partnered with Bernardos and a kind community donation to fully subsidise more than 300 children across 17 locations.

Our Parliamentary Friends (Aquatics) network greatly assisted in distributing information across regional and remote communities advocating the program and benefits. Participating children completed various levels of the Swim and Survive program. For the vast majority of children this is their only swimming and water safety experience for the year.

Overview:

- 43 Swimming Teachers employed
- 39 participating venues across NSW
- \$20,000 to support disadvantaged children and families
- 1,500+ children participating.

By utilising a new benchmarking program parents were able to track their child's progress online!

Participating Venue Partners: Ashford swimming pool, Howlong Pool, Balranald Public Pool, Inverell Pool, Baradine Memorial Swimming Pool, Jerilderie Pool, Barellan Swimming Pool, Jindera Pool, Berridale Pool, Kandos Pool, Berrigan War Memorial Pool, Lightning Ridge, Coleambally Pool, Lockhart Pool, Coolamon Pool, Manildra Swimming Pool, Coonabarabran Pool, Mudgee Pool, Cowra Pool, Nyngan Pool, Cudal Swimming Pool, Oaklands Pool, Cumnock Swimming Pool, The Rock Pool, Darlington Point, Tocumwal Pool, Eugowra Pool, Trundle Pool, Finley Pool, Tullibigeal Pool, Gulgong Pool, Uralla Pool, Gundagai Pool, Urana Pool, Gunning Pool, Walcha Pool, Hay Pool/ John Huston Memorial, Yeoval Swimming Pool, Henty Swimming Pool.



“Thank you for providing a wonderful program for our kids, they got so much from it! Their teacher Lily was wonderful in Gunning NSW. We will definitely do the program again next year.”

“Kerry was the most amazing swimming teacher. My children and myself learnt so much from her. She went above and beyond for each child. We would love her to come back next year!”

“Thank you for running these programs my grandchildren enjoyed their lessons and learnt a lot in just 10 days.”

“We were extremely happy with our swim teacher Pat. The progress he made with both our girls' confidence in the water & swim & survive skills was amazing.”

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.

Greater Sydney is a growing metropolis with significant infrastructure demands to ensure ongoing liveability, productivity and sustainability. Infrastructure planned to support orderly growth, change and adaptability -must be delivered and used efficiently. Optimal use of infrastructure increases the capacity to better support communities. Ryde City has a population of 133,224 and is located about 10 kilometres from the Sydney GPO. 46.9% of people in the City of Ryde were born overseas compared with 36.7% in Greater Sydney. It is here, within the boundaries of Ryde, on the 18th June, that Royal Life Saving opened its newest community asset, the Aquatic Safety Training Academy – Denistone East.

The Academy resides on the grounds of Denistone East Public School and provides the school and the broader community with a broad range of swimming, water safety and lifesaving programs and services including:

- Learn to swim – children, adults, diverse (cultural) community solutions (25 metre pool).
- Disability support programs.
- Leadership and industry development – workforce and sector development programs.
- Vocational and community training – including CPR and First Aid (2 X training rooms).
- Research – benchmarking child aquatic development and behavioural change.

The Academy is an example of a “shared-use” model that utilises locations, such as a school to provide multipurpose and intergenerational facilities and services. Community connectivity and access to diverse “shared” space for recreational physical activity are an essential need into the future as active lifestyles provide many social, cultural and health benefits. The Aquatic Safety Training Academy – Denistone East complements our Seven Hills Academy (located on the grounds of the Hills Sports High School) which continues to support our educational and community objectives.

Key Activities undertaken in 2020-21 included:

- > \$7.5 million Aquatic Safety Training Academy – Denistone East opened on the 18th June, 2021 by the Minister for Education and Early Childhood Learning, The Hon. Sarah Mitchell MLC and Member for Ryde, The Hon. Victor Dominello MP.
- > 5,000+ children and adults receiving swimming, water safety and lifesaving skills at the Aquatic Safety Training Academy – Seven Hills involving 80,000 individual lessons. Hundreds of new Swim Teachers and Pool Lifeguards were also trained to support broader Sydney metropolitan workforce needs.
- > New Royal Life Saving website to support communities with news, resources, research and campaign collateral.





> COMMUNITY SHOWCASE

AQUATIC SAFETY TRAINING ACADEMY – DENISTONE EAST

New modern aquatic precinct to support communities.



Minister for Education and Early Childhood Learning, The Hon. Sarah Mitchell MLC and Member for Ryde, The Hon. Victor Dominello MP officially opening the new facility with School Captains.



> 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

- > Core funding maintained with the NSW Government to support community water safety priorities.
 - > Participated and supported the NSW Aquatic Strategy – Culturally and Linguistically Diverse Communities with the NSW Office of Sport. The resulting Action Plan provides a strategic framework in which to engage and support future aquatic pursuits.
 - > Active participation and contribution to the development of the Australian Water Safety Strategy 2030. The Strategy provides a future framework in which to guide policy, influence priorities and focus research agenda. Launched in Parliament House in March 2021.
 - > Maintained Council and community partnership support to facilitate the Swim and Survive Vacation program across 39 swimming pools in regional and remote NSW supporting more than 1,500 children.
 - > Implementation and activation of key water safety programs and services supported by the NSW Government and corporate supporters focusing on four key priorities: Ageing Australians, Regional and Remote Communities, Culturally and Linguistically Diverse Communities and Active Child Aquatic Participation.
 - > Promoted the Swim READY initiative in partnership with the aquatic industry to raise awareness on the potential risk of fatal and non-fatal drowning to older Australians who take prescription medication and partake in recreational aquatic pursuits.
 - > The Cultural Competence program was expanded across the aquatic industry for free to ensure sector employees understand the needs of our diverse communities and to apply these learnings into their workplace roles and responsibilities.
 - > With the support of 21 Registered Community Clubs across metropolitan Sydney more than 8,500 children received important swimming, water safety, lifesaving and leadership programs across preschools, primary and secondary schools.
 - > \$7.5 million Aquatic Safety Training Academy – Denistone East opened on the 18th June, 2021 by the Minister for Education and Early Childhood Learning, The Hon. Sarah Mitchell MLC and Member for Ryde, The Hon. Victor Dominello MP.
 - > 5,000+ children and adults receiving swimming, water safety and lifesaving skills at the Aquatic Safety Training Academy – Seven Hills involving 80,000 individual lessons.
 - > New Royal Life Saving website to support communities with news, resources, research and campaign collateral.
-



➤ 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.

During 2020-21, Royal Life Saving focused on supporting key partners and the aquatic sector navigate through the many pandemic-related barriers. Restrictions as a result of COVID-19 lead to a 41% reduction in metropolitan learn-to-swim provision.

Mandatory closures and reduced community confidence significantly impacted the aquatic sector leading to workforce losses and potential reductions in swimming and water safety proficiencies of our children. Together with the aquatic industry and NSW Government, Royal Life Saving has identified a range of strategies to support the sector and has developed future activations to assist in a post COVID-19 return to positive aquatic pursuits.

These include:

- Workforce development strategy – renewal of sector employees to ensure capacity to meet community needs.
- Re-developed Swim and Survive program supported by innovative tools, online resources and membership and partnership model to facilitate and enhance future participation.
- Advocacy campaign supporting a return to swimming, water safety and lifesaving programs.
- Working with NSW Government supporting the implementation of the Preschool Swimming Voucher.

Key Activities undertaken in 2020-21 included:

- › 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. In excess of 750 new Swim Teachers have completed their training ensuring a quality workforce to support communities and their swimming, water safety and lifesaving endeavours.
- › Developed new NSW Education Department Swim Teacher model to support sector accreditation.
- › Developed the Basic Rescue Online program to support education sector compliance re the supervision of students in, on and around aquatic environments.
- › Development of a new Swim and Survive program to support a balanced swimming and water safety education for the aquatic, education and community sectors. New program comprises of a range of resources and tools to support promotion and program implementation.



Swim and SURVIVE

ROYAL LIFE SAVING AUSTRALIA

Give your child
THE SKILLS
to enjoy a
lifetime of fun
in the water.

Dive in at
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> CASE STUDY

OPERATION SWIM TEACHER

750 new Swim Teachers to support the aquatic sector

The development of the new National Swimming and Water Safety Framework provided an opportunity for Royal Life Saving together with its key water safety partners to review and validate its future aquatic program provision. Through the compilation of benchmark indicators (child performance) and behavioural data, a new Swim and Survive program and partnership model have resulted that will seek to increase participation and provide elevated support for the sector. The new Swim and Survive program will be launched in the later phases of 2021.

To ensure the new Swim and Survive program is serviced appropriately across NSW it is critically important that qualified swim teachers are available across the state and within the education sector to successfully implement the program. As a result of the pandemic and associated mandatory restrictions, there were significant workforce losses across the sector therefore requiring a revised strategy seeking to source and secure future swim teachers. This need led to the establishment of "Operation Swim Teacher" which sought to target 500+ new swim teachers across NSW within a 16-week period. Utilising a rapid built technology solution (online learning model), together with sector partners and the NSW Government, 750 future swim Teachers participated with the vast majority receiving full fee subsidies. 22 programs were completed across regional NSW.

Our new Swim Teacher program will be further enhanced with the development and implementation of a range of new specialisations to meet community needs.

> CASE STUDY

IT'S TIME TO THRIVE WITH SWIM AND SURVIVE

New program available across NSW

Join our pool of over 150,000 Swim and Survive kids to develop the next generation of safer, confident and competent swimmers.

Swim and Survive is a fun and dynamic swimming and water safety program that focuses on the development of swimming, personal survival, basic rescue and lifesaving skills. Swim and Survive aims to provide individuals with the required skills to lead safe and active lives in, on and around water.

No matter the level of experience, Swim and Survive is inclusive for everyone at any ability to learn these essential skills. The comprehensive and balanced curriculum will guide learning through progressive steps, providing an opportunity to grasp the fundamental skills through to advancing to more challenging skills increasing in endurance and complexity.

BENEFITS OF SWIM AND SURVIVE

The Swim and Survive program is:

- Backed by 125 years of Royal Life Saving history
- Well-researched and reviewed regularly to keep it up to date
- Aligned to the National Swimming and Water Safety Framework
- The best avenue to achieve the National Benchmarks for swimming and water safety
- GST-free as it meets the criteria of personal aquatic survival skills
- Above all, fun, challenging and a channel for personal achievement.

This newly developed program has a range of new resources and tools to support state-wide implementation.

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.

As our communities expand and our desire for active aquatic recreation and social pursuits increases, we are potentially exposed to higher levels of risk. 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.

Communities that reside amongst our inland waterways have vastly different environmental, social and cultural considerations to those who live along our coastline. Every waterway is different and possess varying levels of risk that need to be considered to ensure safe participation and utilisation. Establishing a Water Safety Plan at the community level ensures relevance and collaborative consideration.

A balanced community plan is achieved through:

- Developing an understanding of local aquatic environments and the capacity (skills, behaviours and attitudes) of the local demographic.
- Identification of risks and hazards and how they can be controlled.
- Timely actions to educate the community (advocacy, education and training).
- Community consultation and feedback to ensure appropriateness and effectiveness.

Key Activities undertaken in 2020-21 included:

- > Partnered and collaborated with Wagga Wagga City Council to implement Council's Water Safety Plan. The Plan addresses a range of aquatic priorities including learn to swim programs for children, river safety and public rescue equipment at popular aquatic locations.
- > Developed and implemented Australia's first Outback Lifesavers program along the banks of the Murrumbidgee River for children 8-14 years of age.
- > Implemented the "Make the Right Call" public relations campaign targeting fatal drowning amongst males 25-45 years at inland waterways.
- > Invested in innovative auditing technology to undertake aquatic risk audits across inland waterways.



Get wet. Have fun.
Learn lifesaving skills.





> CASE STUDY

MAKE THE RIGHT CALL

Challenging behaviour

Royal Life Saving's Make the Right Call campaign encourages all Australians – especially males – to look after their mates to keep each other safe when enjoying the country's beautiful inland waterways.

Our research has shown that drowning continues to affect more men than women – in fact, men are four times more likely to drown than women, a statistic that has not changed for many years. In addition, we've found that, over the past 10 years, inland waterways have claimed more lives than any other location, accounting for 40% of all drowning deaths in Australia.

Unsurprisingly, many of these deaths occur in the summer months – 41% of deaths in the past 10 years have occurred in summer. Add to this the effects of alcohol and you've got a tragedy waiting to happen.

This campaign tackled these issues head on by targeting men aged 25 to 45 years to raise awareness of the issues and educate them about the risks and consequences of their actions when recreating in, on and around water.

It advocates a common sense approach by asking them to 'Make the Right Call' and look after themselves and their mates to keep them safe by implementing a series of simple safety measures.



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.

Key Activities undertaken in 2020-21 included:

- > Publication and promotion of the RLSSA National Aquatic Industry Workforce Report 2020 – showcasing employee insights, professional development, and future needs analysis.
- > Publication and promotion of the Australian Water Safety Strategy 2030. The development of this Strategy was convened by RLSSA.
- > Publication of the National Swimming and Water Safety Framework. The development of this Framework was convened by RLSSA and involved collaboration across from a range of organisations and individuals. The Framework provides three benchmarks for children at age 6, 12 and 17 years. It aims to inform Government policy makers and swim schools but is also an important resource for parents to understand the lifelong benefits that learning to swim provides.

> Leading aquatic sector research, research and innovation.





> CASE STUDY

NATIONAL AQUATIC INDUSTRY WORKFORCE REPORT

Meeting workforce needs

In December 2019 Royal Life Saving published the National Aquatic Industry Workforce Profile. While the Profile focused on providing demographic and general employment information based on data from the first half of the National Aquatic Industry Workforce Survey, The National Aquatic Industry Workforce Report released in 2020, focuses on data from the second half of the Survey and provides information, commentary and analysis related to 6 key areas:

- Employment experience
- Qualifications and skills for the job
- Safety, injury and wellbeing
- Impact of work location
- Professional development (PD)

The data analysis contained in both publications, along with findings from a joint study by Griffith University, Brisbane, and Royal Life Saving Society –Australia, 'Investigating Job Demands, Resources and Occupational Stress in Pool Lifeguards in Australia' have been used to make a series of workforce development recommendations for the aquatic industry.

These recommendations will form the basis for consultation and discussion with key industry stakeholders. The outcomes of these discussions will inform the design of the Workforce Development Strategy.

A copy of The National Aquatic Industry Workforce Report can be found at www.royallifesaving.com.au

The key objectives of the project are to:

- > Achieve and share a greater insight and understanding of the aquatic industry workforce
- > Build the capacity and capability of the aquatic industry workforce
- > Support the development of a strong, sustainable and responsive aquatic industry.

Key survey findings:

- > A positive and collegial work atmosphere was valued most highly by workers, slightly above improved pay and work conditions
- > Almost three-quarters of workers have experienced a moderate degree of change in their role, with one-third of this group experiencing a large or very large degree of change
- > 2 in every 3 workers believe that the greatest change has been in safety, compliance and legal requirements
- > Most workers believe people leave the industry because of a lack of available work hours and poor remuneration
- > The majority of Professional Development (PD) activities across industry consists of face-to-face sessions
- > Most workers value face-to-face PD sessions over online
- > Most workers found that improved skills and performance resulted from day-to-day experience in the role and initial on-the-job training
- > Most workers do 2 or less PD activities a year
- > Not all employee PD activities are funded by employers.

NATIONAL SWIMMING AND WATER SAFETY FRAMEWORK

Providing water safety solutions into the future

Swimming is one of the joys of life. As well as being a vital life skill, the ability to swim opens up a raft of opportunities for people to enjoy a healthy, active and safe lifestyle and to confidently participate in aquatic recreational and sporting activities.

The National Swimming and Water Safety Framework aims to enable individuals to develop the skills, knowledge, understanding, attitudes and behaviours required to lead safe and active lives in, on and around a range of aquatic environments. Learning and participation in swimming and water safety activities are vital in reducing the number of fatal and non-fatal drowning incidents in Australia. It is also vitally important to support broader community outcomes such as improving health and welfare, creating a more skilled workforce and increasing the rate of participation in physical activity. Whilst it is understood that participation will be influenced by many external factors such as access to facilities or safe learning environments, costs, parental support and quality teaching, it is hoped that the Framework will be a catalyst for lifelong learning and participation in swimming and water safety.

The Framework:

1. Supports a structured and consistent understanding of swimming and water safety education across Australia.
2. Provides explicit learning opportunities to explore, strengthen and refine skills relating to swimming, water safety and physical activity within the aquatic environment.
3. Guides those responsible for developing, providing or selecting a swimming and water safety program.
4. Encourages participation from the early years, throughout primary and secondary school and beyond as a lifelong activity.
5. Accommodates individuals of all ages and abilities including those that have had little or no access to a swimming and water safety education.

A copy of the National Swimming and Water Safety Framework can be found at www.royallifesaving.com.au



> 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

- > 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.
 - > Developed new NSW Education Department Swim Teacher model to support sector accreditation.
 - > Developed the Basic Rescue Online program to support education sector compliance re the supervision of students in, on and around aquatic environments.
 - > Development of a new Swim and Survive program to support a balanced swimming and water safety education for the aquatic, education and community sectors.
 - > Partnered and collaborated with Wagga Wagga City Council to implement Council's Water Safety Plan.
 - > Developed and implemented Australia's first Outback Lifesavers program along the banks of the Murrumbidgee River for children 8-14 years of age.
 - > Implemented the "Make the Right Call" public relations campaign targeting fatal drowning amongst males 25-45 years at inland waterways.
 - > Invested in innovative auditing technology to undertake aquatic risk audits across inland waterways.
 - > Publication of the RLSSA National Aquatic Industry Workforce Report 2020 – showcasing employee insights, professional development, and future needs analysis.
 - > Publication of the Australian Water Safety Strategy 2030. The development of this Strategy was convened by RLSSA.
 - > Publication of the National Swimming and Water Safety Framework. The development of this Framework was convened by RLSSA.
-



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.





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.

In 2020-21, 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.

Greatest change is affected by behavioural and attitudinal education and training solutions. This is most relevant with our children whose current and future water safety behaviour can be influenced via early education agenda. Royal Life Saving has developed a range of programs for children in pre-school through to late secondary school. Our Metropolitan Water Safety, involving key community partners sets about to bring key swimming and water safety education solutions into classrooms. Our focus throughout 2020-21 targeted children primarily in Western Sydney and resulted in over 8,500 children receiving classroom based tuition.

Over the last 12 months, Royal Life Saving has led a "re-build" strategy to assist the aquatic sector renew its workforce. Casual employees suffered immensely as a result of COVID-19 government enforced closures and a significant portion left the sector to pursue other employment options. In partnership with the NSW Government, Royal Life Saving delivered fully subsidised programs as part of a broader workforce strategy seeking to replace these critical roles. Further developments are scheduled prior to the coming summer.

Key Activities undertaken in 2020-21 included:

- › Delivery and support of the 150,000 Swim and Survive participants via 80 partner pools / regional and remote vacation pools and schools across NSW.
- › Implementation of a wide range of preschool and primary school water safety classroom programs via the Community Water Safety Metropolitan School Strategy. A total of 8,633 children participated across 133 individual programs primarily across Western and Southwestern Sydney.
- › Issuing of 68,005 vocational awards to support key workforce compliance needs including the aquatic industry (Pool Lifeguard, Swim Teacher and Aquatic Technical Operator), education sector (CPR) and community sector (First Aid). 40,000+ vocational awards were issued to participants in regional and remote NSW. Access to programs was provided by traditional delivery methods and flexible online solutions.
- › Continued expansion of flexible online training solutions across priority sectors including:
Over 60,000 individuals completed their accreditation or education program via our online learning management system and included 13,333 First Aid qualifications, 30,621 CPR qualifications, 12,290 e-Bronze lifesaving completions.



> VOCATIONAL TRAINING

68,005

Vocational training outcomes

58%

in regional and remote NSW

1,500+

Aboriginal and Torres Strait Islander participants in regional and remote NSW

69%

Female



> THE FUTURE

During 2021-2022, 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:

- > Certificate III in Aquatics and Recreation – now available!
- > Certificate IV in Sport and Recreation
- > Duty Manager program for the aquatic sector.
- > Basic Rescue Program to support those responsible for aquatic supervision – now available!
- > New Swim Teacher specialisations.
- > New Aquatic Industry and Member professional Development options.



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.

Supporting Community Clubs include: Earlwood Bardwell Park RSL, Seven Hills Toongabbie RSL, Burwood RSL, Club Five Dock RSL, Granville Diggers, Fairfield RSL, Mounties, Liverpool Catholic Club, Moorebank Sports Club, Penrith RSL, Chatswood RSL, Cabra Vale, Birrong Sports, Club Cronulla, North Ryde RSL, Campbelltown RSL, Kingsgrove RSL, Briars at Greenlees, St George Masonic, Canada Bay Club, St Johns Bowling Club.



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.

During 2020-21, Royal Life Saving continued to evolve and develop its sport and active recreation priorities. Much of the traditional lifesaving agenda was impacted by COVID-19 restrictions leading to a relocation of resources to regional areas.

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 2021-22 and further implementation and support of online coaching and officiating programs. This will ensure that future infrastructure and qualified individuals to support program implementation.

Key Activities undertaken in 2020-21 included:

- > Piloted, in partnership with Wagga Wagga City Council, Australia's first Outback Lifesaver program at Wagga Wagga (Murrumbidgee River) with 100 participants across a 10-week program. The program provided for increased understanding of local aquatic environments, including pools, rivers, lakes and dams and their associated risks and hazards.
- > Newly developed Junior Lifesaver program will be available for the coming summer to engage young children in lifesaving activities across our public swimming pools – stay tuned!
- > Note: Due to restrictions imposed by COVID-19 much of our sport development plans were suspended.

> COMING SOON!

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 & Australian Curriculum and the National Swimming & Water Safety Framework.

ACTIVITIES INCLUDE:

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



Junior Lifesavers

**Get wet. Have fun.
Learn lifesaving skills.**

Junior Lifesavers is an inclusive program that recognises the strengths of all participants, building fitness, initiative, and leadership skills so that everyone can have fun!

Chat to the Junior Lifesavers Team today.
DrowningPrevention.org.au

ROYAL LIFE SAVING
NEW SOUTH WALES

NSW



> CASE STUDY

OUTBACK LIFESAVER Our inland lifesavers

Outback Lifesavers program has been developed to provide children in and across our regional and remote communities with basic water safety and lifesaving skills for the program. The program is aimed at children aged 8 to 13 years and will be conducted in local pools and inland waterways.

The Outback Lifesaver program is facilitated by Coaches to ensure the safety and protection of our children in the program. Activities have been developed based on the characteristics and developmental capacities of children across various age categories. All activities and environmental issues (including water conditions and weather) will be constantly reviewed. The Outback Lifesaver program is flexible and enables a range of delivery models to meet participant needs, local conditions and requirements.

Outback Lifesavers is all about active fun! The skills and experiences gained in the program provide for future generations of community lifesavers.

Program Objectives:

- Increased aquatic skills and proficiencies in a range of aquatic environments.
- Increased aquatic and community safety knowledge relevant to local surroundings and conditions.
- Great fun and enjoyment – lots of laughter with friends and peers!
- An appreciation for local aquatic environments and the need to respect such environments.
- Health, well-being and social outcomes
- Enhanced understanding and support for local safe communities.



Get wet. Have fun.
Learn lifesaving skills.



Wagga Wagga sees first outback lifesavers in Royal Life Saving NSW program

There's no rips or huge swells but that hasn't stopped a group of budding bush lifesavers going through their paces on the Murrumbidgee.

By Kelsey Hogan

Daily Telegraph February 23, 2021

There's no rips or huge swells but that hasn't stopped a group of budding young bush lifesavers from honing their skills on the Murrumbidgee River.

Dubbed the "outback lifesavers," this group of plucky youngsters have been spending their weekends learning water safety in a new program aimed at saving lives across the state's inland waterways.

The initiative is a partnership between Wagga Wagga City Council and Royal Life Saving NSW and is the state's first Outback Lifesaver program.

The Murrumbidgee River, which flows through the Wagga city area remains one of Australia's top ten drowning locations in Australia.

Royal Life Saving Australia has recorded 12 drownings in the Murrumbidgee over the last 10 years. Royal Life Saving NSW Riverina regional manager Michael Dasey said the program was introduced to help educate the kids of Wagga Wagga about the dangers of the river which runs through their backyard.

"The outback lifesavers program is really specific to the river environment here, so it's very different to the nippers program which runs on the coast," Mr Dasey said.

"Every inland waterways environment will be different which is why we've chosen a different way of doing things, progressing from the standard swimming teaching ways."



Mr Dasey said the program focuses on swimming and lifesaving practise surrounding rivers, lakes and dams which are all common recreational swimming waterways.

"A lot of the activity that occurs in the river is recreational swimming and of course, with that there are some high risk processes and that's the reason for the unfortunate loss of life that has occurred along the river," Mr Dasey said.

"We're hoping what we teach becomes a snowball effect where the kids will start to talk to their friends and even their parents about what they've learnt."

The risks associated with swimming in inland rivers are more important than ever as the Murrumbidgee swells following one of the wettest January on record in the Riverina.

The BOM recorded 14mm of rainfall over the month with showers expected to be continued in the coming months, meaning residents should remain hyperaware when swimming in the area.

Poppy Graham, 8, joined the program this week and said she loves spending her Sunday mornings swimming at Wagga Beach and learning about the river.

every time it rains, and I also didn't know about the currents," Miss Graham said. "It's really fun, we learn how to save each other in the river and do swimming relays."

"I saw our family friend Tom as a lifesaver in Port Macquarie in the holidays and I think I'd like to be one too."

Wagga Wagga's "outback lifesavers".
Picture: Simon Dallinger.





WATER SAFETY

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.

During 2020-21, Royal Life Saving prioritised a number of initiatives that focussed on young children and culturally and linguistically diverse communities. Building relationships and partnerships are important elements to achieve successful outcomes across these priority groups. Working alongside pre-existing networks often provides an immediate pathway to vulnerable individuals and communities. Our strategies seek to equip communities with the foundations (skills and knowledge) to support resilience and a healthy aquatic life.

This is achieved through:

- Sourcing key data and research to assist with the identification of significant public health agenda re fatal and non-fatal drowning.
- Developing interventions that assist in resolving or informing key networks and priority groups.
- Providing education solutions that are meaningful and appropriate.
- Evaluating outcomes to ensure ongoing improvements to future strategies.

Key Activities undertaken in 2020-21 included:

- Continued development of the online Preschool Water Safety strategy providing information and classroom activities for teachers and parents and carers of young children. This included the launch of the new ‘Waddles’ animation focussing on river safety adding to the existing backyard pool animation.
- Implemented the “Make Safe Decisions” advocacy initiative in partnership with communities, specifically focusing on the Chinese, Nepalese and Arabic speaking communities. The four key messages emphasise making safe decisions when swimming, boating and fishing including: Don’t go alone, Always wear a lifejacket, Don’t drink alcohol, Learn swimming and water safety skills.
- Developed and implemented the Keep Watch public education campaign utilising traditional and social media channels and networks raising the profile of parent and carer supervision elements, on and around water. Leading to 858,003 social impressions and a reach of more than 250,000. By the end of the campaign 35 separate influencers had posted for the Keep Watch campaign. A total of 1,791 comments were generated with 645,500 followers.



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保障社区民众在游泳、钓鱼和驾船时的安全

不要单独行动 | 始终穿着救生衣 | 切勿饮酒 | 学习游泳和水上安全技能

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> CASE STUDY

MAKE SAFE DECISIONS – PUBLIC AWARENESS CAMPAIGN

Why are people from multicultural communities more at risk of drowning?

In many parts of the world, water is used for everyday life such as cooking, cleaning, working on or around the water, getting to school or around towns/villages and not for leisure or recreational purposes. This means swimming and leisure activities in and around the water may not be viewed and valued in many cultures in the same way as they are in Australia.

For people new to Australia, swimming and water safety lessons may not be an immediate priority when settling in Australia. And even if families want to start swimming and water safety lessons, barriers exist to accessing these programs, including financial, transport, childcare and lack of culturally appropriate facilities and programs. Some people may never have been in the water before, let alone visited a public swimming pool and could have a fear of water and of drowning. Therefore, they may not have the knowledge, awareness or skills to adequately help themselves or others around water.

Australia's population is growing, both in numbers and also the diversity of our people. Our diversity includes people from migrant refugee backgrounds, international students and overseas tourists. We want our diverse communities to enjoy and make the most of Australia's beautiful waterways safely.

Royal Life Saving is committed to supporting our diverse communities with water safety and swimming education that is culturally appropriate and accessible. We have developed resources in consultation and collaboration with different multicultural communities and leaders.

Royal Life Saving research shows that 86 people drowned in Australia over the 2020/21 summer period, with 28 occurring in NSW. Of those people who drowned in NSW, one-third were known to be from multicultural backgrounds, the majority adult men. People drowned in all environments, including beaches, rivers, lakes, swimming pools and rocks.

Tragically over the summer, we saw too many drownings of people from multicultural backgrounds. Every drowning is a heart-breaking loss to a family and the wider community. Royal Life Saving is committed to increasing the swimming and water safety skills and knowledge among our multicultural communities and this new campaign is one step towards addressing this issue.

Royal Life Saving research shows that in the past decade, 312 people drowned in NSW who were born outside of Australia, 32 percent were young men aged between 18-34 years old. Males are overrepresented in drowning statistics. Men from multicultural backgrounds may be at further risk of drowning due to limited experience and unfamiliarity of Australian waterways and lack of swimming and water safety skills.

This new campaign was developed in partnership with communities, specifically focusing on the Chinese, Nepalese and Arabic speaking communities, to ensure that these important messages reach across our diverse communities. The four key messages emphasise making safe decisions when swimming, boating and fishing: Don't go alone, Always wear a lifejacket, Don't drink alcohol, Learn swimming and water safety skills.

We know that communities are embracing the Australian culture of being in and around water, but some adults come to Australia without the essential knowledge and skills to keep themselves and others safe around water. Some people may never have been in the water before or visited a public swimming pool, some have a fear of water and of drowning. These are challenges that we are working with communities to overcome by providing opportunities to learn swimming and water safety skills and knowledge, which will help everyone to enjoy the water safely.



KEEP WATCH

Protecting our most vulnerable.

Drowning deaths in young children are preventable. For more than 25 years, Keep Watch has been advising Australian parents and carers on how to keep their children safe when in, on or around the water.

Drowning is one of the leading causes of death in children 0-4 years of age. Data from the Australian Bureau of Statistics shows that drowning is the number one cause of death in one-, two- and three-year-old children (ABS 2019).

Between 1 July 2002/03 and 30 June 2019/20, 507 children aged 0 to 4 years drowned in Australia. Of these, 207 (41%) children aged one year drowned.

Most deaths in children aged one occurred in backyard swimming pools (53%) and during the summer months (39%).

Accidental falls into water was the leading activity prior to drowning in this age group, accounting for 78% of all deaths.

Almost all of these deaths were due to a lack of active adult supervision.

For every toddler drowning death approximately eight children are admitted to hospital as a result of non-fatal drowning.

Royal Life Saving is asking all parents to Supervise, Restrict, Teach and Respond to keep their children safe around water. Because 'Kids can't help themselves around water, you need to.'

When implemented together, these Keep Watch drowning prevention actions help to maximise child safety around water.

2020-21 CAMPAIGN DETAIL

The bolter, the wanderer and the wild one.

INSIGHT

Kids are wild and unpredictable. They can't help themselves. They just are who they are while they're learning about the world, and it's what we love most about them. But it's also the reason we need to watch them.

IDEA

We know we can't stop kids being kids, but we can warn parents about what kind of kids their kid will be. Kids experience a range of emotions and behaviours in one sitting. In an instant they can go from being your perfect child to a ratbag. So, as a parent, you have to feel empowered and be prepared for every kind of person your kid feels like being at any given moment. Especially around water. So let's create character profiles around how unpredictable kids can be. One day they are avid explorers, the next they can princesses and every moment they are everything in between. And as adults, we need to know the right preventative behaviours to keep them safe.

THE BEHAVIOURS

A series of 15 and 30 second clips were developed and were showcased across arrange of traditional and social media outlets. The videos included:

- The Bolter (gone in an instant) – Gone in a splash
- The Wanderer (wanders of without telling anyone) – slips away silently
- The Wild One (goes looking for trouble) – H2Oh No!

Further information and the videos can be viewed at: <https://www.royallifesaving.com.au/about/campaigns-and-programs/keep-watch>



CAMPAIGN PERFORMANCE

Brief Recap

TIMING:

November 2020- January 2021

OBJECTIVES:

- > Demand accountability and action from action from our primary target group.
- > Mass reach and engagement with the 'Keep Watch' messaging

CREATIVE MESSAGE:

- > Supervise
- > Restrict
- > Teach
- > Respond

AUDIENCE:

- > Parents of children 0-5 year olds
- > NSW (both Metro and Regional)

Media Mix

SOCIAL:

- > 15 and 30 second video assets
- > Carousel containing all messaging
- > Static posts for each creative message

PROGRAMMATIC TV:

- > 15 and 30 second video assets run across premium TV content on Desktop, Mobile and Connected TV devices.

YOUTUBE:

- > 15 and 30 second video assets run across premium YouTube inventory.

TRIBE:

- > Social creator posts across Facebook & Instagram

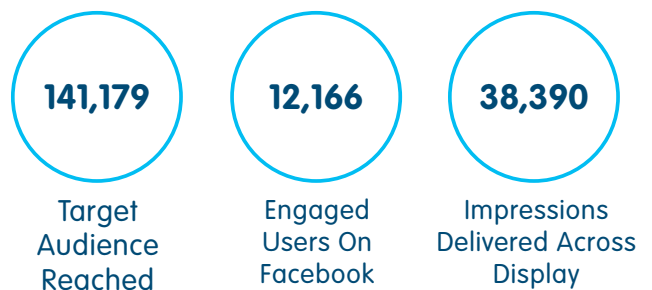
MAMAMIA:

- > Native article
- > Facebook & Apple News

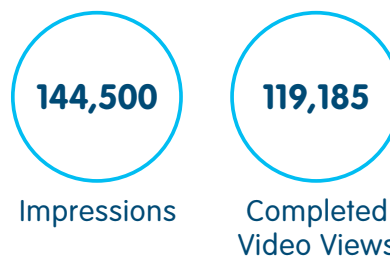
SOCIAL OVERVIEW - NSW



MAMAMIA OVERVIEW - NSW



YOUTUBE OVERVIEW



PROGRAMMATIC TV

INSIGHTS

- > Across Programmatic TV we ran five creative versions to the NSW audience (parents 18-40).
- > We saw our 30 second versions perform the best, generating the majority of the impressions across the campaign as a whole (203,243).
- > 63% of impressions were served on 7Plus, followed by 22% on 9Now.
- > 35% of impressions were served on Desktop devices, while the majority of impressions were served in the middle of the day.

TRIBE OVERVIEW

By the end of the campaign, 35 separate influencers had posted for the Keep Watch campaign. A total of 1,791 comments were generated with 645,500 followers.

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.

Key Activities undertaken in 2020-21 included:

- > Provision of 34 lifesaving Automated External Defibrillators to sporting clubs across NSW under the NSW Government Local Sport Defibrillator Program.
- > Launch of new Lifeguard uniforms to support the industry in maintaining a professional and recognisable image across our public swimming pools.
- > 6,000 Mini-Anne is a Box (manikins) distributed across NSW to support flexible learning options.
- > Launch of Public Rescue Equipment stations to support community rescue / response alongside our rivers, dams and lakes. The deployment of this equipment will be supported by public awareness campaigns and education solutions to ensure communities understand their use and intent.

> CASE STUDY

ROYAL LIFE SAVING PARTNER - LAERDAL Girl from the River Seine

In the 1950s, a person who did not breathe was considered dead. One important question was the face of the manikin: "How could it appear dead and yet not be too scary to breathe into?" Åsmund Laerdal always immersed himself in a problem, thinking and discussing with his nearest collaborators and thinking again.

In this case he found the answer in a face mask in the home of his parents-in-law. In the late 1800s, a Paris modeller of death masks had been so struck by the serene expression of a beautiful young woman who was found drowned in the River Seine that he made a cast for what was to become a bestseller: the enigmatic "L'Inconnue", the unknown.

Åsmund commissioned the Danish sculptor, Emma Mathiassen, who had shaped the face of the Anne dolls, to create a face for Resusci Anne based on this mask. In this way, "L'Inconnue" has played her part in helping save millions of lives around the world and continues to help convince learners that they are able and willing to act when a life is at stake. The face of death became the face of life.





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

Key Activities undertaken in 2020-21 included:

- › Completion of 130 Aquatic Facility Safety Assessments across NSW and the provision of Safety Improvement Plans.
- › Development and implementation of the Supervision Validation Assessment that addresses the deployment of supervision services and measures the effectiveness of existing treatment strategies.
- › Development and implementation of the In-Service Management Training System that helps develop the skills and knowledge of sector employees in the undertaking of their key job roles.
- › Development of the Mystery Guest assessment program which provides a comprehensive evaluation of operational practice and staff behaviour at public swimming pools.
- › Conduct of Signage Assessment providing advice to operators regarding best practice for water safety signage and risk management principles.
- › Development of Guidelines to support the deployment of Public Rescue Equipment at public accessible locations along our inland waterways.
- › Maintained and supported aquatic industry policy via the Keep Watch@ Partner Pools across NSW. More than 195 partner pools continued to utilise and showcase resources and strategies to ensure active carer supervision across council owned public swimming pools.



Public Rescue
Equipment Guide

Inland Waterways

ROYAL LIFE SAVING
NSW ACT TAS



> CASE STUDY

DIGITAL AUDITS

High technology solutions

The compilation of data and or evidence enables Royal Life Saving to identify deficiencies or inadequacies that pose potential risks, and this is extremely relevant for aquatic user groups at our public swimming pools. There are more than 445 public swimming pools across NSW that provide for recreation, sport, therapy, relaxation and solace.

Royal Life Saving utilise innovative technology solutions in which to audit public swimming pools and inland waterways against a series of industry developed guidelines. The resulting data provides for a range of priority initiatives in which to assist industry achieve best practice and minimise risk. Aquatic Risk Management is an integral tool in effectively managing aquatic venues and facilities. Today more than ever, the changing needs of business management practices, legislative compliance and industry best practice demand a multi-disciplined approach towards providing safe aquatic venues.

More than 130 Aquatic Facility Safety Assessments were completed during 2020-21.

> CASE STUDY

MYSTERY SHOPPER

Supporting professional services

Patron safety is the number one objective in any aquatic facility. With aquatic venues experiencing high visitation rates each year, it is the responsibility of the pool operator to ensure high standards are in place. This includes all employees adopting a mature and professional attitude towards their roles and responsibilities in order to reduce drowning and aquatic related injuries. Patrons who visit an aquatic facility expect to be protected by a well-managed, well-trained team of Lifeguards.

The Royal Life Saving Mystery Guest Assessment provides a comprehensive evaluation of operational practice and staff behaviour. The Royal Life Saving Assessor monitors and measures operational performance against industry best practice. While partaking in the Mystery Guest Assessment, the Assessor can evaluate facility conditions, operational practice and staff behaviour, from a customer's perspective and directly pinpoint specific deficiencies in daily operations.

> CASE STUDY

KEEP WATCH @ PUBLIC POOLS

Lifeguards are not babysitters!

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 at Public Pools program aims to eliminate all drowning deaths and reduce the number of near drowning incidents at these facilities.

The program targets parents and carers of children to help them understand their responsibilities and the dangers of leaving their children unattended at the pool.

The Keep Watch at Public Pools program aims to:

- > Promote the importance of appropriate levels of supervision within aquatic facilities to the community.
- > Provide partners with support mechanisms to promote Keep Watch at Public Pools.
- > Research and communicate information pertaining to the appropriate level of supervision within aquatic facilities.
- > Promote Keep Watch to the public.

It is important to note that lifeguards cannot watch children at all times. Parents and carers need to focus on their children all of the time, when they are in, on or around the water.

Parents should:

- > Watch their own child/children.
- > Know that lifeguards are there to watch everyone in the pool and cannot watch your child – they are not babysitters.
- > Be aware that other adults are not watching your children.
- > Remember that they responsible for the safety of their own child.

There are 195 Keep Watch @ Public Pools across NSW.

> 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

- > Delivery and support of the 150,000 Swim and Survive participants via 80 partner pools / regional and remote vacation pools and schools across NSW.
 - > Implementation of a wide range of preschool and primary school water safety classroom programs via the Community Water Safety Metropolitan School Strategy. A total of 8,633 children participated across 133 individual programs primarily across Western and Southwestern Sydney.
 - > Issuing of 68,005 vocational awards to support key workforce compliance needs including the aquatic industry (Pool Lifeguard, Swim Teacher and Aquatic Technical Operator), education sector (CPR) and community sector (First Aid). 40,000+ vocational awards were issued to participants in regional and remote NSW. Access to programs was provided by traditional delivery methods and flexible online solutions.
 - > Continued expansion of flexible online training solutions across priority sectors including over 60,000 individuals completed their accreditation or education program via our online learning management system and included 13,333 First Aid qualifications, 30,621 CPR qualifications, 12,290 e-Bronze lifesaving completions.
 - > 250,000+ individuals engaged over the last 12 months.
 - > \$300,000 in full subsidised water safety community programs (metro strategy – schools).
 - > \$400,000 in subsidised Vocational Training support – target Swim Teachers.
 - > 8,633 children fully subsidised across 133 programs under the Community Water Safety Metropolitan School Strategy.
 - > 100 Children participating in Australia’s first Outback Lifesaver program along the Murrumbidgee River.
 - > 430 registered Preschool and Childcare organisational members utilising the Preschool Water Safety Program.
 - > Make Safe Decisions advocacy initiative undertaken via traditional and social media networks.
 - > Multi-tiered social media campaign implemented supporting Keep Watch (under 5-year-olds) public education initiative. Leading to 858,003 social impressions and a reach of more than 250,000. By the end of the campaign 35 separate influencers had posted for the Keep Watch campaign. A total of 1,791 comments were generated with 645,500 followers.
 - > \$600,000 of lifesaving product distributed to schools, pools, Government and commercial organisations and community groups across NSW
 - > Provision of 34 lifesaving Automated External Defibrillators to sporting clubs across NSW.
 - > 6,000 Mini-Anne is a Box (manikins) distributed across NSW to support flexible learning options.
 - > 30 Operation Manuals developed for public swimming pools across NSW to assist with meeting best practice standards.
 - > 130 Aquatic Facility Safety Assessments.
 - > 50 Mystery Guest assessments completed.
 - > 195 Keep Watch @ Public Pool partners supporting active supervision of children at public swimming pools.
-



Chris

Amanda

holgrove leisure

holgrove leisure



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

As a result of the Covid 19 pandemic, many swim centres throughout the state were left with a shortage of workers in Learn to Swim and Lifeguarding. Royal Life Saving acted swiftly and provided a lifeline to Aquatic Centres and Swim Schools to be involved with Smart and Skilled training fully funded by the NSW Government.

Smart and Skilled courses have been rolled out across the Hunter Region throughout the year providing crucial skills-based training to both new and existing workers in the Aquatics Industry. In the Hunter Region over 150 new Learn to Swim Teachers have successfully completed the brand-new Royal Life Saving Swim Teacher training course and many new Pool Lifeguards are currently completing their training.

The industry unfortunately also suffered a loss of experienced staff members with centres closed for a long period of time throughout 2020. This resulted in a loss of skill shortage in pool operations. Once again, Royal Life Saving were able to identify this issue and have upskilled over 50 people in the Hunter Region alone in the first 6 months of 2021 in the Aquatic Technical Operations training course.

It has been very pleasing to see the positive response made by the Hunter Region aquatic facilities to rebuild a strong and skilled workforce.

Funding will continue to be offered throughout the remainder of 2021-2022 and is available statewide.

TANYA BRUNCKHORST
HUNTER REGIONAL MANAGER

RIVERINA

Without dwelling on the main topic of the past 12 months the Riverina Office came through the COVID crisis reasonably well and was able to maintain service of programs and products to our clients.

We were very fortunate to be able to instigate a new program with a different twist to what our standard ones offer. The first "Outback Lifesaver" was launched in Wagga in January 2021 and involved a program targeted to young children based around safety and survival in the inland river environment.

The program, initiated from the 13-point Murrumbidgee River safety plan endorsed by the Wagga City Council to raise awareness and understanding of the river environment in Wagga and surrounds.

Over 100 children ranging in ages from 8 to 13 participated over a 10-week duration, covering aquatic rescues, swims, relays and board paddling all at the local Wagga Beach. Lifesavers were issued with distinctive coloured rash shirts and caps which gave recognition and fun to what they were achieving. The lifesavers were also taking through basic CPR and the fundamentals that may be required to save a life in an emergency situation.

The program was facilitated by professional staff from the Wagga Oasis Aquatic Centre over this period, providing the necessary expertise and knowledge in this challenging environment. At the completion of the program all individuals were presented with achievement certificates and medals to identify that they were indeed outback lifesavers.

It is planned that the program will continue next Summer and perhaps be the catalyst for other opportunities for similar programs throughout regional NSW.

MICK DASEY
RIVERINA REGIONAL MANAGER

➤ Royal Life Saving has a strong affinity with regional and remote NSW. Much of our success is achieved outside of major centres.



➤ More than 1,500 children across 39 swimming pools.

NORTHERN

As an RTO delivering accredited training programs to a wide range of industries, vocational sectors and community groups it was vital that Royal Life Saving investigate and implement an online and virtual training option, especially for those essential workers requiring accreditation, even during the times of various lockdowns throughout the state.

One training solution that Royal Life Saving has undertaken is the delivery of training via an online platform to reach course candidates who cannot travel or were restricted to undertaking their study or work from home.

Small groups could undertake essential CPR and first aid training whilst connected to an accredited Trainer via an online meeting.

Many school teachers were still able to attend compliance training to update their CPR and Anaphylaxis accreditations in a safe and learner centred environment.

Royal Life Saving Trainers were inducted and trained on how to engage and assess candidates in this new training environment ensuring the quality of training still meet the standards and expectations of all stakeholders.

With thousands of candidates continuing their training and assessment experience with Royal Life Saving, we were able to prioritise workers in essential services such as childcare, vaccination nurses, lifeguards, school teachers and transport operators.

The nature of the online training platform allowed us to create connected environments from all parts of the country. Many of the programs below can now be undertaken online!

JASON PHILLIPS
NORTHERN REGIONAL MANAGER

WESTERN

What a year! Unprecedented is the word we heard bandied about, but it really was. Across the world, Australia and our very own backyard, we adjusted, we pivoted, and we carried on with the help of new technology and a resilient group of training partners, trainers and volunteers. By the time the warmer weather rolled around we were ready to get back out there into our schools, pools and workplaces.

Through the school holidays the Royal Life Saving SwimVac program provides swimming and water safety lessons to children in regional and remote communities. It is these communities that would otherwise miss out on vital lifesaving education if not for this program. Following the year of bushfires and severe drought, the year of COVID-19 saw only minor disruption to the program, with 39 of 40 programs able to run, and over 1,500 children participating in water safety lessons during the January holidays. Across the western region programs were conducted in Baradine, Coonabarabran, Cowra, Cudal, Cumnock, Eugowra, Gulgong, Kandos, Lightning Ridge, Manildra, Mudgee, Nyngan, Trundle, Tullibigeal and Yeoval.

The demand for lessons in these locations and more, highlighted the need for more swim teachers across the industry, especially as many were lost to the industry during the time of lockdown. Royal Life Saving recognised this demand and developed and released a brand new Swim Teacher training course, offering funded places to regional candidates in an effort to address the shortage. We hope to see more swim teachers engaged in the vital learn to swim industry across our region because of this new initiative.

As always, and especially after the 2020-21 year, we thank our volunteers, casual staff and training partners for their continued commitment to servicing the communities of regional New South Wales.

ALISON MIDDLETON
WESTERN REGIONAL MANAGER



PHILIPS

Emergency Care
and Resuscitation

Customer story

AED gives Australian woman a new lease on life in the New Year

Taking home an AED from work works to save the life of her mum.

As Regional Manager of Royal Life Savings, Carly Ryan estimates that she has used a training AED “thousands” of times in her role as an instructor. So before leaving her office for the Christmas holiday, she decided on a whim to take the Philips HeartStart FRx AED home with her.

“Living near the water and a location that sees a lot of people and families relaxing and recreating, I thought it (the AED) may be more beneficial to be accessible to me over the break in case an incident occurred near my home, as opposed to sitting in a vacated office,” Carly explains.

Carly had no way of knowing just how close to home an incident would occur. It was just before 4:30 a.m. on January 14, 2021, and Carly’s mom and dad, Robyn and Kym, were asleep in the Warilla, Australia house they share with Carly and her partner.

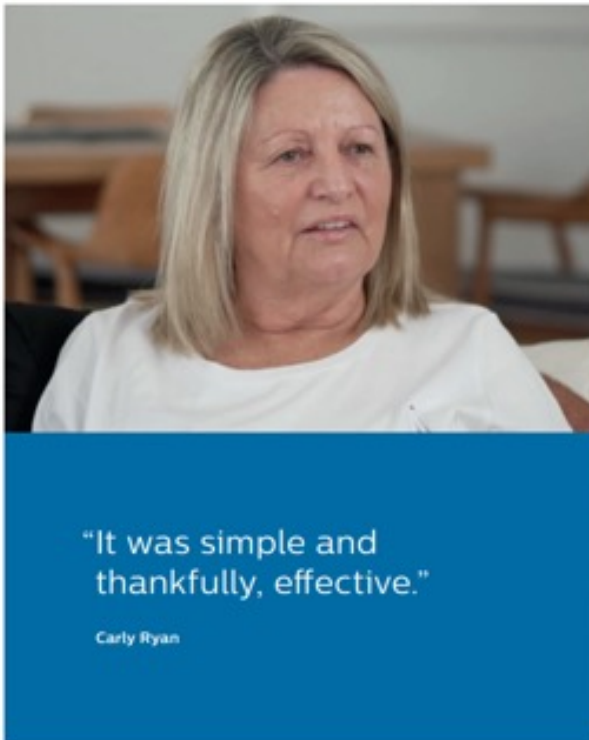
“I woke up with a real tightness in my chest,” Robyn says. She then kicked the sheet off the bed and complained to her husband, Kym about the pain in

her chest. He asked her if she was okay, but got no response. Kym turned on the bedroom light and when he did, he noticed that his wife was unconscious and her skin was blue. He immediately yelled to Carly and her partner for help and began CPR.

“I screamed to my daughter for an ambulance. I started CPR immediately, as I knew she needed it. She was blue and grey from the neck up,” he said.

Carly remembers running upstairs and seeing her mum on the bed and her dad doing CPR.

“Within the next few seconds, I remembered I had the AED in my car. I jumped off the bed, ran past my partner who was on the phone the emergency services and retrieved the AED from my back seat. As soon as I came back up, I opened the device and placed the pads on mum’s chest and told Dad to stop CPR as it analyzed the situation.”



Putting her training into practice

As an AED instructor, Carly says that up until that point, she had only used the HeartStart FRx AED in training, never in a real-life situation.

"It was simple and thankfully, effective. We had the AED on mum for almost nine minutes in total and shocked her twice in that time. It was honestly the same as when I train, only a real casualty was on the other end."

Robyn opened her eyes, but didn't respond to her name being called. As she was beginning to regain consciousness, the paramedics arrived.

Robyn recalls that the evening before they had gone out for a family dinner and she felt fine. "I am pretty active. I work full-time at a hospital and I enjoy walks with my husband."

Although the 63-year-old had no pre-existing conditions, she says that she had experienced random chest pain during the night in the months leading up to the incident.

"This happened enough that I booked in with my doctor to check how I was. I actually had a blood test on the Wednesday morning (the day before my arrest). I also had a form in my bag to book in for a stress test." Robyn explains.

Robyn knows that she's lucky given the statistics. Sudden Cardiac Arrest (SCA) occurs in a home or residence 69.8% of the time.¹ Fifty percent of middle-aged adults who experienced SCA had no warning signs.² The other 50% had warning signs in the months, weeks and days leading up to their SCA, but only 19% called their doctor to report the symptoms.²

Most startlingly, of the people who experience an out-of-hospital cardiac arrest, 90% unfortunately do not survive.¹ The good news is that immediate CPR and early defibrillation, with an AED, can more than double a victim's chance of survival.⁵

➤ Having access to an AED can literally be the difference between life and death of a loved one.

CARLY RYAN
ILLAWARRA REGIONAL MANAGER

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.

Asset Management & Growth

The operational capability of the Aquatic Safety Training Academy precincts was impacted heavily with lockdown closures because of the COVID-19 pandemic. Specifically, Seven Hills was closed for 6 months of the 12-month period and the scheduled opening of Denistone East delayed due to NSW Government restrictions.

Throughout the mandated government closures, two large scale facility improvement projects were completed at the Seven Hills precinct.

- Re-tiling of the main 25m training pool. Thanks to Crystal Pools.
- Installation of the new chemical dosing units. Thanks to Trisleys Hydraulic Solutions.



Swimming and Lifesaving at the Core:

Through the peak of the 2020-21 operational period, more than 2200 members accessed vital learn to swim lessons each week. Program participants ranged in age from infants as young as 6 months through to adults that had never experienced swimming before. The Aquatic Academy is again broadly recognised within the local community as the go to venue for swimming and water safety education.

In addition to the mainstream learn to swim program, school swimming schemes have expanded to include 15 local primary and secondary schools:

- Hills Sports High School
- Our Lady Mount Carmel Primary School
- Our Lady of Lourdes Primary School
- Metella Road Public School
- Seven Hills North Public School
- Seven Hills Public School
- Freeman Catholic College
- St Pauls Catholic College
- St Patricks Blacktown
- Lynwood Public School
- Marayong Public School
- Ebenezer Christian College
- St Michael's Primary School Blacktown
- Toongabbie Public School
- Beresford Road Public School





Industry support and employment pathways:

Aquatic Industry professionals accessed more than 60 vocational education course opportunities through the Aquatic Academy in the 2020-21 season. Course types ranged from CPR, First Aid, Pool Lifeguard Update and Pool Lifeguard course packages. The venue remains the ideal purpose-built facility to engage with the broader industry and maintain accessible qualifications in the local Seven Hills community.

The Aquatic Academy currently employs 75 staff members, an increase of 22 from the previous operational year. (6 permanent, 1 permanent part-time and 68 casuals). These employees fulfill varied roles from Swimming Teacher to Pool Lifeguard.

Build Community Cohesion:

The relationships with local community groups has been bolstered through active engagement opportunities. The following groups continue 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 and 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.

Over 25,000 lifesaving lessons were provided to these school groups via a range of Royal Life Saving programs including, Swim & Survive, Bronze Star, Bronze Medallion and CPR course qualifications.

Aquatic Academy Denistone East opens:

Swimming and aquatic recreation represent key parts of the Australian lifestyle. In order for all Australians to safely share in the health and community-building benefits of these activities, we need to give them the opportunity to access aquatic facilities from when they are young, so they can build confidence and develop their skills. Swimming and water safety skills have been shown to reduce the risk of drowning.

The World Health Organisation recommends that school-aged children are taught basic swimming, water safety and safe rescue skills. The Royal Life Saving Society of Australia's benchmark is that a child should be able to be buoyant in the water for at least 50 metres to save themselves. Unfortunately, many children do not participate in water safety programs, and this therefore leaves them vulnerable to fatal and non-fatal drowning in later life-stages.

As a result, many children will leave primary school this year without the swimming and water safety skills and knowledge they will need to be safe around water for the rest of their lives. Our newest facility is built on the grounds of Denistone East Public School. In collaboration with the school, we will have all children participate in a formal learn to swim and survive program. The facility will also benefit children from across the broader community with the provision of learn to swim services. Additionally, the facility has training rooms in which to facilitate valuable lifesaving programs such as First Aid and CPR.



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.

Our experiences across the last 2 years have identified the need to provide our vast communities with services that are easily accessible and flexible.

Online, flexible learning solutions have become a necessity in the current environment. Online solutions provide both the convenience and freedom it offers, that is, learning that is immediate, timely and provides for varying learning needs. The additional benefits include the interactive options that are available that ensures content becomes relevant and challenging.

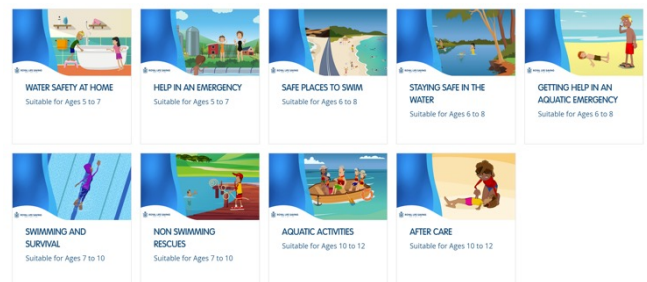
Royal Life Saving continues to invest in its digital strategy which includes the provision of traditional programs and services being transitioned to our online learning management system and furthermore the development and deployment of a comprehensive range of professional development options and program support tools and resources. A range of new water safety educational programs are now available for children of all ages.

To support the undertaking of online learning, Royal Life Saving has developed COVID-safe Virtual Classrooms enabling the completion of assessment requirements without leaving home.

The new Virtual Assessment course options are facilitated using basic technology and the widely available online video meeting program. Candidates simply need a stable internet connection, and a device with a camera that can be physically secured for the duration of the assessment. With these requirements met, our qualified assessors confidently observe and assess all practical skills performed by the candidate.

Key Activities undertaken in 2020-21 included:

- Launching of new online education programs to support children at pre-school, primary and secondary schools across NSW. Programs are mapped against outcomes of the Australian curriculum and NSW Syllabus.
- Deployment of the COVID-safe Virtual Classroom to support the learning and assessment needs of essential workers and those in the aquatic and education sector needing accreditation in CPR and First Aid.
- Transition of vocational training content into online environment to support access for the communities across NSW. New programs i.e., Duty Manager and Swim Teacher specialisations are due for release before Summer.



Primary School Program found at:

<https://www.drowningprevention.org.au/onlineeducation>



High School Program found at:

<https://www.drowningprevention.org.au/highschools>



> CASE STUDY

PRESCHOOL MODULES

An effective water safety program with results

Drowning is the leading cause of preventable death in children under the age of five in Australia.

More than half of the fatalities in this age group occur in home swimming pools. For every toddler drowning death another ten children are admitted to hospital as a result of non-fatal drowning, many of whom will suffer lifelong consequences.

In response to these worrying figures, Royal Life Saving have developed a specific education program designed for children aged 3-5, to help teach vital water safety messages. Come and join the Waddles family in their adventure to learn more about Pool Safety and River Safety.

How our Program Works

We offer your childcare centres and preschools something that no other water safety organisation can - a blended learning approach aligned to the early years learning framework that empowers young children to make safe and healthy lifestyle choices in around our waterways in an enjoyable manner

When you book a Water Safety Education program at your school, this includes:

- Sessions delivered in the classroom by specialist educators
- A unique, impacting and memorable experience for your students
- Access to our Animations
- Print and online teacher and student resources – with lesson plans and interactive activities
- Customised parent information sessions.

Our Learning Modules



At the Pool

Join the waddles family as they take an adventure to their local swimming pool and understand the hazards and dangers along the way

"At the pool and on the sand always hold an adults hand."

PRIMARY SCHOOLS

An effective water safety program with results

In partnership with schools, we deliver an interactive curriculum-based program to Primary and Middle schools. Visiting over 750,000 children nationally every year, we help children achieve the learning outcomes of the Australian Curriculum and the NSW Syllabus.

The aim is to make learning fun while teaching children valuable water safety skills to ensure they remain active and safe in and around water. All of the materials can be easily distributed to students, shared online, downloaded or used via the Royal Life Education Partner Portal. Teacher guides, instructions and additional information are provided to help teachers and parents use these resources effectively.

HIGH SCHOOLS

Water Safety Education for our Youth

Our High School Water Safety Program is an interactive and practical learning program that challenges and engages youth on issues such as risk-taking behaviour, peer influences and alcohol consumption when recreating in and around water. Students explore personal attitudes, beliefs and personal relationships and will develop skills in making informed decisions, refusal tactics and leadership in our e-learning environment.

In a practical sense students will learn aquatic self-rescue and survival skills, rescue techniques, resuscitation and first aid care for managing situations where their own or others' wellbeing and safety may be at risk.

How our Program Works

Each module follows a similar structure to provide interactive and meaningful content to engage the learner and aid the teacher to take a facilitator role. Some of the key components include:

- Video narratives and scenarios
- Multiple choice questions
- Flip tiles and Slideshows
- Drag and drop, polls and ranking
- Quizzes and questions
- Reflective and problem-solving tasks
- Skills Development
- Assessment

In addition, there are a range of vocational training pathways for senior students that lead directly to employment in the aquatic and recreation industry.

D4: Manage Workforce Acquisition, Skills and Retention

Operational excellence and quality outcomes

We strive for operational excellence and seek means to improve our systems and processes to ensure quality outcomes. We commit to developing our internal staff and 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.

The development and well-being of our staff is vitally important if we are to meet the needs of our customers into the future. Research shows that mentally healthy workers are more productive and present. Mentally healthy workplaces are positive environments where leaders and team members actively promote and invest in the mental health and wellbeing of themselves and their colleagues.

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.

Furthermore, the impact on the Aquatic Industry workforce has been substantial. Royal Life Saving will be required to work alongside the sector to assist in rebuilding trained and accredited individuals to support vital swimming and water safety activities. Strategies have been developed to support the current and future workforce as a means to recruit and maintain skilled practitioners in key workforce roles. Our new Leadership Strategy, Master Classes and Networking Events will be implemented prior to summer to support the industry across NSW.

Key Activities undertaken in 2020-21 included:

- › Development of the Leadership Strategy for managers and supervisors looking to increase their understanding of their management behaviour. Suitable for management at Facility and Organisational level teams looking to work together more effectively or for teams to enhance their management style.
- › 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.

› CASE STUDY

PEOPLE IN OUR INDUSTRY

An uncertain future

This continues to be a challenging time for many working in or relying on the aquatic industry, including swim schools. This industry makes a substantial contribution to community health and wellbeing. Royal Life Saving understands that in NSW, there are:

- 344 council-owned pools
- 376 additional public-access pools including commercial learn-to-swim pools

Royal Life Saving Society Australia (RLSSA) research shows that 47% of aquatic industry employees are casual workers. The industry has a 73% female workforce.

In NSW, it is estimated that the sector employs over 21,300 workers. For over 125 years, we have advocated that swimming and water safety lessons, a daily swim for fun, fitness and good health, and the aquatic and swim school sectors are essential.

Additionally, Royal Life Saving research has shown:

- The average aquatic facility creates \$2.72 million a year in value to the community (RLSSA, 2017).
- Each swimming pool visit generates \$26 in health benefits to the community (RLSSA, 2017).
- Lack of sufficient physical activity costs the Australian economy \$3.7 billion every year (RLSSA, 2017).



> CASE STUDY

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

> Aquatic Team Leaders

Many aquatic supervisors are elevated into their role with limited formal training or development. The Aquatic Team Leader program will provide a wide spectrum of topics around supervising people and teams.

> The Facility Leader

Through a journey of self discovery this program will challenge and inspire participants as they reflect on the many skills that turn individuals from being managed to emerging leaders that manage and lead others.

> Organisational Leadership

The Organisational Leadership program is the pinnacle of Royal Life Savings leadership development programs. It includes a 360 degree leader feedback profile and a number of other instruments to provide leaders with feedback about different aspects of their behaviour. Each new layer of self-awareness contributes to an ongoing increase in their effectiveness as a leader.

Masterclasses

Master specific management skills and expertise. Our Masterclasses dive into core skill areas to help you refine your professional practice and build your networks.

These management and leadership workshops are offered face-to-face and virtually. Each Masterclass has distinct learning outcomes so you feel confident to take your new skills into practice

Webinars

Perfect for aquatic industry employees looking for flexible learning options, our expert-facilitated Q&A webinars allow you to strengthen your leadership competencies at your convenience and comfort.

Access current, topical and bite-sized sessions that provide practical leadership advice that can be taken back to the aquatic facility. Enjoy them live or on-demand

Networking Events

Engage, connect and network with Aquatic Industry colleagues in a structured and informative way. Learn from industry professionals and outside experts in these engaging programs.

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.

Royal Life Saving is actively involved in a range of committees, panels and membership groups to ensure legislative and best practice standards consider and support water safety priorities, aquatic risk and community impact.

Our involvement and intellectual contribution ensures appropriate and vested implementation of guidelines and policy to support safe aquatic participation. Royal Life Saving advocates for active aquatic participation but is conscious of the risk and dangers that such environments and pursuits inherently possess.

By working in a collaborative model we are better placed to bring about consistency and understanding that benefits communities across NSW. Royal Life Saving will continue to lead key water safety agenda and ensure prosperity and benefit to all aquatic users.

Many of the services provided by Royal Life Saving bring us into contact with disadvantaged and vulnerable sector of our community. It is important that we ensure compliance with all relevant standards and expectations. Over the last 12 months Royal Life Saving has continued to develop a suite of resources that support our obligations relating to child protection. We remain committed to ensuring all our staff and those that we engage are made aware of our position and that appropriate support structures and networks are established and supported.



Key Activities undertaken in 2020-21 included:

- 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. Our plan will include practical actions both internally and across the communities we engage ensuring a respectful and meaningful relationship with Aboriginal and Torres Strait Islander peoples.

➤ CASE STUDY

CHILD PROTECTION

Supporting our most vulnerable.

Many of the services and programs provided by Royal Life Saving involve children. We are extremely mindful of the roles and responsibilities we are required to uphold and therefore take child related safety and protection seriously. Royal Life Saving is constantly seeking ways to improve its systems and processes to bring about modern and appropriate policies, safeguards and education.

The Royal Life Saving Child Safe Policy was created for all stakeholders, including staff, child participants and patrons. The purpose of the Child Safe Policy is to ensure all stakeholders understand how we work to keep children and young people safe.

The purpose of this policy is to:

- Protect children & young people from harm and abuse
- Create a strong culture of child safety
- Promote diversity and respect amongst children, young people, families and staff
- Ensure all staff understand their responsibilities and the standards of behaviour expected of them
- Provide avenues for complaints and support for children, young people and families
- Create a child safe environment which minimises opportunities for harm and abuse to occur.



> CASE STUDY

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

Membership

Royal Life Saving Society – Australia

- RJ Houston (Chair)

Representatives of National Swimming-based Organisations

- Kym McMahon - Swimming Australia
- Natalie Daniel - Australian Council for Swimming and Water Safety Teachers (AUSTSWIM)
- Gary Toner - Australian Swim Coaches and Teachers Association (ASCTA)
- Wayne Pollock – Australian Swim Schools Association (ASSA)

Representatives of entities with a focus on Aquatic Facility Management

- Kathy Parton - Aquatics and Recreation (ARV)
- Andrew Beamer - Aquatic Recreation Institute (ARI)
- Steve Good – Leisure Institute of Western Australia Aquatics (LIWA)

Representatives of Aquatic Facility builders and maintenance groups

- Lindsay McGrath – Swimming Pool and Spa Association Australia (SPASA)

Representatives of Local Government

- Amanda Locke - City of Greater Geelong, VIC
- Jake Boerema - City of Norwood, SA
- Brad Page - Moreton Bay Regional Council, QLD
- Matt Howes – Sunshine Coast Council, QLD

Representatives of Facility Managers

- Liam O'Brien - Aligned Leisure
- Todd McHardy - Bluefit
- Trent O'Hara - Belgravia Leisure
- Sean Hodges - VIVA Leisure
- Mel Rahtz - YMCA NSW
- Alexandra Ash – YMCA VIC

Representatives of State and Territory Member Organisations

- Alek Olszewski - Life Saving Victoria
- Les Mole - Royal Life Saving Queensland
- Nick Au - Royal Life Saving New South Wales
- Stephen Gazzola - Royal Life Saving Northern Territory.

> 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

- > Launching of new online education programs to support children at pre-school, primary and secondary schools across NSW. Programs are mapped against outcomes of the Australian curriculum and NSW Syllabus.
 - > Deployment of the COVID-safe Virtual Classroom to support the learning and assessment needs of essential workers and those in the aquatic and education sector needing accreditation in CPR and First Aid.
 - > Transition of vocational training content into online environment to support access for the communities across NSW. New programs i.e., Duty Manager and Swim Teacher specialisations are due for release before Summer.
 - > Development of the Leadership Strategy for managers and supervisors looking to increase their understanding of their management behaviour. Suitable for management at Facility and Organisational level teams looking to work together more effectively or for teams to enhance their management style.
 - > 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.
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 - > Development of an Events Plan and Masterclass Series to support industry engagement and networking.
 - > 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. Our plan will include practical actions both internally and across the communities we engage ensuring a respectful and meaningful relationship with Aboriginal and Torres Strait Islander peoples.
-



> 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 250,000 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.

<p>CUSTOMERS</p> <ul style="list-style-type: none"> > Deliver a quality customer experience and service that meets their needs and expectations. 	<p>KPI</p> <ul style="list-style-type: none"> > Achieve high levels of customer satisfaction. 	<p>20-21</p> <ul style="list-style-type: none"> > Over 2,600 surveys consisting of 50 evaluation questions were analysed and indicated the following: <ul style="list-style-type: none"> - 97.6% agreed or strongly agreed that the training provided prepared them well for work. - 97.4% agreed or strongly agreed they would recommend Royal Life Saving to others. - 98.0% agreed or strongly agreed that training facilities and materials were in good condition. - 98.0% agreed or strongly agreed that Trainers had excellent knowledge of the subject being presented.
	<p>KPI</p> <ul style="list-style-type: none"> > Increase range of training and education solutions to meet organisational objectives. 	<p>20-21</p> <ul style="list-style-type: none"> > New Swim Teacher program implemented supporting 750+ new industry employees.

Going Forward

- > During 2021-2022, 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:
 - Certificate III in Aquatics and Recreation.
 - Certificate IV in Sport and Recreation
 - Duty Manager program for the aquatic sector.
 - Basic Rescue Program to support those responsible for aquatic supervision.
 - New Swim Teacher specialisations.
 - New Aquatic Industry and Member professional Development options.

<p>RELATIONSHIPS & PARTNERSHIPS</p> <ul style="list-style-type: none"> > Maintain community support, integrity, and trust in the delivery of our services ensuring expansion across NSW. 	<p>KPI</p> <ul style="list-style-type: none"> > Maintain high levels of sector partnerships to support key drowning prevention advocacy. 	<p>20-21</p> <ul style="list-style-type: none"> > 50.9% of aquatic facilities participating in a key drowning prevention advocacy campaign. > 430 registered preschool partners supporting 0-5-year-old drowning prevention program.
	<p>KPI</p> <ul style="list-style-type: none"> > Government and Community support to address priority drowning prevention agenda. 	<p>20-21</p> <ul style="list-style-type: none"> > Over \$1 million in core and project funds secured in 2020-21 to support community resilience 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

› 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.

KPI

› Maintain gender diversity in the workplace.

20-21

› 73% of Royal Life Saving Fulltime / Part-time employees are female.
› More than 50% of our Managers are female.

KPI

› Maintain a skilled and supported workforce.

20-21

› Staff supported and offered professional development with 1 completing Certificate III in Business and 2 completing a Diploma of Business.

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

› Implementation and integration of best-practice policies and practices that consider our environment and climate change.

KPI

› Transition 90% of Royal Life Saving motor vehicles to Hybrid and / or electrical by 2025.

20-21

› 55% of Royal Life Saving vehicles are hybrid or electrical.

KPI

› Increased commitment to green, clean and renewable energy options.

20-21

› Aquatic Safety Training Academy – Denistone East – see below.

Going Forward

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



The Royal Life Saving Aquatic Safety Training Academy – Denistone East has 170 photovoltaic panels to convert sunlight to energy. In addition, there are 8 solar panels (pre-heat water) and 3 skylights to add natural light to the mezzanine level. The facility was officially opened in June 2021.

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

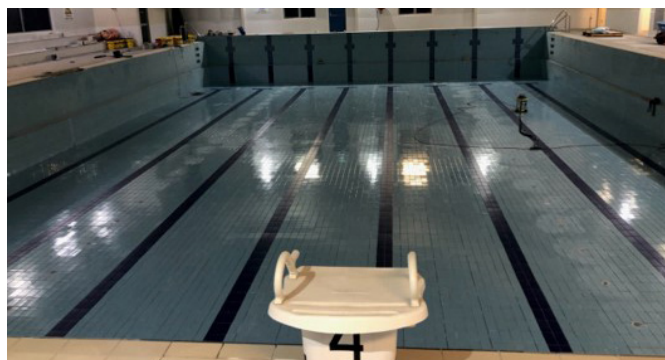
> Establish and maintain infrastructure that supports the provision of services and programs.

20-21

> Re-tiling of Aquatic Safety Training Academy at Seven Hills.

Going Forward

> Expansion of Regional footprint and services to support communities. Tamworth coming soon!



The Royal Life Saving Aquatic Safety Training Academy – Seven Hills underwent significant renovations due to tiles lifting. New dive blocks were also installed to support elite swimmers' program.

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.

20-21

> More than 40,000 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

> Increased assets to support stability and sustainability.

20-21

> \$18,895,487
Increase of 3.9% from 2019-20.

KPI - Equity

> Maintain fiscal responsibility in accordance with Board and organisational expectation.

20-21

> \$16,945,672
Increase of 4.5% from 2019-20.

Going Forward

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

> Factors impacting drowning into the future and our need to prepare and act.

Over the last decade Royal Life Saving has collated data that provides us with an insight to how, when and where people drown. Such intelligence also enables us to plan for the future. In doing so we also need to consider social, economic, environmental and technological factors that impact on people's exposure to water, whether intended or otherwise.



SOCIAL AND ECONOMIC

- > Australia's population is expected to reach 30 million between 2029 and 2033.
- > 30% of Australians were born overseas, with all countries represented in Australia's current population.
- > In the past 20 years, the proportion of Australians aged 65 years and over increased from 12% to 16%. Projections indicate this cohort will increase more rapidly over the coming decade.
- > 9.5 million international visitors to Australia in 2019.
- > By 2027, approximately 70% of Australians are expected to live in capital cities.
- > More than 90% of Australians live within 100km of the coast.



TECHNOLOGICAL

- > New media, including social media, is changing the way people find and use aquatic environments.
- > New technology to assist in identifying and responding to emergencies.
- > Increased role for drone technology and Artificial Intelligence.
- > Technological advances in training and assessment methods.
- > Use of big data to drive efficiency and further community impact.
- > New equipment creating new aquatic behaviours.

As we approach 2030 our future efforts to reduce drowning and promote water safety will be guided by the following principles as expressed within the Australian Water Safety Strategy 2030.



ENVIRONMENTAL

- > Higher annual national mean temperatures could see an increase in swimming and water-based activities as people seek to cool down.
- > Australia will experience further increases in sea and air temperatures, with more hot days and marine heatwaves, and fewer cool extremes. This is likely to drive a continued increase in activity on Australia's waterways.
- > While some areas will experience drought, there will also be an increase in intense heavy rainfall throughout Australia which could lead to a higher number of floods.



GUIDING PRINCIPLES:

- > **Inclusion:** Create opportunities for all, including people of all ages, abilities and backgrounds, by ensuring equitable access.
- > **Safe participation:** Encourage participation, focusing on safe skills and behaviours.
- > **Targeted advocacy:** Highlight key issues, build solutions and create change.
- > **Empowering communities:** Foster local approaches and co-design strategies by building capacity and providing support.
- > **Taking action:** Ensure policies and programs are informed by best available evidence.



PART 3:
OUR ORGANISATION



OUR PEOPLE

Our workforce is the foundation of our organisation and we have a strong belief that their wellbeing and the promotion of a diverse and inclusive culture is important in maintaining our competitive position.

Our leaders play an important role in driving our performance and our successes. The last 12 months have been challenging yet we continue to engage and support our key partners, communities and achieve our objectives. We will continue to thrive and have high expectations for the future.



Permanent



Casual

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.

Royal Life Saving is a caring organisation that focuses on relationships and mutual trust. Our staff are united by loyalty and our work environments are warm, collaborative and welcoming. We support one and other to achieve our goals and organisational aspirations. In turn our leaders seek positive relationships and teamwork.

Our work environments are tolerant and compassionate. We seek to bring about positive change and obtain generational benefit that our aquatic environments possess and provide. Our future generations health and well-being guide our intent. Our staff work with the knowledge that providing sustainable solutions assist in shaping and achieving our vision. Together, our staff and leaders contribute to a greater cause, that of saving lives.

Our people are creative and operate with an open-mindedness that encourages new ideas and alternatives. Our people are curious, innovative and adventurous yet understand limitations and ethical performance.

Royal Life Saving is a community organisation, a charity, a public benevolent institution. We collectively have responsibilities to our people and our communities. We proceed with well-planned ideals and a preparedness to achieve. Our leaders see the future through evidence, insight and knowledge.

Royal Life Saving is committed to reinforcing and upholding the cultural qualities outlined. We align and entrust our leadership to uphold and support such principles. Our organisational conversation is entrusted to these values and assists us to achieve sustainable and competitive advantage. This is increasingly vital for Royal Life Saving as we respond to less predictable and complex sector environments.

➤ Great things in business are never done by one person; they're done by a team of people.

OUR THANKS

The following schools or institutions have undertaken Royal Life Saving programs and / or services for five consecutive years or more.

FIVE YEARS OF CONSECUTIVE SUPPORT

All Saints Catholic Girls Clg-Liverpool	De La Salle College Caringbah	James Ruse Agricultural High School
Annandale North Public School	Domremy College	Jasper Road Public School
Ashfield Public School	Dubbo Public School	John Edmondson High School
Avondale College	Dubbo School Of Distance Education	John Palmer High School
Avondale School	Dural Public School	Kambala School
Baulkham Hills High School	Emu Heights Public School	Karonga School
Bede Polding College	Enfield LSC	Kareela Public School
Bedgerabong Public School	Engadine ASC	Kellyville High School
Belmore Boys High School	Epping Boys High School	Kellyville Public School
Belmore South Public School	Epping West Public School	Kellyville Ridge Public School
Bennett Road Public School	Erskine Park High School	Killara Public School
Bert Oldfield Public School	Evans High School	Kincoppal Rose Bay
Bethlehem College	Excelsior Public School	Kings Langley Public School
Bexley North Public School	Fairfield Public School	Kingswood South Public School
Bidwill Public School	Faulconbridge P.S.	Kinross Wolaroi School
Blacktown Girls High School	Fowler Road School	Kirrawee Public School
Blackwell Public School	Freeman Catholic College	Kogarah Public School
Bonnet Bay Public School	Bonnyrigg Heights	La Salle Blacktown
Bonnyrigg Heights Public School	Georges River Catholic College	Leonay Public School
Brisbane Water Secondary	Senior Oatley Campus	Leumeah High School
Clg Umina Campus	Georges River Catholic College	Liverpool Boys High School
Burnside Public School	Peakhurst Campus	Longneck Lagoon EEC
Burwood Girls High School	Gibberagong Enviromental	Loreto Kirribilli
Burwood Public School	Education Centre	Loreto Normanhurst
Cairnsfoot School Arncliffe	Gilroy College	Lugarno Public School
Canowindra High School	Gladesville Public School	Lurneah High School
Canterbury Girls High School	Glenmore Park Public School	Macarthur Anglican School
Carlingford West Public School	Glenmore Road Public School	Macquarie University
Casimir Catholic College	Glenwood High School	Manly West Public School
Castle Cove Public School	Glossodia Public School	Marayong Heights Public School
Castle Hill High School	Good Samaritan Catholic	Marion College Kenthurst
Cecil Hills Public School	College Hinchinbrook	Marist College Eastwood
Central Coast Steiner School	Good Shepherd Public School Plumpton	Marist Sisters Woolwich
Cerdon College	Green Valley Public School	Marsden High School
Chatswood High School	Grose View Public School	Marton Public School
Cherrybrook Technology High School	GyMEA Technology High School	Mary Mackillop Wakeley
Christadelphian Heritage	Hammondville Public School	Meadowbank Public School
College-Sydney	Harcourt Public School	Melrose Park Public School
Christian Brothers College Lewisham	Heathcote High School	Meriden School
Chullora P.S.	Hill Top Public School	Merrylands High School
Clancy Catholic College West Hoxton	Hills Sports High School	Minerva School
Colo Heights Public School	Hobartville Public School	Miranda North Public School
Colyton High School	Holroyd School	MLC School
Concord High School	Holy Cross Public School Woollahra	Model Farms High School
Condobolin High School	Homebush Public School	Montgrove College
Crestwood High School	Hornsby Girls High School	Moriah College
Crestwood Public School	Hornsby North Public School	Mosman Public School
Cumberland High School	Hornsby South Public School	Mount View High School
Crown Street Public School	Hunters Hill Public School	Mowbray Public School
Danebank Anglican School For Girls	Hurlstone Agricultural College	Muswellbrook High School
Dee Why Public School	Illawong Public School	Nepean CAPA High School
De La Salle College Ashfield	James Cook Boys Technology	Nicholson Street P.S.
	High School	

Newington College	St Charles Public School Ryde	Winmalee High School
Norfolk Island Central School	St Euphemia College	Woolooware High School
North Rocks Public School	St Francis Xavier College Hamilton	Woronora S&RPC
Northern Beaches Secondary College	St Gabriels Catholic Primary School Bexley	Woronora River Public School
Freshwater Senior College	St. George SSP School Kogarah	Yarrawarra Public School
Northern Beaches Secondary School Mackellar Girls Campus	St Gertrudes Catholic Primary School Smithfield	Yowie Bay Public School
Northmead High School	St St Ignatius College Lane Cove	
Oakhill College	St Jeromes Primary School Punchbowl	
Oakville Public School	S. Joan of Arc Primary School Haberfield	
Old Guildford Public School	St Joseph The Worker Primary School Auburn South	
Orange High School	St Marys Catholic School Wellington	
Our Lady of Lourdes Public School Earlwood	St Pius X High School Adamstown	
Our Lady of Mercy College Burraneer-Cronulla	St Vincents Primary School Ashfield	
Our Lady of Mercy College Parramatta	St John Boscoe College Engadine	
Our Lady of the Angels	St Johns College Dubbo East	
Pacific Hill Christian College	St Josephs College East Gosford	
Panania Public School	St Josephs College Hunters Hill	
Parklea Public School	St Marks College Stanhope Gardens	
Parramatta East Public School	St Marys Cathedral School Sydney	
Parramatta Marist High School	St Marys Catholic Primary School Young	
Parramatta North Public School	St Marys Senior High School St Marys	
Parramatta West Public School	St Mels Primary School Campsie	
Patrician Brothers College Blacktown	St Michaels Primary School Lane Cove	
Patrician Brothers College Fairfield	St Patricks College Sutherland	
Pennant Hills Public School	St Phillips Christian College Salamandr Bay	
Plumpton High School	St Scholasticas College Glebe	
Pymble Ladies College	Stanmore Public School	
Quakers Hill High School	Stewart House School	
Randwick Girls High School	Sutherland Public School	
Randwick Public School	Sylvania Heights Public School	
Ravenswood School for Girls	Sylvania High School	
Redeemer Baptist School	Tara Anglican School	
Riverside Girls High School	The Hills S & LSC	
Rockdale Public School	The Illawarra Grammar School	
Rooty Hill RSL YSC	The Meadows Public School	
Rosebank College	Toongabbie Public School	
Ryde Public School	Trinity Catholic Clg-Auburn	
Sans Souci Public School	Trinity Catholic College Goulburn	
Sherwood Ridge Public School	Trinity Catholic Public School Kemps Creek	
Shire Christian School	Trundle Central School	
Sir Eric Woodward Memorial School	Trinity Grammar School	
Springwood High School	Tullamore Central School	
Springwood Public School	Turramurra Public School	
St Agnes Catholic High School Rooty Hill	Villawood East Public School	
St Aloysius College	Wahroonga Public School	
St Andrews School Marayong	Warwick Farm Public School	
St Catherine Laboure Public School .-Gynea	Wellington Public School	
St Catherines Catholic College – Singleton	Wenona School	
St Catherines School Waverley	Wheeler Heights Public School	
	Widemere Public School	

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.

AUSTRALIAN HONOURS

President's Award
Enfield Life Saving Club

Australian Long Service Order

Lauren Reynolds
Mark Donaldson
Kaye Wood

Australian Service Order

Amanda Leabeater
Kim Massingham
Renee Amidy

NEW SOUTH WALES HONOURS

Associate Award

James Borbone
Karen McCann
Megan King
Karina Hogan
Helene O'Neill
Elizabeth Bird
Angela Cottier

President's Award

Nowra High School

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. Bassingthwaight
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

Honours Committee

James Whiteside
Roz Grey
Frances Simpson-Lee
Michael Ilinsky

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

> VALE

Mr. Norm Dixon

11 May 2021

Mr Dixon was a member of Woronora Life Saving and River Patrol Club for 83 years and one of the foremost organisers for many of those years.

- > 1980 NSW Associate Award
- > 1991 Commonwealth Recognition Badge
- > 1994 NSW Distinguished Service Award
- > 2003 NSW Long Service Star
- > 2018 John Stacpoole Memorial Trophy
- > 2019 NSW Life Member.

> VALE

Ms. Dorothy E Brown OAM

20 February 2021

- > 1980 NSW Associate Award
- > 1984 Commonwealth Recognition Badge
- > 1985 NSW Distinguished Service Award
- > 1987 Australian Associate Award
- > 1988 NSW Life Membership
- > 1990 Australian Fellow Award
- > 2008 Australian Life Member

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. Jear
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

A TIME IN HISTORY – REFLECTION

PAM NEENAN

On a summer afternoon in the late 1950s, an ambulance fought its way along the narrow, crowded road that was the Pacific Highway in Sydney's southern suburbs. The northbound lane of the then two-lane highway was choked with homebound traffic from the southern beaches. The ambulance, siren wailing, crossed lanes and headed on the wrong side towards the nearest hospital at Kogarah.

In the back, the 20 year old Captain of Woronora Royal Life Saving Club, Brian Colquhoun, applied desperate resuscitation to a teenage girl. He looked up from his work for an instant, he recalls forty years later, and was terrified by the calculated risks the ambulance driver was taking. But a young life was at stake, and the risks were worthwhile. Brian Colquhoun went back to his work. He crouched awkwardly at the head of the stretcher carrying young Mary Zammit and applied the complicated movements of the Holger Nielsen resuscitation procedure. Holger Nielsen was the best he knew. It was the best anyone knew, for it had been the internationally accepted resuscitation method since the 1930s. He lifted Maty's arms to expand her chest, then pressed down on her body to force the air out, rhythmically, over and over again.

He didn't know it then, nor did anyone else in the world of lifesaving, but for all his desperate effort, there was very little effect. Holger Nielsen, like almost all the methods of resuscitation preceding it, failed more often than it worked, and when it did work, the patient probably would have recovered without it anyway.

The attempt to save the life of Mary Zammit began the instant she was lifted from the water at the popular picnic and swimming spot Prince Edward Park on the Woronora River. Brian Colquhoun, on watch on the lifesavers' tower, saw her enter the water sixty metres away with a two-year old child on her shoulders, saw her step into a deep hole. She thrust the baby to safety in the shallows, and sank in deep and dangerous water.

The Woronora had not always been hostile to swimmers. It had been popular with the aborigines who'd named it with a word said to mean A Place of No Big Fish, and that to European swimmers was taken as a guarantee there were no sharks. But the bed of the Woronora was rich in mineral sands and the dredges had come to mine and separate the ores of rare metals world markets wanted. Dredging changed the shape of the river, and its nature. Its channel was now three times its natural width; its flow was unpredictable; its bed pitted with deep holes. And its water was almost opaque. It felt solid to swim in, and a few feet down visibility was zero.

Mary Zammit was down more than five minutes before Brian Colquhoun found her. On the bank, he began Holger Nielsen resuscitation and his colleague Pam Neenan simultaneously used the older Schaefer method. When the ambulance came, its crew decided to take Brian along too, to continue resuscitation on the way to hospital. He stopped only when his patient was in emergency, and the doctors said she was dead.

Inevitably, Brian felt the loss as a personal one. Had his knowledge of resuscitation been better, he wondered, the girl might have lived. Yet he knew as much about resuscitation as anyone, and probably more than most. The lack was in the system itself.

Holger Nielsen, devised in Denmark by the man whose name it bore, was the last in a long line of relative failures in resuscitation methods. Systems came and went in a fashion that some now describe as 'faddism', but the earlier history of resuscitation contains elements that approach witchcraft. Burning coals placed on the chest; tickling the patient, or flogging him; blowing tobacco smoke via a bellows into his lungs; blowing smoke via the anus into the bowel. he drowned were placed across a horse, and the horse made to gallop. They were lain, by 18th-century sailors, across a barrel and rolled back and forth, and by 20th-century lifesavers on a see-sawing table called the Eve Rocker that achieved a similar lack of result.

About the time Brian Colquhoun fought and lost his battle for the life of Mary Zammit, a medical doctor in Pittsburgh, in the United States, made known the result of some experiments in resuscitation. He made no claims his favoured system was new. Quite the opposite, said Dr Peter Safar, the idea had been around for millenia. It even had mention in the Old Testament story in the Book of Kings in which a child is restored to life, not by a miracle but by the technique Dr Safar called Expired Air Resuscitation (EAR).

EAR is known by several names: Mouth-to-mouth, Mouth-to-Nose are two of the common ones. But the technique acquired its best known name from a Sydney afternoon newspaper, the defunct Daily Mirror. 'The Kiss of Life' the Mirror captioned a picture of a demonstration of EAR. Lifesavers winced, especially Brian Colquhoun and Pam Neenan who'd staged the demonstration, but the technique had found a name which would become known to practically everyone and would spread the simplicity and efficiency of expired air resuscitation far beyond the world of expert lifesavers.

Not everyone approved of EAR, and those with an eye for history recalled it had been widely used overseas in the last century, before losing favour possibly as a result of the social veneer of puritanism which developed in England in the time of Queen Victoria.

As late as 1959, the London Headquarters of the RLSS handed down a judgement on EAR. "Aesthetic and practical disadvantages make it unsuitable for inclusion at this time in the Society's teaching. Parents and school authorities would find it unacceptable."

Just one year later, events in Australia made nonsense of the London decision, and there followed the fastest change of mind in the Society's long history. Just two years after that definite rejection, the Royal Life Saving Society decreed that Expired Air Resuscitation should be the first choice in its resuscitation teaching.

The dramatic change of mind was the direct result of some of the most significant scientific tests of resuscitation methods ever made. Almost overnight, the existing wisdoms of resuscitation were proved false. The new truth emerged from an operating theatre at the Royal Prince Alfred Hospital in Sydney.

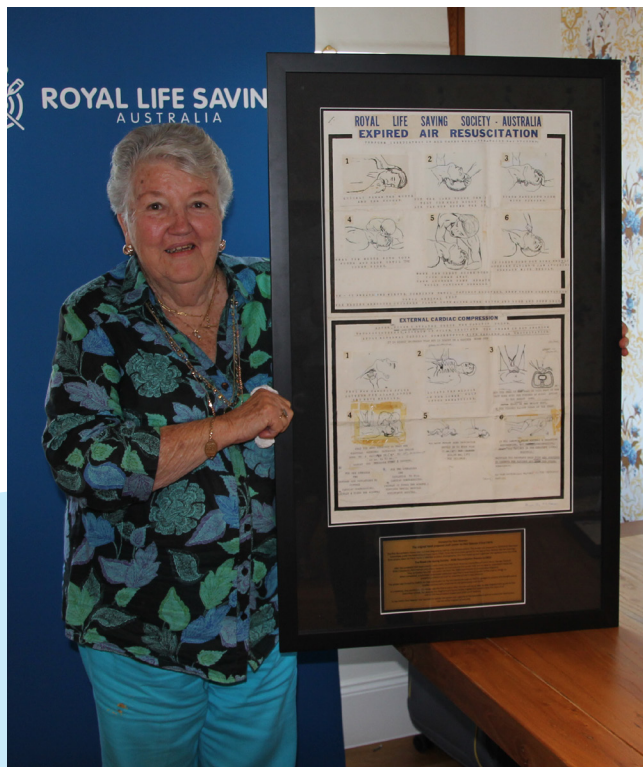
An extract from "A History of The Royal Life Saving Society-Australia" by Jim Downes 1993.



Jim Whiteside (President) presenting Pam Neenan with a Royal Life Saving Society-Australia Life Membership.



The Ampol Chart was distributed extensively and served to educate communities across Australia on modern resuscitation techniques.



Pam Neenan gifting Royal Life Saving her hand drawn Expired Air Resuscitation and External Cardiac Compression flow chart. This chart would transition into a formal chart supported by Ampol.

COMMUNITY AWARDS



Australia Day 2021 Honours List: Norma Cowper of Port Macquarie awarded an OAM

Port Macquarie's Norma Cowper has earned an OAM in the Australia Day Honours List for her community contribution dating back decades. The 93-year-old was recognised for service to the community through a range of roles. Those roles stretch from Sydney to Port Macquarie and Lake Cathie.

Mrs Cowper said the OAM accolade was quite an honour. "My involvement just rolls on from one thing to another," she said. Mrs Cowper said it was just her nature to be involved in the community.

She is not one to sit back and let others do the work as is evidenced by a long list of contributions over the years. That includes various roles with Twentieth Century Fox, Enfield Swimming and Life Saving Club and RSL Youth Club Swimming.

She continued giving back to the community after moving to Port Macquarie about 30 years ago.

"I've been pretty proud to be part of all the things I've been involved in," she said. Mrs Cowper said she made a lot of good friends through her community activities. She retired from her community-based commitments three years ago.



RLS Australia Life Member and RLS Commonwealth Service Cross Awards

Roz Grey OAM awarded Royal Life Saving (RLS) Commonwealth Life Member, Pam Neenan awarded RLS Australia Life Member and Geoff Grey awarded RLS Commonwealth Service Cross.

A TIME IN HISTORY – SHARING MEMORIES HER MAJESTY, THE QUEEN

Her Majesty The Queen, Patron, Royal Life Saving Society- Commonwealth, has shared memories of achieving her own lifesaving qualification as a young girl during a video call with the Royal Life Saving Society. The Society works across 30 Commonwealth nations with the aim of eliminating preventable death by drowning, promoting water safety, and delivering lifesaving and lifeguarding education.

The Royal Life Saving Society was founded in London in 1891, in response to the hundreds of preventable drownings happening in the UK. Drowning remains one of the biggest causes of preventable death in the world today, with an estimated 235,000 deaths every year, of which 90% occur in low and middle income countries.

80 years ago, as Princess Elizabeth, The Queen became the first young person in the Commonwealth to achieve the Society's Junior Respiration Award, providing an example to young people and helping to establish lifesaving and resuscitation qualifications across the network of nations.

The Queen recalled her memories of receiving the Award in 1941, telling the call participants, **"I didn't realise I was the first one - I just did it, and had to work very hard for it! It was a great achievement and I was very proud to wear the badge on the front of my swimming suit. It was very grand, I thought."**



Her Majesty was hosted on the video call by Clive Holland, Deputy President of the Royal Life Saving Society, and joined by Dr Stephen Beerman in Nanaimo, Canada, recipient of the Society's 2020 King Edward VII Cup, as well as lifesavers Tanner Gorille from Cape Town, South Africa, and Sarah Downs from Exeter, UK.

The Queen was interested to hear accounts from trained lifeguards Mr Gorille and Ms Downs, who told Her Majesty about their respective rescue efforts which led to them both receiving the Society's Russell Medal for saving a life via resuscitation. The Russell Medal is awarded annually to someone under 18 years of age, for displaying bravery and quick-thinking under pressure.

Ms Downs received the Medal in 2018 after performing CPR on a young boy who got into difficulties whilst she was on duty at Middlemore Pool in Exeter. Mr Gorille was similarly recognised for his bravery in 2016 after performing resuscitation on a young woman whilst on volunteer lifeguard duty at one of Cape Town's tidal pools, managing to keep the young woman stable until the paramedics arrived. The Queen praised Mr Gorille and Ms Downs for their lifesaving efforts, and putting the skills gained through their training with the Society into action.

The video call was also an opportunity for Her Majesty to virtually present Dr Stephen Beerman with the King Edward VII Cup, awarded every two years in recognition of outstanding contributions to drowning prevention.

The Queen's virtual engagement with the Royal Life Saving Society comes as the United Nations have adopted a historic Resolution on Drowning Prevention, representing the formal acknowledgement of drowning as one of the biggest causes of preventable death in the world today.

The Resolution - spearheaded by Bangladesh and Ireland - sets out specific actions for each country to take to prevent drowning, and introduces an annual 'World Drowning Prevention Day', which will be marked for the first time this year on July 25th, 2021.

An edited version of the call can be found at the following link:
<https://www.youtube.com/watch?v=zYCYUwzwN1U>

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
Macquarie University
700 Points

THE R.J. COSHOTT TROPHY

Girls Premier School of the State
Wenona School
3186 Points

THE PERCY MARKS CUP

Primary Schools 4th Class
Glossodia Public School
1100 Points

THE AQUATIC CLUB TROPHY

Girls High Schools
Northern Beaches Secondary
College – Mackellar Girls Campus
1775 Points

THE ARTHUR PARKER CUP

Boys Premier School of the State
Trinity Grammar School
4770 Points

THE DOMINELLI FORD TROPHY

Primary Schools - 5th Class
Maroubra Bay Public School
395 Points

THE MRS. BIDNER TROPHY

Girls High Schools - 2nd Place
East Hills Girls Technology High School
1125 Points

THE CITY TATTERSALS CLUB TROPHY

For Metropolitan Schools
Trinity Grammar School
4770 Points

THE BRIGHTON-LE-SANDS R.S.L. CLUB TROPHY

Primary Schools - 6th Class
Enngonia Public School
70 Points

THE CITY TATTERSALS CLUB CUP

Boys High School
Punchbowl Boys High School
815 Points

THE VICTOR FROST CUP

Metropolitan Schools - 2nd Place
Wenona School
3186 Points

THE HELEN DRAPER TROPHY

Central Schools - 2nd Class
Norfolk Island Central School
535 Points

THE E.A. FRY TROPHY

Co-Educational Secondary Schools
Cherrybrook Technology High School
2740 Points

THE W. MARX TROPHY

Country Schools - 1st Place
The Illawarra Grammar School
Wollongong
895 Points

THE ROWLEY VASS MEMORIAL TROPHY

Central Schools - 4th Class
Trundle Central School
54 Points

THE BOB KALNIN MEMORIAL AWARD

Co-Educational Secondary
Schools – 2nd Place
Northern Beaches Secondary
College – Freshwater Campus
2295 Points

THE K.W. DRAPER CUP

Country Schools - 2nd Place
St John the Evangelist
Nowra
800 Points

THE F.D. LEANEY TROPHY

Schools for Specific Purposes
Aspect SES School Peakhurst
670 Points

THE EKLUND CUP

Girls Independent Schools & Colleges
Wenona School
3186 Points

THE ALWYNE WAGSTAFFE TROPHY

Primary Schools - 1st Class
Canley Vale Public School
500 Points

THE KELSO KING EXCELLENCE SHIELD

Affiliated Life Saving Clubs
Woronora LS& RPC
348 Points

THE HERBERT WAGSTAFFE TROPHY

Girls Independent Schools
& Colleges - 2nd Place
Loreto Normanhurst
3167 Points

THE M. CULLEN TROPHY

Primary Schools - 2nd Class
Randwick Public School
885 Points

THE HENDRY CHALLENGE CUP

Boys Independent Schools & Colleges
Trinity Grammar School
4770 Points

THE BOWER CUP

Primary Schools - 2nd Class - 2nd Place
Parramatta West Public School
800 Points

THE ALAN McCLURE CUP

Co-Educational Independent
Schools & Colleges
Bede Polding College
3170 Points

THE H.F. PAULL TROPHY

Primary Schools - 3rd Class
Marayong Heights Public School
625 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

studio
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another

Technology Partner



Community Supporters
Registered Clubs

The following Clubs have been generous supporters of Royal Life Saving community education programs throughout 2020-21:

- > Birrong Sports Club
- > Burwood RSL
- > Cabra-Vale Diggers Club
- > City of Canada Bay Council
- > Chatswood RSL
- > Club Cronulla
- > Club Five Dock RSL
- > Earlwood Bardwell Park RSL Club
- > Kingsgrove RSL
- > Liverpool Catholic Club
- > Mounties
- > North Ryde RSL Community Club
- > Penrith RSL
- > Seven Hills Toongabbie RSL Club

> 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



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RoyalLifeSavingAust



DrowningPrevention.org.au



ROYAL LIFE SAVING
NEW SOUTH WALES

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