

Transparency Report 2014





Wesley College

A Residential College within The University of Sydney

Transparency Report 2014

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.

Providing a unique residential experience underpinned by a safe, diverse and inclusive community, where respect for the individual and achievement are paramount is at the heart of Wesley's identity and defines us. It is about more than somewhere to live – it is about providing an environment where everyone feels included, secure, challenged to extend their horizons, and emotionally and academically supported so that they may be the very best they can be. Students at Wesley are provided with a wide choice of co-curricular activities and leadership opportunities to enhance their ability to experience a well rounded education. At a time when technologies and online learning are becoming an integral part of the university experience, the interactive living and learning environment in College life is even more important.

This is our second 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 the 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 trust this Transparency Report will enable useful insights by all stakeholders into how Wesley strives to provide a safe, vibrant community of learning and personal growth in a way which helps our students develop qualities and values that will underpin their everyday 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 2014, we opened a new extension to our Purser building, the Lee Floor, increasing our residential places from 224 to 264 at the start of 2014 academic year. At Wesley College, we only accept and admit students who are studying full time at the University of Sydney.

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 2014, the Council composition included six Old Collegians (2013: six), one of whom served as Council Chairman.

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)).

Day to day administration of the College rests with the College Master and her team, which in 2014 included a Vice Master, Business Manager, Sports Director, Pastoral Care Chaplain, Development Manager, Registrar 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, 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 2014, after a consultation process involving the Wesley College Council and the Management Committee of Foundation, the Foundation Trust Deed was amended to reflect the needs of the current environment. The amendments to the Deed were approved at the Foundation AGM in October 2014 and are now being implemented. The main changes are to the composition of the Management Committee, now reflected by 4 elected members and 4 Council appointees, plus the Master of the College. The Foundation Chair is to be recommended by the Committee and approved by Council.

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.

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

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, even with our largest cohort of new students, for every one student we offered a place to, there were three students whom we were not able to accommodate (174 places: 681 Applications).

In 2014, 174 new Freshers (2013: 66) were admitted to the College, comprising 84 males and 90 females undertaking a range of degrees across the University. This was our biggest intake ever in the history of Wesley College and accepting so many new residents in one intake had a significant impact on the College community. The origin of these new students was:

Sydney Metro	38
Country NSW	74
Interstate	36
Overseas	26

In this intake, we had fifteen students who had a direct connection with an Old Collegian (mother/father, grandparent, brother or sister).

In 2014, eight (2013:18), students were not offered readmission at the start of the year. At year's end, six (2013: 8) students were not offered readmission.

Each year we welcome students from a variety of places and backgrounds. In 2014, a survey was conducted by the Residential Colleges on campus which clearly identified the diversity of our communities. Wesley College's overall diversity is represented below:

Sydney Metro (Cronulla to Palm Beach to Penrith)	63
Rural/Regional (all of Australia)	126
Interstate Metro (Melbourne, Adelaide etc.)	38
International	35

A further interesting statistic from this survey was the number of students that could identify with 2 or more cultural backgrounds. For Wesley, we had 66 students with two or more and 25 students with three or more nationalities, adding to our diversity

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.

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:

Warning

A warning to the student that he or she is engaging in misconduct by violating College By-Laws, rules, regulations or policies and that continuation or repetition of misconduct may result in more severe sanctions.

Restitution

Restitution is a requirement to reimburse or otherwise compensate another for damage or loss of property resulting from a student's misconduct. This includes individual responsibility as well as group responsibility. This may be required in conjunction with other sanctions, depending on circumstances of the particular situation. Failure to make restitution as directed is a serious disciplinary matter.

Fine

A fine may be issued in relation to inappropriate behaviour or breaches of the Act, By-Laws or rules and regulations of the College. This fine is to be paid to the College within 14 days of it being issued. This may be required in conjunction with other sanctions, depending on circumstances of the particular situation. Failure to pay a fine as directed is a serious disciplinary matter.

Probation

Probation relates specifically to Academic Progress. If a student is not able to demonstrate at least pass grades in all subjects, he or she will be placed on Academic Probation for a period of one semester, allowing time to demonstrate significant progress.

Suspension

Suspension involves termination of residential student status at the College for a specified time period. Suspension does not mean automatic return to College at its conclusion. Suspension may be lifted, extended or expulsion may occur.

Expulsion

Expulsion involves termination of residential status at the College permanently. This requires a student to vacate the premises by a specific date and not to return to Wesley College or attend any events associated with the College for a predetermined time frame.

Complaints and Investigations

In 2014 the College received four complaints (2013:5), categorised as follows:

Wesley student	0
Wesley Staff or Contractor	0
Other Colleges	2
University staff or students	1
Members of the public	1
Media	0

All complaints were investigated and appropriate actions taken. Two complaints were in relation to inappropriate commentary aimed towards a neighbouring College, reported by external parties to the Colleges. The responsible people were identified in each case and appropriate disciplinary action was taken and communication was made with the external party to provide them with information related to the actions taken. Two complaints were in relation to the behaviour of Wesley Students while visiting other Colleges at hosted events. In each case, disciplinary action was taken and the matter and outcome reported to each College directly.

Serious Disciplinary Actions

In 2014, the following serious disciplinary actions were taken:

Fine	1
Suspension	12
Expulsion	3

The University is now a smoke free environment. Wesley has been smoke free for a number of years, but with the change in the surrounding environment, we now apply the 'smoke free' with a fine of \$200 for the first offence, followed by suspension from College for further offences.

In each case of Expulsion, the reason, in general terms was communicated to the University, as part of our policy in relation to disciplinary matters. The expulsions involved two separate incidents. One expulsion resulted in a request for an Appeal to the Council. The Council resolved to uphold the Master's decision at first review and the matter was not referred to an Appeal Committee.

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 also provides 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 has a reputation for academic excellence. In 2014 the academic achievements of our students included 11 High Distinction Averages and 53 Distinction averages, with 3 students receiving Honours Class 1 at graduation, 4 receiving Academic Merit awards and 4 students on the Dean's list for Excellence and a further 6 University Special Prizes being received. In 2014 the College separately awarded prizes to individual students totaling \$8,350 (2013: \$6,850) 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 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 2014 readmission at the commencement of the year, based on our academic progression requirements. At the end of 2014, a further five students were ineligible for readmission in 2015.

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. 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 Scolarest (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 Assistants (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, heritage buildings. Any extension or refurbishment of our property must be done in an architecturally sympathetic and financially viable way, and such that all residents must be able to be accommodated in the Dining Hall in one sitting.

During 2014 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.

To further enhance our dining facilities, our kitchen servery area and dining hall servery facilities were renovated completely, providing a contemporary and modern feel to complement our traditional Dining Hall. This work was completed with co-operation from our Caterer Scolarest, part of Compass Group.

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.

In 2014 the Wesley College Foundation received \$130,850 (2013: \$32,250) in general donations for building purposes; and \$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 2014, reporting a surplus of \$1,672,650 (2013: \$332,364), which included a \$460,000 (2013: \$102,300) building contribution from the Foundation. This was a particularly pleasing result in a year of our first occupation of the new Lee Floor and the start of the repayments of our loan facility. The College invested a total of \$931,796 (2013: \$5,077,218) into capital extensions and improvements, and spent \$318,860 (2013: \$280,036) on repairs and maintenance.

The College's loan from Uniting Financial Services was reduced by 22% to \$3,973,809 (2013: \$5,109,323).

Sustainability

This year, we have moved to a full recycling system within the college for all our waste. It is now sorted into co-mingled, general or paper waste, providing appropriate collection points throughout the building and separate collection points external to the building. This investment of \$30,000 allows us to meet appropriate environmental standards and be responsible for thinking actively about our environment and the impact we have upon it. Students at Wesley began an 'Environmental' Group this year to proactively address ways in which the community could lessen their impact upon the environment.

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 2014, Wesley supported two 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 twenty three (2013:17) “need” scholarships and twelve (2013: 7) “sporting” scholarships were awarded in 2014 at a total cost of \$212,138 (2013: \$145,820). In 2014 the Wesley College Foundation received \$162,593 (2013: \$273,138) 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 and promulgation of Policies for both staff and students; training and development of staff; training and development of our Student Leaders and Resident Assistants; 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 2014 the Council:

- updated the College Bylaws ;
- approved a procedural document in relation to the Appeal process for students;
- implemented a ‘Code of Conduct’ for all Councillors; and
- updated and approved Policies including the Admission, Discipline, Social Media, Privacy and Alcohol Policies.

In 2014, 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 Assistants;

In 2014, following the most significant size increase in the College in recent times, the Master undertook a review of staff positions in the Pastoral Care and the Development/Advancement areas. These areas are important in the support for current students, through ensuring support for their well being and providing scholarship support. 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.

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

2014 saw the 22nd year of our Overseas Study Experience (OSE) in Indochina. This year, the Master accompanied the five students and Group Leader for the first leg of the trip in Cambodia. This is a program that 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 scholarship through the Wesley College Foundation, to complete their work and study projects during an 8 to 10 week placement period.

The two key organisations we raise money for are 'Project Indochina' and 'SCADP' and we have been supporting these not for profit organisations for a number of years now. Wesley Students raise money to support these two charities throughout the year by holding events and providing awareness of the difficulties facing young children in these two countries. In 2014, a dinner was held in April to highlight the work of our students in 2013/14. 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 OSE Dinner for the past two years and have profiled our students' work experience on their website (www.sydney.edu.au/southeast-asia-centre/).

In 2014 the Master of Wesley College again served as Chair of the Heads of Colleges Committee at The University of Sydney. This role ensures strong connections and communications between the Colleges' management. This group meets three times per year with the Vice Chancellor, as part of the SEG CCC group, providing a conduit with the University for discussion around shared matters of interest and concern.

The Master also sat on the Joint University Working Party as a Representative of the Heads of Colleges on campus. The College was also represented in our own right by a member of Council. This Working Party has been working for the past 18 months on a Joint Protocol in relation to significant matters of concern regarding student behaviour where a student is jointly a member of the University and a member of the College community.



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



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.




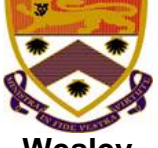

We value diversity of gender, background and thought.

We actively seek to promote equity of access.

2014 Rawson Final Standings

SPORT	 St Andrew's	 St John's	 St Paul's	 Wesley
Cricket	5	2	0	2
Rowing	5	0	3	1
Swimming	5	1	3	0
Rugby	5	3	1	0
Soccer	3	0	0	5
Tennis	3	0	5	1
Basketball	0	1	5	3
Athletics	5	1	3	0
Totals	31	8	20	12
Rank	1	4	2	3

2014 Rosebowl Final Standings

SPORT	 St Andrew's	 St John's	 Sancta	 Wesley	 Women's
Netball	3	0	1	5	7
Rowing	7	5	3	1	0
Swimming	3	1	7	0	5
Hockey	7	5	0	3	1
Soccer	7	5	1	0	3
Tennis	7	5	0	1	3
Basketball	3	0	1	7	5
Athletics	7	1	0	3	5
Totals	44	22	13	20	29
Rank	1	3	5	4	2

Palladian Results Table for 2014

SECTION	Oration	Solo Vocal	Solo Instrumental	Solo Drama	Dance	Debating	Ensemble Vocal	Ensemble Instrumental	Art	Ensemble Drama	TOTAL POINTS
COLLEGE											
St John's College	1		2	2			2	3	2 1	3	16
St Andrew's College	2	2	3 1	3		1		2			14
Women's College	3	3			3		3	1		1	14
Wesley College				1	2	3	1		3	2	12
St Paul's College		1				2					3
Sancta Sophia College					1						1
International House											
Mandelbaum House											