



St John's College
Within The University of Queensland

Culture And Values Report

Framework for action

Overview

This Framework for Action provides a pathway to address issues and opportunities identified in the independent report of St John's College culture prepared by Elizabeth Jameson AM and Dr Christine Turner in October 2022 ("the Report"). It is designed to deliver a pragmatic and achievable plan that recognises the strengths of the College outlined in the Report, as well as the areas identified for improvement, building on the solid foundation of improvements made to date.

The Framework for Action puts the student voice front and centre. It recognises that, where possible, students should own and lead cultural change.

The Framework for Action responds to the Report in two ways:

1. Establishes a key set of principles to guide cultural improvements
2. Identifies short to medium term actions to address key recommendations of the four target areas identified in the Report.

A detailed Action Plan addressing each recommendation will be prepared following consultation with students and other key stakeholders. The College will regularly update stakeholders on progress in addressing the Report recommendations.





Principles for Framework for Action

Three principles have been adopted by the College to guide cultural improvements.

They describe the College's approach to responding to the Report and developing a plan of action for the short term (i.e. October to December 2022) and medium term (i.e. January to June 2023):

1. *Safety*

College is a home where all should be safe and secure and where no sexual assault or harassment is acceptable.

2. *Respect*

Self-respect and respecting and treating others with respect, fairness and dignity. To lead by example and set a tone for respect in the community.

3. *Inclusive Diversity*

Empowering and involving students and other stakeholders to address concerns, implement solutions and preserve strengths while embracing diversity that includes all components of a student's identity and experiences.

The College recognises that students are embarking on an important life transition and, as young adults, they are responsible for themselves and their actions. At the same time, the College staff and leadership have an important role to play in balancing student autonomy with guidance, supervision and support in a way that meets community expectations whilst maintaining the unique Johnian spirit.

The principles of safety, respect and inclusive diversity will be used to develop actions in consultation with students and also test the appropriateness of the College's response to the Report recommendations.



Framework for Action by Key Areas

The 15 recommendations from the Culture and Values Report have been broadly categorised into four key areas:

1. *People matters*
2. *College values*
3. *Traditions, practices, behaviours*
4. *Safety and wellbeing*

In addressing these key areas, the College has identified seven short-term actions to be completed between October and December 2022 and ten medium-term actions to be undertaken over the six months from January to June 2023, as summarised below.

Following consultation with students and other stakeholders, the College will produce and publicly release a detailed Action Plan that addresses all 15 recommendations.

Every six months, the College will publish an update of progress against the Action Plan, with the first update to be provided in April 2023.



Short-Term Actions: October – December 2022

1. *Review* the method and engagement of Resident Advisors.
2. *Conduct* exit and returner surveys, offering face-to-face interviews to inform future planning.
3. *Undertake* a risk audit of the Buttery Bar operations and management.
4. *Grow* the student leadership training program in L Week, P Week and throughout the year to reflect leading practice that also models College values.
5. *Collaborate* with staff and students to audit and review all College events with the active application of Retain, Rework or Remove.
6. *Identify and eliminate* any event, activity or tradition that has been found to (or has the potential to) harm, humiliate or negatively impact any student.
7. *Review* event request and planning procedure to ensure alignment with principles of safety, respect and inclusive diversity.

Medium-Term Actions: January – June 2023

1. *Evaluate and strengthen* the existing evidence-based training on safety, sexual assault and harassment, bystander awareness, drug and alcohol harm minimisation, mental and sexual health, and cultural sensitivity.
2. *Implement* year-round education for all students on safety, respect and inclusive diversity.
3. *Review* admissions and enrolment practices and design a strategy to achieve a more diverse student body in 2024 and beyond.
4. *Ensure* greater controls, responsibility and accountability are in place for College events.
5. *Evaluate* personal and professional development for current student leaders and training for future leaders so that it remains current and relevant.
6. *Consult* key stakeholders about College Values, and ensure they are fit for purpose, and are understood and lived within the College.
7. *Engage* key stakeholders through regular roundtables where robust discussions are held to improve culture.
8. *Work closely* with the Student Club to ensure its governance reflects leading practice including its status as an incorporated entity.
9. *Review* the College Council's Risk Appetite and Framework.
10. *Increase* safety and support infrastructure and personnel.

St John's College acknowledges the Traditional Owners of the lands on which we live and learn, the Turrbal and Jagera peoples, and pay our respects to their Elders past and present.
