

# The Social Impact of Community Pools in the Pilbara

*Royal Life Saving Society WA*



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## Acknowledgement of Country

In the spirit of reconciliation, CSI UWA acknowledges that our operations are situated on the ancestral lands of the Whadjuk people of the Noongar nation. We recognise the Noongar people as the spiritual and cultural custodians (boodja-keeper) of this land (boodja), having cared for it for tens of thousands of years, and continuing to practise their values, languages (Noongar wangkiny), beliefs (kaartdijin), and knowledge (moort). We honour the Traditional Custodians of the lands (boodja), waters (kep), and seas (ngan) across Australia and their enduring connection to Country. We pay our deepest respects to Noongar Elders (yorga koorda and maam koorda) past, present, and emerging, and extend that respect to all Aboriginal and Torres Strait Islander peoples. We acknowledge the historical injustices faced by Aboriginal and Torres Strait Islander peoples and commit to engaging in practices that respect and sustain their ongoing relationship with their lands (boodja) and communities (moort). We encourage everyone in our community to actively participate in reconciliation efforts and to learn from and with our First Nations peoples.

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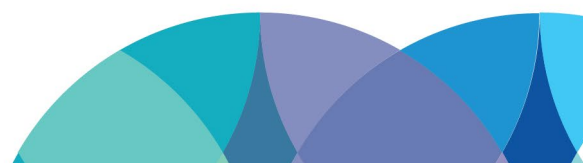
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# EXECUTIVE SUMMARY

Royal Life Saving Society Western Australia (RLSSWA) is the largest provider of water safety education in Western Australia. Community pools are necessary for such education outcomes, but they also tend to function as social hubs and are especially important in remote communities, where they promote prosocial behaviour, provide recreation options in hot locations, and improve health in areas with high rates of skin and eye conditions. Since 2003, BHP has partnered with RLSSWA providing \$5.2 million towards the delivery of the Water Safe WA program in the Pilbara region. Within the Pilbara, RLSSWA currently runs the Cool Pool, Talent Pool, Infants Aquatics, Swim and Survive, Swim for Fruit, Bronze Medallion, Spirit Carnival, and No School No Pool programs and initiatives. The aim of this report was to evaluate the social impacts of community pools and associated RLSSWA programs and initiatives in Port Hedland, Newman, Yandeyarra, and Jigalong communities.

A mixed-methods evaluation using quantitative/administrative data from RLSSWA, and qualitative data collected via interviews (both online and in-person) and short-term ethnographic fieldwork found high engagement with RLSSWA programs and initiatives across all four sites. Over a 10-month period, there were 1,194 Infant Aquatics participants, 5,976 Swim and Survive participants, and 365 Swim for Fruit program participants. There were 90 participants engaged in Junior Lifeguard Club, 27 peer mentors who were qualified with First Aid and Bronze Medallion and Talent Pool activities engaging 147 participants. Also recorded were 56 employment opportunities, training courses, and community partnerships.

The existence of pools and RLSSWA's programs have a particular health benefit for remote communities which include physical activity, increased swimming abilities and water safety skills, socialisation, and preventing disease and skin conditions. The Swim4Fruit program has additional health aims, in that it incentivises physical activity in the pool with fresh fruit and healthy snacks. Water safety is a central outcome for RLSSWA, directly contributing to the prevention of drowning in WA. RLSSWA programs such as Swim and Survive and Infant Aquatics are targeted at early water safety and participation rates are high across all four locations. The "No School, No Pool" policy is generally well received, and it is being applied in a place-based way that is sensitive to local wishes.

Pools were described as "community hubs", facilitating social connection, creating new relationships and support networks, and providing a central location for a range of activities and providers. Social cohesion is being facilitated through outreach to young people that occurs in the pool space. RLSSWA's Talent Pool program focuses on first-time and flexible employment outcomes for young people, offering realistic pathways into well-paid options like life guarding or duty managing pools.

There are many opportunities for further increasing the social impacts of community pools, including creating highly effective culturally safe place-based services and programs, and there is an opportunity for Aboriginal culture and knowledge to be integrated more deeply into RLSSWA programs and practices. Engaging young people often requires creative ideas and programs that may take place outside the pool setting; investing in programs to help young people form social connections with peers while having fun can result in increasing confidence, job-preparedness, employment, and community connections. Increased engagement with the local community to promote the role of RLSSWA and the suite of programs is also recommended. Resource constraints, along with ageing infrastructure, will reduce RLSSWA's impact if not addressed. Finally, patronage of adults at remote community pools has been low, and activities to engage adults in remote community pools may provide both individual and community benefits.

# INTRODUCTION

Royal Life Saving Society Western Australia (RLSSWA) is the largest provider of water safety education in Western Australia and is one of the State and Territory Member Organisations of Royal Life Saving Society Australia (RLSSA). RLSSA’s vision is to reduce drowning, increase physical activity, and increase the resilience of Australian communities. Their strategic framework outlines eight priority areas that are broadly enabled through facilitation, advocacy, innovation, and activation (see Figure 1). Their key aim is to create safer aquatic places and spaces, and this report contributes to their overall mission via the research, policy, and advocacy priority.

While RLSSWA has a presence throughout Western Australia—from the very north in Kalumburu to Esperance<sup>1</sup> in the south (Royal Life Saving Western Australia, 2023)—the aim of this report is to evaluate the social impacts of community pools and the associated RLSSWA programs in the Pilbara region specifically. Of the four locations engaged with, there were two urban sites: Port Hedland and Newman, and two remote Aboriginal communities: Yandeyarra and Jigalong. The RLSSWA programs run in the region and the corresponding key outcomes are detailed in Table 1.



Figure 1: RLSSA Strategic Framework

Table 1: RLSSWA Programs and Key Outcomes

Program/initiative name	Key outcome
Cool Pool	Safe/inclusive spaces, community connection.
Talent Pool	Pre-vocational skills and pathways (employment opportunities).
Infant Aquatics	Child/parent bonding, water familiarisation.
Swim and Survive	Foundational water safety and swimming skills.
Swim for Fruit	Embed food- and exercise-related health promotion programs with water safety.
Bronze Medallion	Youth engagement, life-saving skills.
Spirit Carnival	Cultural knowledge and connection.
No School No Pool (policy)	Increased school attendance.

<sup>1</sup> While RLSSWA has offices reaching from Kalumburu to Manjimup, the community trainer network extends through to Esperance.

## The Impact of Community Pools Nationally

Community pools are viewed as a contributor to Australian culture, with swimming arguably forming part of the Australian identity (Lewi & Nichols, 2014; PwC, 2021). The aquatic industry contributes to the economy and workforce significantly across the country (PwC, 2021; Sherry et al., 2021). In regional and remote areas, community aquatic facilities (and most importantly pools) are often central to the community, and additional positive outcomes have been observed in these regions including promoting prosocial behaviour, providing recreation options in hot locations, and improving health in areas with high rates of skin and eye conditions (Hendrickx et al., 2016; Hudson & Rockett, 1984; PwC, 2021). In this report, we follow the framework proposed by Sherry et al. (2021), which outlines five major social impacts of pools across Australia: Health and well-being, social connection, safety and education, social cohesion, and employment. We apply this framework to the Pilbara region specifically, reporting on the impacts of pools and RLSSWA programs in the region while also considering the unique Pilbara context.

### Pools in the Pilbara Region

The Pilbara has a large and diverse Aboriginal population rich in cultural knowledge and practice, but who too often experience poor health outcomes, in part due to limited availability of culturally secure and appropriate services (WA Primary Health Alliance, 2022), not to mention the ongoing legacy of colonisation and Indigenous dispossession in Australia. Drowning rates in regional WA are 2.5 times higher than in the Perth metropolitan area (10.4 compared to 4.2 per 100,000; Royal Lifesaving Western Australia, 2022). Regional drowning rates increased by 13% from 2020/21 to 2021/22, whilst metro drownings decreased by 18% in the Perth area. In Western Australia, Aboriginal Australians experienced a higher incidence of drowning in outer regional, remote, and very remote locations (68% of the time), whilst non-Aboriginal Australians were more likely to drown in cities or inner-regional locations (Royal Lifesaving Australia, 2020). In the Pilbara, Aboriginal people were more than twice as likely to drown than non-Aboriginal people, at a rate of 16.5 compared to 7.9 per 100,000 (Royal Lifesaving Western Australia, 2022).

Remoteness was identified as a key factor in the Pilbara for all drowning incidents, followed by environmental factors and lack of safety equipment (factors which were present in approximately half of Pilbara drownings). However, it is important to consider that in the long-term, drowning rates for Aboriginal Australian have *decreased* significantly (47% reduction between 2008–2018; Royal Lifesaving Australia, 2020).

RLSSWA provides a range of programs at 14 pools within the Pilbara. Since 2003, BHP has partnered with RLSSWA providing \$5.2 million towards the delivery of the Water Safe WA program in Port Hedland (2021 census population 15,298), Newman (population 4,239), Jigalong (population 306) and Yandeyarra (population 59). In the 2023/24 season, remote pools had a total of 9,369 visits from patrons, although similar data for the urban centres was not available.

The RLSSWA remote community pools theory of change illustrates the programs and their intended community outcomes (see Table 1), such as better connection to country, stronger family and community connection, greater self-determination, improved health and wellbeing, and improved cultural knowledge sharing. This theory of change was used as the foundation of the development of the program logic model which details activities, outputs and outcomes which promote social impact in the context of remote community pools.

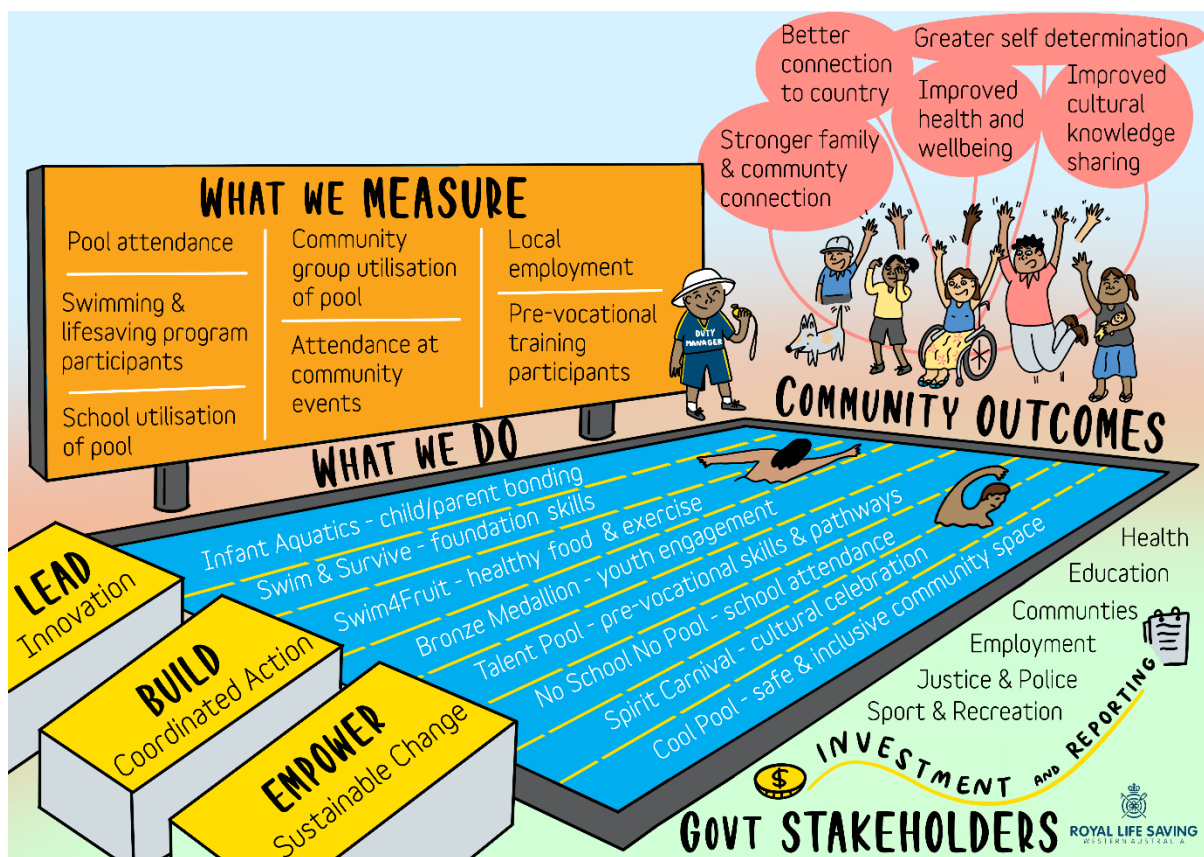


Figure 2: RLSSWA remote community pools theory of change.

## METHODOLOGY

### Evaluation Planning and Review

The initial steps of consultation and requirements gathering with RLSSWA were codified into a program logic which captured the relations between organisational resources, activities, outputs, and outcomes (see [Appendix A – Program Logic](#)). This program logic was then operationalised to develop a comprehensive outcomes matrix (see [Appendix B – Outcomes measurement Framework](#)), which defined RLSSWA’s intended outcomes, the measurable indicators of success for each outcome, and each indicator’s data source. In practice, data constraints meant that only a subset of these outcomes were measurable, but nonetheless the report provides a range of useful and actionable insights regarding the social impacts of community pools in the Pilbara. Ethics approval (2023/ET000655) was obtained from the UWA ethics committee prior to data collection.

### Data Collection

This report is the outcome of a mixed-methods evaluation, using quantitative/administrative data from RLSSWA, and qualitative data collected via interviews (both online and in-person) and short-term ethnographic fieldwork in Port Hedland, Yandeyarra, and Newman (Jigalong was excluded due to resourcing constraints). Consultation occurred with a broad range of stakeholders, including field officers, pool managers and staff, community workers, RLSSWA



staff, program participants, family members of young people involved in programs, and community service members (Aboriginal elders and community members, police, health, schools, as well as Aboriginal Community Controlled Organisation [ACCO] staff and community workers). Yarning circles in Jigalong were conducted by pool staff.

## Analysis

Transcriptions of audio recordings from interviews and fieldwork were analysed and thematically coded using NVivo (The NVivo Team, 2023). Quantitative analyses and descriptive statistics were completed using R (R Core Team, 2024). Quoted material has not generally been reproduced verbatim, but has instead been arranged for ease of reading and clarity of expression, with care taken to preserve the speaker's intended meaning.

# IMPACT EVALUATION

## Program Outputs

On the following page, Table 2 summarises program outputs for the four communities engaged with in the Pilbara region, although the large population differences should be kept in mind when assessing these values. In total, over a 10-month period, there were 1,194 Infant Aquatics participants, 5,976 Swim and Survive participants, and 365 Swim for Fruit program participants. There were 90 participants engaged in Junior Lifeguard Club, and 27 peer mentors who were qualified with First Aid and Bronze Medallion. Talent Pool activities engaged 147 participants, with 56 employment opportunities in the form of school holiday program delivery, casual pool staff, lifeguards and community events, and training courses covering Bronze Medallion, Swim Teacher, Provide First Aid, and Pool Operations. Community partnerships ( $n = 40$ ) ranged from Aboriginal Medical Services (AMSs), government departments, sporting teams, not-for-profit organisations, police, and local councils.

## Achieved Social Impacts Across the Pilbara

Below we detail the social impacts and evidenced outcomes of pools and RLSSWA programmes across health and well-being, social connection, safety and education, social cohesion, and employment.

### Health and well-being

The health and well-being effects of the pools were evident across all sites, being places for young people to engage in physical activity while having fun and increasing their swimming abilities and water safety, but they are also sites for adults and older people to exercise through laps or coordinated programs offering aqua aerobics, etc (Sherry et al., 2021). Additionally, by its nature, the pool space facilitates social connection and likely contributes to mental health for the various community groups that use the pool, although it should be noted that anti-social behaviour occurs from time to time, particularly in areas like Port Hedland where there are more acute economic and social disparities.

While noting the general health benefits of community pools, the existence of pools and RLSSWA's programs have a particular benefit for remote communities. Based on their observations, health practitioners discussed noticeable differences in health between remote communities with and without pools:

*"The kids are pretty good out at Yandeyarra. I've worked in other Aboriginal communities without pools and... big difference. Massive, massive difference. But Yandeyarra is only a couple of hours away. I've been in the Territory where some*

*of the communities I've worked on are close to eight hours from Katherine or Darwin—no pool, completely different, and the kids are sick. [I see conditions like] scabies, lots of boils, strep A infections [Group A streptococcal infection]. [...] When the rivers are really flowing the kids are often in the river. They'd rather be in the river than the pool because they go fishing as well. [...] But then, they come to the clinic—they've all got ear infections, they've all got runny eyes from the river water." [Health practitioner]*

Apart from the differences between communities, the same practitioner noted differences *within* communities, stratified by age group and use of the pool: *"The older people have got a lot of scabies. They don't go to the pool. Every time I go to the clinic, when we're out there, it's the kids that are in the pool, not the older people [...] The other thing is the babies, because they're not at the pool, by the time they're six weeks old and they can have scabies"*. Similarly, pool managers from the communities noted such differences: *"More often than not there's glowing feedback on the pool and you notice a massive difference when the pool's not open. We've had anecdotal feedback in some of our pools that for the three or four months the pool's closed there are a lot more presentations at the local clinic"*.

Additionally, during the summer months in the communities it can get extremely hot (e.g., up to 50°C according to local sources at Yandeyarra), and the pools then become crucial within community life: *"Oh, if the pool wasn't there, they'd be devastated. It's absolute relief"* [Health practitioner].

Given that there is a genuine health benefit associated with simply spending time in the pool, we can infer that all RLSSWA programs which are actively engaging the community are contributing to a positive health impact (i.e., Infant Aquatics, Swim and Survive, and Swim for Fruit). However, the Swim for Fruit program has additional health aims, in that it incentivises physical activity in the pool (e.g., through swimming laps) with fresh fruit and healthy snacks. Figure 3 shows outputs (OT3) for the Swim for Fruit programme, tallying by location the number of laps swum for the 2023/24 season. Jigalong having the highest number is notable, especially considering the large differences in population size across the towns and remotes (e.g., 15,298 for Port Hedland vs just 306 in Jigalong). While Yandeyarra has smaller numbers overall, the ABS census data on the population is small (59), so it is again notable that its Swim for Fruit outputs are comparable to Newman, underscoring the importance of such programs in the remote communities.

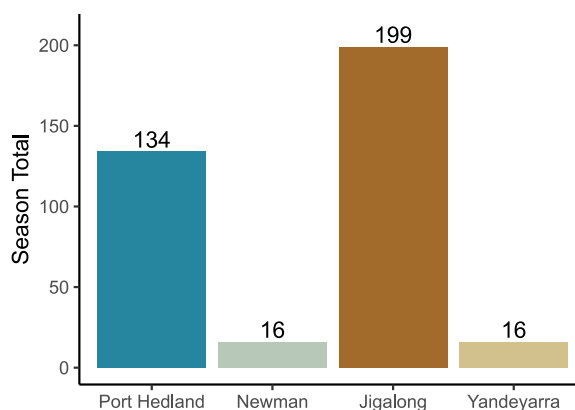


Figure 3: Output/OT3 – Swim for Fruit laps/activities.

Table 2: Outputs by community (September 2023–May 2024)

	Jigalong	Yandeyarra	Port Hedland	Newman	Total
OT1 Number of Infant Aquatics participants	133	40	692	329	1,194
OT2 Number of Swim and Survive participants	789	140	3,480	1,567	5,976
OT3 Number of Swim for Fruit program participants; availability of food options	199	16	134	16	365
OT4 Number of Bronze and pre- vocational training delivered	21	2	193	79	295
OT5 Number of opportunities for physical activity and sporting pathways	84 physical activity opportunities Infant Aquatics lessons, Swim and Survive lessons, school holiday programs, weekly school sport, adult swimming lessons, sunrise/sunset lap swimming, pool fun days, Swim for Fruit, swimming carnival	26 physical activity opportunities Infant Aquatics lessons, Swim and Survive lessons, school holiday programs, weekly school sport, Colour Run event, games with Fair Game, West Coast Eagles football, swimming carnival	199 physical activity opportunities Infant Aquatics lessons, Swim and Survive lessons, school holiday programs, community rescue club, adult swimming programs, Bronze Rescue, Junior Lifeguard Club, Kayak on Country, Spirit swimming and water safety carnival	116 physical activity opportunities Infant Aquatics lessons, Swim and Survive lessons, swimming, and lifesaving carnivals, SwimFit squad swimming, school holiday programs	425
OT6 Number of youth engagements/students for Junior Lifeguard Club	0 participants	0 participants	43 participants	47 participants	90
OT7 Number of Peer Mentors who are qualified with First Aid and Bronze Medallion	0 peer mentors*	0 peer mentors*	21 peer mentors	6 peer mentors	27

OT8 Number and types of Talent Pool opportunities (e.g., job opportunities within/outside the pool environment, training opportunities)	15 participants 5 employment outcomes School holiday program delivery, casual pool staff 4 training courses Bronze Medallion	2 participants 4 employment outcomes School holiday program delivery, casual pool staff 1 training course Bronze Medallion	105 participants 36 employment outcomes Community events (RLSSWA), swim teachers, pool lifeguards 12 training courses Bronze Medallion, Swim Teacher, Provide First Aid, Pool Operations	25 participants 11 employment outcomes Community events (RLSSWA), swim teachers, pool lifeguards 6 training courses Bronze Medallion, Provide First Aid and Pool Operations	147 participants 56 employment outcomes 22 training courses Bronze Medallion, Provide First Aid and Pool Operations
OT9 Number and types of local community partnerships (e.g., schools, child health nurses, local health service, local employment/support providers, local police)	10 community partnerships Local school, Fair Game, Dept. of Communities, local play group, health centre, local police, Edmund Rice Foundation, KJ Rangers, Pilbara Aboriginal Medical Service (PAMS), Shire of Ashburton	8 community partnerships Local school, Wirraka Maya health centre, Teach Learn Grow group, Fair Game, health centre, local police, Pilbara Meta Maya, Mugarinya Yandeyarra	16 community partnerships Child and parent centre, local schools, Department of Education, West Coast Eagles, Town of Port Hedland, JD Hardie Youth and Community Hub, Clontarf, ACCO's (Nyamal, Karriyarra), Polly Farmer Foundation, WA Police, Wirraka Maya Health Service, Youth Justice	6 community partnerships Department of Education, local schools, YMCA, Department for Communities, Clontarf	40

\*Outreach provided by Newman and Port Hedland Talent Pool mentors due to limited numbers of community members able to become peer mentors.

Finally, the topic of healthy food and food security was raised by pool managers as a concern across regions (including the Pilbara):

*“I think it’s important to acknowledge the issue of food security. A lot of the local crime stats, a lot of the anti-social or burglaries so often are associated with just getting access to food. They’re not knocking off the video recorder or the DVD player, they are typically targeting foodstuffs. What becomes important in remotes is the pools providing food, barbecues, and community events. Having access to food that is healthy and affordable, that becomes a really important function of the local pools.” [Pool manager]*

## Social connection

Pools nationally are known to facilitate social connection, creating new relationships and support networks which can be particularly beneficial for more isolated or vulnerable members in a community. The stakeholders that we engaged with spoke often about social connection and the facilitation of community via the pools, although there is not sufficient space in a brief report to detail them all. Perhaps the most succinct view is expressed as the pool being a “community hub” and a place of social exchange. For example, a prominent Jigalong community member said, *“I feel like it’s just known within the community that the pool is the place to go where there’s going to be other folk around”*. Similarly, an Aboriginal community leader in Port Hedland highlighted the pool’s relevance for young people in remote communities: *“A lot of the kids are into swimming. You put a pool in a community, that’s where they’ll be. You’d rather them being at the pool than bored somewhere else in the community. It’s something to do. Any kid, in any community. Especially when there are harsh conditions, like the heat”*.

Pools were often described as central locations for a range of activities and providers:

*“The pool in the hot months is a hub for other service providers to use. Whether it’s people coming in to run holiday programs and the kids know that after that they can go and relax in the pool. [...] But also there was one school, I think it was late last year, they were doing school lessons, swimming lessons as well.”*  
[Remote community member]

Similarly, one pool manager talked about being approached by an outreach organisation, and the positive impact it had on the children:

*“Recently we had a service provider in the community for four days and we ran everything from a pool party with a barbeque of healthy hamburgers, sport on the grass, water activities, swimming, inflatables, and stuff like that at the swimming pool. It’s just engaging the kids and you find that with the service providers, especially people who make the kids feel special, your actual engagement increases.”* [Remote pool manager]

Another pool manager from a remote community talked about the social benefits of having RLSSWA programs run, for instance Infant Aquatics which facilitates water familiarisation with the parent/carer present:

*“It’s great because I get to be part of a program where I’m not having to monitor the rest, it’s just the mums and babies and the ranger that facilitates the kindy group, so we just free play or whatever happens. So that program’s great and it’s really intimate and I can fully be there with them because I’m not doing other things. [...] Also we share a barbecue together, so there’s that exchange. And then there are other families kind of integrating together.”*  
[Remote pool manager]

In terms of quantifiable outputs for the 2023/24 season, Jigalong had 78 meets/events in total and the smaller Yandeyarra community had 10 (see Figure 4). Thus, the key goal of the Cool Pool initiative of creating safe and inclusive spaces appears to be being achieved in the remote communities, and qualitative data (combined with fieldwork observation) demonstrated similar results for the urban pools in Port Hedland and Newman.

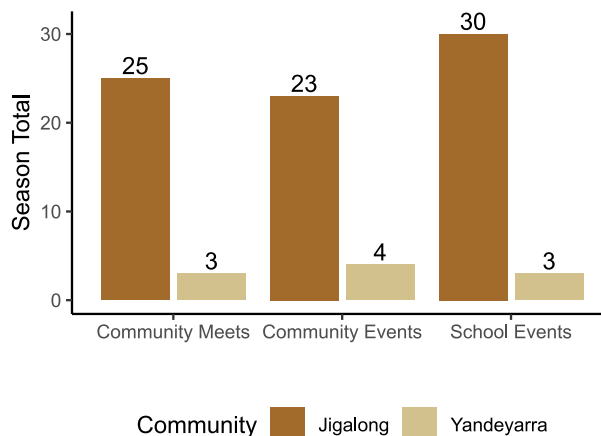


Figure 4: Output/OT9 – Community/school events.

## Safety and education

Water safety is a central outcome for RLSSWA, and success here directly contributes to the prevention of drowning in WA. Given the disparities in drowning rates in the remote regions, the importance of this outcome cannot be overstated:

*“Traditionally, we don’t learn how to swim like that, treading water. It’s been great to see our kids learning how to swim. It’s unreal. Nothing worse than losing your child because they can’t swim. I nearly lost my grandkid once because I had a household pool, but you turn your back and they’re just in the pool trying to get a ball or something. Lucky we heard it because he would have been gone. You have nightmares about it. If you go round the pool, learn to swim.”* [Aboriginal community leader]

RLSSWA programs such as Swim and Survive and Infant Aquatics are targeted at early water safety, and Figure 5 shows participation totals across all four locations. Relative to population, both programmes are reaching a significant number of children and babies.

Aside from specific RLSSWA programs, pool managers also spoke about their own engagement time with children, effectively acting as instructors but imparting skills that enable safety, but also sociality:

*“We shouldn’t underestimate that the vast majority of time pool managers spend in contact with children is actually teaching them swimming lessons. They spend a lot of their season either directly or indirectly, essentially teaching the kids to swim. The aquatic benefits of that we know, but another underlying benefit is that it gives the children the skills to socialise and connect with other children when the river or the creek’s running and the like. Not having that foundational skill means they’re the ones that are sitting out and not being part of community. When the river’s running or whatever, they’re all going to go down the creek and swim, but the hard work that the pool managers do ensures they can do that safely.”* [Remote pool manager]

Whereas the national social impact framework (Sherry et al., 2021) used “education” to refer to water safety education specifically, RLSSWA remote community programmes also have a goal of

increasing school attendance. The primary mechanism to achieve this is the “No School No Pool” policy. While schools did not have easily accessible records available for data analysis, the fieldwork results suggested that (a) the policy is generally well received, and (b) it is being applied in a place-based way that is sensitive to local wishes. As one Aboriginal community leader put it:

*“Education is number one important, especially for my people. If you’re not going to go to school... that’s why there’s always been a big push, get them to school, get your mob to school. [No School, No Pool] is a great idea. They love the pool, especially in a lot of the communities like Yandeyarra and other communities. No school, no pool. They love learning. Learning how to swim is a good one.”*  
[Aboriginal community leader]

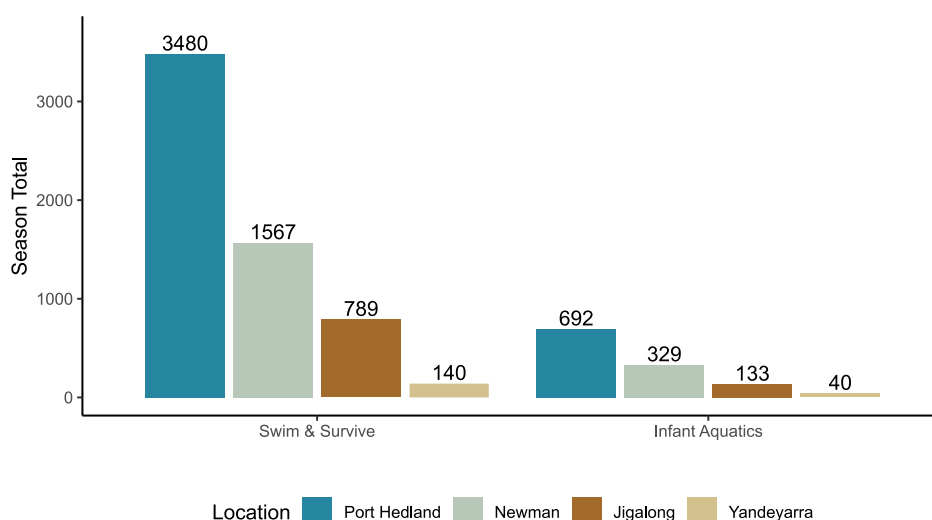


Figure 5: Outputs/OTs 1 & 3 – Child and infant swim programmes.

Any incentive program will have limitations to its potential success, but stakeholders noted a positive effect of the policy: *“Some kids here, they don’t really go to school. They go to school now and then. But if they know the swimming pool is open, they’ll come to school on that day to actually go. So it’s a bit of an incentive for kids to go to school as well.”* [Remote school staff member]. Importantly, the policy is flexibly applied based on the location:

*“All 11 communities that we engage with have some ‘No School, No Pool’. Basically, the swimming pool is used as an incentive to increase attendance rates at the school. But how you do that varies from community to community. Some work with the principal or the local school and some use stamps, some use vouchers. So yeah, ‘No School, No Pool’ is the general term but it’s applied differently in all the communities depending on how the local community wants it.”* [RLSSWA staff member]

## Social cohesion

Within the national social impact framework, social cohesion refers primarily to pools as sites for community building across diverse groups. In the Pilbara, one salient aspect is the way police utilise the pool space and relationships to facilitate outreach to young people: *“The reality up here is that youth crime is very high. So if you are engaging those kids in activities like at the skateboard park, also next door are the pools. All those things that are operating after school*

*and keeping the kids engaged is what's working, I think.*" [School staff member]. From the perspective of community engagement for local police, pools play a central role:

*"Much like Yandeyarra, the pool's the best place you'll catch up, and the whole community will come. We normally go for the kids, but because we'll do dinners the whole community will just come and hang out there, and there's a blue light disco. We'll swim, we'll jump in the pool with them. [...] Because even the kids we deal with, like, when they're in community, they're really good kids. So we don't only show them that 'we are here to arrest you'. We are good people. We work with you. We try and just talk to the kids and it's an open place."* [Local police officer]

Local police also felt that this kind of engagement at the pools made a substantive difference to their daily practice:

*"It really does make a big difference. Like, they'll come and tell you stuff, whereas otherwise they wouldn't approach you when you're in your full gear out there. So it does make a huge difference [...] We do the fun stuff, and then they come back next time. They're very respectful, and you can have a word with them, you know, you've created that rapport."* [Local police officer]

Social cohesion is also facilitated through programs and activities which draw in the wider community, and the social hub aspect of the pool can enable a wide range of options: *"It's 99% kids that come to the pool but if there's a barbeque on, adults come. I have things like baptisms and parties, and I've had a band play and a few other things. It becomes a focal point for the community during the time that it's open"* [Remote pool manager].



Finally, the annual Pilbara Spirit Carnival (an RLSSWA aquatic Indigenous intercommunity festival) was mentioned as a facilitator of social cohesion:

*"One of the main aims of the Spirit Carnival is to promote water safety. We were talking about that, because we do think the Spirit Carnival is a great, great event. It's really enjoyable for the kids. It kind of connects all the Indigenous kids together. And you have schools like Yandeyarra come to town as well, all the other schools compete against each other, and they have some fun activities there afterwards. [...] It's an awesome event, the kids really love it, they're really well engaged, it's fast-paced, they're active."* [School staff member]



## Employment

Talent Pool is RLSSWA's program for creating first-time employment opportunities for young people, for example by offering realistic pathways into paid positions such as a pool attendant, life guard, pool operator, or duty manager. Fieldwork in the Pilbara revealed that the Talent Pool engagement strategy is not only novel, but highly effective at creating engagement and employment opportunities for young people in the region. As shown in Figure 6, all Talent Pool KPIs have already been exceeded for 2024 across participation (annual target [AT] = 1,000), community events (AT = 50), pools work experience (AT = 100), 3-month employment retention (AT = 50), and 6-month employment retention (AT = 25).

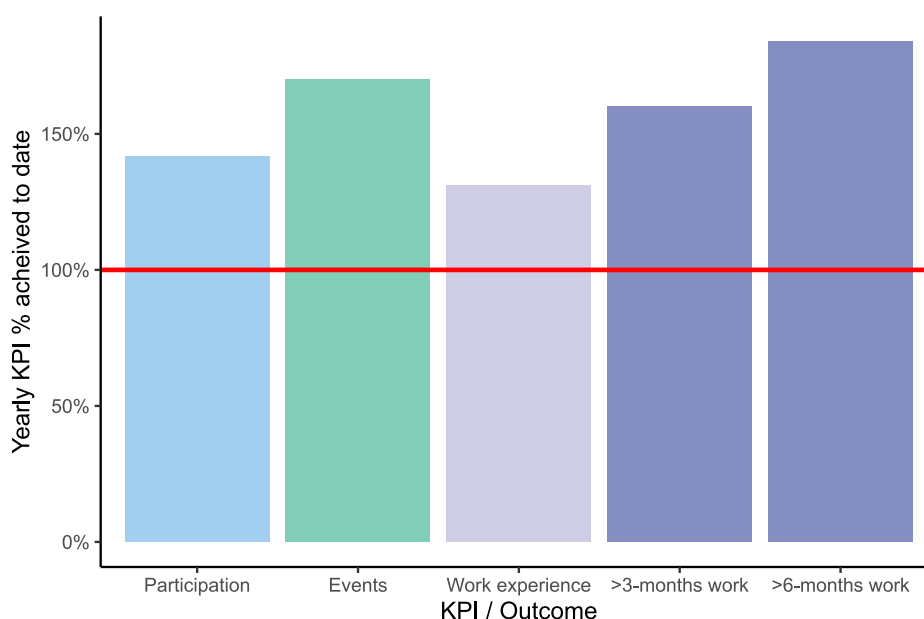


Figure 6: Output/OT 8 – Talent Pool KPIs 2024 Year to date (100% is the KPI yearly target).

Both Talent Pool community stakeholders in the Pilbara and youth participants talked about the need for such a program in the region:

*“There’s not a lot available for young people besides Woolworths and IGA. It just gives them another pathway if they want to go into that sport and rec scene. I feel like some of those skills are even quite transferrable. When you’re talking about the First Aid certificate—obviously very applicable to the pools—but I don’t think Coles and Woolies are necessarily offering those skills that you could take to other places. That’s important.” [Youth support coordinator]*

*“Without [the program] you’d probably be stuck with jobs like Woolies at Coles. So it brings a bit more interest in different things and different opportunities. [...] It kind of lets us get out of the house. To go out and do things, engage. It’s one of the main things we do, be more in touch with the community.” [Talent Pool participant]*

It is important to note that Talent Pool’s engagement strategy with young people is effective in large part because it is dynamic, creative, and fun. The range of community activities (also known as “activations”) is varied, and young people are gradually brought into an environment where they can demonstrate trustworthiness and responsibility (even if starting with relatively

small tasks), be remunerated for that, and then move forward with developing and achieving larger employment goals. This method generates a self-sustaining community that young people want to be a part of:

*“I like how it’s like a little community. I like being together with each other so it’s a really chill vibe.” [Talent Pool participant]*

*“There are a lot of activities that we do, not always going to the pools. Some of it’s basketball, some of it’s touch rugby, other activities like Colour Run, all that type of stuff. And now we’re trying to do laser tag. And yeah, just all the other little activities like we go with kayaks, Paddle on Country, and it’s not necessarily in town. We go out to like Newman and Jigalong and all these other places to just, kind of get a new experience.” [Talent Pool participant]*

*“We get a lot of experience out of it, too. Before I moved up to Hedland I wouldn’t have been doing anything like this. All the out-of-town trips we do and all the courses and stuff, it’s not seen much in more urban areas. And even the people we associate with... there’s a good chunk of us that wouldn’t go up to each other at school if we hadn’t met through here.” [Talent Pool participant]*

As evidenced by the participants themselves, the benefits of the program are not only economic, but also social. This point was articulated by one parent of a Talent Pool member:

*“When he wasn’t engaged in Talent Pool, he was very isolated in the sense that he was quite content to just stay home and play games and not really have any social outings or interactions. We were confused because he’s quite a social person, but we did notice that when he was engaged he’d then actively go and do other stuff, which was good to get out the house. I think his confidence has grown as well. [...] Probably the other thing that it gave him was an opportunity to connect with people that weren’t necessarily in his circle.” [Parent of Talent Pool participant]*

From the perspective of RLSSWA, the key is that investing in the relational and creative work happening in Talent Pool ultimately creates a wider network of local people engaged to varying degrees in the core business of RLSSWA:

*“In my experience working with Royal Life Saving and the Talent Pool, I was part of a group session held for young people to get their First Aid certificates. This was for low literacy young people, and it worked really well. A few actually passed and gained their certificate. There’s one young person, she started off with Talent Pool and is now working full time at the local pool.” [Youth support coordinator]*

The benefit of developing local skills and qualifications in the Pilbara cannot be overstated, as the cost to attract staff external to the region is often prohibitively high.



## RECOMMENDATIONS: OPPORTUNITIES AND CHALLENGES

Overall, we found strong evidence that (a) community pools and the evaluated RLSSWA programs (see Table 1) are highly valued in the Pilbara, and (b) that those programs are generating real social impact across a range of areas in alignment with previous research (Sherry et al., 2021). Below we briefly detail some recommendations and potential areas of investment and growth.

### *Water and Aboriginal Culture*

With respect to Aboriginal culture and RLSSWA's theory of change for remote communities (Figure 2), existing programs like the Spirit Carnival, Cool Pool, and Talent Pool (e.g., through Paddle on Country) are already creating positive community outcomes. However, we identified opportunities for RLSSWA to increase the outcomes of improved cultural knowledge sharing, better connection to country, and greater self-determination. In particular, the existing relational networks between Talent Pool staff in the Pilbara and local Aboriginal people and elders suggest that RLSSWA is uniquely positioned to be an innovative leader in partnership with Aboriginal people and cultural knowledge systems. For instance, while Western water education and safety are recognised as crucial, elders also expressed a desire to integrate knowledge of Aboriginal cultural safety:

*"It's so important to actually put the notion of ensuring that elders give the support, that we continue to have elders talk to the earth, to the water, to the springs, because it's about that safety so that we're protected through our spiritual source and to ensure that we educate our young people to follow suit as*

*they get older. So we need a kind of written instruction in Aboriginal language, but also in Whitefella language and to put them together to integrate, but to ensure that we have the cultural elders available when somebody goes to communities and sees a source of water that needs to be looked at: Is it going to be safe? Can we bring our young people here and teach them the safety measures through the Aboriginal way and the Whitefella way?" [Aboriginal elder]*

As one further cultural example, water was discussed as an interconnected living entity, including how rivers are connected through ground water, and their importance to understanding songlines for travel. Ultimately, the movement of water as a living entity leads to shared responsibility for water health and caring for country:

*"Respect the waterway, understand the cultural significance. And then there's possibly some work that we can somehow bring in the cultural component to that programming that can be specific—per country—to the regions and areas. [...] All the rivers that run, and even when they dry up, there's still the underwater system going right through and they're all connected. So whatever happens, you know, out at the Fortescue Marsh impacts what's happening here on the coast... That's why water, particularly fresh water, is everyone's responsibility and they're caring for country, regardless of where boundaries are, of whose country it is. Because what happens to that water while it's there, when you're in this country, it affects the next person." [Aboriginal community member]*

Put simply, deepening cultural engagement here would entail a process of RLSSWA (a) learning what it means to be safe and responsible in the traditional environment and in the traditional ways of the region, and (b) creating structures which facilitate the transmission of this knowledge in ways that local people want.

## **Adults in Remote Communities**

In the remote communities, there were several observations made that adults tended not to engage with community pools as frequently as younger people. RLSSWA data shows that 6–11 years old is the most active age bracket, and this means that adults tend to miss out on the health benefits of pools in remote communities, as well as other benefits that we report on. Another issue identified from the program outputs is the lack of pool employment days for Aboriginal people in remote communities. According to administrative data, across Jigalong and Yandeyarra combined, the total employment for Aboriginal people tallied to 73 days for the 2023/24 season (September 2023–May 2024), with most days being in Yandeyarra (71 days, with 2 days for Jigalong). From this perspective, it is worth exploring the possibility of increasing adult engagement in the pools, keeping in mind that any such approach will not be straightforward, and that it must be based first on strong relationships:

*"It's pretty hard because you need to build relationships as Talent Pool has done. You can't just go in there and expect people to be enrolled in a course. I was very lucky because my stepfather is a trainer, so when I was [in community], I got the first Indigenous lifeguards there trained up. The pool had been there for seven years, and no locals had worked at the pool. That's also a starting point if you can educate the people better, but it's getting people interested, right? Like, you're not going to get anyone to learn who isn't interested. So yeah, you're talking about like lifeguard training... I mean even if it isn't training for you to get a certificate, maybe it can be a demonstration and make it fun." [Pool manager]*

## Creative Engagement with Young People

The Talent Pool program in the Pilbara has been very successful in creating engagement with young people and generating employment pathways for them. Considering the relatively high socio-economic disparities, the program can be transformative for many. As one former Talent Pool member described:

*“[Talent Pool] created a strong foundation for me, as well as for [my daughter]. Because I’ve always worked as a lifeguard, I’ve always gone and come back. It’s been consistent throughout my adult life. [...] It was something that really grounded me and gave me opportunities that I wouldn’t have had back in Perth. And just always having that mentor through Talent Pool, through Royal Life, it does change the way you see life and the opportunities that you have. [Former Talent Pool member]*

*Some kids that are struggling, they come from a bad home environment, but they can come to this place and make it their own. They have opportunities that they wouldn’t elsewhere. And then they tend to be role models for the rest of the community. We all know each other in this town, we all know where we come from, how our home lives are. They see these kids struggling, they come to Talent Pool for work and slowly make their way. It really builds the way for the younger generation.” [Former Talent Pool member]*

We recommend that RLSSWA continue their investment in creative ideas, particularly in embracing the concept that building relations through novel activities will feed back into the core business of RLSSWA, and ultimately benefit the wider community that RLSSWA serves and operates in.

## Resourcing Constraints

At various points, stakeholders discussed resourcing constraints that impacted their daily work, or a desire for expanded support to improve the quality of service delivery. Pool managers in remote communities expressed a need for help:

*“People have certain expectations around [the pool] being open, which can’t always be fulfilled because we’ve got a one-person team here. We’re a life of one employee. It’s a resourcing problem, really.” [Remote community leader]*

*“I think we’ve touched on the capacity of the pool managers themselves. They’re typically operating at full capacity. To take on some of those more administrative requirements is very challenging, and that’s an area where we can improve and can invest on. That’s been acknowledged.” [RLSSWA staff member]*

One consistently expressed need was for more frequent training opportunities. As we understand it, this is a state-wide issue and not easy to solve. However, the Talent Pool program may offer a long-term solution in that it aims to increase the number of locally based and properly qualified people available, although further resourcing is likely required to enable such a program to properly reach the communities:

*“If we go down the track of making the pool optimal by having another half [FTE] role, okay, that needs to be someone in the community. How do we support people in the community to come into employment, or want to come into employment, or understand what that employment entails?” [Remote pool manager]*

At present in the Pilbara, Talent Pool is operating primarily out of Port Hedland, leaving a large geographical area to cover, and decreasing the probability that places like Newman and Jigalong

will receive full engagement. Several informants expressed the desire to have a dedicated Talent Pool coordinator in Newman, who could then outreach to Jigalong:

*“We definitely need [a Talent Pool coordinator in Newman]. It’ll give the Talent Pool crew more direction. At the moment there are normally two staff on, but with some of the calibre of kids we’re getting, we’re actually looking after them. So as much as they’re supported by our staff, least they’d have that direction. Yeah, we definitely need one.”* [Youth service provider]

*“I think that [a Newman-based Talent Pool coordinator] would work so well. We would love that. Because I feel like someone needs to be that one contact. Like, we can tell the kids, but they get sick of listening. I feel like if there was someone there and had a set role they’d listen to them. [The kind of person we need is] someone that’s got enough energy like them. High energy. Good role model. Someone that’s got time to actually put the thought into what they’re doing. [...] Part of it is teaching them how to lead and do it themselves, and how to facilitate those activities that you would roll out.”* [Youth service provider]

*“Ultimately we would like to have what’s called a Talent Pool Academy in every pool, and like most things, that requires some additional funding, whether that’s through government or corporate. I mean the pool managers have a lot on. So any additional funding is going to allow for increased programming, increased employment opportunities around Talent Pool and yeah. In an ideal world we’d have a Talent Pool Academy at every swimming pool throughout the state.”* [RLSSWA staff member]

## Awareness of RLSSWA

RLSSWA might consider investing some resources into an expansion of brand awareness in the Pilbara. While many people benefit from the pools and RLSSWA’s programs, not all stakeholders are necessarily aware of the relationship between RLSSWA and the delivery of those programs. For example, VacSwim can be seen as a purely government program, even though RLSSWA is contracted to deliver it. Increased engagement with the local communities to promote the role of RLSSWA and the suite of programs within each community may be beneficial.

## Ageing Infrastructure

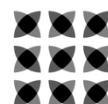
Finally, the social benefits of pools cannot be achieved without well-functioning infrastructure, and Australia faces a looming community pools infrastructure crisis (Australian Broadcasting Corporation, 2024; Summers & Houston, 2022). The effects of ageing infrastructure are already being felt, for example during the fieldwork trip an unexpected (and extended) town-wide water outage meant that South Hedland’s community pool had to be temporarily closed, since the pool leaks and requires constant replenishing. Such problems are only likely to increase in severity with time. As one staff member in Yandeyarra commented:

*“I would say the lining’s getting older, definitely going to need to be looked at. It may need a general upgrade. [...] Somewhere in the budget overall, there has to be money to keep it going [...] whether it’s from Royal Life Saving or somewhere else, for the upkeep of the buildings. Otherwise, if it’s been open 20 years, it starts to look like it’s been open 20 years.”* [Yandeyarra school staff member]

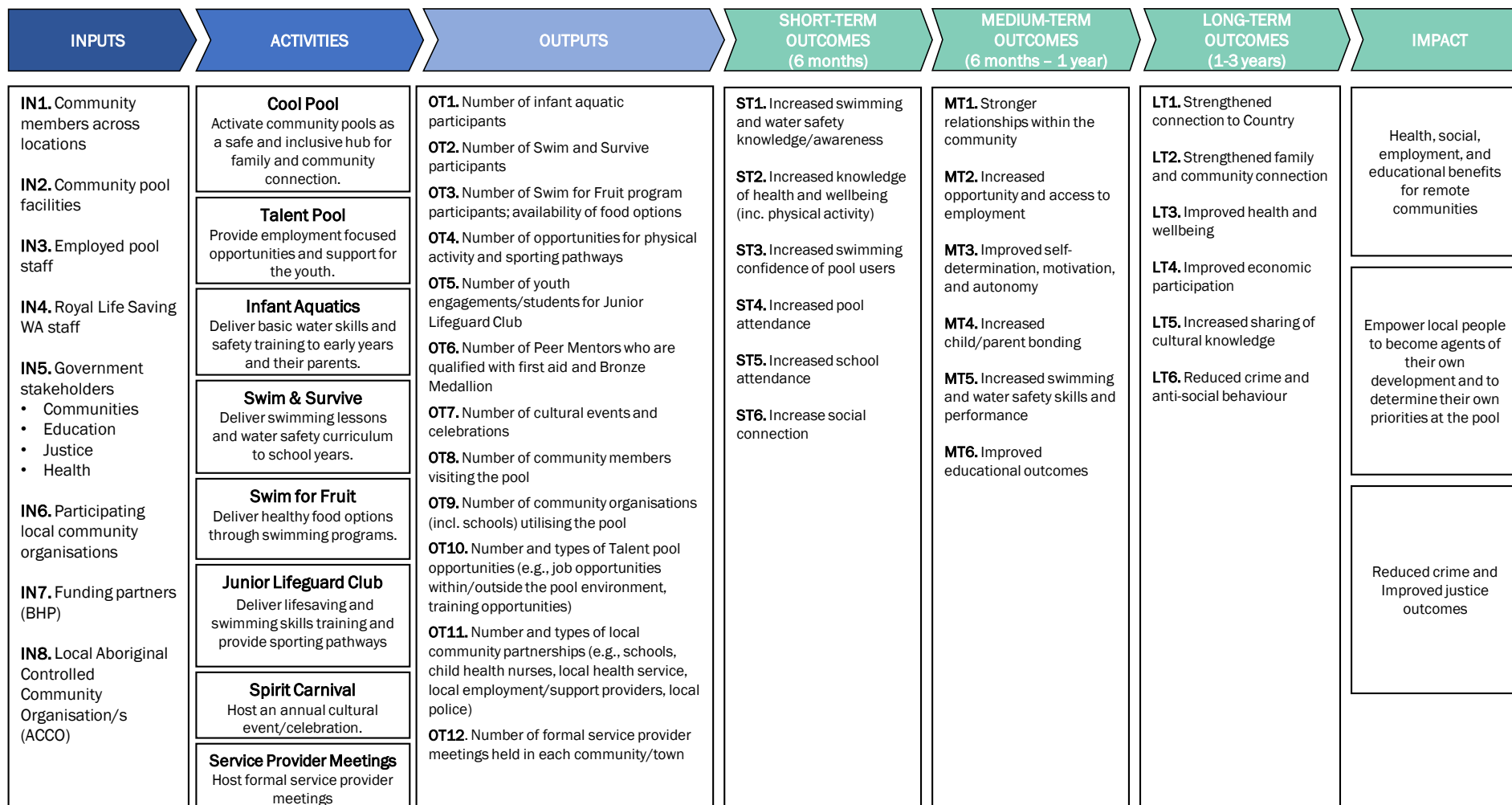
This issue is already known to RLSSA and RLSSWA, but creative funding solutions may need to be found to avoid the closure of important pools, for instance in remote communities. BHP may be well positioned to play a role in the Pilbara, for without strong investment in infrastructure maintenance, the BHP-funded RLSSWA programs will eventually become untenable.

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# APPENDIX A – PROGRAM LOGIC





# APPENDIX B – OUTCOMES MEASUREMENT FRAMEWORK

OUTPUTS	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
OT1.	<ul style="list-style-type: none"> <li>Number of infant aquatic participants</li> </ul>	Quantitative summary of the volume of participants (#)	RLSSWA administrative data	Biannually	RLSSWA Staff	N/A
OT2.	<ul style="list-style-type: none"> <li>Number of Swim &amp; Survive participants</li> </ul>	Quantitative summary of the volume of participants (#)	RLSSWA administrative data	Biannually	RLSSWA Staff	N/A
OT3.	<ul style="list-style-type: none"> <li>Total count of participants in the Swim for Fruit program</li> </ul>	Quantitative summary of the volume of participants (#)	RLSSWA administrative data	Biannually	RLSSWA Staff	N/A
	<ul style="list-style-type: none"> <li>Types of food options available at the venue.</li> </ul>	Qualitative summary of the diversity/amount of food options usually available	RLSSWA administrative data	Quarterly		N/A
OT4.	<ul style="list-style-type: none"> <li>Count of physical activity sessions/events organised</li> </ul>	Quantitative summary of physical activity sessions or events conducted this year (#) Quantitative summary of the number of participants for each physical activity session/event (#)	RLSSWA administrative data	Biannually	RLSSWA Staff	N/A
OT5.	<ul style="list-style-type: none"> <li>Number of youths or students engaged in programs</li> </ul>	Quantitative summary of the volume of participants for each program (#)	RLSSWA administrative data	Annually	RLSSWA Staff	N/A
OT6.	<ul style="list-style-type: none"> <li>Number of Peer Mentors (who are qualified with first aid and Bronze Medallion)</li> </ul>	Quantitative summary of Peer Mentors engaged (and who are qualified with first aid and Bronze Medallion) (#)	RLSSWA administrative data	Annually	RLSSWA Staff	N/A

OUTPUTS	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
OT7.	<ul style="list-style-type: none"> <li>Number of cultural events and celebrations held</li> </ul>	Quantitative summary of how many cultural events/celebrations held (#)	RLSSWA administrative data	Annually	RLSSWA Staff	N/A
OT8.	<ul style="list-style-type: none"> <li>Number of community members visiting the pools</li> </ul>	Quantitative summary of the volume of community members visiting each pool (#)	RLSSWA administrative data	Annually	RLSSWA Staff	N/A
OT9.	<ul style="list-style-type: none"> <li>Number of community organisation utilising (inc. school) the pools</li> </ul>	Quantitative summary of how many community organisations are involved with the pool (#)	RLSSWA administrative data	Annually	RLSSWA Staff	N/A
OT10.	<ul style="list-style-type: none"> <li>Types of opportunities for pre-vocational skills and pathways</li> <li>Number of individuals who were offered opportunities through the Talent Pool Program</li> </ul>	<p>Quantitative summary of individuals who gained employment/job placement support through the Talent Pool Program</p> <p>Qualitative summary of the opportunities for pre-vocational skills and pathways (e.g., job opportunities within/outside the pool environment, training opportunities)</p>	RLSSWA administrative data	Annually	RLSSWA Staff	N/A
OT11.	<ul style="list-style-type: none"> <li>Number of local community partnerships (inc. schools)</li> </ul>	Quantitative summary of the volume of partnerships (#)	RLSSWA administrative data	Annually	RLSSWA Staff	N/A
OT12.	<ul style="list-style-type: none"> <li>Number of formal service provider meetings held in each community/town</li> </ul>	Quantitative summary of the formal service provider meetings held in each community/town (#)	RLSSWA administrative data	Annually	RLSSWA Staff	N/A

SHORT-TERM OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
ST1.	<ul style="list-style-type: none"> <li>Water skills/swimming abilities</li> </ul>	Does swimming feel easier since joining the program?	Yarning Circle	Annually	RLSSWA Staff	Swim & Survive participants
	<ul style="list-style-type: none"> <li>Trainers/coaches/life savers' observations regarding the knowledge and confidence of infants (Infant Aquatics participants) and school students (Swim &amp; Survive Program participants), and the lifesaving skills of school students</li> </ul>	Have you seen people acting safer around the pool since the beginning of the program? Can you tell me about a time when someone got better at being safe in or around the water? Do people listen better and follow safety instructions more now?	Interview		CSI UWA	Trainers/ Coaches/ Life savers
	<ul style="list-style-type: none"> <li>Parents' awareness and knowledge of water skills</li> </ul>	Have you noticed any changes in the way your child interacts with water since starting the program? If you did, what changes have you noticed?	Yarning Circle		RLSSWA Staff	Parents of infants (Infant Aquatics)
ST2.	<ul style="list-style-type: none"> <li>Parents'/Guardians' observation regarding their kids' understanding of health, and the importance of fruit and physical activities</li> </ul>	Since your child started Swim4Fruit, do they seem to enjoy different kinds of foods? Did your child share what they like best about the Swim4Fruit program?	Yarning Circle/Interview	Annually	RLSSWA Staff	Parents of Swim4Fruit
ST3.	<ul style="list-style-type: none"> <li>Water confidence felt by program participants</li> </ul>	Program participants: Do you feel more confident in the water now than you did before joining this program? Parents: Have you noticed any changes in the way your child interacts with water since starting the program? If you did, what changes have you noticed?	Yarning Circle	Annually	RLSSWA Staff	Swim & Survive participants and Infant Aquatic parents
	<ul style="list-style-type: none"> <li>Water confidence observed by Trainers/Coaches/life savers</li> </ul>	Have you seen people acting safer around the pool since the beginning of the program? Can you tell me about a time when someone got better at being safe in or around the water? Do people listen better and follow safety instructions more now? Do people seem more confident in and around the water now?	Interview		CSI UWA	Trainers/ Coaches/ Life savers

SHORT-TERM OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
<b>ST4.</b>	<ul style="list-style-type: none"> <li>Rise in the number of attendees at the pool</li> </ul>	Quantitative summary of daily number of individuals using the pool (#)	RLSSWA administrative data	Quarterly	RLSSWA staff	N/A
<b>ST5.</b>	<ul style="list-style-type: none"> <li>Rise in school attendance during pool season</li> </ul>	Quantitative summary of volume of school attendance (#) during pool season	Local school administrative data	Quarterly	RLSSWA staff	School principals
	<ul style="list-style-type: none"> <li>Schoolteachers'/principals' observations of school attendance during pool season</li> </ul>	Do you think participation in the pool programs influences students coming classes or school more often?	Interview		CSI UWA	Schoolteachers and principals

MEDIUM-TERM OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
MT1.	<ul style="list-style-type: none"> <li>Increase in community events attendance and active participation</li> </ul>	Have you noticed an increase in community participation since the start of the pools program (for example, events)?	Interview	Annually	CSI UWA	Local Aboriginal Controlled Community Organisation/s (ACCO)
MT2.	<ul style="list-style-type: none"> <li>Percentage of participants who secure employment or job training after participating the program</li> </ul>	Quantitative summary of Talent Pool participants who received training/job opportunities	Administrative data	Annually	RLSSWA Staff	N/A
	<ul style="list-style-type: none"> <li>Participants' perceptions on the job/training opportunities provided by Talent Pool Program</li> </ul>	Did going to the pools help you find a job or learn things that are good for jobs? Can you give an example?	Yarning circle		RLSSWA Staff	Talent Pool Program participants
	<ul style="list-style-type: none"> <li>Service providers'/pool management staff's/program and management staff's perception of opportunity and access to employment</li> </ul>	What training/employment opportunities have been created for the Talent Pool participants? Can you share some examples?	Interview		CSI UWA	Service providers'/pool management staff/pool program or management staff
MT3.	<ul style="list-style-type: none"> <li>Self-reported increase in individual's confidence and initiative-taking (medium term)</li> </ul>	Since you started the _____ Program, do you feel more open to trying new stuff outside of the pools?	Yarning circle	Annually	RLSSWA Staff	Swim & Survive participants and Talent Pool Program participants
MT4.	<ul style="list-style-type: none"> <li>Parent's perceptions of improved bonding with infant</li> </ul>	Has the Infant Aquatics Program given you time to connect with your child?	Yarning circle	Annually	RLSSWA Staff	"Infant Aquatics" Program parent participants
MT5.	<ul style="list-style-type: none"> <li>Community pool users' perceptions on their water safety skills/swimming performance/skills</li> <li>Trainers/coaches/life savers' perspectives of safety</li> </ul>	Does swimming feel easier since joining the program? Do you think people have learned enough to keep themselves safe in the water?	Yarning circle	Annually	RLSSWA Staff	Swim & Survive and Swim4Fruit participants/ Trainers/ Coaches/ Life savers

MEDIUM-TERM OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
MT6.	<ul style="list-style-type: none"> <li>Graduation rate</li> <li>Post-secondary enrolment rate</li> <li>Higher education acceptance rate</li> </ul>	Quantitative summary of graduation rate, post-secondary enrolment rate, and higher education acceptance rate of community pool members (%)	Local educational institution administrative data	Annually	Local educational institutions	School principals
	<ul style="list-style-type: none"> <li>Community pool users' school grade changes</li> </ul>	Quantitative summary of student's grade changes post-Program	School administrative data		Local schools	Schoolteachers /principals
	<ul style="list-style-type: none"> <li>Schoolteachers' observation on community pool users' (students) engagement, participation, and behaviour in class.</li> </ul>	Do students who go to the pool programs act differently in class? Tell me about specific times you noticed.	Interviews		RLSSWA Staff	Schoolteachers/ principles

LONG-TERM OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
LT1.	<ul style="list-style-type: none"> <li>Participants feeling connection to Country</li> </ul>	How much does your connection to Country matter to you, and did going to the Cool Pool Program change that?	Yarning circle	Annually	RLSSWA Staff	Cool Pool Participants
	<ul style="list-style-type: none"> <li>Observing participants' connection to Country</li> </ul>	Do you think the Pools Programs can help strengthen connection to Country? Can you give an example of where you've seen this happen?				ACCOs
LT2.	<ul style="list-style-type: none"> <li>Pool users' perceptions on their family and community connection</li> </ul>	Did going to the pool affect how you get along with your family? If it did, how?	Yarning circle	Annually	RLSSWA Staff	Talent Pool Program participants/Cool Pool participants
LT3.	<ul style="list-style-type: none"> <li>Self-reported social and emotional wellbeing</li> </ul>	Does going to the pool make you feel good? How?	Yarning circle	Annually	RLSSWA Staff	Talent Pool Program participants/Cool Pool participants/Swim & Survive participants
LT4.	<ul style="list-style-type: none"> <li>Types of job placement support provided to pool users</li> <li>Number of job opportunities within/outside the pools offered to pool users</li> </ul>	<p>Qualitative summary of job placement support</p> <p>Qualitative and quantitative summary of job opportunities within/outside the pools offered to pool users</p>	Administrative data	Annually	RLSSWA Staff	N/A
	<ul style="list-style-type: none"> <li>Pool management staff's/program and management staff's perceptions of transferable job skills that users can gain</li> </ul>	What things do people learn at the pool that could be useful for a job?	Interview		CSI UWA	Pool management staff/program and management staff

LONG-TERM OUTCOMES	INDICATOR	DESCRIPTION	DATA SOURCE	FREQUENCY	GOVERNANCE	PARTICIPANT
LT5.	<ul style="list-style-type: none"> <li>The number of attendees at cultural events</li> </ul>	Quantitative summary of the participation rates at each cultural event	Administrative data	Annually	RLSSWA Staff	N/A
	<ul style="list-style-type: none"> <li>Evidence of sharing cultural knowledge</li> </ul>	Do you think the Pools Program can help the sharing of cultural knowledge? Can you give an example?	Yarning circle			ACCO
LT6.	<ul style="list-style-type: none"> <li>Perceptions of local police about crime and behaviour in the context of community programs</li> </ul>	<p>From your perspective, how important are recreational programs like the pool in supporting crime reduction?</p> <p>Do you feel that these pools Programs have had any positive impact on crime or anti-social behaviour in the community?</p> <p>Looking at the broader picture, what role do you think community engagement through programs like the pool plays in preventing crime and increasing community wellbeing? (LT6)</p>	Interviews	Annually	CSI UWA	Local police



