



ST JOHN'S COLLEGE

within the University of Sydney

Whole-of-Organisation Assessment

Prevention and Response Plan

for

St John's College

within the University of Sydney

*Prepared Under Section 7 of the
National Higher Education Code to Prevent and Respond to Gender-Based Violence*

1 January 2026

Introduction

The College of Saint John the Evangelist ("St John's College") was founded on 1 July 1858 with the proclamation of the St John's College Act in the Parliament of New South Wales.

Its founder, Archbishop Polding, named it after the author of the fourth Gospel. The symbol of the College is therefore the eagle, the traditional symbol of St John.

The modern St John's College within the University of Sydney is an academic community founded in the tradition of Catholic commitment to university education, and within the broader context and tradition of University Colleges. The College is located adjacent to the University of Sydney campus in Camperdown and only accepts enrolments from students at the University of Sydney. At any one time, it has roughly 270 resident students and a varying number of affiliated, non-residential students.

The College is governed pursuant to the St John's College Act 2018, with a Council of 12 members, both appointed and elected, together with the Rector, who is the CEO of the College. The Rector is assisted by a Vice-Rector, Dean of Students, Director of Operations and Registrar, as well as a wide variety of other staff.

Mission

St John's College is a Catholic university college which enables young men and women to immerse themselves in university life through:

- a welcoming residential environment for students from different backgrounds;
- an experience of community living with social, sporting, religious and cultural opportunities;
- assistance to foster academic achievement;
- an opportunity to engage with the Catholic faith and its intellectual tradition;
- supportive pastoral care;
- formation in leadership through service to others.

Vision

Students will leave the College:

- ready to embrace life's challenges,
- having made life-long friends,
- as committed and engaged St John's alumni, and
- wanting to contribute to the Catholic and broader communities.

Culture

St John's culture is committed to:

- participation of all St John's students in the communal life of the College;
- high academic standards, critical and open inquiry, intellectual rigour;
- the compatibility of intellectual inquiry with the Christian Gospel;
- high standards of ethical behaviour and social responsibility;
- service to those less advantaged;
- respect, honesty and charity.

This Plan

This Whole-of-Organisation Prevention and Response Plan outlines St John's College's commitments in meeting the requirements of the National Code to Prevent and Respond to Gender-Based Violence in Higher Education (National Code). It establishes a coordinated framework to prevent gender-based violence, support those affected, and ensure effective, accountable responses across the whole organisation.

This Plan has been informed by a Whole-of-Organisation assessment of the enablers, systemic risks and barriers to preventing gender-based violence in St John's College. Through Council oversight and leadership from the Rector and College staff, St John's College is committed to embedding a culture of safety, respect, and accountability. The Plan ensures compliance with

the National Code while enhancing student wellbeing, safety, and confidence in both residential and academic life. The College undertakes these obligations willingly and fully, in accordance with legislative requirements.

This Plan is structured into five key relevant focus areas that align with the National Code and has been prepared under Standard 7 of the National Code.

The Australian Business Number (ABN) for St John's College, University of Sydney (registered as The Rector and Fellows of St John's College) is 77 142 270 315. This entity is listed on the Australian Business Register with that ABN and operates as the College within the University of Sydney.

1. Accountable Leadership & Governance

Mandatory Requirements

	National Code Standard summary	Key actions	Evidence of compliance
7.2	A Provider must require a student accommodation provider to prepare, implement and publish on its website a Whole-of-Organisation Prevention and Response Plan.	- The College and the University have signed a legally binding agreement to require this. - This Plan is part of the College's compliance with this standard.	- This plan is published on the College website together with other policies. - It was the product of consultation within the College community.
7.3	A Provider must require a student accommodation provider to monitor and measure the impact of the Prevention and Response Plan on an ongoing basis and update the Prevention and Response Plan at least every four years.	The College is committed to regularly reviewing this Plan and further to continue its existing data collection practices, including regular student surveys.	It is anticipated that this plan will be reviewed in 2026-27 and that student surveys will continue in this period.

Additional Actions from Whole-of-Organisation Assessment

The College continues to engage constantly with its student leaders and population generally to ensure that its culture supports human flourishing. Extensive staff and student training continues to occur as does proactive monitoring of events and happenings on the College site, or involving College students.

The College continues to ensure gender diversity among its appointments to governance and management. Skill in the area of gender-based violence is noted as being a relevant factor in such appointments.

2. Safe Environments & Systems

Mandatory Requirements

National Code Standard summary	Key actions	Evidence of compliance
7.4a A Provider must require a student accommodation provider to: • require its staff to declare any previous investigations or substantiated allegations of gender-based violence in similar roles • consider any declaration and associated risks in employment/engagement decision-making • consider any substantiated allegations found during a person's employment with the college in promotion/recognition processes • require staff to declare any existing or previous intimate personal relationship with a resident and manage and monitor any associated risks.	• The College has signed an agreement with the University incorporating these requirements. • The College has taken steps to comply with each of these requirements, with all new staff for the 2026 academic year having been required to make the declarations in the first and fourth bullet points. The College already considered the matters in the second and third bullet points in its existing processes; this will continue.	• The College has made all staff aware of these requirements. They have been added to requirements for new staff members. • The College clearly outlines expected conduct and behaviours in position descriptions, employment contracts and performance agreement plans. • All staff will be required to make the declarations in respect of the first and fourth bullet points. The reasons for this have been carefully explained. • Policies will be updated in due course to reflect these requirements formally.

	National Code Standard summary	Key actions	Evidence of compliance
7.4b	A Provider must require a student accommodation provider to: - prohibit the use of a Non-disclosure Agreement, unless requested by the Discloser - if requested, ensure it does not stop the Discloser from sharing information as part of seeking support - ensure any settlement agreements do not contain a non-disparagement clause.	- The College has signed an agreement with the University incorporating these requirements. - The College does not use NDAs in this context.	The College does not use NDAs in this context.
7.4c	A Provider must require a student accommodation provider to: - adopt the Provider's policies and procedures on preventing and responding to Gender-based Violence OR have and implement their own that meet National Code requirements - develop and review the policy at least every three years in consultation with relevant stakeholders.	The College has signed an agreement with the University incorporating these requirements, specifically to adopt the University's policies in this respect.	- The College's agreement with the University adopts the University's policies in this respect. - This will be supplemented by the College's own existing policies and procedures which are to be updated in 2026. - The success of this approach will be reviewed together with this Plan.

Additional Actions from Whole-of-Organisation Assessment

The College continues to review its policies, including to ensure compliance with the Code, and anticipates a new set of policies being issued in 2026.

The College continues to monitor its computer and data systems to determine whether they sufficiently meet best-practice obligations.

3. Knowledge & Capability

Mandatory Requirements

7.5	National Code Standard	Key actions	Evidence of compliance
	A Provider must require a student accommodation provider to: - require residents and staff to complete prevention education and training and responding to disclosures training that: - meets requirements of Standard 3 - is tailored to the student accommodation environment - is delivered or approved by the provider - promote evidence-based prevention messaging tailored to the student accommodation environment - evaluate any initiatives and use findings to inform future activities.	- In Welcome Week, the College requires all incoming students and staff to attend such training, which is delivered by the University and supplemented by external providers. Specific training is provided to student leaders in Leadership Week. There are ongoing speakers on these topics throughout the year. - The College has signed an agreement with the University incorporating these requirements.	- The training delivered in these weeks includes bystander intervention, responding to disclosures, first aid, mental health, alcohol and drug-related topics and other matters. - Senior staff all have significant training and experience dealing with these matters, of different varieties, so that responses to particularly challenging circumstances can be tailored appropriately. - All discussions and talks are evaluated by participants using a ranking system, and the College considers any objective data that can be obtained as to their effect.
	A Provider must require a student accommodation provider to ensure risk assessments are only undertaken by people with expertise prescribed in Standard 3, and when internal capability is not sufficient, engage a person with the requisite expertise.	The College has signed an agreement with the University incorporating these requirements. The College has sufficiently competent	The College's staff include medical professionals, HR professionals and legally trained staff, all of whom can be deployed depending on context and timing.

staff to undertake a
short notice risk
assessment.

Additional Actions from Whole-of-Organisation Assessment

The College continues to monitor all student events and student life very closely. Perhaps more importantly, the College continues to actively articulate why harmful practices are unwelcome and not in anybody's best interests, thereby encouraging students to choose more positive paths for themselves. When such choices are not made, the College responds accordingly.

The College pastoral care system was recently reviewed and a limited number of changes were made to better support the community as a whole. Student surveys consistently rank the pastoral care system as one of the best functioning and most valued aspects of College life.

4. Safety & Support

Mandatory Requirements

	National Code Standard	Key actions	Evidence of compliance
7.7a-c	A provider must require a student accommodation provider to: - ensure its responses, practices and support services are safe, person centred and trauma informed - provide or facilitate access to support services to disclosers and respondents - promote and disseminate information on how residents and staff can access policies, procedures and support services.	- The College has signed an agreement with the University incorporating these requirements. - The College's existing processes meet these requirements.	- The College's training and policies are designed to ensure its entire operations are safe, person-centred and trauma-informed. - The College has a network of Resident Assistants who initially triage matters. From there, matters can be escalated to the Senior Resident Assistants, Dean of Students or Rector as circumstances require. Any of these people can refer and facilitate access to support services, including emergency services, sexual health, mental health and other services. - Where appropriate, referrals can be made to the College's counselling team. - These matters are made clear to students on their arrival at College, at the start of each year, and frequently at College, including at Formal Dinners.
7.7d	A provider must require a student accommodation provider to undertake a risk assessment following every disclosure and formal report.	The College has signed an agreement with the University incorporating these requirements.	The College's staff include medical professionals, HR professionals and legally trained staff, all of whom can be deployed depending on context and timing.
7.7ei	Where a disclosure relates to behaviour occurring in residence or at an event organised by the residence, a provider must require a student accommodation provider to take all necessary action to manage risk,	The College has signed an agreement with the University incorporating these requirements.	The College's existing critical incident response includes relocation of the respondent where required (or the Discloser if, and only if, requested by them). It also prioritises access to support

National Code Standard	Key actions	Evidence of compliance
including relocation of the respondent where required and facilitating urgent access to support services.	These processes are already adopted by the College.	services and making the Discloser aware of their options. The College has existing and expansive powers under its current policies to suspend students pending an investigation should that be necessary, without prejudice to any findings of that investigation.
7.7eii A provider must have arrangements in place with a student accommodation provider to enable a discloser to choose the provider to lead the response to a disclosure, and the student accommodation provider must cooperate fully and implement any outcomes decided by the provider.	The College has signed an agreement with the University incorporating these requirements.	- The College's agreement with the University adopts this principle, which is already reflected in the College's current operations. This possibility was enabled by the College's existing Memorandum of Understanding with the University, which was communicated to, and welcomed by, the College's students. - The College's policies will be updated to reflect the precise nature and extent of the Code's requirements.
7.eiii A provider must have arrangements in place with a student accommodation provider to enable a discloser to choose the student accommodation provider to lead the response to the disclosure, and the student accommodation provider must: - undertake a risk assessment within 48 hours and from this determine necessary safety measures (including relocation of the respondent) and immediately implement them - manage and monitor risk	The College has signed an agreement with the University incorporating these requirements. It has detailed protocols dealing with these issues, and the College has appropriate contacts in the University to ensure swift action.	- The College's trained and experienced staff are capable of managing risk assessments within 48 hours, arising for any reason. - The College has existing support plans for both Disclosers and Respondents to ensure they are appropriately supported. - The College's agreement with the University provides a framework for sharing necessary information to protect the safety of others, in the University context. - The College's policies will be updated to reflect the precise nature and extent of the Code's requirements.

National Code Standard	Key actions	Evidence of compliance
	• share necessary information with the provider to protect safety of others • implement support plans for both disclosers and respondents that meet requirements of Standard 4 within 48 hours.	

Additional Actions from Whole-of-Organisation Assessment

The College will continue to review its policies in 2026 to ensure they are aligned and compliant with The Code.

5. Data, Evidence and Impact

Mandatory Requirements

National Code Standard summary		Key actions	Evidence of compliance
7.8	A provider must require a student accommodation provider to collect and report data prescribed by Standard 6, where applicable.	The College has signed an agreement with the University incorporating these requirements.	The College already collects extensive data, and keeps records, including on the requirements in Standard 6, and will continue to do so.

Additional Actions from Whole-of-Organisation Assessment

The College continues to monitor its systems to determine whether they sufficiently meet best-practice obligations.