



TRANSPARENCY REPORT 2016

Wesley College





Wesley College

A Residential College within The University of Sydney

Transparency Report 2016

College Life Under the Lens

Introduction

We take our role in the tertiary education of some of Australia's most capable students very seriously. Our *purpose* is to give a diverse group of students the opportunity to live in a supported, vibrant community that fosters learning and personal growth in an environment that allows its students to flourish, excel and fulfill their potential. We seek to engender in our students warmth of character, self-confidence, strong values and respect for others that will guide them to make a difference and contribute meaningfully to society in the future.

Our 2021 Strategic Plan seeks to ensure we not only continue to provide a privileged group of University of Sydney students a unique opportunity to undertake their studies whilst living on campus; but that we do so having regard to the rapidly changing nature of the academic environment; society's expectations of behaviour and diversity; and acknowledgment that with privilege comes responsibility.

This is our fourth voluntary Transparency Report. It is founded on our Vision *to be a leading and most respected University College in Australia.*; and our Values – *Respect for our 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, diverse, 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 270 primarily undergraduate students. In 2016, we opened our rebuild of the former E Wing, which was renamed the Pryor Wing in honour of Bruce Pryor's contribution to our buildings through his generous giving as well as his professional role as Architect of New Wing. 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). In 2016 there was no Council election required. The current Chair of Council is an Old Collegian in her second term of office. On Council this year, we have 6 Male Councillors and 7 Female Councillors.

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 management of the College rests with the College Master and her team, which in 2016, underwent some changes to the structure, removing the Vice Master role and replacing this with three Director Roles, including Director of Students, Director of Programs and Director of Operations. We have also appointed a Finance Manager and the remaining positions are unchanged, including 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, Hon Secretary, Hon. Treasurer and Social Secretary each year who make up the Executive and 12 other House Committee positions each year. Students' Club activities include musical soirees, drama productions, social sport, social events,, highly competitive intercollegiate Rawson and Rosebowl sporting competitions (see Appendix 2) and the 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 throughout the year.

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 2016, our new Chair of Foundation, Ms Kimberley Holden (fr. 84) has embarked upon developing a Strategic Plan for our Foundation for the next 5 years to be implemented in 2017. The Committee has been restructured to reflect the skills of each member and to focus on our next challenge, raising money for Scholarships.

At the end of 2016, an Old Cols association was separately created, chaired by Ms Suzie Carlon (fr. 83). This new Association will focus primarily on Old Col functions and Old Col engagement to increase our attendance at events and provide a variety of events to appeal to the range of Old Collegians across the decades.

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 2016, the new staffing structure of the College has been introduced and is being settled in, with a significant increase in the pastoral care roles which directly relate to our students daily lives.

Wesley's well articulated Values 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 (152 places: Applications).

In 2016, 152 new Freshers (2015: 76) were admitted to the College, comprising 69 males and 83 females undertaking a range of degrees across the University. This year was a big intake as we opened Pryor Wing for occupation so our male /female ratio was balanced across the whole college.

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 a warning, restitution, fine, probation, suspension or expulsion, all at the Master's discretion. There is an Appeals Process available to students at Council level if they feel that they have not had due process followed in relation to disciplinary matters.

Complaints and Investigations

In 2016 the College received 5 complaints (2015:3), categorised as follows:

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

All complaints were investigated in a timely manner and appropriate actions taken.

Serious Disciplinary Actions

In 2016, 7 (2015: 17 in total) serious disciplinary actions were taken:

Fine	2
No Offer to Return	0
Suspension	3
Expulsion/ asked to leave	2

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 2016 the academic achievements of our students included 7 High Distinction Averages and 42 Distinction averages. In 2016 the College separately awarded prizes to individual students totaling \$8,350 (2015: \$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.

In the middle of 2016, Wesley formalised our academic progression expectations into a policy (Academic Progression Policy). This was approved by Council and came into effect for Semester 2 2016. While it did not change our focus, that being an expectation to pass all subjects and progress in the degree, the policy provides clear guidelines on intervention and assistance available and the process undertaken in the event a student does not meet the minimum requirements. 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.

Eight students were ineligible for 2017 readmission based on our academic progression requirements.

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. The Student Licensee is a position that now involves, from 2016 onwards, an application process and is a recommendation put forward to the Master from The Students' Club. The appointment is made from July to June each year, ensuring good coverage and experience is maintained for our major events.

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, has increased in size this year to include our new Academic Dean, now consisting of six members of staff who meet fortnightly to assess and track student welfare within the College. The Pastoral Care Team also appoints eleven Resident Advisors (RA's) from the student body, increased this year by one RA in recognition of the increased size in College numbers. They work under the guidance of the Director of Students 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. In 2016, Wesley College added First Responder training to our RA training program.

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 2016 we completed further refurbishment of our buildings including the refurbishment of all bathrooms in Wyllie and Callaghan wings, the internal painting of these two wings as well as new carpet to all bedrooms in these two wings.

We also undertook a renovation of our front lawn area in preparation for our Centenary in 2017, including the installation of a watering system to maintain it into the future.

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 2016 the Wesley College Foundation received \$135,210 (2015: \$198,738) in general donations for building purposes; and \$ 259,127 (2015: \$444,856) 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 2016, reporting a surplus of \$ \$1,355,683(2015: \$1,604,824), which included a \$470,000 (2015: \$520,000) building contribution from the Foundation in support of the Purser extensions works (Lee Wing) and a \$50,000 (2015; nil) building contribution from the Foundation towards the Purser stonewall restoration works. The College invested a total of \$2.0 million (2015: \$3.2 million) into capital extensions and improvements, and spent \$364,904 (2015: \$237,141) on repairs and maintenance.

During 2016, the College borrowings increased by \$639,131 and amounted to \$4.4 million (2015: \$3.8 million) at 31 December 2016. The increase reflected monies redrawn to fund the E Wing (now Bruce Pryor Wing) redevelopment, net of contribution of \$470,000 from the Foundation's Raising The Roof Appeal and normal monthly principal and interest repayments.

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. In 2016, we have been provided with a new scholarship, through the generous donation of an Old Collegian and his wife, The Greg and Beverly Alt Scholarship. This will offer a half scholarship to a country student each year, for the duration of their stay at Wesley.

We also offer a number of full Scholarships for our indigenous students. In 2016, Wesley supported eight Indigenous students through our scholarship program, including our Indigenous Scholarship and our Indigenous Endowment Scholarship.

In total 25 (2015:23) “need” scholarships and 2 (2015: 10) “sporting” scholarships were awarded in 2016 at a total cost of \$219 650 (2015: \$227,965). In 2016 the Wesley College Foundation received \$344,568 (2015: \$323,035) 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 2016 the Council:

- Introduced a half day weekend October Council Meeting to allow time to discuss matters related to Strategy and to review annually all Policies as required;
- Approved participation in the Broderick Cultural Review of University of Sydney Colleges;
- reviewed existing Charters for Committees of Council;
- approved a new policy related to Academic Progression within the College;
- Updated and approved Policies including the Admission, Discipline, Harassment, Bullying, Social Media, Privacy and Alcohol Policies.

In 2016, 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 Advisors and key full time staff; and
- Mental Health First Aid Training with certificate for all Resident Advisors.

With the creation of the new Academic Dean position in 2016, students will have a specific touchpoint on academic matters as well as having someone who resides in the College environment to guide and model strong academic commitment.

Wesley ran a tutorial system with 268 sessions across 31 subjects in Semester 1, and 224 sessions across 28 subjects in Semester 2. We dramatically improved our attendance rates at tutorials across the year, increasing from 36% attendance in Semester 1 to 70% in Semester 2. These numbers are based on the number of students signing up for a subject at the beginning of semester, compared to attendance in each tutorial session.

Wesley also appointed two Peer Writing Assistants who provided one-on-one hour long sessions to students centered on improving their academic writing. 38 sessions were held in this program, and we intend to expand it in 2017 with the appointment of more PWAs.

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

2016 saw the 24th year of our Overseas Study Experience (OSE) in South East Asia. This year, the Academic Dean accompanied the five students and Group Leader for the first leg of the trip in Cambodia. For the first time, we included a weekend trip to Siem Reap as part of the cultural immersion program. . 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 2016, the group raised in excess of \$22,000.

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 four 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/).



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

OVERALL RESULTS

Rosebowl Overall Points 2016

2016	NETBALL	ROWING	SWIMMING	HOCKEY	SOCCER	BASKETBALL	TENNIS	ATHLETICS	TOTAL	RANK
ANDREWS	7	7	7	7	3	5	7	4	47	1
JOHNS	5	1	0	5	0.5	3	5	7	26.5	2
SANCTA	1	0	5	0	5	0	0	0	11	5
WESLEY	3	5	1	3	0.5	7	1	1	21.5	4
WOMENS	0	3	3	1	7	1	3	4	22	3

Rawson Overall Points 2016

2016	CRICKET	ROWING	SWIMMING	RUGBY	SOCCER	BASKETBALL	TENNIS	ATHLETICS	TOTAL	RANK
ANDREWS	3	5	5	5	1	5	3	5	32	1
JOHNS	0	0	3	0	0	1	0	0	4	4
PAULS	5	3	1	3	3	3	5	3	26	2
WESLEY	1	1	0	1	5	0	1	1	10	3

SECTION	Oration	Solo Vocal	Instrumente	Solo Drama	Dance	Debating	Ensemble Vocal	Instrumente	Art	Ensemble Drama	TOTAL POINTS
COLLEGE											
International House											
Mandelbaum House											
Sancta Sophia	3 2	1		2							8
St Andrew's			3			3	1	3	3		13
St John's					1			2			3
St Paul's	1	2	1	1	3	2			2		12
Wesley				3		1	3		1		8
Women's		3	2		2		2	1			10

Palladian Cup 2016	
St Andrew's College	13
St Pauls College	12
Womens College	9
Sancta Sophia College	8
Wesley College	8
St John's College	3
International House	
Mandelbaum House	

