

St Andrew's College

College Life Program 2018

The St Andrew's College Community

Who we are

St Andrew's College is a world-class university college whose founding principles were born of the Scottish Enlightenment. Our members are nation-builders of 21st-century Australia and actively engaged citizens of the world. We strive to create a community which supports our student members through their transition to adulthood, enabling access on merit to a breadth of intellectual, spiritual, cultural and social experiences built on modern Enlightenment principles of;

- A critical examination of authority, tradition and convention, embracing an engagement in public discourse which cherishes the principles of freedom of expression and an inclusive appreciation of diverse viewpoints
- A responsibility to others and oneself, underpinning a democratic, autonomous system of student governance which vests in students the independent responsibility for leadership in College life.
- A commitment to the lifelong pursuit of knowledge and understanding, where the life of the mind is enriched by laughter and fun, and by intimate contact with first-class intellects.
- A focus on the development of the whole person, characterised by an uncompromising commitment to excellence in every endeavour.
- An embrace of the qualities of respect, equality, inclusion, trust and care as the pillars of a moral and ethical framework for conduct and relationship.
- A disposition to engage energetically with life, leading to the cultivation of a sympathetic imagination of the lives of others.

As such, we envision that our College community will make a positive difference in the world more than any other residential college community in Australia and that all members our College community including students, staff, alumni and parents will enjoy contributing to a happy and vibrant community. We are a diverse and inclusive community united through our College Values, *Christo, Ecclesiae, Litteris*. These values were created 150 years ago and have been interpreted by our College community to reflect our contemporary context:

CHRISTO: service, responsibility, humility

A centre for personal growth – where the interplay of wisdom and energy informs commitment to a model of self-determined governance which creates real experiences in leadership, civic duty and respectful relationships in consideration of the lives of others and where a complex web of relationships and opportunities in social, emotional, sporting and cultural domains form a supportive pastoral scaffold for the journey towards a rounded and balanced life.

ECCLESIAE: leadership, friendship, community, inclusion

A society of friends – where an eclectic and diverse community of individuals come together in friendship under the unifying and affiliative power of an idea and a place, and where the threads of interpersonal relationships become the ties that bind for life, enriched by an attitude of tolerance and mutual respect applied to the social interactions of everyday life.

LITTERIS: Attainment, enlightenment, rigour, engagement

An academy of scholars – where a commitment to excellence in the pursuit of illumination is cherished, encouraged, supported and celebrated, and where the life of the mind is enriched by

laughter and fun, by endless discussion about the big questions in life and by intimate contact with first class minds.

St Andrew's College is committed to the continual development of the outstanding programs, facilities and services necessary to ensure that we remain an exemplar of the excellent co-residential university college. We aim to enhance the personal growth, development and academic success of our community members by providing opportunities to achieve in a safe, comfortable and stimulating college environment. We seek to educate, challenge and develop each student to lead a life of contribution and meaning.

To achieve this, we have introduced our College Life Program to support and further develop the opportunities available to our members to help them flourish and develop their life, academic and professional skills. We foster a culture of academic engagement and intellectual curiosity and support our students in achieving and succeeding in their goals and pursuits, whether those are academic, co-curricular, sporting, musical, or others. We believe all of our members add value to the life of our community in some way, shape or form, through academic achievement, sporting success, performing arts expertise, and community engagement.

St Andrew's College has historical, geographic and cultural ties to the University of Sydney and have a diverse range of students from all universities in the Sydney metropolitan area, including the University of Sydney, University of Technology Sydney (UTS), University of New South Wales (UNSW), Australian Catholic University (ACU), University of Notre Dame and Western Sydney University.

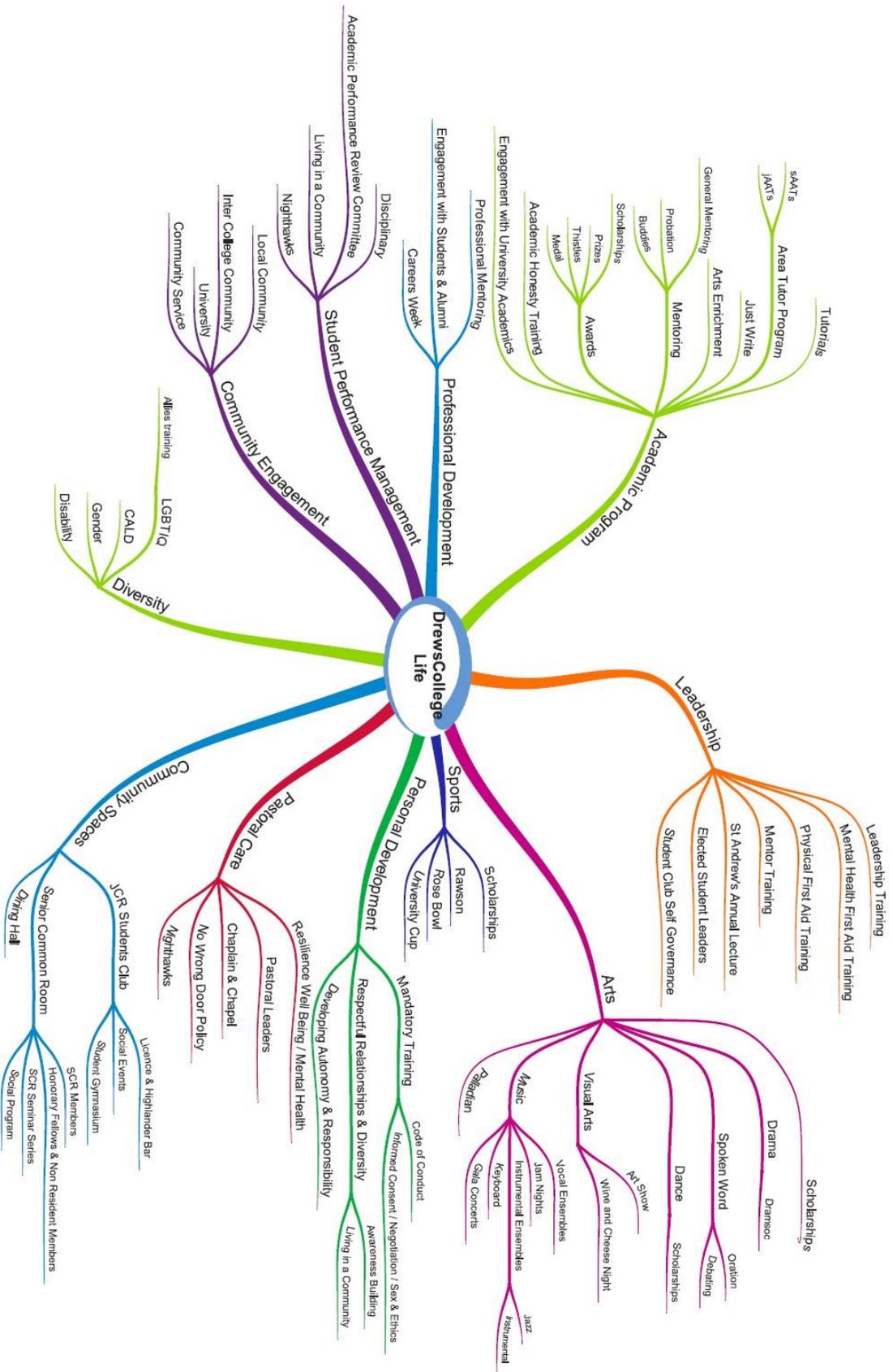
College Life Program

St Andrew's College prides itself on the support and assistance made available to all of our members. We aim to enhance the personal growth, development and academic success of each student by providing opportunities to achieve in a safe, comfortable and stimulating environment.

St Andrew's College has always had a vibrant college life. The College Life Program has supported this, being nimble responsive and collaborating with College members to ensure a program that supports all.

The program consists of a number of different aspects:

1. Academic Program
2. Student Performance Management
3. Leadership Development
4. Personal Development
5. Professional Development
6. External Community Engagement Program
7. Arts Program
8. Sports Program
9. Pastoral Care
10. Diversity and Inclusion Program
11. Community Spaces (e.g. the Senior Common Room)



1. Academic Program

At St Andrew's College we see academic life as integral to our mission as a residential institution that supports young people in gaining a fulfilling university and college education. Opportunities for postgraduate study and success in the graduate job market often now depend more than ever on excellent university results as well as engagement in co-curricular, leadership and community activities. As a result, since 2015 we have required all students achieve and maintain a credit (65% or greater) annual average to remain in College for the following year. We believe that the St Andrew's College experience allows our students to develop their intellectual acuity in the academic area of their choice while learning to balance competing interests and demands outside of the curricular environment.

The College offers a wide range of opportunities to support the academic success of its members, from individual mentoring opportunities, to group tutorials for specific subjects.

Academic Area Tutor Program

This program launched in 2016 aimed to support high achieving students to develop their leadership, tutoring and mentoring skills. Students were appointed as 'Academic Area Tutors' (AATs) who support and facilitate academic success in our community. These students are high achieving senior undergraduate (3rd, 4th and 5th year) and postgraduate students who either live in residence at the College or close by in the community. In 2018, our Academic Area Tutor program has expanded to include 25 AATs in order to offer a broader range of subjects including music, commerce, IT, arts, nursing, social sciences, engineering, architecture, science, medicine, veterinary biology and education.

The Academic Area Tutors are responsible for:

- Running weekly subject tutorials at the College, both group and individual
- Organising and participating in peer-led study groups
- Mentoring a group of first year students in their degree or subject area
- Providing academic mentoring to students on academic probation
- Engaging with the College's intellectual life through presentations in the Senior Common Room and leadership at academic skills workshops.

In first semester 2018 the AATs did a fantastic job supporting our students who had not achieved their academic aims in semester 2 2017 with 75% of the mentored students achieving a 65 average in semester 1 2018.

Tutorials

Subject tutorials (group and individual)

St Andrew's College offers a wide range of subject-based tutorials to complement the university curricula. These tutorials are offered in house at the College on a weekly, fortnightly or ad-hoc basis, according to the needs of the students. Large and popular subjects, such as first year Commerce, Science, Engineering, Law or Arts subjects are held as group tutorials led by an Academic Area Tutor or other resident tutor with up to 80 different subject tutorials being held each week during the semester. For more senior and advanced students, we offer individual and small group tutorials on a request basis. These tutorials are run Oxbridge-style by skilled external tutors, mostly PhD or postgraduate candidates at the major universities.

All non-resident members of the St Andrew's community are able to request and participate in the tutorial system.

Academic writing tutorials (individual)

St Andrew's College also offers individual academic writing tutorials led by a senior academic leader in the College community. These tutorials are held on a request basis. The focus of these tutorials is to assist students with their academic writing and critical thinking skills required for university-level study, particularly in the humanities and social sciences. Students are encouraged to bring to the tutorial a submitted and marked piece of university work (e.g. an essay). The tutor will work with the student on ways to improve their writing style, paraphrasing, referencing, and sometimes research skills.

Ongoing engagement with tutorial programs at other Colleges

For some years, St Andrew's has run combined tutorials with other Sydney University Colleges. Students from other colleges within the University of Sydney may attend group tutorials at St Andrew's, and St Andrew's students are likewise able to attend similar tutorials at the other colleges. This is particularly helpful when there are small numbers of students in specific degrees or subjects, for example Pharmacy, Nursing, Veterinary Science, Education or Agriculture.

The Colleges meet regularly to assess student needs and share tutorial resources as required. These combined tutorials increase the intercollegiate community's ability to offer a diverse range of tutorials for our students.

Visiting Tutorial Students

This program provides a fee-based opportunity for non-residents to participate in formal dinner and tutorials. Residents of other colleges where tutorial programs do not exist may also join the program on a similar basis.

Academic Honesty Training

Each semester St Andrew's College runs mandatory academic honesty session for all students. These sessions highlight the need for the highest academic integrity. In addition, group sessions are provided for correct referencing and cover the use of referencing programs such as EndNote.

Students are also invited to attend sessions that assist them to make better use of databases. These programs have been successful in assisting students with research and the management of research material and correct referencing and aim to decrease the risk of academic dishonesty.

Academic Awards, Prizes and Bursaries

St Andrew's Medal

This prestigious medal is awarded to the undergraduate member of College with the highest academic achievement over the first three years of their undergraduate study. The award takes place at the University and Schools dinner in May of each year.

Thistles

In 2007, St Andrew's College introduced a new academic award based on first semester results. This annual award seeks to highlight Semester 1 academic achievement of our students.

Eligible students are presented by the Students' Club Executive with a lapel pin at a formal dinner each October. Students are eligible for either a bronze, silver or gold pin for either 1, 2 or 3 years of

high academic merit based on Semester 1 results. Students are encouraged to wear their lapel pin on their academic gowns.

Prizes

The College has a large number of prizes for past academic merit. Approximately \$650,000 is awarded on pure merit in acknowledgement of excellence in academic, leadership, cultural, sporting and all-round domains. Each year, the College awards a number of prizes to our highest achieving students based on the previous year results. The College awards prizes at the annual University & Schools Dinner (May) and the Valedictory Dinner (October).

Stephen Salsbury Scholarship Four scholarships established in 1998 from the estate of an eminent Professor at the University of Sydney. Awarded for academic merit in each of the following fields:

- Traditional Economics
- Agriculture
- Veterinary Science
- Law (if of sufficient merit)

Ralph Salsbury Scholarship Established in 1998 from the Estate of Professor Stephen Salsbury in memory of his father; awarded to a student in the Faculty of Engineering.

A C Christensen Scholarship Established in 1976 from an estate, and awarded to a student on the basis of academic merit in any faculty.

Bill Caldwell Scholarship Established in 1998 in memory of an eminent Senior Student. Awarded to a meritorious student at the University of Sydney assessed on academic, extra-curricular (sports and/or cultural) and leadership merit.

Crane Stewart Bursary Established in 1998 by John Crane and David Stewart, distinguished alumni, and awarded to an Engineering students, or for general academic merit.

Robert Stein (Law) Established in 1993 in memory of a former Vice-Principal of the College; awarded to a Law student at the University of Sydney.

W R D Stevenson (Law) Established by Mrs R Stevenson in memory of her husband, Robert, who was able to reside in College because he had received a scholarship. This scholarship was donated in 2000 to assist a Law student.

Hugh & Hilary Cairns (Women) Established in 2002 by former Principal Cairns and his wife, and awarded to the outstanding female student in the College.

Beesley (Rowing) Established in 2002 by Dr Monty Beesley, a Fellow of the College, and awarded to a student for service to College rowing.

Spann Scholarship Established in 1987 from the Estate of Professor R N Spann, Senior Fellow and former Vice-Principal of the College. Awarded to a student entering second or a later year, and based on previous academic performance and intellectual contribution to the quality of College life.

G P Dwyer Scholarship Established in 1971 from an estate. To assist "Presbyterian students" of merit who would not otherwise be able to reside in College during their University course.

Fullerton (Medicine) Established in 1983, and awarded to either a medical student or one studying with the intention of becoming a clergyman in the Presbyterian Church of New South Wales.

Horn (Law) Established in 1884 from the Estate of John Horn of Edinburgh, and awarded to an Australian born student of 'logic, moral philosophy or divinity'.

Dr H L Stafford Scholarship Established in 1971 from an estate, and awarded to a student of the Faculty of Medicine, or any branch of Science or Engineering.

Struth (Arts/Medicine) Established in 1884 from a gift by John Struth, and awarded to a student in an Arts, Science, Medicine or Engineering course.

Page Memorial Prize (Leadership) The original gift was donated in 1884, and was to be used as an annual prize for "character, powers of leadership, mental powers and athletics".

Wood (Fell Engineering Prize) A prize established in memory of John Walter Fell, co-founder of the North Shore Gas Co., and Helen Wilson Fell, a daughter of the College's first Principal, Rev. Adam Thomson. This award was donated in 1964 by Professor John F D Wood for outstanding results in Engineering.

Bursaries

Each year a large number of bursaries are given to students who would not otherwise be able to reside at College. These include very generous bursaries for indigenous students and students from low income or disadvantaged backgrounds.

Scholarships

Prospective students can apply for and be accepted on scholarships prior to entry into College. These scholarships are awarded to student on the basis of their potential and require a Distinction average to be maintained for the length of the scholarship.

The St Andrew's Scholars Program the College offers students of outstanding abilities scholarships that provide financial support of full fee relief per annum and are awarded for the duration of each student's undergraduate degree, whilst they live in St Andrew's. The Scholars are exceptional young men and women who thrive academically, are engaged in life and have the potential to make a significant positive contribution to College and, in the future, the wider community.

PhD Masters Research Scholarships College has funded PhD or research Masters scholarships (normally \$7,000 per year) over the past few years. This has encouraged post graduate research students' residence at St Andrew's. PhD scholars are an important part of the academic mentoring team. They tutor in both the group tutorial program and Oxford tutorials. They are integral to the life of the Senior Common Room. St Andrew's aims to encourage more research post graduates to reside in College. Academics are also encouraged to apply. Regular tutoring and/or mentoring in scholars' area of expertise is a condition of scholarship.

Academic Mentoring

The College recognises that the transition from high school to university can be challenging for many students. In order to support our students to succeed and thrive during this time, during Welcome Week the College offers an opportunity for first year students to meet the Academic Area Tutor in their area of study, along with other senior students who act as 'academic buddies'. This program of first year academic groups provides an opportunity for new students to meet their Academic Area Tutor and find 'academic buddies' to support them to negotiate the logistics of their course, settling into their degree and university, and ultimately achieve academic success in their chosen area of study. First year students are encouraged to meet up with their Academic Area Tutor throughout

the semester and can discuss issues such as choosing or changing subjects, or improving their study techniques. The Academic Area Tutor acts as a mentor to assist the student in transitioning to university and balance academic life with other activities. First year students are strongly encouraged to contact the Senior Tutor, Dean of Studies or relevant Academic Area Tutor for academic advice at any point throughout the semester.

First year students are also invited to complete a brief online form on arrival to College to help us determine specific academic support, including any learning or disability requirements, or other requirements (such as additional math tutorials for students in Science or Commerce who did not complete Year 12 Math). The information gained from this form allows the College to ensure its academic support is targeted to suit every student who needs it.

Academic Buddies

All first year students are matched with senior students who are undertaking the same degree. These students also act as student mentors and have undertaken training to take on this role. This program seeks to assist freshers to negotiate the logistics of their course. Buddies are not required to act as a tutor or to discuss subject content in depth but rather to support the fresher with settling into their degree and university. This may include assisting them to understand issues such as 'blackboard', assignment submission, choosing tutorials etc. An honorary position, it is seen as a valued community responsibility by current residents.

In addition, there may be scope for academic buddies to support the formation of informal study groups by being a point of contact and information for informal student-led groups.

This program is strongly supported by the Students' Club, who continue to play a vital role in the success of the program.

Academic Probation

St Andrew's College students are expected to pass all their university subjects each semester and achieve an average annual mark of a Credit average (65%) or above in order to remain a member of College for the following year.

Students who do not achieve this are asked to 'show cause' and are reviewed by the Academic Review Committee at the end of each semester. Those students who have not achieved the academic requirements of College, but have been permitted to return due to personal or extenuating circumstances, are placed on academic probation.

- Level 1 No failed subjects and average mark under 65
- Continuous More than one failed subject and average mark under 65

Academic probation encourages students to engage in the program offering:

- An initial meeting with a member of the academic leadership on their return to College to discuss their university results
- Regular meetings, as required, with an academic mentor, appointed by the Senior Tutor and Dean of Studies
- Engage with the College's academic support program, such as attending all scheduled college tutorials and requesting additional help
- Consider reducing their subject load if they have significant commitments or extenuating personal circumstances, such as an ongoing health issue.

Academic mentoring for students on probation is undertaken by senior undergraduate and post graduate residents of College, including the Academic Area Tutors, Dean of Studies, Senior Tutor,

Vice Principal and postgraduate students. The role of the mentor is to support the student to create better study and organisational habits, as well as being a role model and academic leader in College.

The academic standards required for students to remain in College have been slowly increased over the past 3 years. This change was implemented because students are now required to maintain a credit average or above to be considered for post graduate study. An academic transcript with an excellent average is also beneficial to assist a student to gain their first job after university.

In semester 1 2018 our overall average was 71.4%.

General Mentoring

All students in College can request additional academic mentoring if they are concerned that they are not reaching their academic goals.

First year students may be offered mentoring if they are considered to be high risk for any reason. General mentoring is undertaken by senior undergraduate and post graduate members of College including PhD/Masters Scholarship holders, Dean of Studies and Senior Tutor and Academic Area Tutors. Mentors do not teach subject material, but rather support the student to create better study and organisational habits. They are also able to alert the Academic Team if the student is struggling to achieve their academic aims so more support can be put in place as appropriate.

Other Options for Support

The Sydney University Elite Athletes Program and Indigenous student programs also offer relevant members of St Andrew's College increased support. The St Andrew's Academic Team has developed good working relationships with these programs and will continue to actively engage with them to ensure the best outcomes for participating students.

Academic Enrichment

Throughout the year, the College runs a series of academic skills workshops, including Arts and Science enrichment workshops. At the beginning of each semester, a member of the academic leadership team holds a series of academic honesty talks with new students outlining the requirements by universities regarding academic honesty and plagiarism. These sessions are mandatory for all first year students and highlight the need for the highest academic integrity while at university.

Later in the semester, a series of enrichment workshops are held to assist students in developing particular skills needed for their discipline, such as report writing in science, research skills, referencing, paraphrasing and academic writing techniques, and oral presentations.

'Life of the Mind' month

Since 2015, the College has run the annual 'Life of the Mind' week which seeks to celebrate the academic and intellectual success of our students, both past and present. Activities and events held by the College during the week include: a cocktail soiree for students who have achieved a Distinction average or higher in their academic work, workshops for developing specific skills, a Gala Concert showcasing our best musical and dramatic performances, and a series of short talks. The week culminates in the annual University and Schools Dinner, held in late May each year.

At the University and Schools Dinner, the College awards a number of prizes to our highest achieving students based on the previous years' results. Prizes include Bronze, Silver and Gold Thistles, which are awarded on the basis of first semester results. Eligible students are presented with a lapel pin in bronze, silver or gold for respectively 1, 2 or 3 years of high academic merit. The College also awards

the annual St Andrew's Medal to the student with the highest academic achievement over the first three years of their undergraduate study.

Just Write

On Sunday afternoons during semester, the Dean of Studies and Academic Area Tutors run the 'Just Write!' program in the College's Dining Hall. The 'Just Write!' sessions provide an invaluable opportunity for students to work and study in a quiet environment, supported by their peers to avoid procrastination from study. Inspired by the very successful 'shut up and write' movement that started in the US to assist research students to get to work and write their thesis, these sessions have proved popular with students who are eager to get a head start on their university work before a new week begins. This informal program facilitated by our Academic Area Tutors runs throughout semester providing space and time for students to study together supported with tea and biscuits. Students work on their own individual study surrounded by others doing the same, creating an environment highly conducive to getting work done but turning the solitary into a social experience.

Engagement with University Academics

The College is keen to engage with academics from the universities and often invites academics to College as key note speakers and special guests. We also have a number of Visiting and Honorary Fellows, including academic members of staff at the University of Sydney. These Fellows participate in the intellectual life of the College through events including the Senior Common Room after dinner talks and the Universities & Schools Dinner.

There is a university academic and honorary fellow on the academic review committee.

2. Professional Development

Careers Month

In semester 2 in 2018, St Andrew's College hosted a Careers month. This week sees a collaborative partnership between mentors, alumni, parents, friends of College and students to provide a bridge between formal academic training and professional life. An additional component sees academic staff from the university invited to join students and professionals from the relevant fields to enhance networking opportunities.

Engagement between Students & Alumni

Alumni are regularly invited to attend faculty and discipline-based dinners and cocktail gatherings and in these forums are able to chat informally to students, providing them with valuable professional knowledge and networks.

Enhancing the Professional Development Program

In 2018 St Andrew's College employed a project officer to support the further development of the program. While College has hosted small professional mentoring pilot programs in the past, College wanted to expand and rethink this program to ensure it supported the needs of our students.

The goal of this professional development opportunity is to assist all interested students to prepare for professional life. The program will also engage with alumni; recent alumni who may attend the program as participants or mentors and more established alumni as mentors or teachers, as well as

'Friends of College' such as parents and others associated with College who want to get involved in the life of College.

This program is currently being developed with the following phases;

- research on what has been tried, what works, what doesn't, what has been evaluated
- creating a wide range of options
 - Co-designing the program collaboratively with students, engaging with students at all levels of development to ensure the program meets their needs
- engaging with our senior students to help drive and champion the program
- piloting the program in 2019, thinking big, starting small and showing impact
- researching, evaluating, documenting and disseminating the program

The options for the program include the following 3 areas;

- skills
- mentoring
- the digital world

3. Student Performance Management

Academic Performance Review Committee

The academic review committee meets each semester after the publication of the student course results. This committee made up of the Principal, Vice Principal, Senior Fellow, Senior Tutor, Dean of Studies, Senior Student and Honorary Academic Fellow. They meet to discuss student results and decide on the continued residence for students failing to achieve the minimum academic standards in College. The individual circumstances of each student are taken into account and they may be either placed on probation or excluded from College.

Each person has a right to appeal this decision; however, the result of the appeal is final.

Living in Community

Maintaining an inclusive, tolerant and safe community is integral to College life. The Broderick report was enthusiastically accepted by College and we are actively responding and adopting the recommendations of the report.

In order to ensure we maintain the best community, all members of College undertake mandatory training with staff and students.

Disciplinary Procedures

Our Policies and Procedures were updated in response to the Broderick report. These are freely available on the College website.

We undertook a collaborative process in the reworking of these policies with input from our students. These are discussed with students each year so they are aware of the policies and know where to get help.

College works collaboratively with the University and other colleges to assist in ensuring a safe environment for all.

4. Community Engagement

Community Service

The St Andrew's College Children's Camp

The St Andrew's College Children's Camp is only the latest and most ambitious manifestation of the College's commitment to community engagement and civic duty. The Camp provides respite care for children with disabilities, and is entirely an endeavour of the Students' Club. The Sony Foundation has agreed to support the camp for the foreseeable future, providing continuity to complement the commitment of the students who run it.

Other initiatives in this engagement in recent years include:–

- Tickled Pink – a concert for the cure
- Breast Cancer research dinner fundraiser
- UNICEF Breakfast – awareness/fundraising function
- Boobs and Balls – dinner/fundraiser for cancer research
- Leukaemia Research Foundation fundraiser
- Afterquake – in relief of the victims of the Japanese tsunami
- White Ribbon Foundation – annual Fathers' Dinner fundraiser
- Puffin Magic Foundation – to raise funds for a young alumnus rendered paraplegic
- Special Olympics – twice-yearly games days for intellectually and physically disabled children
- One Meal – 3 or 4 students go out and assist the one meal team with feeding the homeless

Each year students undertake a wide range of activities that are entirely student driven, led and implemented.

University

College is keen to engage with the University of Sydney to ensure a collaborative relationship.

Senior staff are involved in the following committees

- Vice chancellor engagement meetings
- Healthy Sydney University
- Liquor accord
- Alcohol policy review working group

The Senior Tutor has an important role liaising with the university to ensure the academic program links in well with university.

The College has a standing arrangement with Sydney University Sports who use the oval for training and games in exchange for ground maintenance.

Intercollege Community

Our College engages strongly with the intercollege community through competitions, social events, and performances. Each College elects leaders to represent their College or the different

Intercollege events. The student leaders plan and support the sporting (Rawson, Rosebowl and University Cup) and cultural competition, (Palladian Cup) that the colleges compete in. Students plan and implement events and functions such as Welcome Week, college formals and other events such as Drewtopia.

Local Community

College is part of the local community and engages accordingly to ensure that we are a valued part of this community.

College currently provides spaces to local community groups including the public school, community theatre groups, community sports groups. These spaces are provided for free.

In addition, the College provides oval space and building space to a local private school at market rates.

Our College choir has created a relationship with the local hospital and regularly performs for patients in the public areas of the hospital and in hospital wards.

5. Diversity

St Andrew's College is committed to fostering, cultivating and preserving a culture of diversity and inclusion. College understands there may be specific issues for people from diverse backgrounds, diverse gender and/or sexuality, diverse cultures and disability.

Regional rural remote and interstate students

Student with a rural background may face particular challenges. Moving away from family to the city can be a cultural shock. Families facing financial hardship due to weather conditions and the need for those students to support their families can be an important issue for country students.

Cultural and Linguistic Diversity

College understands that there may be specific issues for students with culturally and linguistically diverse backgrounds. Whether a citizen of Australia or an overseas national, members with CALD backgrounds may face particular challenges in the College setting and as a result, a number of our pastoral leaders have experience of these challenges are able to provide support to these students and assist other students without a CALD background to understand the challenges.

International Students

International students from a CALD background, and even those from English speaking countries, will face challenges in moving to Australia to study, from missing home and the sense of being very far away from family to cultural differences.

Gender and Sexuality

College understands that there may be specific issues for students with diverse sexuality and have student representatives who can provide support and information.

First nation background

College is aware that students with first nation background may face particular challenges.

Faith/spiritual background

The College encourages and supports all beliefs and awareness of beliefs. Discourse and exploration of these issues are an important offering in St Andrews College. A group of our students with a strong Christian faith lead a bible studies group; this is wholly student run.

6. Leadership Development

After completing study and entering the workforce many students will become leaders, they will manage and direct others in their chosen fields. Students at St Andrew's are provided with the opportunity to further develop leadership skills by taking part in leadership training. Those who complete this training are then able to volunteer and take part in the senior resident mentoring program, and to stand for election for House Committee roles as leaders of the Students' Club.

Student's Club Self Governance

St Andrew's College Students' Club is the representative body for the undergraduate residents of St Andrew's College and the House Committee, led by the Senior Student, its governing body. St Andrew's College Students' Club dates back to as early as 1896. The first Senior Student was elected in 1896 and the Students' Club emerged in embryonic form by 1901. Sometime after 1902, a Students' Club constitution was adopted in which the students undertook the duty of controlling the students' Common Room, recreation, social life and sport.

It is clear that by 1906 the Students' Club was in full operation; with annual elections for Senior Student, Secretary, Treasurer and year representatives. By 1910 the House Committee included nine members, and sub-committees began to form to organise various Students' Club activities, in a manner similar to today.

The Students' Club manages a comprehensive schedule of social events during the academic year, on a college-only basis, or in conjunction with the University of Sydney's intercollegiate community.

The Constitution of St Andrew's College Students' Club is on the College website.

The Student's Club plays an integral role in defining the culture of College. They are involved in disciplinary procedures at both an informal and formal level. The peer led model of College is one of our greatest strengths. This model provides young adults with the opportunity to lead and shape their lives, and to take responsibility for the wellbeing of themselves and of others.

The College is a community of adults and the self-governance model of the Students' club enshrines this concept.

Elected Student leaders

The House Committee is comprised of the following roles:

- The Senior Student
- Honorary Treasurer
- Honorary Secretary
- Honorary Assistant Treasurer (HAT)
- Alumni Liaison
- Intercollege representatives
- Social & Cultural representatives
- Sporting representatives
- Fresher representatives

The House Committee members are democratically elected by their peers at the end of the preceding academic year. New student members are elected early in semester 1 each year.

In 2018 the voting system is to be amended to ensure gender equity with 40% female, 40% male and 20% either gender. 2019 will see electronic voting trialed.

St Andrew's Annual Lecture

The St Andrew's College Annual Lecture is designed to showcase the life and work of an illustrious St Andrew's College Alumnus, and is to be delivered by a prominent Australian. These lectures are part of the leadership training available to all students.

Student Leader Training

The Leadership Training program is an ever expanding and growing initiative at St Andrew's College. We endeavour to increase both the number of students who participate in the training and the quality of the training provided.

To support this, we are increasing the number of student leadership positions at St Andrew's College who must complete leadership. From 2019, all elected House Committee members and appointed House Committee Sub-Committees, Pastoral Leaders, Student Mentors and Academic Area Tutors will have successfully completed leadership training.

Training for 2019 positions will consist of:

1. The online College Life survey

And to successfully complete the training students must attend at least three of the following sessions:

1. Annual Lecture
2. Preliminary Mental Health First Aid (MHFA) and first responder training
3. Survey results session/Role and responsibilities
4. Senior student forum – with 6 previous senior students talking about their experience both in college and since leaving college
5. Cultural leader forum, with external panel members of diverse background and experience
6. Fortnightly forts – small group sessions exploring individual life experiences and creating connections with others (completed in semester 1)
7. LGBTQI forum (completed in semester 1)

The leadership training program was developed following consultation with leadership training industry consultants including Professor Moira Carmody. Professor Carmody's research into ethical relationships has been woven into a program specifically designed for the unique needs of our College community.

The training is delivered in a series of two-hour face to face workshops and an online component conducted during the second semester each year. The current student leaders facilitate and run this training with the support of the Director of College Life.

The program sees public figures of some standing deliver a lecture and take part in panel conversations about their experience of leadership.

The program concludes with week-long intensive program immediately prior to Welcome Week, which includes physical and mental health first aid training. The aim of the leadership training program is to assist individuals to work better with colleagues and peers, and to understand the elements of the mentor relationship and other leadership roles within College.

New students are asked to feedback their experience of the leadership shown in Welcome Week and Welcome Week leaders then plan the next year's event taking into account the issues raised by the new students.

The leadership program is continuously evaluated and further developed in response to feedback and need. This program is well established in St Andrew's College. Each senior mentor is allocated 2-3 first year students from Welcome Week for two semesters. Mentors greet first year students, orientate them to the College and University environment and support them through their first year at College.

All mentors complete leadership training as detailed above prior to commencing their roles as mentors. Mentors are selected by the House Committee in consultation with the Principal. They also undertake academic buddying for first year students.

Mentors, first year students, the Director of College Life and the Principal evaluate the program at the end of each semester.

Physical First Aid Training

Pastoral Leaders, Student Leaders and Senior Student Mentors undertake first aid training prior to Welcome Week each year to ensure that appropriately trained resources are available for a range of student activities during Welcome Week and for the remainder of the Inter-collegiate activities scheduled throughout the academic year.

Mental Health First Aid Training

Pastoral Leaders, Student Leaders and Senior Student Mentors all undertake mental health first aid training prior to Welcome Week each year and assist the Director of College Life to collaborate with students to further support those with mental health issues.

Diversity Awareness Training

This training, led by students of diverse backgrounds and facilitated by the Director of College life, seeks to help all student leaders understand the varying issues that face students coming into College.

Ally Training

Provided by external trainers, this session seeks to help our students understand the issues facing students of diverse gender and sexuality.

Bystander Training

Developed in consultation with students this training seeks to further develop the skills of MHFA to encompass supporting your mates, responding to inappropriate behaviour and knowing how to safely intervene in situations that are or may lead to behaviour that is not congruent with the values of our community.

Taylor Scholars

From 2016, St Andrew's College has been given a generous sum to award contribution scholarships to senior members of the college community. Interestingly the 10 scholars awarded the scholarships this year fit into the different dimensions of the College Life program. Their interests and expertise cover

- Professional development and alumni relationships
- Community engagement
- Arts
- Sports
- Personal development

The program runs under the management of the Vice Principal with the aim of encouraging older students in College, either as residents or alumni to continue to engage in an aspect of College Life that is important to them. This allows students to give back to their community and for College to benefit from their expertise and engagement.

7. Personal Development

Developing Autonomy & Responsibility

Respectful Relationships & Diversity

The College regards the principles of gender equity and respectful relationships as the core elements of living in a residential community.

The Principal and the Director of College Life attended a programme which qualified both as trainers in the 'Sex and Ethics' program developed by Professor Carmody and Karen Willis.

The Senior Tutor and Vice Principal attended a half day training run by the University addressing issues of safety and harassment. As an organisation, the College supports a campus-wide approach and continues to work closely with the University, collaborating on and supporting new gender equity and safety initiatives.

The Director of College Life, the Senior Tutor, Director of Advancement and the Director of Operations are the designated College anti-harassment officers. They are available for students to approach and discuss any issues that they or other students may be facing. All discussions are confidential and are focused on ensuring that the individual/s involved are supported and empowered to be safe and seek appropriate redress. The College has well-articulated policies and procedures in place to guide the response to any allegations of inappropriate, unacceptable behaviour, harassment, assault, sexual harassment or assault.

Living in a Community

Maintaining an inclusive, tolerant and engaged community is one of the most important aspects of College life. To ensure this, College runs a program during Welcome Week, semester one and at the beginning of second semester. These compulsory sessions are scheduled to explore the challenges of co-residential community life in the 21st century, and result in an affirmation of trademark behaviours central to and characteristics of this community.

Awareness Building

Through an integrated program of training, ongoing monitoring, research, publicity and consultation with staff and students to continually question the status quo, College continues to build awareness of issues whether new, emerging or ongoing that affect the vibrancy, diversity, safety and wellbeing of any or all College members.

Mandatory Training

Informed Consent / Negotiation / Sex & Ethics

Maintaining a community that understands the right to privacy, safety and self-determination are important aspects of College life. To ensure this, College runs a program during Welcome Week, semester one and at the beginning of second semester. These compulsory sessions are scheduled to explore the challenges of co-residential community life, and result in an affirmation of trademark behaviours central to and characteristic of this community.

Policies and Procedures and Code of Conduct

Each student is repeatedly made aware of the policies and code of conduct throughout the tenure of their College membership. The Students Club, JCR, SCR, College administration and College Council are strongly supportive of the code and the upholding of this code.

In 2015, students in College were given the opportunity to review the code of conduct to advise if it needed to be updated or changed. The code was supported and maintained through this process.

In 2016- 2017 the students assisted in the revising and updating and expansion of the College policies and procedures.

- Sexual misconduct policy and procedure
- Respectful Relations Policy and procedure
- Smoking alcohol and other drug policy
- Diversity policy

These policies are all found on the College website.

8. Arts Program

To foster the cultural development of the students and to reflect our ambitions for a breadth in “life of the mind” engagement opportunities in the College, St Andrew’s has developed a thriving music program. This program seeks to support students who are either professional or recreational musicians to provide learning and performance opportunities that enrich the lives of all residents

in College and outreach to the community. A wide ranging collection of opportunities for residents to participate in sporting, performing arts, debating, community service and other activities is managed by the Students’ Club in cooperation with the Inter-College community. In College, the leadership of social and cultural programs by the students is the most obvious manifestation of our commitment to student-led governance, where the proper tension between freedom and authority is tested and affirmed every day and every year.

Drama

The Students Club has a long tradition of staging a play each year as ‘Dramsoc.’ College offers scholarships in drama and performs at a high standard in the Palladian drama competition each year.

Spoken Word

Oration and debating is part of the Palladian Competition and College also offers scholarships each year.

Dance

Dance is part of the Palladian Competition and College also offers scholarships each year.

Visual Arts

Each year Student's club undertakes an Art Show and participates in the Palladian art program.

Director of Music

This non-residential position provides the choir with a conductor and director. The Director works in conjunction with the Senior Fellow, and is responsible for choral and instrumental music programs in Chapel and Concert.

Artist in Residence

In its inaugural year, of the artist in residence program the recipient was Jessica Harper. Jessica Harper is an operatic soprano, Scholar with Melba Opera Trust, and award winning performer. The artist in residence successfully arranged various concert performances and ran seminars about performance practice.

Masterclass Teachers

College supports the students by offering the support of master teachers. In 2018 this includes support for the instrumental ensembles, dance ensemble, oration, debating and visual arts students.

Ensemble Convenors

The Director is assisted by Contemporary/Jazz and Chamber instrumental leaders. These students show a level of leadership and direct and assist with the organisation of classical and contemporary ensembles within College.

Choir

The College Choir is comprised of auditioned members who receive choral scholarships and other interested members of college who enjoy rehearsing and singing with the group. In addition, students create their own groups. In the past College has hosted an all-male acapella group, The Blue Birds and the Blue Bitties, a female group and a large choir that forms to take part in the Palladian choral section.

Jazz Band

The Jazz Band is comprised of auditioned members who receive instrumental scholarships and other interested members of College who enjoy rehearsing and playing with the group.

String Ensemble

The instrumental ensemble is comprised of auditioned members who receive instrumental scholarships and other interested members of college who enjoy rehearsing and playing with the group.

Advanced String Ensemble

Led by a current Taylor Scholar, this ensemble to offers opportunity for a more advanced ensemble.

Concerts Program

The Concerts Program provides an opportunity for residents to perform in a wide range of music making contexts. Occasional performances by visiting artists supplement this rich experience. The annual cycle is as follows:

Mothers Dinner/Fathers Dinner Concert

A concert forms part of the annual mother's and father's day celebrations. This concert takes place in the chapel prior to dinner and allows students to perform for their fellow residents and invited family.

Gala Concert (1 per semester)

Each semester, College presents a gala concert. This concert, curated by the Students' club provides an opportunity for members of College and their invited guests to showcase their musical, dramatic and visual arts talent. In past years' external master musicians have been invited to take part to celebrate a particular aspect of College.

Jam Sessions

Jam sessions, hosted by the Students' Club, are held once or twice a semester. These informal gatherings in the Junior Common Room allow any and all interested students a chance to perform in a friendly setting for their peers.

Visiting artist performances

College encourages the occasional performances in College of external performers. These may be local community groups, alumni of College or other external performers. Performers may be highly distinguished and leaders in their field and offering performance opportunities to specific community groups. This assists with community engagement and allows students to experience a greater breadth of performances.

Burns Concert

This evening celebrates the life of Robert Burns. Songs are intertwined with poetry and Scottish heritage, etc.

Inter-College Musical

St Andrew's students are integral participants and leaders in the annual Inter College Musical.

Senior Common Room Music Evenings

Informal performances curated by senior students. These concerts see an eclectic mix of music from all members of College and invited friends in the Senior Common room.

Palladian

The students participate enthusiastically in the Intercollege Performing Arts Challenge, known as the Palladian Cup. This endeavour is strongly supported by the Director of Music, choral, instrumental, piano scholars and instrumental leaders, and by expert support in debating and public speaking. Since its inception in 2001, St Andrew's has won the Palladian Cup more times than any of the other colleges combined.

The Palladian has become a high calibre competition with extremely high level performances from all competitors. The competition is strongly supported by the College community with large numbers of students attending to support their fellow community members.

9. Sports Program

St Andrew's College has a strong history of sporting excellence, a reflection of a proud and long standing commitment to the concept of the athlete scholar. A remarkable number of Androvians have represented the University, the state and the nation in a wide range of sports since the late 19th century. At the inter-collegiate level, St Andrew's has won the prestigious Rawson Cup more often than all of the other colleges combined, bringing home the Cup every year since 2010. Since becoming co-residential in 2002, the College has won the Rosebowl for women's sporting

competition on eight occasions. Played across the two semesters in each academic year, the Intercol competition involves the following sports:

- Tennis
- Cricket
- Basketball
- Rugby union
- Swimming and diving
- Athletics
- Rowing
- Soccer
- Netball
- Hockey

University Cup

The University Cup is a sporting competition for the co-residential college that runs alongside the Rawson Cup and Rosebowl Cup. It was created in 2012 in order to celebrate the combined achievements of the men's and women's Intercol sporting teams at the co-residential colleges and aims to promote equality. The Cup is a generous gift from our former Vice Principal, John Sergeant, and his wife Jennifer.

Rosebowl

The Rosebowl is the female Intercol sporting competition. Similar to the Rawson Cup, it is competed for over the year in the sports of Rowing, Swimming, Netball, Hockey, Tennis, Soccer, Basketball and Athletics. St Andrew's College won the Rosebowl for the first time in 2006, only five years after becoming co-residential, and has won it every year since 2009.

Rawson Cup

The Admiral Sir Harry Rawson Cup, commonly known as 'The Rawson Cup', was presented to the Sydney University Sports Union in 1906 and is the height of male intercollegiate sport. The cup is fought for throughout the year by men representing each of the Colleges accumulating points by competing in Cricket, Rowing, Swimming, Rugby, Tennis, Soccer, Basketball and Athletics. St Andrew's College boasts winning the Rawson Cup more frequently than all the other Colleges combined, including eleven years in a row. The College took home the Rawson Cup again in 2018.

Social Sport

There is an active informal program of social sports both internal and with other colleges, allowing any interested student to take part regardless of skill level.

10. Pastoral Care

Providing a safe and supportive environment is the basis on which St Andrew's College operates. To support this, College has a diverse and comprehensive range of students and staff trained to assist student pastoral needs.

No Wrong Door Policy

St Andrew's has a 'no wrong door' policy and has a wide range of staff as well as trained and supported students who are available to provide pastoral care to all students. All Senior Student Mentors, Student Leaders, Senior tutor, and Director of College Life, Vice Principal, Principal and Chaplain have a good understanding of the issues that students may face while resident at College. Students are invited to approach any other member of College at any time for support and students are supported to 'refer up' any issues that are complex or beyond their capacity.

Chaplain & Chapel

The Chaplain, a Uniting Church Minister, is an important member of this team providing both pastoral and spiritual care to all members of College.

The Pastoral Care Team

In 2018 the pastoral team was reformed to encompass the following members.

Pastoral Leaders

This group of students from 2nd year and above undertake a strong leadership role in pastoral care. They are strongly embedded to the culture of student's club and do not undertake any disciplinary role. Their role is to provide a point of contact for students with issues that may range from accessing rooms to health and welfare. They meet regularly and undertake external supervision as well as ongoing support and guidance from the Vice Principal.

Students who take up these roles are supported by College administration and undergo a period of training to prepare them for the role.

Non-Resident Liaison Student

With the growth of the non-residential student program as need was seen to provide support specific to the needs of students who are choosing to be members of College while not living on the College grounds. As a result; a resident student takes on the role for being the 'go to' person for issues that relate to the non-residential student's engagement with College. In 2019 the team will expand to include 3 positions, 2 non-resident liaisons and 1 Australia Street campus liaison.

The Nighthawks

In 2018, College employed 2 additional staff members to be on duty after hours to support the safety of College Members. Their role is to be available to assist students in need, including room lockouts and stepping in where College members are behaving outside the code of conduct and agreed policies of College.

The students and staff of College have agreed to a Response Matrix that will be used in the case of policy breaches. Student leaders are responsible for responding to some of these issues while other issues may be dealt with by staff and/or students. Issues of a more serious nature will ultimately be responded to by College Council.

The Nighthawks currently work from 5.30pm to 3.30am seven nights a week.

11. Community Spaces

Dining Hall

The dining hall is the centre of student life, formal dinners, celebrations and informal study and meetings.

Senior Common Room

It is envisaged that membership of the Senior Common Room will be expanded over the next decade to approximately 100 members.

SCR Members

- **Category 1 - Residential Fellows**
This includes the Principal, Vice Principal, Senior Fellow, Senior Tutor, and Chaplain.
- **Category 2 - Resident Post Graduate Members**
All resident post graduates are members of the SCR.

- **Category 3 - Honorary Fellows & Non Resident Members**

The Senior Common Room currently has 36 Honorary Fellows. Honorary Fellows include the

Honourable Marie Bashir AC CVO and many distinguished and former members of College Council. Fellows are encouraged to attend Senior Common Room functions regularly.

- **Category 4 – Academic Area Tutors**

All senior Academic Area Tutors are automatically members of the Senior Common Room and may utilise the space and resources to meet with their students.

Invited Guests

Non-resident tutors in the St Andrew's academic program are encouraged to attend Senior Common Room events on a regular basis.

Undergraduates are warmly welcomed to attend the regular SCR seminar series.

Senior Common Room after dinner talks

Each week during semester, the College's Senior Common Room (SCR) runs a short talk after dinner. Talks include a variety of topics and are presented by members of the College community, including our tutors, members of staff, honorary fellows, and academic guests visiting from other universities.

Fellow and Occasional Visitor Address Program

Occasional talks from experts in diverse fields with opportunity for students to ask questions, debate issues and understand the broader context of issues.

Academics in Residence

The College Master Plan envisages the development of residential accommodation for an additional

10 academics and their families, in either short term or long term stay. These professionals would complement the wisdom and seniority provided by the Residential Fellows.

Claymore club

This group meets every Tuesday to discuss a diverse range of topics and controversies.

Junior Common Room – Students' Club

Self-Governance

Responsibility for the Inter-college and internal social and cultural program will continue to rest with the SAC Students' Club. Integration with the College Life Program will continue to be managed through the Senior Student, in their liaison capacity with the College administration. In this regard, the Students' Club works in its own right as a member of the vibrant Inter-College community to provide a rich program of opportunities that develop and change each year. The role of Students' Club as a self-governing body that provides peer based leadership and culture is one of the great strengths of College.

Student Gymnasium

The Student Gym, with 24/7 accessibility and a wide range of equipment, is complimentary for all student members of College to use. Equipment in the gym includes:

- Free Weights
- Stationary Bike
- Cross Trainer
- Rowing Machine
- Squat Rack

- Lat Pull Down Machine
- Mid Row Machine
- Leg Press
- Cable Weight and Pulling Machine

Social Program

The Students' Club manages a comprehensive schedule of social events during the academic year. These events are staged in conjunction with the University's Inter-College community, on a college- only basis or on a smaller, intramural scale. The management of this program is an outstanding example of the leadership opportunity and responsibility available to and embraced by the Students' Club.

The College is proud of the richness of its social activity program. This densely layered menu of events reflects the diversity of interest in event type, and the management capabilities of the Students' Club.

License & Highlander Bar

College has a licensed venue 'The Highlander.' Managed by an elected group of students each year; the Highlander team work with the Licensee to oversee the safe running of the venue and the responsible service of alcohol.

Non-residential members of College

The opportunity for non-residential membership at St Andrew's College is a new initiative, introduced at the start of 2015. Students taking part in this program do not live in College, but can access many of the same benefits as a member of the St Andrew's community. This program offers an introduction to residential life in College, with the opportunity to contribute to, and benefit from, the vibrant life of St Andrew's.

Benefits of the non-residential program include:

- Access to the academic tutoring program
- Participation in our extensive Welcome Week Program
- Access to the College as a daytime "home" on campus, including a locker for storing belongings
- ALL meals in the Dining Hall
- Attend and participate in the College Life Program, including lectures, seminars, leadership, performing arts, sport (excluding Rawson/Rosebowl/Palladian representation) and social programs
- Associate membership of the St Andrew's College Students' Club (SACSC), allowing access to a range of free and at-cost social and other SACSC activities
- Paid membership of University of Sydney Union and Sydney Uni Sports and Fitness via the College's membership arrangements with these organisations
- Use of the College's social, performance and learning spaces
- Access to the College's internet facilities
- Vacancies for residential places during the year to be filled from those in the non-residential program
- Mentoring and sub-dean support specifically catering for non-residential members

Academic facilities

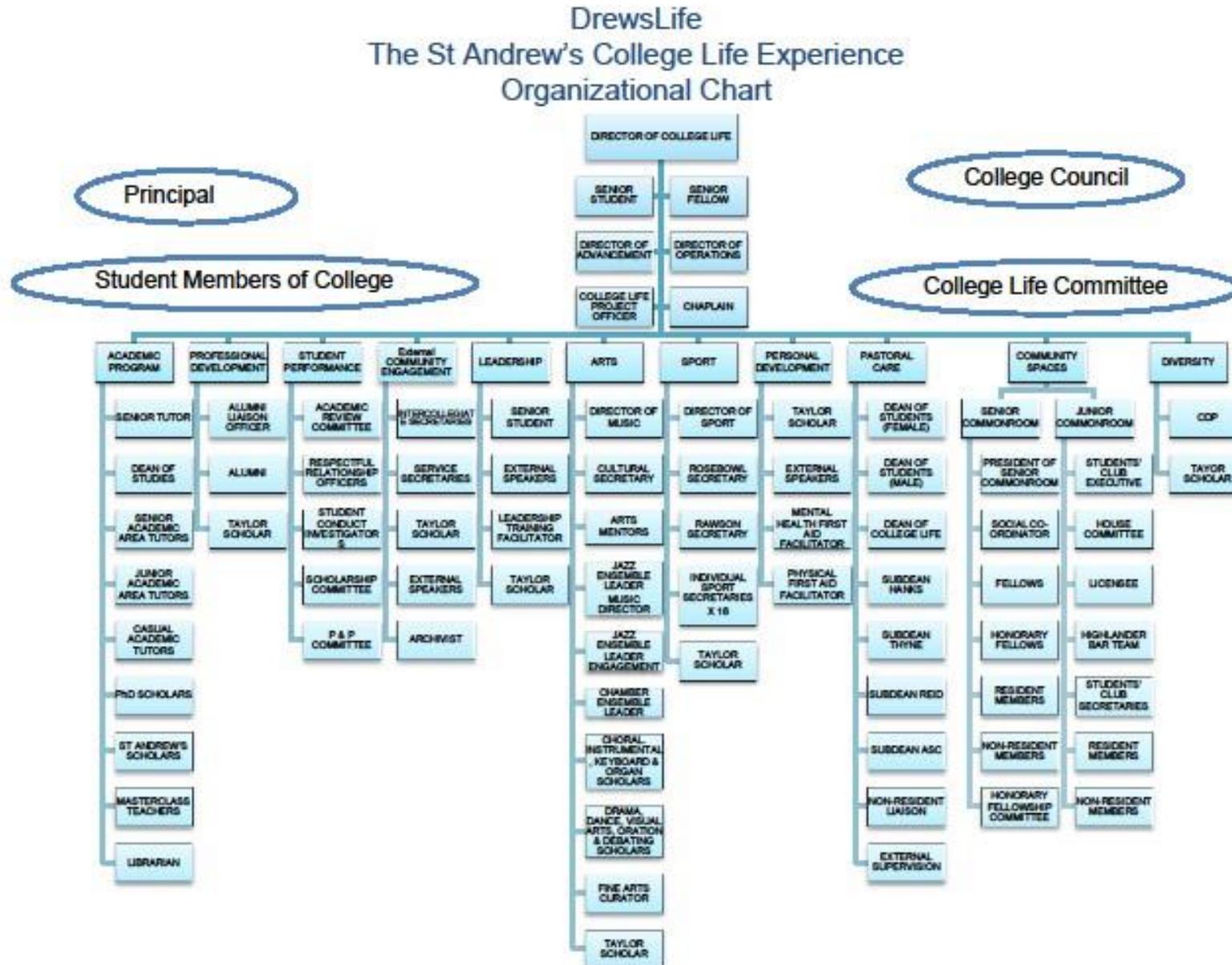
The College has five specific tutorial rooms for use for academic activities, including group tutorials, individual study and academic mentoring meetings. These rooms are:

- Library
- Law Library
- Spann Library
- Junior Common Room tutorial room
- Carol Raffan tutorial room

The College also utilises the Reading Room, Senior Common Room and Dining Hall for these activities during times of peak demand throughout the semester.

Students and tutors are able to book rooms throughout the semester by contacting the College Life Project Officer - collegelife@standrewscollege.edu.au

12. Appendix 1 Organisational Structure and Personnel



Appendix 2 - Facilities

Post graduate accommodation

College currently has up to 21 rooms specifically for post graduate residential accommodation.

5 in Sulman House

4 in The Old Laboratory

4 in downstairs Harper

4 in Gatehouse

2 in Lower Carillon

2 in Main building

Plans which form part of the College's Master Plan envisage a total of 80 resident post graduate members, sufficient critical mass for the establishment of a Middle Common Room.

Music Practice Rooms

A soundproofed rehearsal room has been constructed as the main practice space, complementing the Reading Room, Gillespie Hall, Carol Raffan Room (all of which have pianos) and Chapel (piano and organ), and the Senior Common Room (where the virginal is located) as rehearsal/performance spaces. All are available for music practice.