



# Transparency Report 2015

Wesley College  
The University of Sydney



# Wesley College

*A Residential College within The University of Sydney*

## Transparency Report 2015

College Life Under the Lens

### **Introduction**

The Residential Colleges of The University of Sydney provide an on campus experience for a relatively small cohort of students. To have that opportunity is a privilege and with privilege comes responsibility.

We take our role in the tertiary education of some of Australia's most capable students very seriously. Our *purpose* is to give a small, privileged group of students the opportunity to live in a supported, vibrant community which seeks to foster learning and personal growth and assist them develop qualities and values that will guide their future. We seek to nurture graduates who display warmth of character and self confidence; who possess a strong desire to contribute meaningfully to society; who seize opportunities to make a difference; and who value achievement in its many guises.

This is our third voluntary Transparency Report. It is founded on our Vision *to be The University of Sydney's most respected Residential College and to be known as a place where students flourish and lifelong connections are forged*; and our four key Values – *Community, the Individual, Achievement and Inclusiveness*. We have received widespread acclaim for this initiative and encourage your feedback.

I hope this Transparency Report will enable useful insights by all stakeholders into how Wesley strives to provide a safe, respectful and inclusive community of young adults at an exciting but demanding time in their lives.

Deborah Page AM  
Chairman  
Wesley College Council



## **What is Wesley College?**

Wesley is one of eight on-campus Residential Colleges at The University of Sydney. Wesley provides fully furnished and catered accommodation to primarily undergraduate students. In 2015, we commenced a rebuild of our wing formerly known as E Wing, hence our student population decreased to 260 during 2015. At Wesley College, we continue to only accept and admit students who are studying full time at The University of Sydney, which is part of our Incorporations Act of Parliament 1910.

### *History*

Wesley was incorporated by an Act of the NSW State Parliament in 1910 as a College of the Methodist Church in Australia and was opened in 1917 with nine students and Rev M Scott Fletcher as the first Master. It became a College of the Uniting Church in 1977. Prior to 1969 the College admitted only men as students but since then it has enrolled both male and female students and is the oldest Co-ed College at The University of Sydney.

### *Administrative and Governance Context*

The College Council provides oversight of the College, and is comprised of thirteen Councillors, being a mix of Uniting Church members, elected Old Collegians, the Master and two student representatives (one male, one female). Subsequent to Council Elections held in April 2015, the Council composition included six Old Collegians (2014: six), one of whom served as Council Chair.

The Moderator of the Uniting Church is the Visitor to the College and has the right to examine the manner in which the College is conducted and to confirm compliance with laws and regulations as required (Uniting Church By law 5A 2.2(d)). The Moderator is currently Rev Park.

Day to day administration of the College rests with the College Master and her team, which in 2015 included a Vice Master, Business Manager, Director of Programs, Chaplain, Development Manager- Alumni and Fundraising and Development Manager- Marketing and Communications, Registrar, Administrative staff and Student Residential Advisors.

### *Student Leadership*

Wesley has an active student body, with students involved in every aspect of the sporting, social and cultural activities of College life. The students elect a Senior Student and House Committee each year. Students' Club activities include musical soirees, drama productions, social sport, parties, highly competitive intercollegiate Rawson and Rosebowl sporting competitions (see Appendix 2) and Palladian Cup cultural competition (see Appendix 3), a major music event (Carnivale), which is open to the public, a major music festival fundraising event, WESTOCK, which is open to the public and voluntary work in the community.

### *Wesley College Foundation*

Old Collegians and friends of Wesley provide ongoing support to current and future students through generous donations to maintain and enhance our buildings and facilities, and to provide much needed scholarship support, primarily to those who "*but for the scholarship*" would not be able to pursue their studies at The University of Sydney.

In 2015, we have appointed a new Chair of Foundation, Ms Kimberley Holden (fr. 84). Mr Jim FitzSimons has just finished his final year on the committee, having served Foundation for the past 9 years as Chair.

## ***Tone at the Top***

The Governance structure of the College has been modernised as recently as April 2012, and incorporates clear lines of responsibility and skilled and experienced people in the right positions to influence outcomes.

In 2015, the staffing structure of the College was reviewed by the Council on recommendation by the Master. This review recognised the significant change in the size of the College in the past few years due to the major building works undertaken in 2013 and again this year, in 2015. The College has grown in size from 200 students to an expected intake at the commencement of 2016 of 273 students.

Wesley's well articulated Values (refer Appendix 1) are embedded in our policies and demonstrated in the way we manage the College and our community.

We recognise that the *tone at the top* drives culture and accepted behaviours. We make it clear that a safe and inclusive environment, appropriate and respectful behaviours, and academic progression are all non-negotiable at Wesley.

## ***Admission of the Right Students***

One of the keys to ensuring the right residential experience is to carefully offer admission to those young men and women who can demonstrate an affinity with our Values. We actively seek to promote equity of access and we value diversity of gender, background and thought in our intake.

Admission is on a year to year basis, with no automatic right of readmission. Failure to progress academically and/or behave consistently in an acceptable manner means students forfeit readmission.

Each year, the number of applications we receive far outweighs the number of residential positions we can provide. This year, for every one student we offered a place to, there were three students whom we were not able to accommodate (76 places: 646Applications).

In 2015, 76 new Freshers (2014: 174) were admitted to the College, comprising 42 males and 34 females undertaking a range of degrees across the University. This year followed on from a very large fresher intake the previous year, on completion of building works, so our male /female ratio was balanced across the whole college, as most students from 2014 chose to re-apply, meaning a much smaller intake of new students in 2015.

## ***Clear Expectations of Standards of Behaviour and Robust Disciplinary Processes***

Community life in College depends upon the respectful, responsible and cooperative conduct of individual residents. We expect our students to act in the best interests of the Wesley community; comply with the Laws of NSW and Australia and our own Policies; behave responsibly; actively seek to ensure the safety of others; and display respect for others at all times. We have zero tolerance for antisocial behaviour of any kind.

In 2015, Wesley College worked with The University of Sydney and other Colleges on campus to develop a *Joint Investigation Protocol* that will enable a working platform for the University and College to engage with each other should matters arise that require a joint approach to investigate and for action. This protocol is now in place and can be activated by either party as required. At this stage, we have not had to use the protocol.

### ***Confidential Disclosures***

Students may make confidential disclosures to the Master of the College or any member of the Pastoral Care team (This includes two Harassment Officers (one male, one female) and the Chaplain/Counsellor). We have an Harassment Policy in place which outlines clearly the grievance procedures and available options for students. In the event the matter cannot be dealt with satisfactorily within the College, there are mechanisms within the policy to involve an external investigator and an opportunity to refer the matter to the University.

### ***Disciplinary Policy***

Disciplinary measures within the College are at the sole discretion of the Master. The College Council has approved a Discipline Policy to provide transparency with respect to the principles which will be applied and to provide clarity to students about the nature of disciplinary actions available to the Master.

Disciplinary actions include a warning, restitution, fine, probation, suspension or expulsion.

### ***Complaints and Investigations***

In 2015 the College received 3 complaints (2014:4), categorised as follows:

Wesley student	0
Wesley Staff or Contractor	1
Other Colleges	1
University staff or students	0
Members of the public	1
Media	0

All complaints were investigated and appropriate actions taken. One complaint was in relation to inappropriate commentary aimed towards a neighbouring College. One complaint was in relation to the College Council elections. One complaint was referred to Police for investigation.

### *Serious Disciplinary Actions*

In 2015 (2014: 16 in total), 17 serious disciplinary actions were taken:

Fine	3
No Offer to Return	12
Suspension	1
Expulsion	1

In relation to fines, these were issues related to breaches of the no smoking policy. There were a number of student not offered a return place or excluded from the building, in relation to a major damage issue, which was referred to Police. In the case of Expulsion, the reason, in general terms was communicated to the University, as part of our policy in relation to disciplinary matters. The expulsion was related to a matter between two residents and as part of our investigation, one resident was asked to leave.

### ***Academic Assistance and Achievement***

Wesley is an academic community. Education and learning are actively supported and encouraged. Entry to the College is not subject to a minimum academic requirement, with successful entry into a course at The University of Sydney the only academic requirement. Satisfactory academic progression whilst in College is required of all students.

Wesley offers students the chance to live amongst their peers, many of whom may be completing the same course, and we also provide an evening program of over 30 tutorials per week, in addition to the University tutorials, which is included in the fees and available to all College students. Wesley students also have access to tutorials run at the other 5 colleges and the timetable is made available at the start of each semester. Similarly, Wesley tutorials are open to students from other colleges to attend.

Wesley has a strong reputation for individual academic excellence. In 2015 the academic achievements of our students included 11 High Distinction Averages and 45 Distinction averages, with 1 student receiving Honours Class 1 at graduation, 3 receiving Academic Merit awards and 3 students receiving Outstanding Achievement Scholarships from the University. In 2015 the College separately awarded prizes to individual students totaling \$8,350 (2014: \$8,350) for academic achievement.

As well as celebrating our high academic achievers, we also take great pride in assisting others in their studies and seek to identify those who may be struggling early and offer assistance and support. This program, entitled, *'Back on Track'*, has successfully been used to identify issues with study patterns, incorrect subject choices and assist with planning. It also provides students struggling with their study an opportunity to work with a mentor and make academic progress a priority.

Failure to pass two or more subjects is grounds for non readmission. However we acknowledge that sometimes discretion must be exercised in extenuating circumstances. We seek to apply such discretion in a caring manner based on each student's individual circumstances, and based on the advice of the Pastoral Care Team.

Five students were ineligible for 2015 readmission at the commencement of the year, based on our academic progression requirements. At the end of 2015, a further five students were ineligible for readmission in 2016.

## ***Commitment to Appropriate Supervision and Pastoral Care***

### *Supervision of an Adult Living Community*

Appropriate supervision in an adult living community involves providing clear guidance on what is and what isn't appropriate behaviour, and where necessary taking action, including disciplinary action, to moderate behaviours. We do not tolerate any form of harassment, bullying or intimidation.

This generation of young men and women arrive at Wesley already shaped by an early introduction to alcohol, unprecedented exposure to privacy issues and bombarded by the sexualisation of women from a young age. These are society issues which we must manage, and influence, in an adult living community.

We work with a cohort of young adults fresh from High School; often living away from home for the first time; and of legal drinking age. This is a generation that receives constant media coverage about binge drinking and consequent anti social behaviour. This is also a generation whose role models are sporting heroes and celebrities, whose inappropriate exploits we see published almost daily in the media. To further complicate their lives, social media consumes their attention and most are unprepared for the privacy issues which can emerge and potentially impact their future working lives.

### *Responsible Service of Alcohol*

Wesley College Council has approved an Alcohol Policy, which is reviewed annually by Council, with input from the Students' Club Executive and Management of the College. All organised events held within the College that involve the majority of the College are licensed events, conducted under one of our two licenses, held by Chartwell's (our caterer) and Wesley College Students' Club. All events involving alcohol service within the College are managed through an application process and ongoing discussion between The Students' Club and Master. Security is employed for all major events and a log book of incidents is maintained by both Licensees. Both Licensees are members of The Sydney University Liquor Accord.

### *Pastoral Care*

One of the key indicators of the problems faced by these young men and women entering adulthood surrounded by these widespread societal problems is the growing pressure we are experiencing to provide a greater level of pastoral care and counseling services. We currently employ a pastoral care specialist 2.5 days per week, but her capacity to keep pace with the demand for her services is increasingly stretched. In any one year, there are around 50 students seeking assistance from the Chaplain, either for special consideration or ongoing matters related to their personal well being. Students are often referred as part of the discipline procedure for follow up with the Chaplain, especially if their actions are out of character.

The College has a Pastoral Care Team, consisting of five members of staff who meet fortnightly to assess and track student welfare within the College. The Pastoral Care Team also appoints ten Resident Advisors (RA's) from the student body each year, who work under the guidance of the Vice Master to monitor and assist students within their areas of responsibility. One RA is on duty 24/7 throughout the academic year to respond to students who require immediate assistance. All RA's have been trained in First Aid and Mental Health First Aid and fire and evacuation procedures. Wesley recognises the importance of responsibility and independence of the young adults that live within our community while at the same time, offering support when they are looking for or displaying actions that require some guidance.

## ***Commitment to Sustainability***

### ***Heritage Buildings***

We are committed to ensuring the proper maintenance of our beautiful buildings. It is the commitment of our Council that any extension or refurbishment of our property must be done in an architecturally sympathetic and financially viable way. In 2015, along with The University of Sydney, we began the process of becoming heritage listed in NSW. The College has a CMP (Conservation Management Plan) in place and we await confirmation of our heritage listing as part of the listing of The University of Sydney Camperdown Campus.

During 2015 we completed further refurbishment of the Purser building, updating bathrooms on the lower floors and installation of new carpet within the Purser building. The Wesley crested carpet was extended to cover all ground floor areas and access points to the College.

Funding for repairs, maintenance, refurbishment and extensions is provided from a combination of operating surpluses, building fund donations to the Wesley College Foundation and, where applicable, long term loan facilities from Uniting Financial Services, the financial arm of The Uniting Church.

In 2015 the Wesley College Foundation received \$198,738 (2014: \$130,850 ) in general donations for building purposes; and \$444,856 (2014: \$493,402) in response to the Purser *Raising the Roof* Appeal, with further monies pledged over coming years.

### ***Financial Viability***

Financially the College was again well managed in 2015, reporting a surplus of \$1,604,825 (2014: \$1,672,650 ), which included a \$520,000 (2014: \$460,000) building contribution from the Foundation. The College invested a total of \$3.2 million ( as part of the redevelopment of E Wing), (2014: \$931,796) into capital extensions and improvements, and spent \$237,141 (2014: \$318,860) on repairs and maintenance.

## ***Commitment to Scholarships for those in Financial Need***

Wesley has a long standing tradition of providing scholarship assistance to young men and women who “*but for the scholarship*” would otherwise not be able to study at The University of Sydney. Limited additional scholarship assistance is offered to students on Elite Sports Scholarships awarded through a joint scholarship program with Sydney University Sports and Fitness.

Our most prestigious scholarship is the Greatorex Scholarship, which provides \$10,000 per annum for up to four years to our most outstanding all round students. We have up to four students on this scholarship at any one time. We also offer a number of Scholarships for indigenous students. In 2015, Wesley supported three Indigenous students through our scholarship program and provided an additional place for an Indigenous student on scholarship through the Engineering Faculty at The University of Sydney.

In total 23 (2014:23) “need” scholarships and 10 (2014: 12) “sporting” scholarships were awarded in 2015 at a total cost of \$227,965 (2013: \$220,488). In 2015 the Wesley College Foundation received \$323,035 (2014: \$162,593) in donations for scholarship purposes.

## ***Commitment to Continuous Improvement***

The College Council is committed to continuous improvement through periodic review and updating of the College By Laws; regular review of policies for both staff and students; training and development of staff; training and development of our Student Leaders and Resident Advisors; and other initiatives to ensure we stay abreast of changes in society, such as technological advances, which impact the University and our resident students.

In 2015 the Council:

- held a Strategy Day, inviting key stakeholders from our community to engage with Council to understand the direction we need to take in the next stage of our planning and development;
- approved a procedural document in relation to the Appeal process for students;
- implemented a ‘Code of Conduct’ for all Councillors;
- completed an Audit tender process and appointed new auditors;
- reviewed existing Charters for Committees of Council and approved two new charters, being Scholarship and Pastoral Oversight;
- approved a new Harassment and Discrimination Policy and a separate procedures document;
- approved a new Bullying Policy and a procedures document; and
- updated and approved Policies including the Admission, Discipline, Social Media, Privacy and Alcohol Policies.

In 2015, training and development activities for students and staff included:

- opportunity for students to complete an RSA certificate;
- training in Harassment for all Senior Leaders of the College involved in O Week activities and ongoing leadership positions, provided by an external consultant;
- Sexual Harassment Seminar for all new students to the College, provided by an external consultant;
- in House training program, involving Leadership training, listening skills, decision making and personal choices;
- RSA and Event Management Planning seminar for all Senior Leaders, run by USU;
- First Aid course with certificate, for all Resident Assistants and key full time staff; and
- Mental Health First Aid with certificate for all Resident Advisors.

Two new positions were approved for commencement in 2015. A Director of Programs, which is a residential full time position to work alongside the Vice Master and support the Master in the strategic priorities of student mentoring and leadership. A new position has also been created in the Development office, Marketing and Communication Manager, to work alongside the Development Manager and provide improved communication with stakeholders and website and social media expertise.

With the creation of the Director of Programs role, two new initiatives emerged in 2015, the mentoring program and the health and well being program, which added significant value to the student experience at Wesley. An inaugural mentoring program was launched in 2015. The aim of the mentoring program was to provide current students with access to the learning opportunities presented via the Wesley Old Collegians network. For example, career exploration and advice, unique perspectives on career pathways, goal setting, and opportunities to build networks and connections that support pathways to personal development. The 2015 Mentoring group included doctors, academics, professors, company founders and executive directors, barristers, philosophers, economists, environmental activists, journalists, surgeons, engineers, pilots, chairmen and chairwomen. All of whom pursued their undergraduate degrees whilst living at Wesley College. Mentors assisted with goal setting & career exploration, industry perspectives, and role modeling.

In 2015 a structured program of fitness sessions was introduced to promote physical and mental wellbeing. Offered three times per week, sessions allowed students regular access to supervised fitness classes without the usual requirement of a gym membership. Sessions were held on the lawns or nearby ovals and delivered by the resident Strength & Conditioner or Director of Programs.

With both regular attendees and occasional participants encouraged, the sessions were attended by students wanting to improve their sports performance as well as those who did not have other regular sporting commitments.

A series of seminars on topics including mindfulness, stress, and nutrition were also held throughout 2015. These provided students with tools and information to support general health and wellbeing. An information brochure on nutrition, drugs and alcohol awareness, and general health was published each semester to provide further health support.

### ***Commitment to our Association with the Uniting Church***

The College and its community have a commitment to maintain the traditions associated with Wesley College as a Uniting Church College. Throughout the year, we have a number of special celebrations to mark the occasions of *Welcome to new families*, *Salvete*, *Parents Weekend*, and *Valete*. These significant events involve a chapel service and provide an opportunity to showcase the musical talents of our students. We have an active bible study group who meet weekly within College.

The Master and Chair of Council work with the Education Board of the Uniting Church and attend regular meetings with other education providers within the Church network to keep an open flow of communication and ideas. Wesley College Council includes the Executive Director of the NSW Synod's Board of Education (ex officio); two Synod elected positions; and four Church Members, elected by the Old Collegians.

### ***Commitment to our Wider Community***

2015 saw the 23<sup>rd</sup> year of our Overseas Study Experience (OSE) in South East Asia. This year, the Director of Students accompanied the five students and Group Leader for the second leg of the trip in Vietnam. The OSE provides a unique opportunity for students to observe culturally specific issues, with a deliberate focus on a sustainable aid ethos. The OSE program is unmatched by other Colleges on this campus and shows a deep commitment to our outreach into the communities in need in both Vietnam and Cambodia.

Each year students are chosen through an application process, and provided with a travel scholarship through the Wesley College Foundation, to complete their work and study projects during an 8 to 10 week placement period. In addition, prior to departure, the OSE students raise funds to support a number of NFP organisations in Cambodia and Vietnam.

In 2015 the OSE group conducted a review of the not for profit organisations supported by Wesley College in terms of governance structures and provision of sustainable aid. This resulted in some changes to the distribution of funds raised. 'SCADP' remained a recipient in Cambodia. In Vietnam, Australian run charity 'Blue Dragon' who target child sex trafficking, was a new recipient. Other newly supported charities included 'Haven Home' and 'Starfish Education'. They focus on providing access to education, child safety and health in order to improve life long options for predominantly rural children in Vietnam. Wesley Students raise money to support these charities throughout the year by holding events and providing awareness of the difficulties facing young children in Cambodia and Vietnam. In 2015 the amount raised was in excess of \$20,000.

We are very pleased with our ongoing association with the University's Sydney South East Asian Centre (SSEAC), who have been our guests at the annual OSE Dinner for the past three years. SSEAC provide advice and are often a starting point for connections for Wesley students seeking work placements in South East Asia. ([www.sydney.edu.au/southeast-asia-centre/](http://www.sydney.edu.au/southeast-asia-centre/)).



### **Contact Us**

Enquiries regarding this Report can be made to:

The Master  
Mrs Lisa J Sutherland  
Wesley College  
Western Ave  
University of Sydney NSW 2006  
Telephone: 02 95653377  
Email: [lsutherland@wesleycollege-usyd.edu.au](mailto:lsutherland@wesleycollege-usyd.edu.au)



## **Wesley College**

*A Residential College within the University of Sydney*

### **Our Vision**

*To be the University of Sydney's most respected Residential College and to be known as the place where students flourish and lifelong connections are forged.*

### **Our Mission**

As a Residential College of the Uniting Church within the University of Sydney, we seek to:

- Foster a vibrant community of learning and personal growth;
- Provide a safe environment which encourages and promotes the academic, social, sporting, cultural and spiritual growth of each individual;
- Assist students develop qualities and values that will be modeled in their everyday life and;
- Sustain the College into the future.

### **At Wesley we:**

#### **Value our Community**

We actively participate in College Life.

We respect and support each other as Collegians.

We act responsibly, and actively seek to ensure the safety of others.

We are known for our positive College Spirit.

We honour the heritage and traditions associated with the College's foundation.

#### **Value the Individual**

We display respect to others.

We accept responsibility.

We strive to be the best we can be.

#### **Value Achievement**

We pursue our studies with enthusiasm and endeavour.

We set goals and strive to achieve them.

We recognise achievement comes in many guises.

We celebrate success, but value effort and contribution more.

#### **Value Inclusiveness**

We actively seek to include our fellow Collegians in College Life.

We value diversity of gender, background and thought.

We actively seek to promote equity of access.

## 2015 Rawson Final Standings

SPORT	 St Andrew's	 St John's	 St Paul's	 Wesley
Cricket	0	1	3	5
Rowing	5	0	3	1
Swimming	5	0	0	0
Rugby	5	3	3	1
Soccer	5	0	3	1
Tennis	3	0	5	1
Basketball	3	0	3	3
Athletics	5	1	3	0
<b>Totals</b>	<b>31</b>	<b>5</b>	<b>23.5</b>	<b>12.5</b>
<b>Rank</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>3</b>

## 2015 Rosebowl Final Standings

SPORT	 St Andrew's	 St John's	 Sancta	 Wesley	 Women's
Netball	5	7	0	1	3
Rowing	7	3	0	5	1
Swimming	3	0	7	1	5
Hockey	7	5	1	3	0
Soccer	7	3	1	0	5
Tennis	5	3	1	0	7
Basketball	3	7	1	5	0
Athletics	7	0	1	3	5
<b>Totals</b>	<b>44</b>	<b>28</b>	<b>12</b>	<b>18</b>	<b>26</b>
<b>Rank</b>	<b>1</b>	<b>2</b>	<b>5</b>	<b>4</b>	<b>3</b>

## Palladian Results Table for 2015

SECTION	Oration	Solo Vocal	Solo Instrumental	Solo Drama	Dance	Debating	Ensemble Vocal	Ensemble Instrumental	Art	Ensemble Drama	TOTAL POINTS
COLLEGE											
St John's College					3			3		2	8
St Andrew's College	1	3	3 2		2	3	2 1	2		3	22
Women's College		2		2	1	1		1			7
Wesley College	2					2					4
St Paul's College			1						3		4
Sancta Sophia College	3	1		3 1			3		2 1	1	15
International House											
Mandelbaum House											