

Implementation Strategy for Lumby Report, and 2023 and 2024 Progress Reports

St Mark's College aims to provide a safe, welcoming, and inclusive environment which promotes equality, values diversity, and maintains a working, learning and social environment in which the rights and dignity of all its students and staff are respected to assist them in reaching their full potential.

In May 2022, in keeping with this aim and with the College's ongoing work on cultural renewal, the College [commissioned Professor Catharine Lumby](#), University of Sydney, to undertake an independent expert review of what we do and can do better to prevent sexual harassment and sexual assault from taking place within the College community, and how we respond when misconduct does occur.

In October 2022, the College [received a Report](#) summarising the findings of the review and making a series of Recommendations. The Chair of the Board, Ms Linda Mathews, warmly welcomed the Report and its Recommendations, and affirmed the Board's commitment to implementing the Report's recommendations.

The following table sets out the Recommendations, and the approach that the College is taking to ensure their full implementation.

It also provides both a first progress report on implementation as at 6 February 2023, and a second progress report on implementation as at 16 April 2024.

6 February 2023, updated 16 April 2024

| Recommendation | Actions required | Lead responsibility | Start date | Target completion date | Specific outcomes and outputs | Status as at 6 February 2023 | Status as at 16 April 2024 |
|--|--|---------------------------------------|----------------------|------------------------|---|---|--|
| <p>1. (a) It is recommended that the College's policies on Sexual Harassment and Sexual Assault be consolidated into a single policy covering sexual misconduct including Sexual Harassment and Sexual Assault, similar to that of The University of Sydney - Student Sexual Misconduct Policy 2018 (sydney.edu.au)</p> <p>(b) It is recommended that the policy and procedure are separated to make it clearer up front what constitutes sexual misconduct and to make it clearer what steps a complainant can choose to take.</p> <p>(c) It is recommended that the revised policy and procedures refer to the options for support and complaint which are available to students in the universities.</p> <p>(d) It is recommended that revised draft policy and procedures documents be reviewed by an external party with the appropriate expertise.</p> | <p>Adviser & Special Projects to rework current Sexual Harassment and Sexual Assault policies into a single consolidated Sexual Misconduct Policy, incorporating the recommendations from the Report.</p> <p>New policy to be reviewed by senior staff, and by Chair of the Board.</p> <p>New policy to be reviewed by appropriate external party.</p> <p>Student leadership training to include specific training session on new policy and associated procedures; first year and returner training to incorporate information about new policy and procedures.</p> | <p>Adviser & Special Projects</p> | <p>December 2022</p> | <p>February 2023</p> | <p>New Sexual Misconduct Policy incorporated into College Handbook</p> <p>Student leaders receive specific training session on new policy and procedures</p> <p>First years and returners receive information about new policy and procedures via Welcome Week training</p> | <p>New "Sexual Misconduct Policy and Response Procedures" completed, with input from senior staff and Board Chair, and input from review by an expert from Yarrow Place. New document included in College Handbook for 2023 circulated to returning and new students on 3 February.</p> <p>A training session for student leaders on the new policy and procedures has been scheduled for 13 February.</p> <p>Welcome Week training for new and returning students will include information on new policy and procedures.</p> | <p>The "Sexual Misconduct Policy and Response Procedures" underwent its annual review and update in January 2024. The updated version is included in the College Handbook for 2024 circulated to returning and new students on 6 February 2024.</p> <p>A training session for student leaders on the policy and procedures took place on 8 February 2024 (Assistant Deans and Senior Residential Adviser) and on 12 February 2024 (all student leaders).</p> <p>2024 Welcome Week training for new and returning students included information on the policy and procedures.</p> <p>A new "Sexual Misconduct Policy and Response Procedures - Staff and Contractors" was developed and adopted by the College in January 2024. This has been circulated to all staff (all of whom have confirmed that they have received the document and understand that they are bound by it), and published on the College website.</p> |

| | | | | | | | |
|--|--|---------------------------------------|----------------------|-----------------------------------|--|--|---|
| <p>2. The College should give further consideration to appropriate ways to communicate to students that there are serious consequences for any sexual misconduct.</p> | <p>Clear information about this to be provided in the 2023 Handbook.</p> <p>Student leadership training to include specific training session on new Sexual Misconduct Policy and procedures, including the serious consequences for misconduct.</p> <p>First year and returner students to be provided with information in Welcome Week training about the new Sexual Misconduct Policy and procedures, including the serious consequences for misconduct.</p> | <p>Head of College and Dean</p> | <p>December 2022</p> | <p>February 2023, and ongoing</p> | <p>All students aware of the serious consequences for any sexual misconduct</p> | <p>Clear wording on the serious consequences for any sexual misconduct has been included in the 2023 Handbook at various places.</p> <p>Student leadership training on 13 February will include the serious consequences for misconduct.</p> <p>Welcome Week training for new and returning students will include the serious consequences for misconduct.</p> | <p>Clear wording on the serious consequences for any sexual misconduct has been included in the 2024 Handbook at various places.</p> <p>Student leadership training in both February 2023 and February 2024 included the serious consequences for misconduct.</p> <p>Welcome Week training for new and returning students in both February 2023 and February 2024 included the serious consequences for misconduct.</p> |
| <p>3. In its review of its sexual misconduct policy and procedures, the College should give careful consideration to what is said to complainants and respondents about confidentiality, and the appropriate sources of support available to them.</p> | <p>Adviser & Special Projects to incorporate this in the new Sexual Misconduct Policy.</p> | <p>Adviser & Special Projects</p> | <p>December 2022</p> | <p>February 2023, and ongoing</p> | <p>New Sexual Misconduct Policy includes information about confidentiality and support</p> | <p>The new "Sexual Misconduct Policy and Response Procedures" refers clearly to confidentiality, as well as to sources of support available to those reporting sexual misconduct and to respondents.</p> <p>Confidentiality and support will be discussed both with those</p> | <p>The "Sexual Misconduct Policy and Response Procedures" refers clearly to confidentiality, as well as to sources of support available to those reporting sexual misconduct and to respondents.</p> <p>Confidentiality and support continue to be discussed both with those reporting sexual misconduct to the College and with respondents.</p> |

| | | | | | | | |
|---|--|--------------------------------|---------------|----------------------------|---|---|--|
| | | | | | | reporting sexual misconduct to the College and with respondents. | |
| <p>4. The College should ensure that its training of students appropriately covers</p> <p>(a) what rape myth acceptance looks like in practice, why it is wrong, and how to respond to it;</p> <p>(b) an ongoing, explicit and carefully evaluated focus on developing communications skills in sexual encounters;</p> <p>(c) the role of social and online media in the way people become intimate;</p> <p>(d) the importance of understanding the various forms of sexual harassment; and</p> <p>(e) the damaging effects of cliquishness and gossip.</p> | <p>All training provided to first years, returners and student leaders to be reviewed prior to commencement of 2023 academic year to ensure identified areas are appropriately covered.</p> <p>External providers and internal facilitators to be asked to amend / develop their training where appropriate.</p> | Dean and Director of Wellbeing | October 2022 | February 2023, and ongoing | Student training incorporates identified information and skills development | <p>All training has been reviewed to ensure the identified areas are covered.</p> <p>External providers and internal facilitators have been asked to amend/develop their training as appropriate.</p> | <p>All training has been reviewed to ensure the identified areas are covered.</p> <p>External providers and internal facilitators have amended / developed their training as appropriate, and the identified areas were covered in the Pre-Welcome Week Training for student leaders, and the Welcome Week training for returning and new students, in both 2023 and 2024.</p> <p>Key elements are also covered, as appropriate, in the student leadership training which takes place for prospective leaders in September and December each year.</p> |
| <p>5. The College should continue with its existing No Hazing Policy.</p> | No Hazing Policy to be reviewed prior to commencement of 2023 academic year, and remain incorporated in Handbook. | Head of College | December 2022 | February 2023, and ongoing | No Hazing Policy, appropriately revised from time to time, continues to be incorporated into Handbook | The No Hazing Policy has been reviewed, renamed the Anti-Hazing Policy (as suggested by Professor Lumby), and included in the 2023 Handbook. | The Anti-Hazing Policy has undergone its annual review and update prior to inclusion in the 2024 Handbook circulated to students on 6 February. |

| | | | | | | | |
|--|--|------------------------|----------------------|-----------------------------------|---|--|--|
| <p>6. The College should continue to review its Code of Conduct and Behaviour Management Policy on an annual basis with the input of the Board.</p> | <p>Code of Conduct and Behaviour Management Policy to be reviewed prior to commencement of 2023 academic year.</p> | <p>Head of College</p> | <p>December 2022</p> | <p>February 2023, and ongoing</p> | <p>Annual review undertaken of Code of Conduct and Behaviour Management Policy</p> | <p>The Code of Conduct and Behaviour Management Policy were reviewed and significantly revised prior to inclusion in the 2023 Handbook circulated to students on 3 February.</p> | <p>The Code of Conduct and Behaviour Management Policy have undergone their annual review and update prior to inclusion in the 2024 Handbook circulated to students on 6 February.</p> |
| <p>7. As part of the College's screening of prospective students for character, the College should, as part of their application, require applicants to reflect on the College's values and how they will uphold them.</p> | <p>Application form to be revised to incorporate space for applicants to reflect on this.</p> <p>Question(s) to be added to interview template to prompt further discussion.</p> | <p>Registrar</p> | <p>December 2022</p> | <p>January 2023</p> | <p>Application form and interview questions updated to promote reflection on College values</p> | <p>The Registrar is working on revisions of the application form for use during 2023 and beyond.</p> <p>The Registrar is revising the interview template for use during 2023 and beyond.</p> | <p>The application form was revised in 2023 to include sections requiring reflection on the College values, and adopted for 2024 admissions and beyond.</p> <p>The interview template was revised in 2023 to include questions prompting reflection on the College values, and adopted for 2024 admissions and beyond.</p> |

| | | | | | | | |
|--|--|---------------------------------------|----------------------|---|---|---|---|
| <p>8. As part of the effort to increase diversity in its student body generally, the College should continue to strive for gender balance/diversity in its staff and student leaders and the student body and give regular reports to the Board on progress.</p> | <p>Registrar to continue to provide annual report on gender balance / diversity in the student body to the Board.</p> <p>Consideration to be given to creation of annual report on gender balance / diversity in (i) the student leadership team and (ii) College staffing.</p> <p>Consideration to be given to development of equal opportunity monitoring form as part of the staff recruitment process.</p> <p>Consideration to be given to recruitment strategy and process for different groups of employees.</p> | <p>Registrar and Business Manager</p> | <p>December 2022</p> | <p>Ongoing</p> <p>June 2023</p> <p>June 2023</p> <p>June 2023</p> | <p>Board receives regular reports on balance and diversity across the College</p> | <p>Careful attention has been paid to the need for gender balance/diversity in the admission process for 2023.</p> <p>This will be reflected in the Registrar reports.</p> <p>Other actions to be undertaken in 2023.</p> | <p>Careful attention continues to be paid to the need for gender balance / diversity in the admission process for 2024, and is explicitly reviewed in the monthly Admissions Meetings.</p> <p>Gender balance / diversity data continue to be provided in reports to the Board.</p> <p>Careful attention continues to be paid to the need for gender balance / diversity in staff appointments as applicable to different groups of employees.</p> <p>Ongoing work will continue in the following areas in 2024:</p> <p><i>Consideration to be given to creation of annual report to the Board on gender balance / diversity in (i) the student leadership team and (ii) College staffing;</i></p> <p><i>Consideration to be given to development of a means of equal opportunity monitoring as part of the staff recruitment process.</i></p> |
|--|--|---------------------------------------|----------------------|---|---|---|---|

| | | | | | | | |
|--|---|---------------------------------------|----------------------|----------------------|--|--|--|
| <p>9. The College should review its arrangements for staff training and support.</p> | <p>Business Manager to draft response to Respect@Work legislation, including review of staff training and support.</p> | <p>Business Manager</p> | <p>October 2022</p> | <p>June 2023</p> | <p>Compliance with Respect@Work legislation, with any necessary amendments made to arrangements for staff training and support</p> | <p>The Business Manager has drafted a response to Respect@Work legislation, including review of staff training and support.</p> <p>This draft is currently under review by senior staff.</p> <p>Advice will be sought from Ms Celia White.</p> | <p>The College is actively implementing its response to Respect@Work legislation, including review of staff training and support.</p> <p>All staff have been required to undertake training on workplace sexual misconduct provided by the Fair Work Commission, and to acknowledge that they have received the “Sexual Misconduct Policy and Response Procedures – Staff and Contractors” and understand that they are bound by it. These requirements have also been included in the induction process for new staff.</p> <p>All staff have been made aware that the College’s independent support person on sexual misconduct is available to support staff as well as students.</p> <p>A number of staff also take part in consent and respectful relationships training with students and student leaders.</p> <p>Consideration is being given to further staff training that may be appropriate.</p> |
| <p>10. The College should produce an Implementation Strategy in response to this Review and report on progress at regular intervals over the next two years.</p> | <p>Adviser & Special Projects to produce Implementation Strategy (i.e. this document), as well as regular reports on implementation</p> | <p>Adviser & Special Projects</p> | <p>December 2022</p> | <p>December 2024</p> | <p>Development of Implementation Strategy and accompanying reports</p> | <p>This document comprises that Implementation Strategy and the first progress report.</p> | <p>This document comprises that Implementation Strategy and the first and second progress reports.</p> |

| | | | | | | | |
|--|---|------------------------|--------------|---------------------------|--|--|---|
| | during 2023 and 2024. | | | | | | |
| 11. It is recommended that the College have an independent external review of what it does to prevent and respond to sexual harassment and sexual assault every three to five years in line with best practice evaluation. | College Board to affirm commitment to this. | Chair of College Board | October 2022 | October 2022, and ongoing | Independent external reviews undertaken every 3 to 5 years | The Board, in committing to implementation of all recommendations, has confirmed its commitment to this. A review will need to be arranged between 2025 and 2027, unless brought forward. | The Board, in committing to implementation of all recommendations, remains fully committed to this. A review will need to be arranged between 2025 and 2027, unless brought forward. |