



Innovate Reconciliation Action Plan

FEBRUARY 2025 – FEBRUARY 2027

Kep Kaartdijin
Water Knowledge
Noongar



ROYAL LIFE SAVING
WESTERN AUSTRALIA



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Kep Kaartdijin
Water Knowledge
Noongar

Royal Life Saving acknowledges the traditional custodians of the lands in which we live and work. We pay our respects to the Elders, past and present. We extend our respect to all Aboriginal and Torres Strait Islander Peoples and recognise their continuing association with the land, waters and sky of this country.

Cover: Pilbara Spirit Carnival 2023; Royal Life Saving;
photo taken by AJ Downes

Opposite: Goldfields Spirit Carnival 2022; Royal Life
Saving; photo taken by Mariah Baxter

> OUR VISION FOR RECONCILIATION

Royal Life Saving is committed to building a Reconciliation Action Plan (RAP) on the pillars of relationships, respect and opportunities. The rivers, lakes, pools, billabongs, and dams in Australia bring life to communities. They are spaces for play, social connection and recreation.

We recognise that water safety awareness and enjoyment of our waters is a collective responsibility. We can all play a part.

We celebrate the resilience, survival, wisdom, deep connection to water and land that continues in Aboriginal and Torres Strait Islander cultures and communities.

We believe we can contribute to individual and community wellbeing through swimming and lifesaving. We are committed to a future path that actively engages and encourages Aboriginal and Torres Strait Islander peoples to access, design, participate in, and lead water safety programs. This is a long-term commitment which encompasses our research, policy, communications, programs and leadership teams. We will continue investing time and resources to this commitment.

Through active listening and strong, respectful relationships with Aboriginal and Torres Strait Islander Elders, professionals and advocates we will work to create opportunities for Aboriginal and Torres Strait Islander peoples of all ages to participate in aquatics, life saving and water safety activities. These opportunities include employment, program design and evaluation, swimming education and life saving training.

Just as swimming can be made up of different strokes, our reconciliation journey will be made up of different actions. We recognise there will be times we need to listen and learn, lead and follow.

- > Royal Life Saving acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the land and waters of Western Australia.
- > The content and layout of our RAP seeks to support Aboriginal and Torres Strait Islander culture by weaving a range of language translations, profiles and perspectives into the design.
- > Our Head Office is located on Whadjuk Noongar Boodja (country). The timeframes in our RAP reference the six seasons of the Noongar calendar (Birak, Bunuru, Djeran, Makuru, Djilba and Kambarang). We acknowledge the Traditional Custodians who shared and gave us permission for the use of language.

Royal Life Saving seeks to be a culturally safe workplace for Aboriginal and Torres Strait Islander peoples.

> MESSAGE FROM ROYAL LIFE SAVING

On behalf of the Board and Executive team, I am proud to present the Royal Life Saving Society Western Australia Innovate Reconciliation Action Plan.

Our ambition is to work in partnership with Aboriginal and Torres Strait Islander peoples to build on existing connections between people and water. We aspire to harness the transformative power of the local pool as a venue for social cohesion, for community connections and for health benefits that extend beyond childhood and across all life stages. Over the next two years we will focus on ensuring children have access to swimming pools and swimming lessons. That youth learn lifesaving skills and we provide opportunities to viable careers in aquatics.

It is hoped that this journey will influence our staff, volunteers and partners to make positive contributions to reconciliation in their communities.

This Innovate RAP builds on the successes of lessons learnt from our previous Reflect RAP. I would like to thank each member of our RAP Working Group for their contribution as well as the Royal Life Saving Society Australia and Reconciliation Australia, which has provided guidance throughout the development process. We look forward to seeing the positive outcomes that come from this journey.



Vaughan Davies
President



Peter Leaversuch
Chief Executive Officer

> RECONCILIATION AUSTRALIA CEO STATEMENT

Reconciliation Australia commends Royal Life Saving Society WA on the formal endorsement of its inaugural Innovate Reconciliation Action Plan (RAP).

Commencing an Innovate RAP is a crucial and rewarding period in an organisation's reconciliation journey. It is a time to build strong foundations and relationships, ensuring sustainable, thoughtful, and impactful RAP outcomes into the future.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement.

This Innovate RAP is both an opportunity and an invitation for Royal Life Saving Society WA to expand its understanding of its core strengths and deepen its relationship with its community, staff, and stakeholders.

By investigating and understanding the integral role it plays across its sphere of influence, Royal Life Saving Society WA will create dynamic reconciliation outcomes, supported by and aligned with its business objectives.

An Innovate RAP is the time to strengthen and develop the connections that form the lifeblood of all RAP commitments. The RAP program's framework of relationships, respect, and opportunities emphasises not only the importance of fostering consultation and collaboration with Aboriginal and Torres Strait Islander peoples and communities, but also empowering and enabling staff to contribute to this process, as well.

With close to 3 million people now either working or studying in an organisation with a RAP, the program's potential for impact is greater than ever. Royal Life Saving Society WA is part of a strong network of more than 3,000 corporate, government, and not-for-profit organisations that have taken goodwill and intention, and transformed it into action.

Implementing an Innovate RAP signals Royal Life Saving Society WA's readiness to develop and strengthen relationships, engage staff and stakeholders in reconciliation, and pilot innovative strategies to ensure effective outcomes.

Getting these 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 Society WA on your Innovate RAP and I look forward to following your ongoing reconciliation journey.

Karen Mundine
Chief Executive Officer
Reconciliation Australia



> OUR BUSINESS

The purpose of Royal Life Saving is to prevent and reduce the impact of fatal and non-fatal drowning. Royal Life Saving is a member of the network of organisations that make up Royal Life Saving Society in Australia.

To meet this over-arching purpose we deliver the following programs and services throughout the State from the remote Kimberley to Great Southern coast:

- > Teach swimming and water safety skills,
- > Train lifesavers and first responders,
- > Promote safe participation and behaviours,
- > Develop water safe places and communities,
- > Advocate to improve safety in and around water,
- > Build inclusive, diverse and engaged members,
- > Contribute to individual and community wellbeing through swimming and lifesaving.

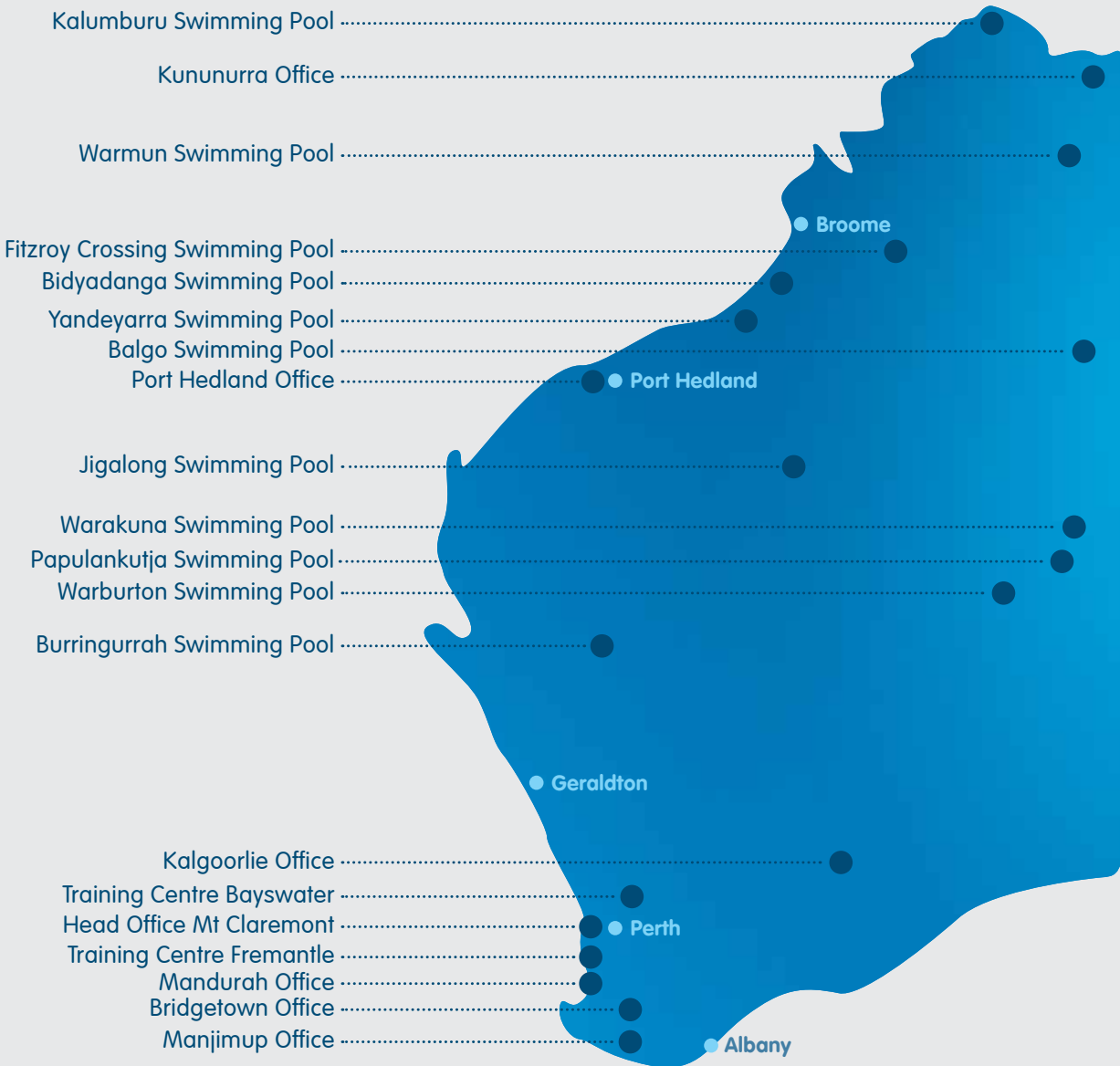
Royal Life Saving currently employs a workforce of 90 full-time and part-time program coordinators, technical experts, administrative officers and management. Additionally, a pool of 408 casual staff are engaged in the roles of instructor, vocational trainer, lifeguard, pool operator, swim teacher, fundraiser and member service officer. 45 of our full-time, part-time and casual workforce are First Nations employees.

Royal Life Saving has 6 x office locations in Perth, Mandurah, Manjimup, Bridgetown and Port Hedland and Kununurra. Training is also delivered from 2 x training facilities in Fremantle and Bayswater and Royal Life Saving operates 8 x remote swimming pools in Kalumburu, Warmun, Fitzroy Crossing, Bidyadanga, Yandeyarra, Balgo, Jigalong and Burringurrah.

> OUR THEORY OF CHANGE:
HOW WE MAKE A DIFFERENCE



> OUR LOCATIONS



> OUR RAP

Royal Life Saving has developed this RAP to actively engage and encourage Aboriginal and Torres Strait Islander peoples to access, design, participate in and lead water safety programs. We are seeking to create opportunities for Aboriginal and Torres Strait Islander peoples of all ages to participate in aquatics, lifesaving and water safety activities. These opportunities include employment, program design and evaluation, swimming education and lifesaving training. Additionally, we want to be a culturally safe workplace for Aboriginal and Torres Strait Islander peoples.

All levels of our senior leadership will champion the RAP. The Board of Directors will govern the implementation of the RAP. The Chief Executive Officer is responsible for management and outcomes. The Executive Manager | Community Development is responsible for day-to-day implementation.

The RAP Working Group will oversee planning activities and consists of two Directors and two Aboriginal and Torres Strait Islander representatives. The RAP Working Group includes:

- Vaughan Davies – President | Royal Life Saving Society Western Australia)
- Donna Oxenham – Director (volunteer) | Yamatji woman and a descendant of the Malgana people of Shark Bay in the north west of WA.
- Greg Tate – Executive Manager (EM) | Community Development
- Tim Turner – State Manager (SM) | Employment Programs
- Steven Jacobs | Whadjuk Noongar man.
- Kirstie Beveridge – General Manager (GM) | Corporate Services

Additionally, the RAP Working Group will engage with the external Aboriginal and Torres Strait Islander Advisors including:

- Rodney Monaghan – Senior Leader | Nyamal Aboriginal Corporation.
- Ian Trust – Chairman | Wunan Foundation

This Innovate RAP builds on the strategies and progress made via our Reflect RAP which was first adopted in 2020. The significant changes, learnings and challenges from our reconciliation journey to date include:

Significant Changes

- > Appointment of a First Nations Director to the Board.
- > Introduction of a new employment program for First Nations youth called Talent Pool
- > Setting annual targets and publicly reporting progress in the following areas:
 - Number of First Nations employees.
 - Number of fully funded swimming and water safety programs for First Nations communities.
 - Number of First Nations participants in our vocational training programs.
 - Number of First Nations participants in our water safety education workshops.
- > Participation in National Reconciliation Week and NAIDOC events.
- > Staff volunteering at the annual Danjoo Koorlingy festival which is a large-scale, long-term, systems-change movement designed and led by Aboriginal people.
- > Staff participation in external cultural awareness training courses

Challenges

- > Maintaining connection to and engaging with RAP Working Group on a regular basis. Finding the right place and time to meet. Also, circumstances changed, and committee members left. We had to balance continuity with succession planning and inclusion of new group members.
- > Having the time and resources to adequately build workforce awareness and knowledge of our RAP was a challenge. Our entire workforce is diverse (full-time, part-time and casual) and geographically spread. Staff turnover also meant regular opportunities were needed and our cultural awareness training plan required more resources.
- > Translating support to maximising opportunities for Aboriginal and Torres Strait Islander employees (and program participants).
- > The adequacy of supervision/oversight by program coordinators to ensure that individuals were not experiencing discrimination.
- > Measuring and monitoring our progress as a 'culturally safe' workplace.
- > Casual employees (First Nations) seeking/becoming part-time or full time employees in the organisation.
- > Expanding the number of RAP Champions in our organisation.

Key Learnings

- > Success is never final. Implementation of the plan requires continuous effort.
- > Our Reflect RAP was an annual plan, however we continued to implement the actions for 4+ years. Real change takes time.
- > Organisational change required leadership from the top and everyone in the organisation has a role.
- > Our programs and services will be better when we listen, co-design and co-implement.
- > Our actions must be informed by the perspectives and experiences of Aboriginal and Torres Strait Islander people

Below: Pilbara Paddle On country 2024; Royal Life Saving; photo taken by AJ Downes





> RELATIONSHIPS



Empowering communities to engage in, design, and lead water safety programs. Enhancing access and resilience.

“The Malgana people of Gathaagudu (Two Waters) Shark Bay deeply revere the waters that shape our lives and communities. As the rivers, lakes, and billabongs are celebrated across Australia, our coastal waters are not just sources of sustenance but spaces of cultural significance, where stories are shared, connections are forged, and traditions are passed down through generations.”

**Gantharri yamba
wangganyina nagarn
wirriya, baba, muga,
thalganjangu, barraja**

Elders pass down knowledge to their children — of the saltwaters, freshwaters, deep pools, lagoons, and Country.

Quote – Donna Oxenham
Malgana Yammatji woman,
Royal Life Saving Director,
RAP Working Group Member.

Left: Leinster Swim Lessons 2020; Royal Life Saving; photo taken by Belinda Haldoupis

ACTION PLAN: RELATIONSHIPS

Action	Deliverable	Timeline	Responsibility
1. Establish and maintain mutually beneficial relationships with Aboriginal and Torres Strait Islander communities in places we work.	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations to develop guiding principles for future engagement.	Birak (January) & Makuru (July) 2025 & 2026	Chief Executive Officer
	• Develop and implement an engagement plan to work with Aboriginal and Torres Strait Islander stakeholders and organisations.	Bunuru (March) 2025 & 2026	Chief Executive Officer
	• Meet with local Aboriginal and Torres Strait Islander stakeholders and organisations in the places we work.	Djeran (April), Kambarang (October), 2025 & 2026	SM Employment Programs
	• Explore opportunities with Community for Aboriginal and Torres Strait Islander peoples of all ages to participate in aquatics and water safety activities at swimming pools in the Pilbara, East-Kimberley and Goldfields.	Kambarang (October), 2025 & 2026	SM Employment Programs
2. Build relationships through celebrating National Reconciliation Week (NRW).	• Circulate Reconciliation Australia’s NRW resources and reconciliation materials to our staff.	27 May- 3 June, 2025 & 2026	Chief Executive Officer
	• RAP Working Group members to participate in an external NRW event.	27 May- 3 June, 2025 & 2026	Chief Executive Officer
	• Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	27 May- 3 June, 2025 & 2026	Chief Executive Officer
	• Organise at least one NRW event each year.	27 May- 3 June, 2025 & 2026	EM Community Development
	• Register all our NRW events on Reconciliation Australia’s NRW website.	Djeran (May), 2025 & 2026	EM Community Development
3. Promote reconciliation through our sphere of influence.	• Develop and implement a staff engagement strategy to raise awareness of reconciliation across our workforce.	Bunuru (March), 2025 & 2026	Chief Executive Officer
	• Communicate our commitment to reconciliation publicly.	Kambarang (October), 2025 & 2026	Chief Executive Officer
	• Explore opportunities to positively influence our external stakeholders to drive reconciliation outcomes.	Djeran (April) & Kambarang (October), 2025 & 2026	EM Community Development
	• Collaborate with RAP organisations and other like-minded organisations to develop innovative approaches to advance reconciliation.	Makuru (July), 2025 & 2026	EM Community Development
4. Promote positive race relations through anti-discrimination strategies.	• Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	Bunuru (March), 2025 & 2026	GM Corporate Services
	• Review existing anti-discrimination policy, implement and communicate throughout Royal Life Saving workforce and membership.	Bunuru (March), 2025	GM Employment Programs
	• Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors to consult on our anti-discrimination policy.	Birak (January), 2025	EM Community Development
	• Educate senior leaders on the effects of racism.	Makuru (June), 2025 & 2026	Chief Executive Officer



> RESPECT



Improving safety at aquatic places and spaces.

"Water is part of the song-lines of our people who lived off the Derbarl Yerrigan as a water and food source and apart of daily life. My people followed the 6 seasons and in Kambarang season moved down to the coast preparing for the warmer months and dieted on fish and other water species. Parents of children were very careful and supervised children when swimming and had an understanding of tides and weather patterns.

The education around water safety is very important especially in remote locations and in the home where accidents like babies falling into buckets occur.

The Waugal is part of our dreamtime and when we are at the Bilya and the ocean we throw sand in the water to pay respect to the Waugal and our ancestors who in our dreaming, our spirit goes out to the ocean where the sun sets to be with our ancestors".

Noongar Language

KEP means water

KAARTIJIN means knowledge.

Wardan Bilya Kepa Bidi djiba-djobaliny djildjit baraniny mordak Kepa

Ocean, river water pathways, swimming, fishing, deep water.

Quote – Steven Jacobs

Noongar man, RAP Working Group Member.

ACTION PLAN: RESPECT

Action	Deliverable	Timeline	Responsibility
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	• Conduct a review of cultural learning needs within our organisation.	Djeran (April), 2025 & 2026	GM Corporate Services
	• Consult local Traditional Owners and/or Aboriginal and Torres Strait Islander advisors to inform our cultural learning strategy.	Djeran (May), 2025 & 2026	EM Community Development
	• Develop, implement, and communicate a cultural learning strategy document for our staff.	Makuru (June), 2025 & 2026	EM Community Development
	• Provide opportunities for RAP Working Group members, HR managers and other key leadership staff to participate in formal and structured cultural learning.	Kambarang (October), 2025 & 2026	Chief Executive Officer
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	• Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	Kambarang (October), 2025 & 2026	Chief Executive Officer
	• Develop, implement and communicate a cultural protocol document, including protocols for Welcome to Country and Acknowledgement of Country.	Bunuru (March), 2025	EM Community Development
	• Invite a local Traditional Owner or Custodian to provide a Welcome to Country or other appropriate cultural protocol at significant events each year.	Kambarang (October), 2025 & 2026	EM Community Development
	• Include an Acknowledgement of Country or other appropriate protocols at the commencement of important meetings.	Makuru (July), 2025 & 2026	Chief Executive Officer
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	• RAP Working Group to participate in an external NAIDOC Week event.	First week in July, 2025 & 2026	EM Community Development
	• Review HR policies and procedures to remove barriers to staff participating in NAIDOC Week.	Bunuru (March), 2025 & 2026	GM Corporate Services
	• Promote and encourage participation in external NAIDOC events to all staff.	Makuru (July), 2025 & 2026	Chief Executive Officer
8. Promote to the Royal Life Saving membership, stakeholders and broader community the wisdom and deep connection to water safety of Aboriginal and Torres Strait Islander cultures by sharing examples of historical rescues.	• Celebrate and recognise the aquatic rescue/bravery of Sam Isaacs (Noongar man) helping numerous people from the ship Georgette when it ran aground and wrecked on 12 December 1876.	Birak (December), 2025 & 2026	EM Community Development
	• Undertake research project to identify and profile historical rescues.	Birak (December), 2025	Chief Executive Officer

Action	Deliverable	Timeline	Responsibility
9. Co-design water safety/water knowledge message & brand with Aboriginal and Torres Strait Islander people.	• Establish and support a network of Aboriginal and Torres Strait Islander Custodians and supply organisations to inform the co-design of water safety messages.	Makuru (July), 2025	EM Community Development
	• Develop graphic elements to support our RAP and translate the Royal Life Saving message/logo for the following audiences: - Noongar (South West), - Yamatji (Mid West), - Nyamal (Pilbara), o Gija (Kimberley).	Djeran (May), 2025 & 2026	Chief Executive Officer
10. Translate organisational materials to be culturally appropriate for Aboriginal and Torres Strait Islander people.	• Consult with Custodians and if appropriate include cultural element into Bronze Medallion lesson plan and learning materials.	Djilba (September), 2026	Chief Executive Officer
	• With permission, share information about cultural practices linked to swimming and water safety with Bronze Medallion program participants (eg Noongar practice of throwing sand into the water to pay respect to the Waugal and ancestors – see quote from Steven Jacobs).	Djilba (September) 2026	Chief Executive Officer
	• Encourage Bronze Medallion instructors to share information from their local community.	Djilba (September) 2026	Chief Executive Officer



> OPPORTUNITY



Invest in talent development and job pathways at aquatic facilities.

“Learning to swim the river means new skills are needed. The reason we must learn to swim the river is because all the opportunities in the new world are on the other side of the river. These include jobs house and business opportunities.”

Watch <https://youtu.be/OP9FRacTji0>

NYIRREGA means Be swimming.
MANTHA means Safely introduce.

Credit – Ian Trust Chairman
Wunan Foundation

Left: Pilbara Spirit Carnival 2022; Royal Life Saving;
photo taken by Charis Pohoivi

ACTION PLAN: OPPORTUNITY

Action	Deliverable	Timeline	Responsibility
11. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention, and professional development.	• Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	Bunuru (February), 2025 & 2026	GM Corporate Services
	• Engage with Aboriginal and Torres Strait Islander staff to consult on our recruitment, retention and professional development strategy.	Bunuru (February), 2025 & 2026	SM Employment Programs
	• Develop and implement an Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	Djeran (April), 2025 & 2026	EM Community Development
	• Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders.	Djilba (September), 2025 & 2026	GM Corporate Services
	• Review HR and recruitment procedures and policies to remove barriers to Aboriginal and Torres Strait Islander participation in our workplace.	Bunuru (March), 2025 & 2026	GM Corporate Services
	• Incorporate traineeships into the organisational structure.	Makuru (July), 2025 & 2026	Chief Executive Officer
12. Strengthen Aboriginal and Torres Strait Islander employment in the aquatics sector.	• Build partnerships with Aboriginal and Torres Strait Islander communities to identify initiatives that advance employment in the aquatics sector.	Makuru (July), 2025 & 2026	SM Employment Programs
	• Create a safe & secure introduction to employment opportunities at the local swimming pool.	Makuru (July), 2025 & 2026	SM Employment Programs
	• Develop local responses to the employment challenges faced by Aboriginal youth. (Talent Pool Program)	Makuru (July), 2025 & 2026	SM Employment Programs
	• Continue to deliver the Talent Pool Program in Port Hedland.	Makuru (July), 2025 & 2026	SM Employment Programs
	• Expand Talent Pool Program into Newman, East-Kimberley, Goldfields and Mid West.	Makuru (July), 2025 & 2026	SM Employment Programs
13. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	• Develop and implement an Aboriginal and Torres Strait Islander procurement strategy.	Makuru (July), 2025 & 2026	GM Corporate Services
	• Develop and communicate opportunities for procurement of goods and services from Aboriginal and Torres Strait Islander businesses to staff.	Makuru (July), 2025 & 2026	GM Corporate Services
	• Review and update procurement practices to remove barriers to procuring goods and services from Aboriginal and Torres Strait Islander businesses.	Djeran (May), 2025 & 2026	EM Community Development
	• Develop commercial relationships with Aboriginal and/or Torres Strait Islander businesses.	Djeran (May), 2025 & 2026	EM Community Development
	• Increase awareness of Supply Nation businesses.	Kambarang (October), 2026	GM Corporate Services
	• Procure goods and services from 50 x First Nation suppliers.	Kambarang (October), 2026	GM Corporate Services

Action	Deliverable	Timeline	Responsibility
9. Co-design water safety/water knowledge message & brand with Aboriginal and Torres Strait Islander people.	• Establish and support a network of Aboriginal and Torres Strait Islander Custodians and supply organisations to inform the co-design of water safety messages.	Makuru (July), 2025	EM Community Development
	• Develop graphic elements to support our RAP and translate the Royal Life Saving message/ logo for the following audiences: - Noongar (South West), - Yamatji (Mid West), - Nyamal (Pilbara), o Gija (Kimberley).	Djeran (May), 2025 & 2026	Chief Executive Officer
15. Secure social impact investment and ensure culturally informed planning for aquatic infrastructure through engagement with Aboriginal and Torres Strait Islander communities.	• Collaborate with Water Corporation who are seeking to improve drinking water in remote communities.	Kambarang (October), 2025	EM Community Development
	• Engage UWA Centre for Social Impact to evaluate remote swimming pools.	Kambarang (October), 2026	EM Community Development
	• Undertake a needs assessment for a multi-functional lifesaving facility/meeting place in the Perth CBD adjacent to Bilya (river) for bringing stakeholders together to drive innovation in water safety.	Kambarang (October), 2025	Chief Executive Officer
	• Develop a Derbarl Yerrigan aquatic infrastructure concept plan with Whadjuk Noongar community.	Kambarang (October), 2026	Chief Executive Officer



> GOVERNANCE



Championing collaboration and succeeding together.

“Obviously, the first thing you do with any child, doesn’t matter black or white, it’s all about safety first. You could be the best swimmer. If you get tired you sink. You’ve got to have that safety first” Like I said, it only takes 30 secs to turn way and they’re gone.

Pools are a lifesaver for any community in the Pilbara. Summer is hot hot hot hot. A lot of our community people are always around water whether it’s inland or on the coast. We love water. Especially a lot on inland tribes, we’re freshwater people. There is life in the water, food comes to the water, you look after country and it just gives back.

The pool relieves a lot of stress for our communities. We send our kids to the pool and the bonus is that they can learn to swim because historically we’ve never been good swimmers.”

NGURRA YIRRA (pronounced “ng-oo-rah yee-rah”) means Swim Safely.

Credit – Rodney Monaghan
Senior Leader, Nyamal Aboriginal Corporation

Left: Pilbara Paddle on Country 2023; Royal Life Saving;
photo taken by Bobbi Lockyer

ACTION PLAN: GOVERNANCE

Action	Deliverable	Timeline	Responsibility
16. Establish and maintain an effective RAP Working group (RWG) to drive governance of the RAP.	• Maintain Aboriginal and Torres Strait Islander representation on the RWG.	Birak (January), 2025 & 2026	Chief Executive Officer
	• Establish and apply a Terms of Reference for the RWG.	Birak (January), 2025	Chief Executive Officer
	• Meet at least four times per year to drive and monitor RAP implementation.	Makuru (July), Kambarang (October), Birak (January), Djeran (April), 2025 & 2026	Chief Executive Officer
17. Provide appropriate support for effective implementation of RAP commitments.	• Define resource needs for RAP implementation.	Djeran (May), 2025 & 2026	EM Community Development
	• Engage our senior leaders and other staff in the delivery of RAP commitments.	Djeran (April) & Kambarang (October), 2025 & 2026	Chief Executive Officer
	• Define and maintain appropriate systems to track, measure and report on RAP commitments.	Djeran (May), 2025 & 2026	EM Community Development
	• Appoint and maintain an internal RAP Champion from senior management.	Birak (January), 2025 & 2026	SM Employment Programs
18. 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.	Makuru (June), 2025 & 2026	EM Community Development
	• Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Measurement Questionnaire.	1 August, 2025 & 2026	Chief Executive Officer
	• Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	30 September, 2025 & 2026	Chief Executive Officer
	• Report RAP progress to all staff and senior leaders quarterly.	Makuru (July), Kambarang (October), Birak (January), Djeran (April), 2025 & 2026	GM Corporate Service
	• Publicly report our RAP achievements, challenges and learnings, annually.	Kambarang (October), 2025 & 2026	Chief Executive Officer
	• Investigate participating in Reconciliation Australia's biennial Workplace RAP Barometer.	Djeran (May), 2026	GM Corporate Services
	• Submit a traffic light report to Reconciliation Australia at the conclusion of this RAP.	Birak (January), 2027	Chief Executive Officer
	• Register via Reconciliation Australia's website to begin developing our next RAP.	Makuru (July), 2026	Chief Executive Officer
	• Table RAP at Strategic Planning workshop.	Bunuru (February), 2025	President Board of Directors
1. Continue our reconciliation journey by developing our next RAP.	• Weave 'reconciliation through lifesaving' into the Strategic Plan and alignment of plan with RAP actions/deliverables	Makuru (July), 2025	President Board of Directors
2. Clearly articulate link between RAP and next Strategic Plan 2025-2029.			

> RAP DESIGN THEME AND PATTERNS¹

Tell the story of the deep connections that Aboriginal and Torres Strait Islander peoples have with water, highlighting water as a source of knowledge, healing, and life².



Knowledge

Water holds ancestral law, creation stories, and cultural teachings. It is a medium for transferring knowledge across generations, and a place for exchange through songlines, stories, ceremony, and intergenerational learning.

This knowledge includes both practical skills, such as swimming, water safety, and health literacy, as well as cultural knowledge that connects people to Country and community.

“Every water got a song... Every place got a story”



Healing

Water is a place of emotional, spiritual, and physical healing. Connection to water supports recovery from trauma and sustains wellbeing.

It strengthens connection to Country, family, and community, increases social connection and a sense of belonging, and improves educational and employment opportunities, all of which contribute to quality of life. We can take inspiration from the ripples of the Talent Pool logo, which represent the positive impact each individual has on their family, community, and the world.

“It heals us physically, mentally and from our lived experiences”



Life

Hands – these represent humans – a life saved. The water, a reminder than we’re interconnected through water ways across Country.

(1) Designed by Nani Creative.

(2) Porykali, B., Jaceck, A., B, Barnier, J, Flanagan., A, Trinadall., J, oombes., Passi, X., BennetBrook, K & K, Hunter (2023). Enhancing cultural connection to water for Aboriginal and Torres Strait Islander peoples Report. Guunu-Maana (Heal) The George Institute for Global Health, Newtown.



FOR MORE INFORMATION

The Royal Life Saving Society Western Australia Inc
12 McGillivray Road, Mt Claremont WA 6010
PO Box 28, Floreat Forum WA 6014

ARBN 664 042700

Call **08 9383 8200**
Email **info@royallifesavingwa.com.au**

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