



St John's College  
Within The University of Queensland

# Education and Training *Strategy and Program*



## *Background*

Building on the work that took place in both 2020 and 2021, St John's College is committed to implementing an evidence-based education and training program each year as part of addressing our strategic goal of providing a safe, inclusive, welcoming and diverse culture (SJC Strategic Goal 2).

The education and training strategy is part of a College-wide approach, endorsed by all levels of leadership, and includes mutually reinforcing messages that are in line with the five College values – Respect, Excellence, Resilience, Integrity, and Inclusion.

The education and training strategy has multiple training methodologies and mechanisms to deliver a high quality and engaging program that will provide students with knowledge and skills to make responsible and safe decisions, and contribute positively to the College community and beyond.

Training will be delivered throughout the year to ensure that skills are developed and knowledge retained over time. Key staff will keep abreast of the latest research, trends, and resources related to the training areas, and undertake evaluation processes to ensure both delivery and content is meeting the needs of students and the College as a whole.



## Measurement of Success

The aims of our education and training strategy are to ensure that all students:

- Possess a practical understanding of College policies and values and their translation into practice
- Clearly understand consent and what it means to be an active and ethical bystander
- Encourage and promote a culture where it is safe to report
- Ensure a trauma-informed and victim-centred approach to any and all disclosures and reports
- Promote healthy and respectful relationships
- Promote a harm minimisation approach to alcohol and drug use and misuse
- Raise awareness of mental health and ways to respond to, and prevent, further issues.



## Program Delivery

The main deliverable of the education and training strategy will be an annual program that will be delivered by experts, staff, and student leaders (peer-to-peer), using a range of methods including:

- Face to face
- On-line training
- Small groups, larger groups, and one-on-one training
- Role plays
- Case studies
- Narrative pedagogy

Training will primarily take place on-site at the College, although some sessions will be run by staff of the University of Queensland in their facilities. There will also be a small number of external accredited courses undertaken at the provider's venue of choice.

As part of ensuring the strategy is forward looking, the College will continue to provide some options for online learning modules, and investigate further ways to enhance the use of technology in an engaging way. Some delivery will be undertaken prior to students arriving for the beginning of the year, but most will occur during their residency.

## Evaluation

The program will be evaluated using both qualitative and quantitative methods to ensure they meet the changing needs and expectations of our students, staff, Council, and the wider community.

In addition to direct feedback from students at the end of each training session (including short surveys), we will undertake more detailed surveys at the end of P Week (for student leaders), and at the end of the year (for all students).

As part of evaluating the effectiveness and relevance of the program, staff will engage with experts in various fields related to the topics covered, and ensure they are up to date with relevant research, resources, and delivery methods.





TOPIC	FACILITATOR / INFO	TRAINING TIME
<b>Ethical Leadership</b>		
Student Leaders	Leading Teams, Performance Improvement Program (Martine Harkin) - Leadership responsibility - Values-based leadership	<ul style="list-style-type: none"> <li>• Leadership Week (L Week)</li> <li>• Pre-Orientation Week (P Week)</li> <li>• Term 2 refresher session</li> </ul>
	Campus Consultancy- developing Values-based Leadership (Josh Farr) - Aligning personal and college values - Transform values into actions	<ul style="list-style-type: none"> <li>• L Week</li> <li>• P Week</li> </ul>
First Year Students	Campus Consultancy- developing Values-based Leadership (Josh Farr) - Aligning personal and college values - Transform values into actions	<ul style="list-style-type: none"> <li>• Orientation Week</li> </ul>
<b>Policies and Procedures</b>		
All Students	College Policies and Procedures (Vice Warden) - Where to go for support (internal and external), reporting - College Handbook - Expectations of behaviour and conduct - Academic programs and support - Career development	<ul style="list-style-type: none"> <li>• L Week</li> <li>• Orientation Week</li> <li>• Reiterated in Residency Agreement and Online training module at start of year</li> <li>• Ongoing throughout the year</li> </ul>
<b>Mental Health and Wellbeing</b>		
RAs and Student Leaders	Mental Health 101 (Batyrr) - What is mental health - Incorporating wellbeing into events - Signs of struggling mental health - Providing support for someone experiencing mental health challenges	<ul style="list-style-type: none"> <li>• P Week</li> </ul>
First Year Students	"Being Herd" (Batyrr) - What is mental = health - Support services	<ul style="list-style-type: none"> <li>• O Week</li> </ul>
	Wellbeing Workshop (Dean of Student Wellbeing) - Examining Burnout - Common causes of Burnout at College - Strategies to avoid Burnout	<ul style="list-style-type: none"> <li>• O Week</li> </ul>
All Students	Wellbeing Workshop- Balance at College (NAAUC) - Workshop on maintaining a healthy balance at College - Prioritising Mental Health - Avoiding Burnout	<ul style="list-style-type: none"> <li>• Throughout the year</li> </ul>



First Year Students	<p>Healthy Minds (Trainer TBC)</p> <ul style="list-style-type: none"> <li>- Wellbeing wheel</li> <li>- How to live a balanced life</li> <li>- How to respond to and understand emotions</li> <li>- Available support services both internal and external to College</li> <li>- Lived experience speaker</li> </ul>	<ul style="list-style-type: none"> <li>• Semester Two</li> <li>• Welcome back session</li> </ul>
<b>Alcohol and Drug Education</b>		
Student Leaders	<p>Drug and Alcohol Workshop (Ash Gurney, ADES)</p> <ul style="list-style-type: none"> <li>- Establishing a healthy culture around alcohol</li> <li>- Responsible Service and Responsible drinking</li> <li>- Drugs and their impact on the student and wider community</li> <li>- Looking after your friends</li> </ul>	<ul style="list-style-type: none"> <li>• L Week</li> <li>• Orientation Week</li> <li>• Reiterated in Residency Agreement and Online training module at start of year</li> <li>• Ongoing throughout the year</li> </ul>
	<p>Responsible Service of Alcohol Certificate (online) – accredited training</p> <ul style="list-style-type: none"> <li>- All Committee</li> <li>- All Bar tenders</li> </ul>	<ul style="list-style-type: none"> <li>• Summer break (online)</li> </ul>
RAs	<p>Quick Fix Alcohol Harm Minimisation (School of Psychology, UQ)</p> <ul style="list-style-type: none"> <li>- The impact of drugs and alcohol (BAC)</li> <li>- Harm minimisation strategies</li> </ul>	<ul style="list-style-type: none"> <li>• L Week and P Week</li> </ul>
Vice Presidents and Vice Warden	<p>RMLV – accredited training</p> <ul style="list-style-type: none"> <li>- Responsible management of the bar</li> <li>- Communication with security</li> <li>- Risk Management</li> </ul>	<ul style="list-style-type: none"> <li>• November/December</li> </ul>
First Year Students	<p>Drug and Alcohol workshop (Ash Gurney, ADES)</p> <ul style="list-style-type: none"> <li>- Understanding of BAC and persona limits, impact of alcohol</li> <li>- Harm minimisation strategies</li> <li>- Looking after your friends</li> <li>- The impact of drugs and alcohol (BAC)</li> </ul>	<ul style="list-style-type: none"> <li>• Pre O Week online module</li> </ul>
	<p>Quick Fix Alcohol Harm Minimisation Workshop (School of Psychology, UQ)</p> <ul style="list-style-type: none"> <li>- The impact of drugs and alcohol (BAC)</li> <li>- Harm minimisation strategies</li> </ul>	<ul style="list-style-type: none"> <li>• O Week</li> </ul>
All Students	<p>Guest speakers about wellbeing, alcohol and drugs, diversity &amp; inclusion</p>	<ul style="list-style-type: none"> <li>• Throughout the year</li> </ul>
	<p>Red Frogs support and guest speaker</p> <ul style="list-style-type: none"> <li>- Harm minimisation strategies</li> <li>- Active support for peers</li> </ul>	<ul style="list-style-type: none"> <li>• Throughout the year</li> <li>• Andy Gourley to speak at Formal Dinner</li> </ul>



### Bystander intervention and gender equity

Student Leaders	'Carries of Culture' Bystander Awareness Training (Louise Hallo, Hallo Advisory) - Consent and Respectful Relationship Education - Bystander intervention tools	• P Week
	'R&R responding to disclosures' workshop (UQ Respect) - Sexual Consent - Ethical Bystander Training - Compassionate Response to sexual misconduct disclosure training	• O Week
First Year Students	Bystander Awareness Training (Louise Hallo, Hallo Advisory) - Consent and Respectful Relationship Education - Bystander intervention tools - Responding to disclosure education	• O Week
All Students	Guest speakers about gender equality, women in leadership, unconscious bias	• Throughout the year

### Child Safe Environments

Student Leaders	Child Protection Policy (Vice Warden) - Underage students Reporting and support services	• L Week
Student leaders and staff with direct student contact	DCSI screening/Blue Card – Government issued	• Pre employment and summer for students
Staff with direct student contact	National Police clearance and Queensland Blue Card – Government issued	• Prior to commencement of employment

### Consent / Respectful Relationships

Student Leaders	'R&R responding to disclosures' workshop (UQ Respect) - Sexual Consent - Ethical Bystander Training - Compassionate Response to sexual misconduct disclosure training	• O Week
Student Leaders	Responding to Disclosures Training (Louise Hallo, Hallo Advisory) - Consent and Respectful Relationship Education - Trauma informed response to sexual misconduct disclosures	• L Week
Staff (DoSW) and Student Leaders, and in O Week all new students	MATE Griffith University Ethical bystander training - Sexual assault and harassment - Consent and respectful relations - Reporting and responding - Support services	• Semester Two (Alice Draffin to do 'train the trainer' training and then run session) • L Week



Student Leaders	<p>Consent and Respectful Relationships (In Your Skin)</p> <ul style="list-style-type: none"> <li>- Sex Positivity</li> <li>- Consent and coercion</li> <li>- Healthy Relationships</li> <li>- Sexual health literacy</li> </ul>	• L Week
<b>Sexual Health/Healthy Sexual Relationships</b>		
Student Leaders	Biella, Roma St and Clinic 30	• Throughout the year
First Year Students	<p>Healthy Sex Positivity (In Your Skin)</p> <ul style="list-style-type: none"> <li>- Enthusiastic Consent</li> <li>- Healthy Relationships</li> <li>- Sexual health literacy</li> </ul>	• O Week
All Students	<p>Wellbeing Workshop- Contraception (Dr Sylvie Giguere, medical doctor)</p> <ul style="list-style-type: none"> <li>- Opening a dialogue on Contraception</li> <li>- Advice from a Medical Dr on the various methods of contraception</li> <li>- Dispelling myths around contraception</li> </ul>	• Throughout the year
	<p>Safe &amp; Sexy Week (Dr Annabelle Plume, Old Collegian, medical doctor)</p> <ul style="list-style-type: none"> <li>- Various sex positivity workshops</li> <li>- Opening a dialogue on sex positivity and healthy relationships</li> </ul>	• Throughout the year
<b>Social Media and Branding</b>		
All Students	To be developed	• To be confirmed
<b>Emergency First Aid</b>		
RAs	Provide Emergency First Aid – accredited	• P Week
<b>Personal Safety and Security</b>		
New students	<p>Queensland Police (Seargent Jose Sarmiento)</p> <ul style="list-style-type: none"> <li>- Young adults and the law</li> <li>- How to a make a police report</li> </ul>	• O Week
Student Leaders	<p>College safety and security (Vice Warden, Night Duty Manager and Property and Services Manager)</p> <ul style="list-style-type: none"> <li>- On call and after-hours security and staffing arrangements</li> <li>- Online reporting</li> <li>- WHS related policies and procedures</li> <li>- CCTV cameras</li> </ul>	• L Week



Fire Safety		
RAs and Student Wellbeing Staff	Fire Warden Training – accredited	• P Week
New Students	Fire Safety Training	• O Week
Performance Art, Comedy and Theatre		
RAs	Provide Emergency First Aid – accredited	• P Week
Diversity and Inclusion		
Student Leaders and Staff	Cultural awareness training for staff (Dr Jessa Rogers, Baayi Consulting)	• L Week
Student Leaders and Student Wellbeing Staff	ALLY (Ally Network, UQ) - How to be an ALLY - LGBTIQA2+ inclusion and events	• P Week
New students	LGBTIQA2+ Awareness and Support (UQ Queer Collective)	• O Week
All Students	Indigenous cultural awareness for students (Dr Jessa Rogers, Baayi Consulting)	• To be developed

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