Aims/Objectives/Purpose The research sought to describe participation rates, achievement levels against the National Swimming and Water Safety Framework (NSWSF), gaps in provision and barriers to accessing S&WS education among primary school aged children.
Methods This research involved several discrete investigations including: survey of schools, survey of swimming and water safety teachers, analysis of participation and performance data from school and vocational based programmes, web based knowledge quiz development and testing of children.
Results/Outcome Achievement of the S&WS standard set in the NSWSF is achievable but varied (68.6% in Tasmania to 8.8% in South Australia). Indigenous children and children born outside Australia were less likely to achieve the benchmark. Indigenous children, children from rural and remote areas and children with a greater socio-economic disadvantage were underrepresented in those participating in S&WS education.

Challenges identified in benchmarking children's S&WS skills and knowledge included: difficulty in comparing programmes due to the diversity in provision; sampling; age at which to test; and access to children (particularly those not currently participating).
Significance/Contribution to the Field There is a need to ensure that the limited public resources for swimming and water safety are used effectively, in this case to ensure that children are equipped with the skills and knowledge to keep themselves safe in, on, and around water. This research is the first of its kind in Australia and has changed how we are addressing S&WS.

| 24 | LEADERSHIP AND CULTURE UNDER THE AUSTRALIAN WORK HEALTH AND SAFETY STRATEGY 2012–2022 |

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Background Leadership, and organisational and community culture are significant 'new' entries into the second national Australian strategy for work health and safety: *The Australian Work Health and Safety Strategy 2012–1222* (the Strategy). The absence of attention on leadership and culture in the previous Strategy was assessed as a potential barrier to achievement of targets. The Strategy aims to improve work health and safety outcomes through communities and their leaders being proactive in driving work health and safety improvements; through leaders in organisations taking a collaborative and consultative approach; and by raising the priority of health and safety in all work decisions and processes.
Aims/Objectives/Purpose Culture and leadership were included as a key action area in the Strategy in order to raise awareness of health and safety and create a supportive context to improve workplace outcomes.

Safe Work Australia conducted national consultation workshops during 2011 and commissioned three papers by leading academics on these topics.
Significance/Contribution to the Field The Strategy requires outcomes associated with leadership and culture that will ensure national attention is paid to these over the next 10 years.

The inclusion of organisational and community culture and leadership in the Strategy will raise these issues at a national level. The evidence-based approach taken by Safe Work Australia will ensure that the focus of leadership and culture results in improved systematic management of risks, and improved health and safety outcomes.