ROYAL LIFE SAVING
WESTERN AUSTRALIA

ANNUAL REPORT
2026

Kep Kaartdijin
'Water Knowledge'
Noongar

ROYAL LIFE SAVING
WESTERN AUSTRALIA

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OUR VALUES

COMMUNITY

We value building and supporting communities with shared values, common purpose and deep commitments to diversity, equity, and inclusion.

COLLABORATION

We value working together to create positive change, maximise social impact and to achieve greater outcomes than we could alone.

COURAGE

We value determination, bold decisions, evidence informed practice and doing the right thing above all else.

CARE

We value treating one another with care and compassion and embedding safety and wellbeing into everything we do.

'Water Knowledge'
Kep Kaartdijin

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.

BOARD OF DIRECTORS REPORT

2025/26 marked the first year of implementing our new Strategic Plan 2025-2029 which has 'Bringing people together' as a defining feature. The data and achievements presented in this year's annual report reflect this theme and showcase how we have worked to inspire and unite members, volunteers, partners, communities and government.

The report structure builds upon the four pillars within our Strategic Plan: Eliminating Drowning, Empowering Communities, Strengthening Safety, and Succeeding Together.

On behalf of the Board, it is a privilege to present the Annual Report for 2025/26, reflecting on a year marked by substantial progress, meaningful collaboration and renewed focus.

Strategic Oversight

During the year the Board undertook a strategic implementation workshop with the management team, national CEO and key stakeholders. The workshop focused on translating our new Strategic Plan into a detailed program of actions, including key initiatives, performance measures and timelines. Beyond the workshop, the Board maintained active oversight which has resulted in improved organisational alignment and clear progress toward achieving our strategic objectives.

Membership

The Board extends its appreciation to our network of members and volunteers, who are the backbone of the Society. Through their dedication and effort, Royal Life Saving continues to make a meaningful difference in communities across Western Australia. The Board also recognises the significant contribution of our volunteer steering committees, whose leadership and commitment advance key priorities including reconciliation, multicultural engagement, inclusion for people of all abilities, lifesaving sport, and the recognition of meritorious service.

Disability Steering Committee

This year marked the beginning of an important initiative to improve support for people of all abilities to safely enjoy the water. The formation of a multi-sectoral and multidisciplinary Disability Steering Committee brings together a diverse range of expertise, experience and perspectives that will play a key role in guiding our efforts and identifying practical ways to remove barriers to participation. We are excited about the opportunities ahead and look forward to bringing the Committee's vision and recommendations to life.

Child Safeguarding

Providing safe environments for children and young people remained a key priority. To strengthen our safeguarding, the Board and Leadership Team participated in expert-led training and reviewed our Strategic Risk Management Framework. The Board also strategically allocated additional resources to establish an Aquatics Safe Sport Lead role. This role is co-funded with Swimming WA, reflecting strong sector collaboration and a shared commitment to greater consistency in safe, inclusive and child-centred practices across aquatics.

Finance and Audit Committee

The Finance and Audit Committee was instrumental in supporting budgeting processes and review of the Auditor's Report. Financial guardrails were established to support long-term sustainability, including maintaining a current ratio greater than 2:1 and limiting reliance on any single revenue source to no more than 20% of total income. A revised charter also expanded the Committee's contribution to support for our assurance activities. The Board thanks the Committee members for their dedication, expertise and valuable contributions throughout the year.

National Network

Throughout the year, the Board and Management Team worked closely with Royal Life Saving Society – Australia to strengthen our collective impact through five keys areas: advocacy, capability development, membership, partnerships, and funding. This collaboration helped us speak with a unified voice, share knowledge and resources, build stronger connections across our network, and develop more effective partnerships to advance water safety and drowning prevention. These efforts increased efficiency, enhanced our influence and delivered more coordinated and sustainable outcomes for the communities we serve.

Eliminating Drowning

This year, Western Australia recorded a reduction in drowning deaths. A total of 35 drowning deaths were recorded, down from 51 in the previous year and below the ten-year average of 37.Progress is being made among toddlers, young adults and older adults, demonstrating the impact of targeted prevention efforts, however increased child fatalities reinforce the importance of ensuring every child learns to swim and no one misses out.

The Board thanks our dedicated members, volunteers and committees for their contribution, and Chief Executive Officer Peter Leaversuch, his management team and staff, whose dedication drives our mission.

This Directors' report is in accordance with a resolution of the Directors.

Board Members: Royal Life Saving Society WA Board of Directors (L to R) Jonathan Seth, Patrick Ndlovu, Dr Justine Leavy, Vaughan Davies, Donna Oxenham, Emily Munro, Lisa Lilleyman. Aaron Brinkworth (not pictured)

BHP PRINCIPAL COMMUNITY PARTNER

Since 2003 Royal Life Saving has been proud to partner with BHP to drive innovation and positive change in communities across the Pilbara and Goldfields by using local aquatic facilities as hubs for safety, participation, youth engagement, education, employment and community connection.

The partnership is delivered through five interconnected initiatives: Talent Pool, Inclusive Aquatic Programs, Spirit Carnivals, Skilled Workforce Development, and Cool Pool Collective Action.

Through Talent Pool, more than 2,215 young people participated in activities that build confidence, leadership and employment readiness. Of these, 266 completed vocational training and 76 achieved employment outcomes.

Inclusive Aquatic Programs, encompassing Infant Aquatics, Swim & Survive, Bronze Rescue and Swim for Fruit, engaged more than 15,000 participants across all life stages while creating pathways for local community members and parents to become aquatic instructors and leaders. Bronze Rescue programs increasingly incorporated on-country and on-water experiences, connecting lifesaving skills with cultural knowledge.

The annual Spirit Carnivals brought together 327 participants from 14 schools across the Pilbara and Goldfields, increasing the involvement and engagement of children, and celebrating local culture, connection to water and achievements.

Through Skilled Workforce Development, 729 lifeguards, instructors, supervisors and first responders received training, creating local employment pathways and supporting innovative pool-based roles.

Finally, Cool Pool Collective Action strengthened collaboration between community leaders, families, Elders and partner organisations, increasing community ownership, participation and the social impact of local aquatic facilities.

Together, these initiatives are helping transition aquatic programs from being delivered to communities to being increasingly led by communities, creating safer, stronger and more connected regions.

By strengthening community capability, creating pathways to employment and leadership, and embedding Aboriginal knowledge and participation throughout program design and delivery, this partnership strongly aligns with BHP's social investment principles of supporting thriving and empowered communities, fostering a safe, inclusive and future-ready workforce, and advancing meaningful Indigenous partnerships that deliver enduring community benefit.

ROYAL LIFE SAVING WESTERN AUSTRALIA | PRINCIPAL COMMUNITY PARTNER BHP

Community participation in programs

	Infant Aquatics	Swim & Survive	Talent Pool Participation	Talent Pool Training	Talent Pool Employment	Swim for Fruit	Spirit Carnival	Indigenous Partnerships	**TOTAL**
Port Hedland	824	3,730	1,000	100	35	168	171	10	**6,038**
Newman	160	1,715	500	27	10	22	-	6	**2,434**
Leinster	43	597	105	10	2	36	-	-	**793**
Kalgoorlie	634	4,042	450	58	21	130	156	3	**5,494**
Kambalda	85	1,595	75	46	3	39	-	-	**1,843**
Jigalong	163	926	60	15	3	65	-	-	**1,232**
Yandeyarra	22	159	25	10	2	22	-	-	**240**
TOTAL	**1,931**	**12,764**	**2,215**	**266**	**76**	**482**	**327**	**19**	

There were 35 drowning deaths that occurred in Western Australia between 1 July 2025 and 30 June 2026.

The drowning rate of 1.15 per 100,000 population decreased by 16% this financial year, compared to the 10-year average. The highest number of drowning deaths in WA occurred in the 45-54-year age group (29%), which also recorded the highest crude rate in the state with 2.69 drowning deaths per 100,000 population. Those aged 65-74-years recorded the second highest crude rate of 1.85 per 100,000 population and represented 14% of drowning in WA. Drowning deaths among young-children 0-4 years accounted for 3% of total drowning deaths recording a crude drowning rate of 0.59, a decrease of 50% on the 10-year average of 1.17 per 100,000 population.

Over one-third (37%) of all drowning deaths in Western Australia were of people who lived in areas with IRSAD scores below 4, reinforcing the need for increased access and opportunities to swimming and education programs for those that need it most.

Drowning in WA mostly occurred at beaches (34%), followed by ocean/harbour (14%). The leading activity prior to drowning was swimming and recreating (26%) followed by diving/snorkelling (17%). The majority of drowning deaths occurred in the summer months (57%), with the highest number of drowning deaths occurring in December (31%). Drowning in December this financial year was more than double the 10-year average, 11 drowning deaths this financial year compared to the 10-year average of 5.

35
Drowning Deaths in 2025/26

↓ 5% decrease

37
10-Year Average

1.15
2025/26 Fatal Drowning Rate per 100,000

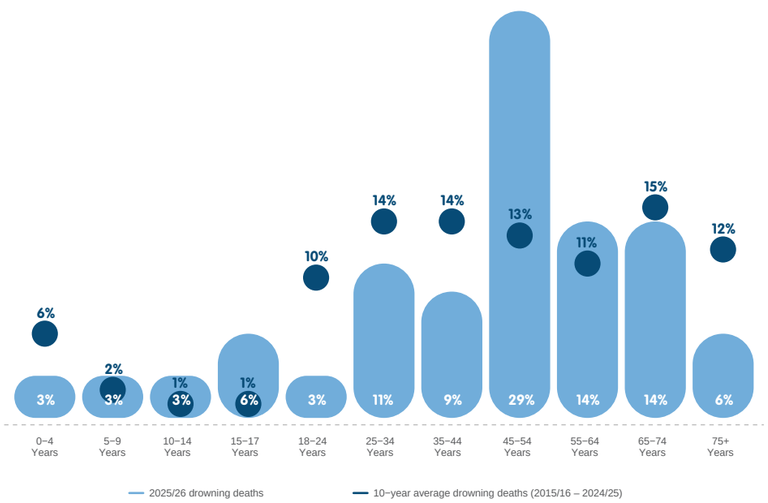
↓ 16% decrease

1.37
10-Year Average Fatal Drowning Rate per 100,000

91%
Male

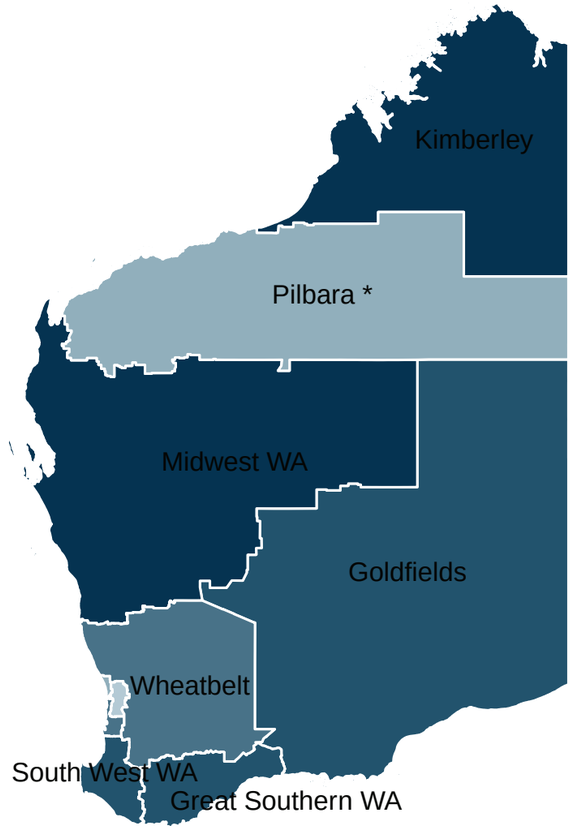
23%
Born overseas

Western Australia drowning deaths by age group, 2025/26



Residential fatal drowning rate by WA region, 2015/16 - 2025/26

This map shows the crude fatal drowning rates per 100,000 residents of each WA region. As an indication of the relative burden of drowning in each community, these rates are based on where people lived, not where the incident occurred.



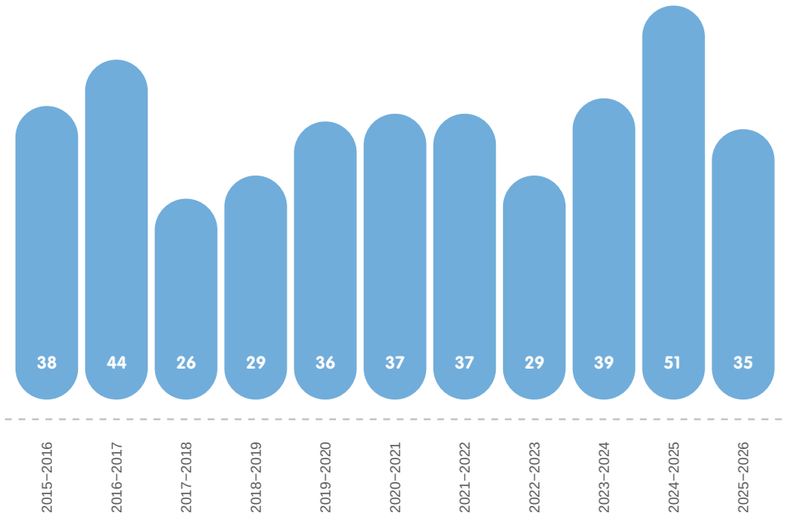
National Rank

- 1-10 (Highest)
- 11-20
- 21-30
- 31-40
- 41-50
- 51-60
- 61-70 (Lowest)

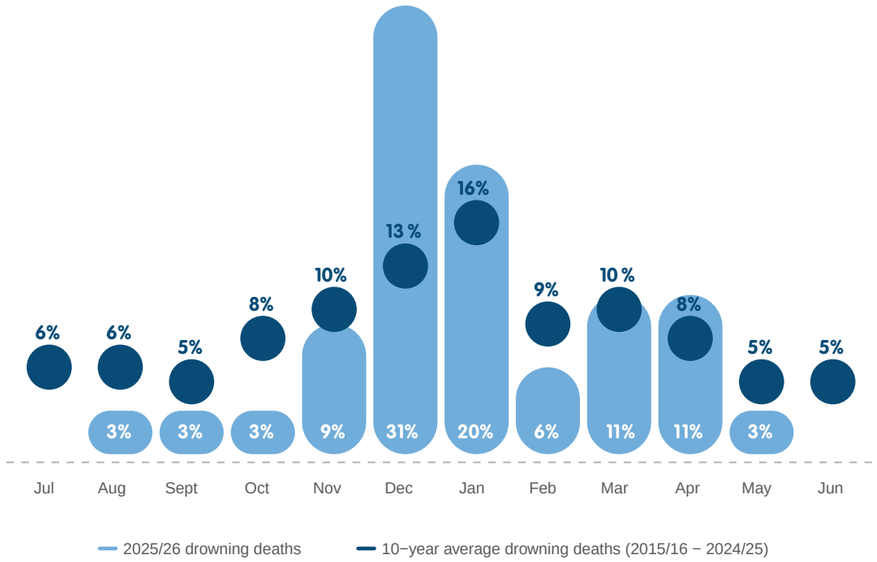
Region	Rate/ 100k	National rank
Kimberley	4.17	2
Midwest WA	2.39	9
South West WA	1.90	16
Great Southern WA	1.89	17
Goldfields	1.76	19
Wheatbelt	1.40	25
South Perth	1.27	30
Pilbara	1.00	45
North Perth	0.89	51
East Perth	0.88	52

* Rates calculated from less than 10 cases, interpret with caution

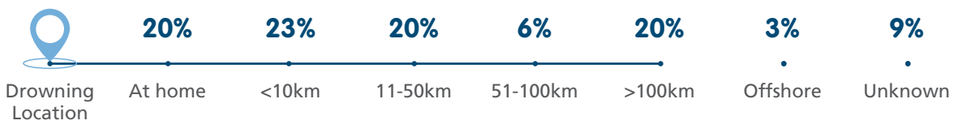
Western Australia drowning deaths by financial year, 2015/16 to 2025/26



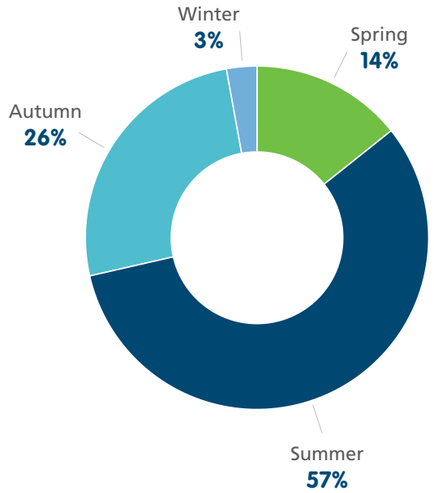
Western Australia drowning deaths by month, 2025/26



Drive distance between residence and Western Australia drowning location, 2025/26



Western Australia drowning deaths by season, 2025/26



Western Australia drowning deaths by activity, 2025/26

26% Swimming and recreating

17% Diving/Snorkelling

14% Unintentional fall into water

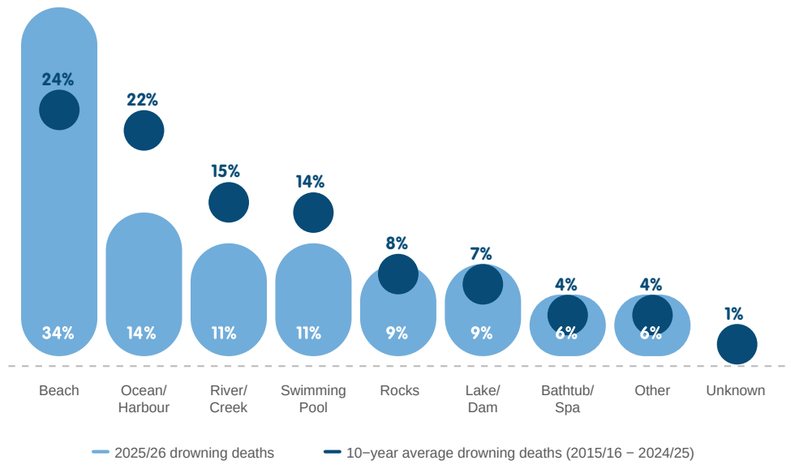
14% Watercraft

6% Boating

6% Bathing

6% Attempted rescue

Western Australia drowning deaths by location, 2025/26



Risk Factors

49% *Includes both prescription medication and illicit drugs

of cases drugs were recorded *

14%

of cases alcohol was recorded

'Bringing people together to eliminate drowning and empower communities to be safe around water'.

"Bringing people together" has been added to our purpose statement to acknowledge that collective action is key to the achievement of our aspirations. Bringing people together is all about inspiring and uniting every stakeholder and the broader community to make a difference. It signifies that our Strategic Framework is more than a plan of action, it is about building a movement.

OUR STRATEGIC PILLARS

OUR GUIDING APPROACH

FOCUS > **BUILD** > **EMPOWER**

On where we are best positioned to influence policy and drive action.

Effective programs, new approaches and form multi-disciplinary teams to challenge the status quo.

Individuals and communities by scaling what works, transitioning our efforts into sustainable change and collaborating with stakeholders.

This is how we work, drive innovation and positive change.

ELIMINATING DROWNING

Provide leadership, advocacy, and research to national, state, and community approaches to drowning prevention and water safety.

To Eliminate Drowning we delivered 4 strategies across key life-stages.

Keeping Toddlers Safe Around Water

Our first objective to Eliminate Drowning is to keep toddlers safe around water and to sustain the significant progress made over the past decade toward our goal of achieving zero toddler drownings.

In 2025/26, toddler drowning fatalities remained at one life lost, consistent with the previous year and below the five-year benchmark of 1.8 deaths. This result demonstrates continued progress and the positive impact of targeted prevention efforts.

Throughout the year, we strengthened community awareness through the Keep Watch program, generating more than 1.4 million digital advertising impressions, distributing 7,643 educational resources, and working with 82 supporting organisations to amplify water safety messages.

Education remained central to prevention. More than 42,900 toddlers participated in aquatic programs, while more than 2,900 parents and caregivers engaged in Keep Watch education sessions, online training, and community resuscitation programs.

We also continued to improve home pool safety, completing 4,971 pool barrier inspections on behalf of local governments throughout Western Australia, with 95% compliance achieved following inspection. Together, these initiatives are helping to create safer environments for toddlers and reducing the risk of drowning across our communities.

Teaching Children to Swim & Survive

A core component of our strategy to Eliminate Drowning is ensuring every child develops the foundation swimming and water safety skills needed to be safe and confident around water.

In 2025/26, we continued to expand the reach and impact of our education programs, supported by a strong statewide network of quality providers and instructors.

Through the Swim & Survive program, 288,450 participants completed program stages, with a further 2,929 engaging through online learning. Lifesaving and rescue skills were further developed through Bronze Rescue, with 11,581 participants, and Pool Lifesaving, with 5,045 participants.Awareness of the importance of swimming and water safety was also promoted through 422,612 digital advertising impressions.

Our delivery network grew to include 127 Endorsed Swim Schools, 46 Junior Lifeguard Clubs, 19 Swimming and Lifesaving Clubs, 413 Community Trainers and 1,550 Swim Teachers across Western Australia, providing communities with local access to quality swimming and water safety education.

Despite these efforts, two child drowning deaths were recorded in 2025/26, compared with zero in the previous year and a five-year benchmark of 1.4. This year's outcome reinforces the importance of continuing to motivate families to participate in swimming and water safety education and ensuring that no child misses the opportunity to learn swimming and water safety skills.

Empowering Youth

Empowering youth is a critical focus area, driven by the stark reality that the rate of drowning increases tenfold as children transition into their teenage years. Reversing this trend requires targeted interventions that build water safety awareness, strengthen decision-making, and encourage safer behaviours around water.

In 2025/26, significant progress was achieved through a combination of targeted awareness campaigns, education, and community engagement. Tragically, three young adults drowned in 2025/26. This represents a substantial improvement from eight fatalities in 2024/25 and the five-year benchmark of 4.2, indicating encouraging progress toward our objective.

Our 'Be a Mermate' awareness initiative reached large audiences, generating more than 6.7 million digital advertising impressions, distributing 15,544 educational resources, and engaging 102 supporting organisations.

We also delivered swimming and water safety education to 10,719 participants across metropolitan and regional communities, including 413 Aboriginal participants and 1,659 participants from multicultural backgrounds.

These results demonstrate the positive impact of sustained investment in youth-focused drowning prevention initiatives and partnerships across the community.

Impacting Adults

Eliminating drowning among adults has emerged as a significant and complex challenge, requiring sustained and targeted prevention efforts. Unlike other age groups, adult drowning is rarely the result of a single factor. It is driven by a combination of vulnerabilities, exposures and hazards, including age, health conditions, risk-taking behaviours, environmental factors, and increasing participation in aquatic activities.

Addressing this challenge requires a coordinated approach that influences knowledge, behaviours and decision-making across diverse adult populations.

Our Make the Right Call campaign reached millions through more than 14.7 million digital advertising impressions, supported by 24 community events, 2,037 educational resources distributed, and partnerships with 59 affiliated organisations.

In addition, 1,324 adults participated in water safety education and training programs across metropolitan and regional communities. Together, these initiatives demonstrate our commitment to tackling the complex factors that contribute to adult drowning and creating safer behaviours around water.

In 2025/26, adult drowning fatalities decreased from 23 to 22. Most significantly, drowning deaths among older adults (65+) reduced from 16 to 7, substantially below the five-year benchmark of 13.2. These outcomes reflect the value of targeted interventions focused on those most at risk.

HIGHLIGHT

Pool barriers are a lifesaving defence

Home pools remain the leading location for toddler drowning in WA, making effective pool barriers an important line of defence. This year, Royal Life Saving WA increased the visibility of its home pool barrier inspections, delivered on behalf of local governments, while sharing practical advice to help pool owners identify common safety issues.

Our inspectors regularly find problems such as gates that fail to self-close or latch, climbable objects positioned near barriers and unrestricted windows opening into pool areas.

By highlighting these common faults, we're helping households understand what to look for between inspections and take simple steps to keep their barriers compliant and children safer.

HIGHLIGHT

Refreshing skills for changing abilities

Aqua Skills 55+ helps older adults refresh their swimming and water safety skills as their strength, fitness and abilities change with age. Programs at Rockingham Aqua Jetty and Claremont Aquatic Centre gave participants practical experience in skills relevant to swimming, boating and fishing.

Across four sessions, participants practised in-water lifejacket use, survival techniques, rescue skills, first aid and CPR, building confidence to respond in an emergency.

By helping participants recognise their current abilities while strengthening practical skills, Aqua Skills 55+ supports older Western Australians to continue enjoying the water while making safer choices in, on and around it

EMPOWERING COMMUNITIES

Developing individual and community resilience through advocacy, training and education with an emphasis on ensuring no-one misses out.

Multicultural Communities

Royal Life Saving is committed to reducing the disproportionate drowning risk faced by culturally and linguistically diverse (CALD) communities. In Western Australia, 40% of drowning deaths involve people born overseas, with two-thirds from non-English speaking backgrounds. Our approach focuses on co-designing programs with communities, building a culturally competent workforce and creating inclusive, welcoming aquatic environments.

Our Multicultural Steering Committee continued to guide this work, bringing together representatives from government, industry, settlement services, community organisations and multicultural communities. The committee helps ensure programs respond to community needs, strengthen connections with aquatic facilities and improve equitable access to swimming and water safety education.

Multicultural communities can face complex and layered vulnerabilities that increase drowning risk, including lower swimming and water safety skills, unfamiliarity with local aquatic environments, and financial, language, cultural and access barriers. Addressing these challenges early is important to prevent them continuing across generations and to support greater participation in aquatic recreation and employment.

During the year, 56 Keep Watch workshops were delivered and 1,659 participants engaged through the Be a Mermate campaign. We also connected with communities at events including Perth Chinese New Year, the Holi and Diwali festivals, and other culturally significant events, sharing water safety messages with more than 100,000 people. Critical to our success are the relationships we've built with multicultural groups and community associations.

Participation continued to grow, with 167 bespoke Swim & Survive programs delivered across WA. More than 1,900 CALD children participated in swimming lessons and a further 1,000 engaged through Water Safety Talks. More than 1,600 adults took part in swimming lessons, with another 1,000 reached through Water Safety Talks and Heart Beat Club activities. Translated resources and subsidised men's-only and women's-only programs further supported culturally appropriate participation.

Building a diverse aquatic workforce also remains a priority. This year, 3,281 students participated in aquatic industry qualifications, including through our Skills to Teach extended Swim Instructor Course, which provides additional swimming, communication and instructor development support to create employment pathways for people from CALD communities.

To further enhance inclusion, aquatic facility orientation videos and culturally appropriate swimwear guides were also developed to help participants feel informed, confident and welcome when attending aquatic facilities. Together, these initiatives are helping increase participation, strengthen community connections and build the capacity of the aquatic sector to better meet the needs of WA's diverse communities.

HIGHLIGHT

Building confidence across cultures

For more than 30 years, Atefeh "Ati" Mahhoob has helped people develop confidence and feel safe in the water. At Goldfields Oasis in Kalgoorlie, she has a particular passion for supporting swimmers from multicultural backgrounds.

Drawing on her own experience of migrating to Australia, Ati understands some of the barriers people can face when learning to swim. Through patience, encouragement and lessons responsive to individual needs, she helps participants overcome fear, build trust and develop vital swimming and water safety skills.

For Ati, seeing a nervous swimmer become confident and independent is what makes teaching so rewarding and helps make aquatic environments more welcoming and accessible.

First Nations Communities: Reconciliation Action Plan

Royal Life Saving is committed to creating opportunities for First Nations communities to lead and design, as well as participate in water safety programs.

This year marked an important milestone in our reconciliation journey with the adoption of our second Reconciliation Action Plan (RAP), an Innovate RAP building on the foundations established through our Reflect RAP, first adopted in 2020. Key achievements have included the appointment of a First Nations Director to our Board, participation in National Reconciliation Week and NAIDOC celebrations, and ongoing investment in cultural awareness training for staff.

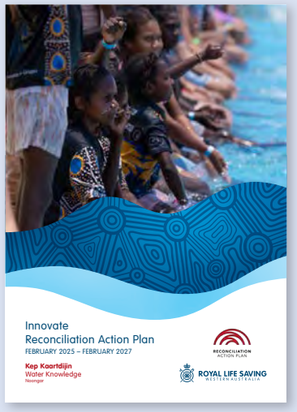
A significant focus has been creating meaningful employment pathways for First Nations young people through our Talent Pool Program. Designed to connect participants with training, mentoring and employment opportunities across the aquatic and community services sectors, the program provides a pathway into meaningful work while helping build a workforce that reflects the communities we serve. This year, 56 First Nations employees were engaged, contributing 9,466 hours of work, representing 2.84% of total workforce hours. These employment outcomes demonstrate the growing impact of Talent Pool and our broader commitment to increasing First Nations representation across our organisation and the aquatic industry.

We also continue to publicly report our progress against key reconciliation measures, strengthening accountability and transparency. During the year, our awareness programs engaged 26 participants through Keep Watch initiatives and 413 participants through Be a Mermate activities, while 82 Swim & Survive programs were delivered to First Nations communities across Western Australia. Through vocational education and training, 367 First Nations participants accessed qualifications and pathways into the aquatic industry, supporting the development of local skills and future employment opportunities. We also partnered with 39 First Nations suppliers, procuring services valued at $328,000.

A significant focus of our work has been maximising the social impact of remote community pools in Kalumburu, Warmun, Fitzroy Crossing, Balgo, Bidyadanga, Yandeyarra, Jigalong, Burringurrah, Warakurna, Papulankutja and Warburton. Central to this has been the placement of Royal Life Saving staff within communities for the duration of the pool season. By living and working locally, they build trusted relationships with children, families and community leaders, ensuring programs are responsive to local priorities and delivered in a culturally appropriate manner.

This year, we continued to strengthen our engagement with First Nations communities by evolving the Royal Life Saving brand and visual identity to better reflect First Nations perspectives and experiences. We have incorporated the themes of Knowledge, Healing and Life to acknowledge the cultural, spiritual and practical importance of water for Aboriginal and Torres Strait Islander peoples. By embedding these themes throughout our communications, resources and programs, we are creating more culturally relevant ways to engage with First Nations audiences, strengthening trust, connection and participation.

Importantly, this work helps ensure water safety messages and programs are not only accessible, but also resonate with the values, experiences and aspirations of First Nations communities.



READ THE FULL REPORT
royallifesavingwa.com.au/link??

Disability Communities

Supporting people with disability is a growing strategic priority. This year marked an important foundation year with the establishment of our Disability Steering Committee, providing dedicated leadership, advocacy and strategic guidance to improve inclusion, accessibility and participation across our water safety programs. The Committee will help drive adaptive training, accessible facilities, stronger partnerships and systemic improvements that support people of all ages and abilities to safely engage with aquatic environments.

While recognising there is much more to do, we continued to expand opportunities for people with disability to participate in swimming, water safety and training. Twelve Swim & Survive programs were delivered for people with disability, while 360 participants took part in SAIL (Specialised Access and Inclusion Lessons), a program supporting people with disability to build water confidence, swimming skills and greater independence in aquatic environments. A further 789 people engaged in vocational training programs, helping build skills, confidence and pathways to participation.

More than 1,000 people were supported through the Swim & Survive Fund and associated initiatives, including 104 children who received individual Swim & Survive Fund grants.

HIGHLIGHT

Building skills through inclusive lessons

Through Specialised Access and Inclusion Lessons (SAIL), Royal Life Saving WA helps children with disability develop swimming and water safety skills in an environment tailored to their individual needs and abilities.

In Geraldton, specialised teachers support students to learn at their own pace, adapting lessons to help overcome barriers that can make traditional swimming programs less accessible. This individualised approach creates opportunities for students to build confidence, independence and enjoyment in the water while developing skills that can help keep them safer.

SAIL ensures more children have the opportunity to participate in meaningful and inclusive aquatic education.

More than 1,000
people supported through Swim and Survive Fund

Primary Schools

Royal Life Saving recognises primary schools as a critical community for building lifelong swimming and water safety skills. This focus reflects the need to strengthen the systems, workforce and places that support the teaching of swimming and water safety, ensuring every child, regardless of where they live, has access to at least five hours of in-water swimming lessons throughout each year of primary school.

We are proud to work alongside the Department of Education and support the delivery of longstanding and highly valued Interm and VacSwim school swimming programs.

Our contribution spans teacher training, learner resources, awards and certification across the Swim & Survive pathway, from Stage 10 Junior Swim & Survive through to Stage 16 Bronze Medallion, the highest award available within VacSwim. During the year, 11,725 awards were issued across the pathway, helping children progressively develop confidence, aquatic skills and lifesaving knowledge. We also directly delivered the Interm program to 1,012 students in the North West and provided swimming teachers across the state.

	Interm	VacSwim
Stage 10 – Junior Swim & Survive	2,542	1,385
Stage 11 – Swim & Survive	1,430	1,005
Stage 12 – Senior Swim & Survive	935	831
Stage 13 – Wade Rescue	530	701
Stage 14 – Accompanied Rescue	339	567
Stage 15 – Bronze Star	206	628
Stage 16 – Bronze Medallion	0	616

Beyond program delivery, our advocacy efforts have focused on ensuring school swimming remains accessible, equitable and sustainable. We have championed greater collaboration between state and local government, schools and aquatic facilities to address participation barriers, workforce shortages and inequities in access.

This included supporting the development of an innovative City of Stirling pilot that will provide practical assistance through free pool entry and transport subsidies in 2026/27. We have also advocated for the activation of underutilised school pools as community learning hubs, with pilot projects planned in three schools in 2027. Through these initiatives, we are helping create a stronger, more connected system capable of delivering essential swimming and water safety education to every primary school student.

STRENGTHENING SAFETY

Royal Life Saving continued to strengthen safety at aquatic places and spaces through a skilled workforce, informed users, well-designed safety systems, and effective risk management.

Skilled Workforce

A key focus in 2025/26 was ensuring communities have a skilled workforce of instructors, lifeguards, aquatic supervisors and first responders.

During the year training was delivered to 16,140 students in every region throughout Western Australia, with the largest participation recorded in metropolitan Perth, alongside strong engagement across regional communities.

A total of 17,132 qualifications and accreditations were issued, supporting workforce capability across the aquatic sector. These included Pool Lifeguard and Swim Teacher qualifications and licences, Aquatic Rescue certifications, First Aid awards, School Teacher Aquatic Rescue credentials, Bronze Medallions and Aquatic Technical Operator qualifications.

Together, these programs help ensure aquatic facilities and communities have access to skilled personnel equipped to deliver safe environments and respond effectively in emergencies.

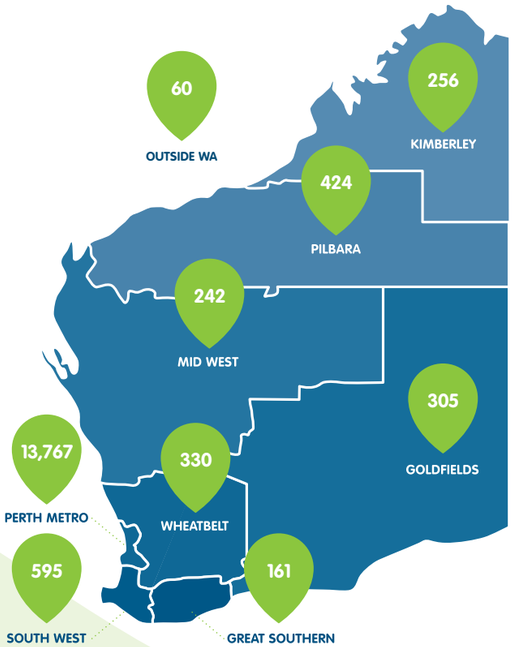
Quality and participant satisfaction remained strong, with 93.4% of students reporting that training met or exceeded their expectations. Courses achieved a Net Promoter Score of 40, reflecting high levels of participant confidence and satisfaction.

Royal Life Saving also released the Aquatic Industry Workforce Report 2025, providing evidence-based insights into the size, profile and future needs of the aquatic workforce. The report highlighted growing optimism within the sector, with 53% of workers identifying strong career opportunities and 51% reporting long-term career aspirations in the industry. Workers continued to identify purpose and community impact as the most rewarding aspects of their roles, reinforcing the importance of investing in workforce development and career pathways to support safer aquatic environments.

Number Qualifications Completed

Pool Lifeguard	828
Pool Lifeguard Licence	1,441
Swim Teacher	534
Swim Teacher Licence	1,550
Aquatic Technical Operator	111
Aquatic Rescue	2,332
Bronze Medallion	4,280
School Teacher Aquatic Rescue	988
First Aid	5,068
TOTAL	**17,132**

Number of Students per region



17,132
qualifications and accreditations were issued

HIGHLIGHT

Building skills beyond the pool

More than 80 aquatic professionals from across WA came together for Royal Life Saving WA's biggest Royal Splash Seminar yet, strengthening the skills and knowledge of the swim teaching workforce.

The professional development event combined expert presentations with practical workshops covering neurodiverse learners, teaching in remote communities, supporting new teachers and creative approaches to keeping students engaged.

Teachers then took their learning into the pool, exploring infant water familiarisation, stroke improvement and practical teaching techniques.

Royal Splash gives swim teachers an opportunity to build their skills, learn from industry experts and each other, and take new ideas back to their communities.

HIGHLIGHT

Lifeguards supporting safer community events

Royal Life Saving WA lifeguards help create safer environments at aquatic facilities and major community events across WA. On New Year's Eve, our lifeguards supported celebrations at Elizabeth Quay as around 130,000 people gathered across the Perth CBD.

Behind this visible presence is a qualified and experienced workforce equipped to provide professional aquatic supervision across events of all sizes. From major public celebrations to community events and temporary facility staffing, our lifeguards bring nationally recognised Pool Lifeguard, First Aid and CPR qualifications.

These services extend our commitment to aquatic safety beyond traditional facilities, helping communities enjoy events and activities with skilled support close at hand.

Safety Systems

Royal Life Saving continued to play a pivotal role in supporting aquatic facilities through expert safety assessments, workforce services and industry-leading guidance. These services help aquatic operators strengthen risk management practices, improve compliance and maintain high standards of safety for staff and patrons.

During the year, Royal Life Saving conducted 60 safety assessments, including 44 public pools and 16 other pools and waterways. These assessments remain a cornerstone for risk management, providing comprehensive evaluations of operational practices and compliance with industry standards. Importantly, they also enable benchmarking across the sector, driving continuous improvement.

The Guidelines for Safe Pool Operations (GSPO) continued to serve as the industry best-practice benchmark and critical resource with 170 facilities maintaining active subscriptions, demonstrating a shared commitment to safety excellence across the industry.

Royal Life Saving also helped facilities address workforce challenges by providing skilled personnel to fill short-term and relief staffing requirements. During the year, support was provided to 29 facilities, delivering 1,075 pool lifeguard hours, 12,480 swim teacher hours, and 23,795 pool operator hours. This flexible workforce service ensured facilities could maintain safe operations, minimise service disruptions and continue meeting community needs during periods of staff shortages or workforce transition.

Informed Users

Royal Life Saving continued to promote safer behaviours in aquatic facilities through targeted awareness campaigns, community education and inclusive engagement initiatives.

During the year, 95 aquatic centres participated in the Watch Around Water program, reinforcing the importance of active parental supervision and helping reduce the risk of childhood drowning in public pools.

In response to a concerning increase in abuse and aggression towards aquatic staff, Royal Life Saving launched the Keep Your Cool at the Pool campaign, encouraging respectful behaviour towards lifeguards and swim teachers and fostering a safer, more positive environment for all users.

To improve accessibility and participation, Royal Life Saving developed a range of resources for multicultural communities, including swimwear guides, aquatic centre familiarisation videos and translated program materials in Chinese, Korean, Hindi, Arabic, Filipino and Vietnamese. Combined with training and workshops for aquatic facilities, these initiatives helped create welcoming community hubs while empowering patrons to take greater responsibility for their own safety and wellbeing, contributing to safer and more enjoyable aquatic experiences.

Talent Development

Royal Life Saving strengthened its commitment to developing the future aquatic workforce through the establishment of regional Talent Pool Academies in the Pilbara, Goldfields and Kimberley.

These academies reflect our commitment to actively engaging with Aboriginal and Torres Strait Islander peoples to lead, design and participate in aquatic facility operations and community programs, while creating meaningful employment pathways for young people.

Delivered in partnership with BHP, local employers, the Talent Pool Academies combine accredited training, mentoring, work experience and personal development to build workforce capability and confidence. Participants receive entry-level training aligned to industry needs, on-pool-deck coaching, structured personal development and vocational exposure that supports both career readiness and personal identity.

During the year, the program engaged 3,010 participants across the Pilbara (1,650), Kimberley (700) and Goldfields (660), supported 136 community events and activations, delivered 100 accredited training outcomes, and provided 134 pool-based work experience and pre-employment hours. Importantly, it generated 98 first employment outcomes, demonstrating its effectiveness in sparking economic participation while strengthening local workforce capacity and community leadership.

Talent Pool Academy	
Participation – Pilbara	**1,650**
Participation – Goldfields	**660**
Participation – Kimberley	**700**
Events/Activations supported	**136**
Accredited Training	**100**
Pool work experience/ pre-employment hours	**134**
Employment outcomes	**98**

HIGHLIGHT

Building safer spaces through connection

The Guardian Program brought trusted local role models into South Hedland Aquatic Centre to create a safer, more welcoming environment for children, young people and families.

Working alongside aquatic staff, 12 Community Guardians used positive engagement, early intervention and culturally informed approaches to build relationships, support positive behaviour and help de-escalate incidents. Youth activities and mentoring created further opportunities for connection, while training and employment pathways helped build local skills and leadership.

An evaluation found the program strengthened perceptions of safety, youth engagement and staff support, demonstrating how community-led approaches can improve aquatic environments while building capacity within the broader community.

SUCCEEDING TOGETHER

Striving for consistent brand, united voice, an aligned workforce and membership, and agile and impactful social enterprises.

Maximise Social Impact of Remote Pools

This year, Royal Life Saving continued to collaborate with remote Aboriginal communities and government agencies to maximise the social impact of swimming pools across Kalumburu, Warmun, Fitzroy Crossing, Balgo, Bidyadanga, Yandeyarra, Jigalong, Burringurrah, Warakurna, Papulankutja and Warburton.

Our approach recognises that community pools can deliver far more than drowning prevention, serving as catalysts for improved health, education, employment and social connection. Working together with health clinics, schools, police and service providers, we supported initiatives that increased physical activity and promoted healthier lifestyles. Programs such as Swim for Fruit encouraged positive nutrition, while regular pool participation contributed to improved health outcomes, particularly in reducing the impacts of ear, nose and throat infections. Through the No School, No Pool program, swimming pools also played an important role in incentivising school attendance and fostering engagement in learning.

Our collaborative efforts created employment pathways and local workforce development, helping community members gain transferable vocational skills while supporting pool operations. Pools also served as safe and welcoming places for people to gather, strengthening social cohesion and community wellbeing.

During the year, remote community pools recorded 80,966 visitations, with 4,790 students achieving a lifesaving award. We supported 59 pre-vocational training participants, facilitated the creation of 17 local jobs, and delivered 157 community events that fostered social connection. These demonstrate the powerful outcomes that can be achieved when organisations succeed together with local communities.

HIGHLIGHT

Swimming, health and community connection

Swim for Fruit brings together swimming, water safety, healthy eating and active living in regional and remote Aboriginal communities across WA.

More than just a program at the pool, Swim for Fruit creates a fun and culturally appropriate environment where children, young people and families can connect, be active and learn together.

Fresh fruit, water activities and practical health messages encourage healthier choices while building swimming and lifesaving skills.

For many communities, the program has become an important part of life at the local pool, supporting social connection, teamwork and positive recreation while reinforcing the role pools can play in broader community health and wellbeing.

80,966
visitations at remote swimming pools

Rally support for our purpose

Royal Life Saving continued to rally support for the growing number of children missing out on swimming lessons due to rising cost-of-living pressures, limited access in regional communities, and the need for greater investment in inclusive programs for multicultural communities and people living with disability.

Through strong community and corporate support, we have continued to grow the Swim & Survive Fund, which now stands at $2.6 million. During the year, the Fund enabled direct investment of $307,584 to help children access Swim & Survive programs.

We are deeply grateful to the many individuals who supported us through donations, fundraising raffles and product purchases, including our 5,735 regular monthly supporters whose ongoing generosity helps create lasting impact.

By 2029, our ambition is to grow the Swim & Survive Endowment Fund to $10 million, creating an enduring legacy that directly supports at least 2,000 children annually, in perpetuity. Government investment remains vital, but achieving equitable access to swimming and water safety education requires shared responsibility. The combined contributions of individuals, households, businesses and philanthropic foundations are essential to reaching those children most at risk of missing out.

Together, we can ensure emerging gaps are filled quickly and every child has the opportunity to develop the foundation skills and knowledge needed to safely participate in aquatic activities throughout their lives.

PRINCIPAL PARTNER
BHP

WA GOVERNMENT

MAJOR PARTNERS
Mitsui E&P Australia and Beach Energy
Healthway
Lotterywest

SUPPORTING PARTNERS
Perron Foundation
K Farmer Dutjahn Foundation
Fluidra
Plus Architecture
Sigma Telford Chemicals
Perth Robotic Pool Cleaners
HG Mechanical
Perth Pool Blankets
Hydrilla

HIGHLIGHT

Coming together to prevent drowning

Royal Life Saving WA marked World Drowning Prevention Day with our first dedicated event, bringing staff, members, community partners and supporters together around our shared commitment to preventing drowning.

The breakfast provided an opportunity to reflect on the importance of drowning prevention education and water safety programs, while sharing Royal Life Saving WA's future direction and recognising the people who contribute to this work across the state.

Importantly, the event created a new opportunity to bring our wider community together around World Drowning Prevention Day, strengthening connections and reinforcing the collective effort required to ensure more Western Australians can safely enjoy the water.

Recognise Members

Royal Life Saving continued its efforts to build a thriving, engaged and inclusive membership. Members benefit from training and development opportunities, volunteering, networking, industry insights, events, communications and insurance coverage, while receiving recognition for their contribution to drowning prevention and the Society.

Membership

Life Members	**56**
General Members	**2,424**
Junior Members	**908**
Affiliate Organisations	**2**

Membership Profile

Under 18	**27%**
Age 19 – 29	**42%**
Age 30 – 54	**20%**
Age 55+	**11%**
Female	**59%**
Male	**40%**
Born Overseas	**15%**
Aboriginal and/or Torres Strait Islander	**2%**
Disability	**5%**

Member Honours and Awards

This year the following members were recognised for their outstanding contribution.

Certificate of Appreciation
Jessica Fernihough
Noriko Suizu
Sheridan Duke

5 Year Service Award
Holly Leach
Krystal Haines

10 Year Service Award
Angela Bonucchi
Dianne Crisp

15 Year Service Award
Jennifer Beer

20 Year Service Award
Dionne Adams

Bravery Awards

Each year, the Royal Life Saving Bravery Awards recognise Western Australians who have shown exceptional courage, quick thinking and compassion in responding to life-threatening emergencies.

In 2025, 94 individuals were recognised for their actions, from water rescues and lifesaving CPR to first aid and emergency response. Their stories are a powerful reminder of the difference that lifesaving skills, confidence and a willingness to act can make when it matters most.

Royal Life Saving WA proudly congratulates the following 2025 Bravery Award recipients:

Gold Cross

Fraser Tompkin
Michael Smith
Peter Reith
Ryan Priest
Thomas Ellis Bolas

Gold Medallion

Alex Lebron
Alicia Ng
Amy Bakker
Andrea Hallam
Andrew Laundy
Ashley Dodds
Ashton Cridge
Ben Pears
Brandon Migro
Bree Bloch
Caity Smith
Cameron Menzies
Chris Van Der Broeke
Chrissie Bird
Connor Wood
Damien Heseltine
David Duncan
David Vance
Duncan Carse Sanchez
Emma Fowler
Hannah Neilings
Harvey Wiggett
Jack Dawson
Janelle Melling
Jarrad Mohr
Jason Morgan
Jayden Peirce
Jeremy Baigent
Jodi Froude
Josephine Lukasik
Kelly Robinson
Kim McMinn
Krystal McKnight
Kyle Wade
Leo Griffith
Lewis White
Madoc Lanfear-Appleby
Nick Fuller
Ofer Lefelman
Preston Hodge
Rebecca May
Richelle Finselbach
Roald Bosman
Ryan Pennachio
Sam Dulcie
Shannae Aitchison
Shayne Williams
Tahlia Cappeluti
Tate Campbell
Timothy Lloyd
Tyler Winter

Gold Star

Brooke Tkachenko
Callum Hyde
Catherine Errington
Courtney June Kim
Erin Thomas
Ian Goldthorpe
James Garcia
James Rayworth
Luke Waldron
Patrick Rooney
Rianne Bosman
Rupert Bede
Tara O'Brien
Thinley Dorji

Bravery Commendation

Aida Hodzic
Annabell Macey
Charlotte O'Brien
Chris Martin
Dylan Brown
Ella Arbel
Emma Guest
Ethan Hunter
Jennie Murray
Julie Winch
Karen Andrews
Lara Burford
Lauren Yardley
Matt Smith
Melissa Ellis
Pam Vincent
Robyn Saxon
Sally Sibley
Samantha Holt
Shania Frivet
Sharon Bryce
Tara Cockman
Tarni Corkran
Thang Nguyen

Optimise Our Network and Geographical Reach

Royal Life Saving actively contributes to a range of industry bodies and networks, including the Leisure Institute of WA, AUSTSWIM, Community Skills WA, Injury Prevention Network and Fundraising Institute Australia. We are also a member of SportWest and collaborate closely with allied aquatic sports, including Swimming WA, Water Polo WA, Masters Swimming WA, Artistic Swimming WA and Paddle WA.

These partnerships strengthen our expertise, broaden our reach and amplify our impact. By sharing knowledge, insights and best practice across the recreation, education, health, sport and community sectors, we enhance the quality of our programs, strengthen workforce capability and remain responsive to emerging community needs. Collaboration also creates opportunities to influence policy, build strategic partnerships and maximise the collective impact of organisations committed to healthier, safer and more active communities. Through these networks, we are better positioned to advance drowning prevention, aquatic participation and community wellbeing across Western Australia.

Our Committees

Royal Life Saving is supported by committees and advisers across our key focus areas, harnessing the expertise and energy of our network.

BOARD OF DIRECTORS

Vaughan Davies | President
Dr Justine Leavy | Secretary
Aaron Brinkworth
Lisa Lilleyman
Jonathan Seth
Donna Oxenham
Emily Munro
Patrick Ndlovu

FINANCE AND AUDIT COMMITTEE

Mark Summers
Elena Mikhaltsevich
Jae Moffat
Jonathan Seth
Patrick Ndlovu

NOMINATIONS COMMITTEE

Dr Justine Leavy
Vaughan Davies
Lisa Lilleyman
Donna Oxenham

RECONCILIATION WORKING GROUP

Vaughan Davies
Donna Oxenham
Steven Jacobs
Greg Tate
Tim Turner
Kirstie Beveridge
Rodney Monaghan (external advisor)
Ian Trust (external advisor)

MULTICULTURAL STEERING COMMITTEE

Dr Sadhana Bose, Ethnic Communities Council of WA
Aishwarya Nallan, Ethnic Communities Council of WA
Deepak Sharma, Indian Society of WA
Dr Divya Sharam, Indian Society of WA
Rohan Amlani, Indian Society of WA
Andy Yuan, Chung Wah Association
Ting Chen, Chung Wah Association
Jiping Zou, Chung Wah Association
Luul Ibrahim, Somali Support Perth
Maria Aziz, Afghan Young Leaders
Mrs Hung Dim Vai Khiap Thuam, Perth Myanmar Learning Centre
Dim Boih, Perth Myanmar Learning Centre
Jen Nie Chong, Community Leader
Zainab Hummed, ASeTTS
Christina Ward, Edmund Rice Centre WA
Abir Roz, Muslim Support Centre WA
Irene Mukiira, Australian Red Cross
Suzanne Vieira, Artistic Swimming WA
Nemat Mohamed-Ali, Careon
Fadzai Ethel Makasi, Showcare Health
Ciara Zita Galega, Daring Different
Amos Kiprop, Kitwek Association
Victoria Mayuen, South Sudanese Community Association
Said Padshah, Department of Creative Industries, Tourism and Sport – OMI
Daniel Matabishi, Department of Creative Industries, Tourism and Sport – OMI
Gemma Barrett, Department of Creative Industries, Tourism and Sport
Tamkin Essa, Department of Home Affairs
Leonie McKenzie, Department of Education
Liam Smyth, Department of Education
Kaysha Gardner, City of Swan
Justin Onek, City of Stirling
Eva Mwakichako, City of Stirling
Candy Murphy, City of Canning
Jordi Sullivan, City of Canning
Liz Vuchocho, City of Cockburn
Melissa Justins, City of Cockburn
Karly Brooks, City of Armadale
Jacqui Snelgar, City of Armadale
Emma Lavery, City of Kwinana
Karen Vlastuin, City of Mandurah
Angela Mladineo, City of Mandurah
Pam Vincent, City of Gosnells
Elizabeth Fowler, Swim Mechanix
Aimee Davis, Swim Mechanix
Trent Hotchkin, Royal Life Saving WA
Achol Madong, Royal Life Saving WA
Lynette Farley, Royal Life Saving WA
Divya Prabha, Royal Life Saving WA
Harry Luan, Royal Life Saving WA

DISABILITY STEERING COMMITTEE

Aaron Morse, Department of Creative Industries, Tourism and Sport
Kimberley Nimmo, Department of Education
Laura Little, National Disability Services
Lisa McIntyre, National Disability Insurance Agency
Adam Popham, Paralympics Australia
Fadzai Ethel Makasi, Showcare Health
Ciara Galega, Daring Different
Eden Worsley, Artistic Swimming WA
Helen Harris, Telethon Superfins Learn to Swim
Luka Azzalini, Telethon Superfins Learn to Swim
Jean-Anne David, City of Swan
Jordi Sullivan, City of Canning
Candy Murphy, City of Canning
Emma Lavery, City of Kwinana
Melissa McCabe, City of Kwinana
Cathy Calleja, Disability Advocate
Jane Hutch, Paraplegic Benefit Fund
Sharon Mahony, Disability Advocate
Peter Leaversuch, Royal Life Saving WA
Susan Mullane, Royal Life Saving WA
Trent Hotchkin, Royal Life Saving WA
Achol Madong, Royal Life Saving WA
Divya Prabha, Royal Life Saving WA
Harry Luan, Royal Life Saving WA
Lynette Farley, Royal Life Saving WA
Montanah French, Royal Life Saving WA

ENDORSED SWIM SCHOOL COMMITTEE

Lee Duffy, Wanneroo Aquamotion
Chris Martin, Aqualife Victoria Park
Ally McGurdy, Stirling Swim Schools
Nicole Durrant, Bayswater Waves
Emma Lavery, Kwinana Recquatic
Jean-Anne David, Swan Active Beechboro
Kaysha Gardner, Swan Active Midland
Lisa Mahon, Arena Joondalup Swim School
Leanne Carruthers, Perth HPC Swim School
Sophie Sindall, Waterponyz Swim School
Liz Fowler, Swim Mechanix
Karly Brooks, Armadale Fitness and Aquatic Centre
Jacqui Snelgar, Armadale Fitness and Aquatic Centre
Amy Benjamin, Royal Life Saving WA
Trent Hotchkin, Royal Life Saving WA
Eryn McMahon, Royal Life Saving WA

COMMUNITY TRAINER COMMITTEE

Adrianna Foss
David Townsend
Dionne Adams
Graham Sharpe
Holly Leach
Jackson Sainty
Liz Fowler
Matt Westcott
Maureen Lasisz
Nicole Durrant
Wendy Quint
Genevieve Masa
Leanne Coverley-Brandis
Catherine Buckley
Jodi Tholon
Rochelle Graham

SPORT COMMITTEE

Eric Smith
Harrison Hynes
Jake Smith
Jen Jones
Rebecca Hartman
Sarah Hynes
Amy Benjamin
Trent Hotchkin
Fletcher Flynn

WA POOL LIFESAVING STATE TEAM

Coach: Rebecca Hartman
Team Managers: Sarah Hynes and Adam Moore
National Liaison: Jen Jones

Open Men and Women

Jake Smith
Harrison Hynes
Lani Baxter
Kate Rigoll
Edie Jackson

Under 19

Mitchell Tuckey
Markus Booth
Eleanor Flowers
Charlie Czaplinska

Under 16

Monty Stork
Max Kryachok
Emmee Bevan
Ellie Neervoort

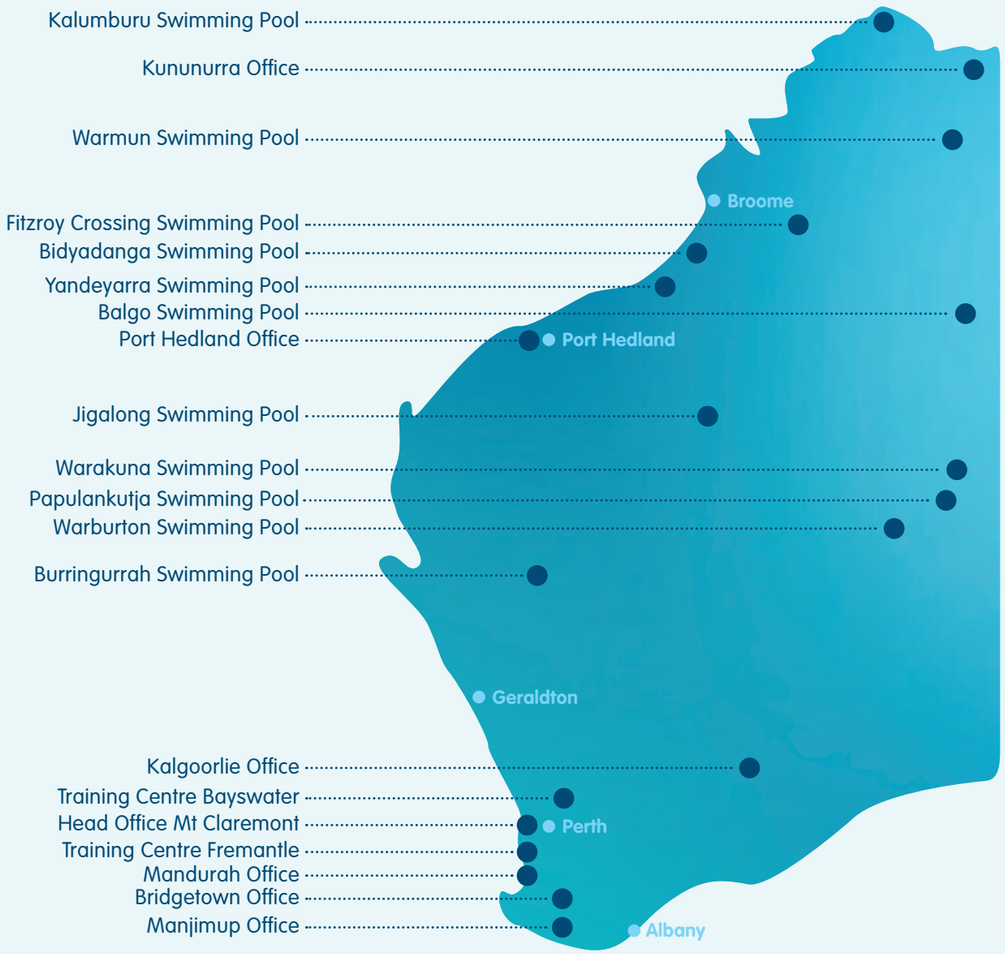
Development Team

Anzu Haywood
Filip Kyrachok
Georgia Flowers
Koga Haywood
Leo Stork
Olivia Booth

AUSTRALIAN LIFESAVING TEAM REPRESENTATIVES

Harrison Hynes (Open Mens)
Jake Smith (Open Mens)
Rebecca Hartman (Open Pool Coach)

LOCATIONS



Nyirrega Mantha
'Be Swimming Safely'
Giga

Ngurra Yirra
'Swim Safely'
Nyamal

Miyarnu Gurramanmanha
'Know Swimming'
Yamatji

Kep Kaartijin
'Water Knowledge'
Noongar

The Royal Life Saving Society – Western Australia Inc. is an incorporated association under the Associations Incorporation Act 2015 (WA) and a registered charity with the Australian Charities and Not-for-profits Commission. Our Objects are set out in our Constitution.

Board of Directors

The Board is responsible to members for leadership of the association in accordance with Section 36 of the Constitution. The Board is comprised of eight independent Directors.

Directors of Royal Life Saving serve on a pro bono basis and do not receive remuneration. Reasonable expenses incurred while carrying out their duties as directors may be reimbursed such as director education, travel and accommodation to attend meetings.

Attendance by each Director was as follows:

Name	Meetings Eligible	Meetings Attended
Mr Vaughan Davies	11	9
Dr Justine Leavy	11	9
Mr Aaron Brinkworth GAICD	11	11
Ms Lisa Lilleyman	11	10
Mr Jonathan Seth GAICD	11	10
Ms Donna Oxenham	11	9
Ms Emily Munro	11	10
Mr Patrick Ndlovu	11	9

Chair Evaluation

The Board comprises a diverse group of Directors who collectively provide different perspectives and experience to facilitate more considered decision-making. This year the Board undertook an evaluation which found the Chair is highly effective and well-regarded, providing strong leadership and strategic focus to the Board.

Accountability to Members

The Board continued efforts to engage with and act in the best interests of our growing membership. Members are eligible and invited to participate in the Annual General Meeting where a full financial report is presented to members together with an Annual Report and Directors are elected.

Monthly Board Meeting Communiqués summarising matters discussed and decisions made are published on the Royal Life Saving WA website. Members can raise matters directly with the Board via our website which lists when the Board meets and provides an online form for members to lodge questions, concerns, or suggestions.

Board Charter

The Board Charter defines the respective roles, responsibilities and authorities of the Board, both individually and collectively in setting the direction, management, and the control of the organisation. This year the Board Charter was updated to improve Director induction, remove duplication with the Constitution and align with the recently developed Nomination Committee Charter.

Director Education

The Board regularly reviews its collective skills and experience to ensure it can effectively govern Royal Life Saving and support delivery of the Strategic Plan.

This year Patrick Ndlovu completed the AICD Company Directors Course, Jonathan Seth attended the AICD Company Directors Course Update, Lisa Lilleyman and Jonathan Seth attended the Department of Creative Industries, Tourism and Sport – Building Better Boards Workshop.

Capability Area	Board Coverage
Foundational Governance Skills	**Strong**
Core Functional Skills	**Moderate-Strong**
Mission & Sector Skills	**Strong**
Personal Attributes	**Strong**

Strategic Risk Register

During the year, the Board undertook a comprehensive review of the organisation's strategic risk profile to identify and assess the key risks that could impact the achievement of Royal Life Saving's strategic objectives. Guided by the Society's risk management framework, the Board refined and consolidated the strategic risk register from ten risks to seven priority areas.

The updated framework places a sharper focus on participant safety, child safeguarding, worker health and safety, organisational capability, financial sustainability, resilience to external change, and cyber security. This work strengthens the organisation's risk oversight, supports strategic decision-making, and enhances organisational resilience.

Fiduciary Duties

Monthly financial reports were provided by management to the Board for endorsement. Financial reports are overseen by the Finance and Audit Committee.

CEO Review and Evaluation

The Board conducted its annual review of the CEO's performance across strategic leadership, governance, stakeholder management, financial management, and people leadership. The review found the CEO to be performing effectively, demonstrating strong leadership in advancing organisational priorities, maintaining sound governance practices, managing key stakeholder relationships, ensuring financial sustainability, and fostering a positive workplace culture.

To support ongoing organisational growth and continuous improvement, an action plan was developed focusing on strengthening collaboration with Swimming WA, increasing resourcing and capability in child safeguarding and establishing a leadership capability framework to support future leadership development and succession planning.

Workforce

Royal Life Saving employs a workforce of program coordinators, technical experts, administrative officers and management. Additionally, staff are engaged in the roles of instructor, vocational trainer, lifeguard, pool operator, swim teacher, fundraiser and member service officer.

Name	2025/26	2024/25
Full time	58	52
Part time	30	38
Casual	399	414
First Nations employees	56	68
Employees with a disability	14	15
Employees born overseas	97	84
Male	179	176
Female	270	326

Workforce Service Awards

Outstanding Impact
Paris Kelley

5 Year Service Award
Gemma Hutchinson
Rochelle Graham

10 Year Service Award
Travis Doye
Warren Goodwin
Stephanie Green
Laura Kazmirowicz
Janeece Dimov

15 Year Service Award
Jodi Tholon

Workforce Development

Building a motivated, capable, productive and healthy workforce remained a key focus during the year. While most measures declined slightly, employee survey results remained relatively strong with culture improving, reflecting continued progress in fostering a positive and inclusive workplace.

Workplace Gender Equality

Royal Life Saving is committed to advancing gender equality and fostering an inclusive workplace. In line with its obligations under the Workplace Gender Equality Act, the organisation reports annually to the Workplace Gender Equality Agency (WGEA) and monitors its progress against key gender equality indicators. This reporting supports transparency, accountability, and continuous improvement in workplace practices. Royal Life Saving remains committed to ensuring equitable opportunities, supporting workforce participation, and strengthening gender equality outcomes across the organisation.

Gender Composition by Pay Quartile

	Female	Male
Total workforce	59%	41%
Upper quartile	63%	37%
Upper middle quartile	64%	36%
Lower middle quartile	58%	42%
Lower quartile	50%	50%

Work Health and Safety

Work health and safety performance improved, with fewer incidents recorded and reduced overall impact.

Results from the bi-annual staff WHS survey were generally positive, indicating that staff understand their WHS responsibilities and feel able to raise safety concerns. The survey also identified opportunities to strengthen communication, improve pathways for raising concerns, ensure consistent follow-up, and increase visibility of actions taken in response to safety issues.

These findings will help inform ongoing improvements to our safety culture and workplace practices.

	2025/26	2024/25
Days lost to injury	5	16
Number of workplace incidents or hazards reported	68	125
Hours of personal leave	4,014	3,500

FINANCIAL REPORT

Royal Life Saving delivered a strong financial result in 2025/26. This outcome reflects the generosity of our supporters, continued growth in our core activities and prudent financial management.

We are deeply grateful to the many individuals, community groups, corporate partners, philanthropic organisations and government agencies that support our mission. Our charitable fundraising efforts collectively generated more than $8.1 million, including $3.42 million in fundraising revenue, $4.33 million in sponsorships and grants, and $378,000 in donations.

These contributions represent more than financial assistance; they reflect a shared commitment to reducing drowning and creating safer communities across Western Australia. The continued trust and support of our stakeholders enable us to extend our reach and deliver meaningful community impact.

Our largest source of revenue was Programs and Services, which generated $18.05 million, demonstrating strong demand for water safety training, education, and community programs. During the year, the Society invested $25.83 million in programs, services and organisational capability. This included $14.11 million in frontline Programs and Services, $1.97 million in Water Safety Education, $740,000 in Research and Health Promotion, and $743,000 in Membership Services. We also invested $3.43 million in governance, administration, technology, compliance, and corporate support functions that ensure the organisation remains sustainable, accountable and equipped for future growth.

The surplus achieved this year has increased total member funds to $9.13 million, strengthening the Society's capacity to deliver on its mission today while building a legacy for future generations. Firstly, we are building a perpetual fund that will help address one of the state's most pressing water safety challenges, the growing number of children who are missing out on learning to swim. With $2.6 million already reserved, our goal is to increase this fund to $10 million by 2029. Secondly, member funds have been retained to strengthen financial resilience and our capacity to invest in future drowning prevention initiatives.

Together, these two priorities reflect a balanced approach to stewardship. By retaining and reinvesting this year's surplus, we are ensuring that today's success translates into both immediate community benefit and long-term impact.

For the year ended 30 June 2026

The Royal Life Saving Society Western Australia Inc
ABN 28 083 676 266

HLB MANN JUDD
ADVISORY AND ACCOUNTING

INDEPENDENT AUDITOR'S REPORT

To the Members of The Royal Life Saving Society Western Australia Inc

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of The Royal Life Saving Society Western Australia Inc ("RLSSWA") which comprises the statement of financial position as at 30 June 2026, the income and expenditure statement, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including material accounting policy information, and the declaration by the directors.

In our opinion, the accompanying financial report of RLSSWA has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

(a) giving a true and fair view of RLSSWA's financial position as at 30 June 2026 and of its financial performance for the year then ended; and

(b) complying with Australian Accounting Standards – Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022.*

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of RLSSWA in accordance with the auditor independence requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* ("the Code") that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

Those charged with governance are responsible for the other information. The other information comprises the information included in RLSSWA's annual report for the year ended 30 June 2026, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

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If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Board of Management for the Financial Report

Management is responsible for the preparation of the financial report that gives a true and fair view in accordance with the Australian Accounting Standards – Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as management determines is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, management is responsible for assessing RLSSWA's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate RLSSWA or to cease operations, or have no realistic alternative but to do so.

The board of management are responsible for overseeing RLSSWA's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the RLSSWA's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the RLSSWA's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the RLSSWA to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board of management regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

HLB Mann Judd

HLB Mann Judd
Chartered Accountants

Perth, Western Australia
27 August 2026

L Di Giallonardo
Partner

THE ROYAL LIFE SAVING SOCIETY WESTERN AUSTRALIA INC
ABN 28 083 676 266

INCOME & EXPENDITURE STATEMENT
FOR THE YEAR ENDED 30 JUNE 2026

		2026	2025
INCOME			
Programs & Services		18,051,770	14,012,914
Fundraising		3,419,941	2,533,605
Donations		378,384	327,519
Sponsorship / Grants	11	4,340,355	4,413,322
Investment income		307,584	352,682
TOTAL INCOME		**26,498,034**	**21,640,042**
EXPENDITURE			
Programs & Services		14,106,858	11,361,875
Fundraising		3,640,933	2,598,708
Research & Health Promotions		752,818	1,016,394
Water Safety & Education		1,971,427	2,119,330
Membership Development		742,930	485,076
Depreciation and Amortisation		369,552	402,954
Provisions		842,145	637,496
Administration / Head Office		3,428,384	2,786,239
TOTAL EXPENDITURE		**25,855,047**	**21,408,072**
NET SURPLUS		**642,987**	**231,970**
TOTAL COMPREHENSIVE INCOME		**642,987**	**231,970**

THE ROYAL LIFE SAVING SOCIETY WESTERN AUSTRALIA INC
ABN 28 083 676 266

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2026

		2026	2025
CURRENT ASSETS			
Cash	2	6,413,543	4,390,165
Receivables	3	831,085	871,561
Other assets	5	86,290	184,412
Inventories	4	75,310	68,287
Investments	2	2,597,597	2,488,210
TOTAL CURRENT ASSETS		**10,003,825**	**8,002,635**
NON-CURRENT ASSETS			
Property, plant, and equipment	6	2,913,119	3,095,631
Right-of-use assets	7	305,594	359,779
TOTAL NON-CURRENT ASSETS		**3,218,713**	**3,455,410**
TOTAL ASSETS		**13,222,538**	**11,458,045**
CURRENT LIABILITIES			
Creditors and borrowings	8	2,285,095	1,195,918
Provisions	9	1,314,423	1,253,295
Lease liabilities (right-of-use assets)	10	26,885	57,158
TOTAL CURRENT LIABILITIES		**3,626,403**	**2,506,371**
NON-CURRENT LIABILITIES			
Provisions	9	126,315	107,763
Lease liabilities (right-of-use assets)	10	324,382	341,460
TOTAL NON-CURRENT LIABILITIES		**450,697**	**449,223**
TOTAL LIABILITIES		**4,077,100**	**2,955,594**
NET ASSETS		**9,145,438**	**8,502,451**
RETAINED FUNDS			
Accumulated funds		8,142,649	7,499,662
Asset revaluation reserve	12	1,002,789	1,002,789
TOTAL FUNDS		**9,145,438**	**8,502,451**

THE ROYAL LIFE SAVING SOCIETY WESTERN AUSTRALIA INC
ABN 28 083 676 266

STATEMENT OF CASH FLOWS
AS AT 30 JUNE 2026

		2026	2025
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from programs, services, fundraising and donations		21,897,724	16,553,715
Sponsorship and grants		5,218,049	4,488,887
Payments to suppliers and employees		(25,110,387)	(21,140,808)
Interest received		307,584	352,682
Net cash from operating activities	**13**	**2,312,970**	**254,476**
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for plant and equipment		(132,854)	(755,780)
Net cash used in investing activities		**(132,854)**	**(755,780)**
CASH FLOWS FROM FINANCING ACTIVITIES			
Payments for leases		(47,351)	(113,691))
Net cash used in financing activities		**(47,351)**	**(113,691)**
Net increase/(decrease) in cash held		2,132,765	(614,995)
Cash on hand at the beginning of the financial year		6,878,375	7,493,370
Cash on hand at the end of the financial year	**2**	**9,011,140**	**6,878,375**

ROYAL LIFE SAVING
WESTERN AUSTRALIA

FOR MORE INFORMATION

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