

# START WITH BUILDING THE SKILLS

Royal Life Saving's mission is to be a 'water loving nation, free from drowning' and they are now committed to play their part in helping Western Australia be free from violence.

## THE CHALLENGE

Our organisation is broad and extensive. Our staff can range from regional pool managers working in remote Aboriginal communities, swim teachers starting their first job in a Perth swim school, and tele-fundraisers working in our Bridgetown call centre. With staff spread across WA in such varied roles, we needed to carefully consider how the Respectful Relationships Program would suit everyone in our organisation.

## THE PLAN

Our journey began by simply absorbing the information provided at the start of the Program. We made it a priority to upskill key implementation staff, ensuring the organisation had the skills and knowledge needed to drive the Program forward.

Through extensive strategy meetings we concluded that our next steps were to work from the inside out, getting our leadership team on board with the Program and understanding the importance of it for our organisation.

Our next goal was to ensure that our managers and payroll teams were confident and equipped to respond to and support our staff sensitively, confidently and efficiently if staff were to disclose an incident of violence.

## THE OUTCOME

Our early days of working with the leadership team were positive and we are feeling confident about our organisation responding to employees who need our support and access to FDV leave. We have continued to focus on upskilling staff and currently have 47 out of 88 full and part-time staff who have completed Starick's eLearning modules.

Our goal is to continue to provide more opportunities for all staff to engage in professional learning that is appropriate and meaningful to their roles. We are excited for the future and would highly recommend joining the Program to all sports and recreation organisations.

## EXTRA INFORMATION

Click here to find out more about the [Respectful Relationships Sport and Recreation Program](#).

Support is available if you or someone you know is experiencing family and domestic violence. Click here: [Family and domestic violence helplines and support services](#)

## CONTACT US

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