



ROYAL LIFE SAVING NSW | ACT | TAS

RECONCILIATION ACTION PLAN Reflect

September 2022 – September 2023



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NSW | ACT | TAS

MESSAGE FROM RECONCILIATION AUSTRALIA

Reconciliation Australia welcomes Royal Life Saving NSW to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

Royal Life Saving NSW joins a network of more than 1,100 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

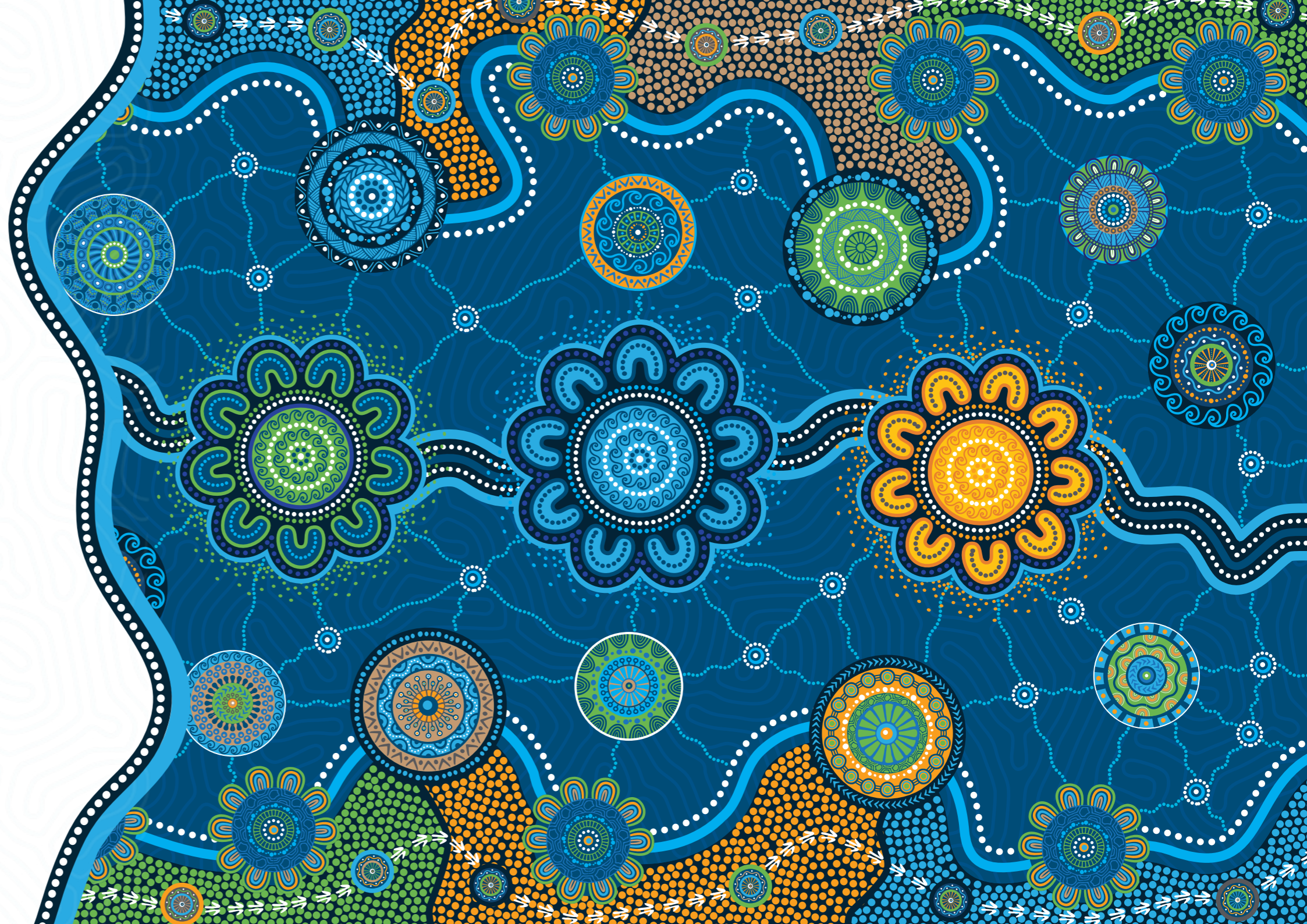
These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables Royal Life Saving NSW to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations Royal Life Saving NSW, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



ACKNOWLEDGEMENT TO COUNTRY

Royal Life Saving NSW would like to acknowledge Aboriginal and Torres Strait Islander people as the Traditional Custodians of our land – Australia. In particular the Gadigal People of the Eora Nation who are the Traditional Custodians of this place we now call Sydney and pay our respects to their Elders past present and future.

We are committed to driving reconciliation both within the Royal Life Saving Society NSW/ACT/TAS and throughout the broader aquatic industry.

Royal Life Saving NSW-ACT-TAS is the leader in drowning prevention and water safety education across NSW, ACT and TAS. We're here to help all Australians enjoy the water safely through drowning prevention leadership, education and action. We want to bring a love of swimming and water safety education to more people in the community, especially those who may not otherwise have the opportunity to participate.

We provide access to swimming and water safety education and key drowning prevention materials for all communities. For the Aquatics Industry, Royal Life Saving NSW is the state's principal organisation in vocational training. As a Registered Training Organisation (RTO: 90666), Royal Life Saving NSW-ACT-TAS is committed to providing quality training outcomes to support the Aquatic and Recreation Industry, as well as the community at large.

Royal Life Savings' key purpose is to reduce drowning, increase swimming participation, water safety and

lifesaving skills. To reach this goal is integral for us to work with all communities, including Aboriginal and Torres Strait Islander communities.

Our three core values, advance with integrity, advance with innovation, and advance with humanitarian endeavors are all reflective of Royal Life Saving NSW-ACT-TAS desire to establish a Reconciliation Action Plan (RAP). We recognise that for us to embody these core values we need to partner with Aboriginal and Torres Strait Islander communities who are the Traditional Owners of the lands and waterways in which we work on.

Royal Life Saving NSW-ACT-TAS is committed to working with Aboriginal and Torres Strait Islander communities and developing positive relationships where Aboriginal and Torres Strait Islander voices are heard and listened too. We currently work across multiple communities in NSW, ACT and TAS. In developing the RAP, the organisation is committing to reconciliation and transformation to actively work with Aboriginal and Torres Strait Islander peoples respectfully and successfully. We are surrounded by lakes, river, pools and creeks, these waterways are the basis of our organisation and thus working with Traditional Owners is essential.

Royal Life Saving has formed a RAP working Group (RWG) that represents a cross section of our employees and departments that are key to the success of the implementation of our RAP journey

The members of this RWP are identified as follows:

Craig Roberts General Manager - Drowning Prevention & Education

Penny Hodgers General Manager - Operations

Cherry Bailey General Manager - People & Culture

Louise Magee Industry Engagement Manager

Louise Smalley Health Promotion Manager

Tanya Brunkhorst Regional Manager, Hunter Branch

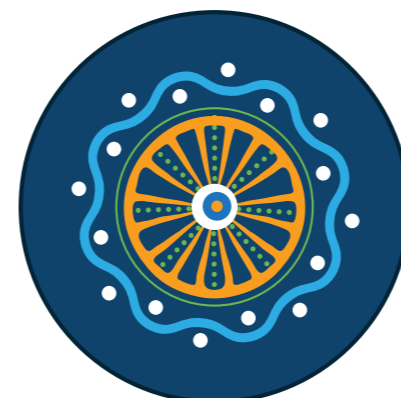
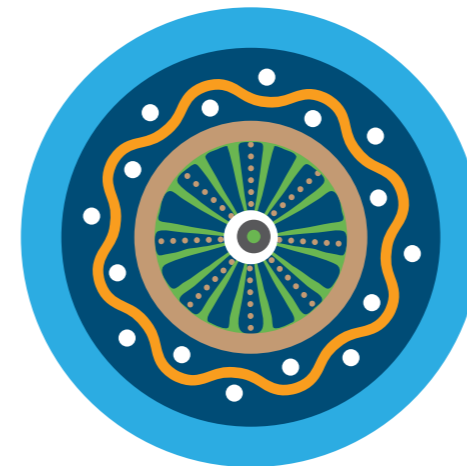
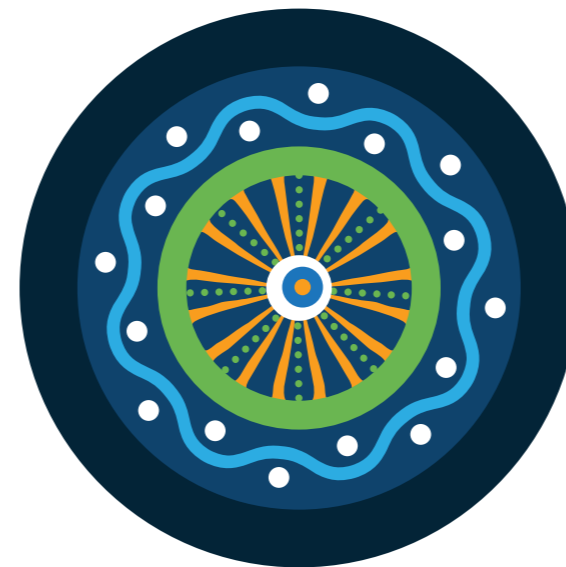
Jason Phillips Regional Manager, North Coast Branch

Bernadette Neal Manager, Aquatic Academies

Ying Fan Cultural Engagement Coordinator

Tania Khamhom Membership & Events Coordinator





We acknowledge that swimming and water safety programs are a key step in reducing drowning and drowning related incidents. It is important that we strengthen and build positive relationships with Aboriginal and Torres Strait Islander communities across NSW, ACT and TAS to ensure such initiatives suit the needs of community and voices are heard and listened to.

Access to swimming and water safety programs and aquatic industry employment opportunities have the potential to support a number of social, health and economic benefits for Aboriginal and Torres Strait Islander communities if supported and designed with communities for communities.

As leaders in the Aquatic industry, we are committing to improving and increasing employment of Aboriginal and Torres Strait Islanders and creating increased participation opportunities for communities.

Aboriginal and Torres Strait Islander communities are a priority population group for swimming and water safety as indicated by the Australian Water Safety Strategy. It is a key priority for Royal Life Saving to improve collaboration, provide opportunities, continue water safety education, and learn from communities about waterways.

We intend to use the Reflect RAP as a first step in developing deeper relationships with Aboriginal and Torres Strait Islander communities. This is the

beginning of a journey where Royal Life Saving NSW-ACT-TAS- will continue to take positive action, which is carefully considered and inclusive.

There is an intention to create a RAP working group to drive these discussions and action areas. Alongside this, the group will be focused on building a detailed internal communication strategy for staff to ensure that these actions and values are implemented across the organisation.

This will be a step-by-step process where appropriate consultation will be utilised as a part of our advisory group, which will be developed. We will work with key Aboriginal and Torres Strait Islander community and organisational leaders. The RAP will serve as an opportunity to continue to broaden and deepen our work with Aboriginal and Torres Strait Islander peoples to create equal access and opportunities.

Michael Ilinsky
Chief Executive Officer

James Whiteside
President

As an organisation, Royal Life Saving have a total of 72 Permanent/Part Time employees across our two states and Territory. In addition to our permanent workforce, we employ approximately 370 casual staff. We currently have four permanent staff, as well as several casual staff who Identify as Aboriginal People.

Royal Life Saving currently operates in NSW, ACT and TAS. We have a presence in all major cities as well as key regional areas across the three states. Royal Life Saving has 7 Regional Offices in NSW: Coffs Harbour, Tamworth, Newcastle, Orange, Wagga and Illawarra. We have two Aquatic Academies located in Seven Hills and Denistone East, with our Head Office located in Castle Hill. We also have offices in Tasmania and Canberra. Nationally as part of our federated organisation we have offices in Western Australia, Victoria, South Australia, Queensland and Northern Territory.

Royal Life Saving NSW | ACT | TAS reconciliation journey to date has followed the following processes:

- Registered EOI for RAP with Reconciliation Australia.
- Conducted research on the lands and waterways which we work and attempted to make connections with local Traditional Owners
- Conducted a cultural immersion and RAP workshop hosted by Murawin with key staff members
- Identified a group of staff to be a part of our internal RAP working group
- Celebrated Reconciliation Day and NAIDOC week internal newsletters and activities and external social media posts

- We have begun to reach out to Aboriginal led organizations and potential stakeholders to build relationships, for example local AECGS, Mura Mitigar, Rivers of Carbon and Tribal Warriors
- Attended community meetings such as Fairfield Engaging Families of Aboriginal Heritage (FEFAH) meeting
- Implemented a collaboration program for Aboriginal and Torres Strait Islander youth with Bondi Icebergs and Local primary schools providing students with the opportunity to learn key swimming and water safety skills
- Provided key educational material to staff relevant to water ways and Aboriginal and Torres Strait Islander peoples
- We have developed a unique Acknowledgment of Country for the organization
- Key dates for significant Aboriginal and Torres Strait Islander days and events put in Comms and Marketing plan, including Aboriginal Children's Day, NAIDOC week
- We are building relationships with Aboriginal artists for RAP commissioned piece
- We have shared Share Our Pride with all staff and encouraged to complete
- We have conducted Lunch and Learn sessions with staff.



OUR PARTNERSHIPS/CURRENT ACTIVITIES

Royal Life Saving NSW-ACT-TAS has worked across multiple Aboriginal and Torres Strait Islander communities to deliver swimming and water safety programs and training. We continue to deliver SwimVac programs across rural and remote NSW, and in some metro areas, utilised by Aboriginal and Torres Strait Islander communities.

We also have specific community programs such as Ngadyung. Ngadyung is Canberra's only dedicated Aquatic Recreation Program for Aboriginal and Torres Strait Islander families and provides free access to the Royal Life Saving Swim and Survive program for children in the local community who are otherwise at risk of missing out on formal water safety and survival education.

A recent example is a relationship we have created is with Brewarrina shire community and the Aboriginal land council. An accessibility pool hoist was donated to the local pool. This has supported the Brewarrina Health Service Community Health team bring seniors up to the pool to access rehabilitation and recreation opportunities. We hope to continue to build our relationship with this community.

Royal Life Saving NSW-ACT-TAS- is a Registered Training Organisation and last year we trained 1,428 Aboriginal or Torres Strait Islander candidates in a vocational program. Within our organisation we continue to share information and stories relating to Aboriginal and Torres Strait Islander communities and encourage staff engage in celebration of key events such as National Reconciliation Week, NAIDOC week, National Aboriginal and Torres Strait Islander children's day.

We are currently working on a partnership with NCIE (National Centre of Indigenous Excellence) Redfern regarding training pathways for Aboriginal and Torres Strait Islander youth. Additionally, we are working on a partnership with Liverpool council and Souths Care regarding a youth opportunities swim program and employment pathway.





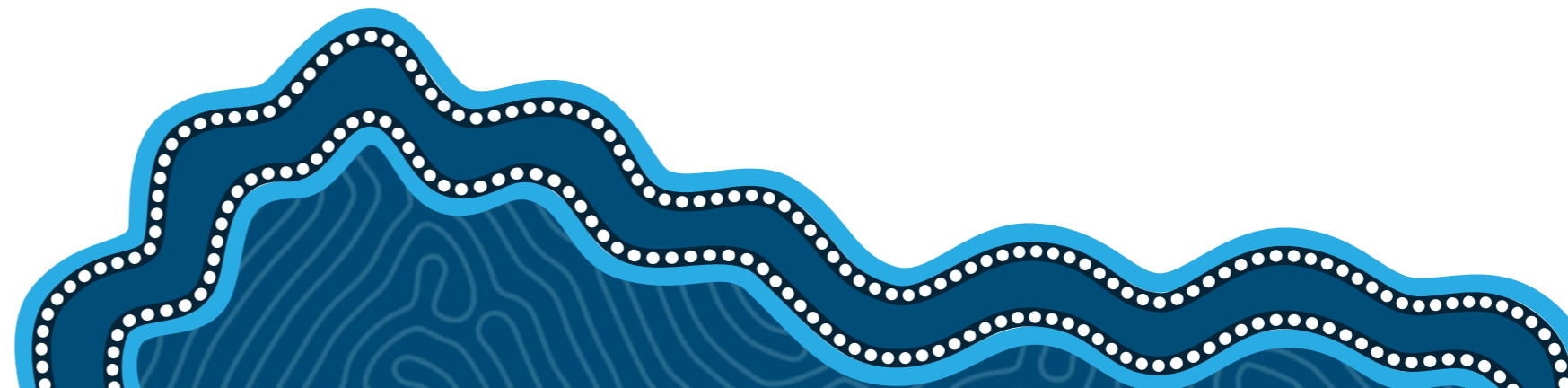
RELATIONSHIPS

Action	Deliverable	Timeline	Who
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	September 2022 – September 2023	Industry Engagement Manager
	Conduct a Stakeholder Mapping Exercise to analyze and support our engagement	October 2022	GM Drowning Prevention & Education
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	September 2022 – September 2023	Cultural Engagement Coordinator
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff.	May 2023	Communications Coordinator
	RAP Working Group members to recognise and participate in an external NRW event.	27 May-3 June, 2023	Cultural Engagement Coordinator
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May-3 June, 2023	Industry Engagement Manager
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	September 2022	Communication Coordinator
	Share with other RLS states to influence RAP development	September 2022	Cultural Coordinator
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	October 2022	Industry Engagement Manager & Cultural Coordinator
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	September 2022 – September 2023	Cultural Coordinator
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti- discrimination.	September 2022 – September 2023	GM People and Culture
	Conduct a review of HR policies and procedures to identify existing anti- discrimination provisions, and future needs.	September 2022 – September 2023	GM People and Culture



RESPECT

Action	Deliverable	Timeline	Who
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	October 2022	Cultural Engagement Coordinator
	Conduct a review of cultural learning needs within our organisation.	November 2022	Cultural Engagement Coordinator
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	November 2022	Cultural Engagement Coordinator
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	September 2022 – September 2023	GM People and Culture
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2023	Communications Coordinator
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2023	Cultural Engagement Coordinator
	RAP Working Group to participate in an external NAIDOC Week event.	First week in July 2023	Membership and Events Coordinator

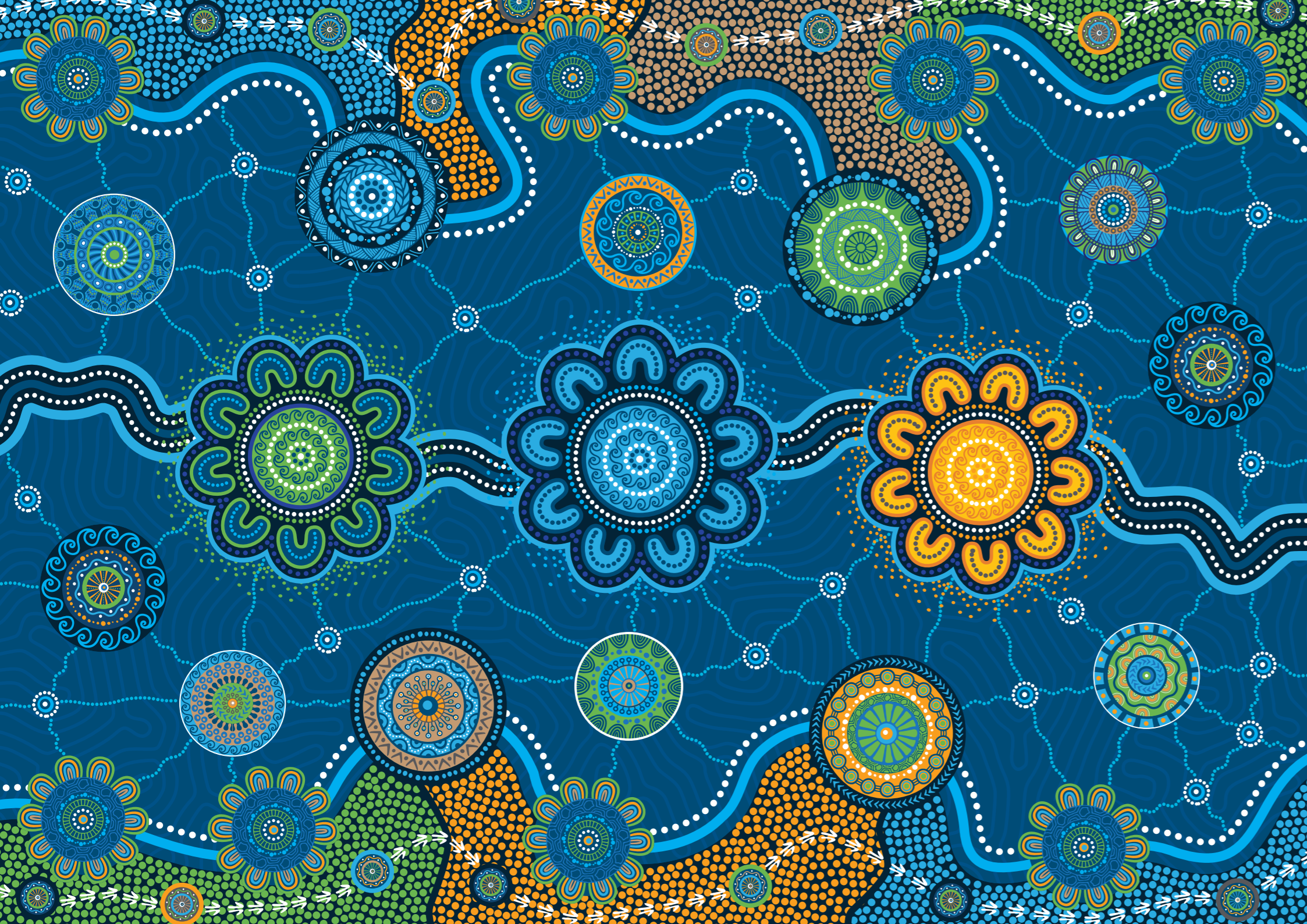


OPPORTUNITIES

Action	Deliverable	Timeline	Who
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	September 2022	GM People and culture
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	September – October 2022	GM People and culture
	Develop an industry understanding of the mutual benefits of Aboriginal and Torres Strait Islander employment.	October-November 2022	Industry Engagement Manager
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	November 2022	Industry Engagement Manager
	Investigate Supply Nation membership.	November 2022	Industry Engagement Manager

GOVERNANCE

Action	Deliverable	Timeline	Who
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain a RWG to govern RAP implementation.	Nov – Dec 2022	Cultural Engagement Coordinator
	Review and update our Terms of Reference for the RWG.	Nov – Dec 2022	Cultural Engagement Coordinator
	Establish Aboriginal and Torres Strait Islander representation on the RWG.	Nov – Dec 2022	Cultural Engagement Coordinator
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Nov – Dec 2022	Cultural Engagement Coordinator
	Engage senior leaders in the delivery of RAP commitments.	Nov – Dec 2022	RAP working group
	Define appropriate systems and capability to track, measure and report on RAP commitments.	Nov – Dec 2022	RAP working group
	Appoint a senior leader to champion our RAP internally.	November 2022	RAP working group
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence	1 August 2023	Cultural Engagement Coordinator
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire	1 August 2023	Cultural Engagement Coordinator
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2023	
	Engage RAP Working Group to review and update action items assigned for the first 12 months in preparation for developing the next RAP	August 2023	Cultural Engagement Coordinator
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	August 2023	Cultural Engagement Coordinator
	Review and submit RAP Draft following feedback from Reconciliation Australia	August 2023	Cultural Engagement Coordinator
	Apply changes to Draft submission of RAP based on feedback provided by Reconciliation Australia and resubmit for final consideration.	September 2023	Cultural Engagement Coordinator



ARTWORK STORYLINE

This is artwork titled “Flowing Knowledge” centres around the sharing of knowledge and education of water safety within our communities from one generation to the next. Royal Life Saving Society works to prevent drowning and facilitate healthy, active lifestyles by equipping all Australians with water safety skills. Royal Life Saving Society also advocate on a wide range of drowning prevention and water safety issues through targeted campaigns, educating communities about the risks of drowning and prevention strategies including providing access to swimming and water safety education and key drowning prevention materials for all communities.

Across the centre of the artwork features Past, Present and Emerging and the journey of Royal Life Saving Society Saving Lives.

Depicted at the top and bottom of the artwork are the eight areas where Royal Life Saving Society are located including Coffs Harbour (Gumbayngirr country), Illawarra (Dharawal country), Orange (Wiradjuri country), Wagga Wagga (Wiradjuri Country), Australian Capital Territory (Ngunnawal country), Sydney (head office) (Dharug country), Hunter/Newcastle (Wonnarua country) and Tasmania (lutruwita country). Travelling through these regions is shared knowledge from one community to the next.

Surrounding the three motifs at the centre are the core services in which Royal Life Saving NSW has saved lives in the community through: Aquatic

Risk, Community Education, Health Promotion, Swimming and Lifesaving and Community Engagement.

The four pillars of the Reconciliation action Plan (RAP) Respect, Relationships, Opportunities and Governance will provide guidance to build respectful positive relationships with first nations communities and through two-way sharing of stories and education gain a stronger understanding of the connection Aboriginal peoples have to land and waterways.

At the top and bottom of the artwork is a representation of the different countries Royal Life Saving Society service orange and brown represent the dust and sand of the outback, green the green fields and lands of country/rural and blue for the coast and waterways.

Royal Life Saving Society are committed to improving and increasing employment of Aboriginal and Torres Strait Islanders and creating increased participation opportunities for communities and improve collaboration, provide opportunities, continue water safety education, and learn from communities about waterways.

The little swimmers depicted throughout the artwork connecting to every aspect of the artwork from the services to the communities, they are the next generation who will continue the “Flowing of Knowledge” into the future from one generation to the next.



‘Flowing Knowledge’ artwork, created by Rhonda Sampson, proud Kamilaroi woman.

CONTACT DETAILS

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